

*Between governmental and institutional level - unique opportunities for action?*

The Norwegian Committee for  
Gender Balance in Research

# Committee for Gender Balance in Research an in-between position

- Appointed by the Ministry of Education and Research for a third period (2010-2013).
- Members from higher education institutions (4), research institutes (2), students' organization (1), and the Research Council of Norway (1).
- Annual budget is 3 mill NOK (375 000 €)
- The secretariat is placed at the Norwegian Association of Higher Education Institutions.

# Mandate

- Raise **awareness**, give **support** and **recommendation** for measures that promote the gender balance at the higher education institutions and research institutes.
- Offer **assistance** and **advice** to players and institutions in the university and university college sector and the independent research sector, the ministries and the Research Council of Norway upon request.



# Tasks

- National coordinator and promotor
  - for mainstreaming gender equality in higher education and research
- Create dialogue and contact-points with, and between:
  - higher education institutions and the research institute sector
  - The Ministry of Education and Research
  - The Research Council of Norway
- Be in the forefront, and to give advice on national and institutional levels
- Consciousness raising, production of knowledge and information.

# Some concrete examples:



Meetings with top leadership at the institutions, discussing:

- Strategies and challenges
- Gender action plans



Annual equality award:

- On behalf of the Ministry of Education and Research
- 250 000 €



Developing tools:


- Website – agent for change
- Booklet - motivating leadership to work for gender balance

# The Ministry of Education and Research Equality award

## Criteria and guidelines

- How the institutions have worked to promote women in research.
- How well anchored gender issues are among the leadership .
- Whether the institution can show that it has implemented specific measures and carried out its gender action plan.
- Resources (HR and financial) spent on gender mainstreaming.

## Our website

-  [Promote action](#)
  -  [Create debate](#)
  -  [Tool for the Committee](#)
  -  [Independent role](#)
- <http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75848>
  - <http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75406>
  - <http://eng.kifinfo.no/c62414/seksjon.html?tid=62429>
  - <http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=71614>

<http://www.eng.kifinfo.no>

- Making news, interviews with i.e. leaders and policymakers
- Gathering statistics, information, gender action plans, best practice and measures.
- Monthly newsletter, **subscribe!**
- Channel to the international community.



# *Talent at stake. Changing the Culture of Research. Gender Sensitive Leadership*

- Contribution to increase excellent leadership:
- Collected good examples of leaders who had made an effort to improve the gender balance at their institution.
- Both men and women as role models.
- The examples are concrete and could be proved to have had good results.
- The booklet has been used in leadership programs at the institutions.



- Thank you for your attention
- More information? <http://eng.kifinfo.no>

