

Gender balance in senior positions and research management - BALANSE

Gender Summit, Berlin November 7.

Background

- The Initiative on *Gender Balance in Senior Positions and Research Management* (BALANSE) seeks to promote gender balance at the senior level in Norwegian research through new knowledge, learning and innovative measures.
- Programme period of 10 years, from 2013-2022, and a total budget of 115 million NOK.
- Contributes with 10 million NOK to NordForsk

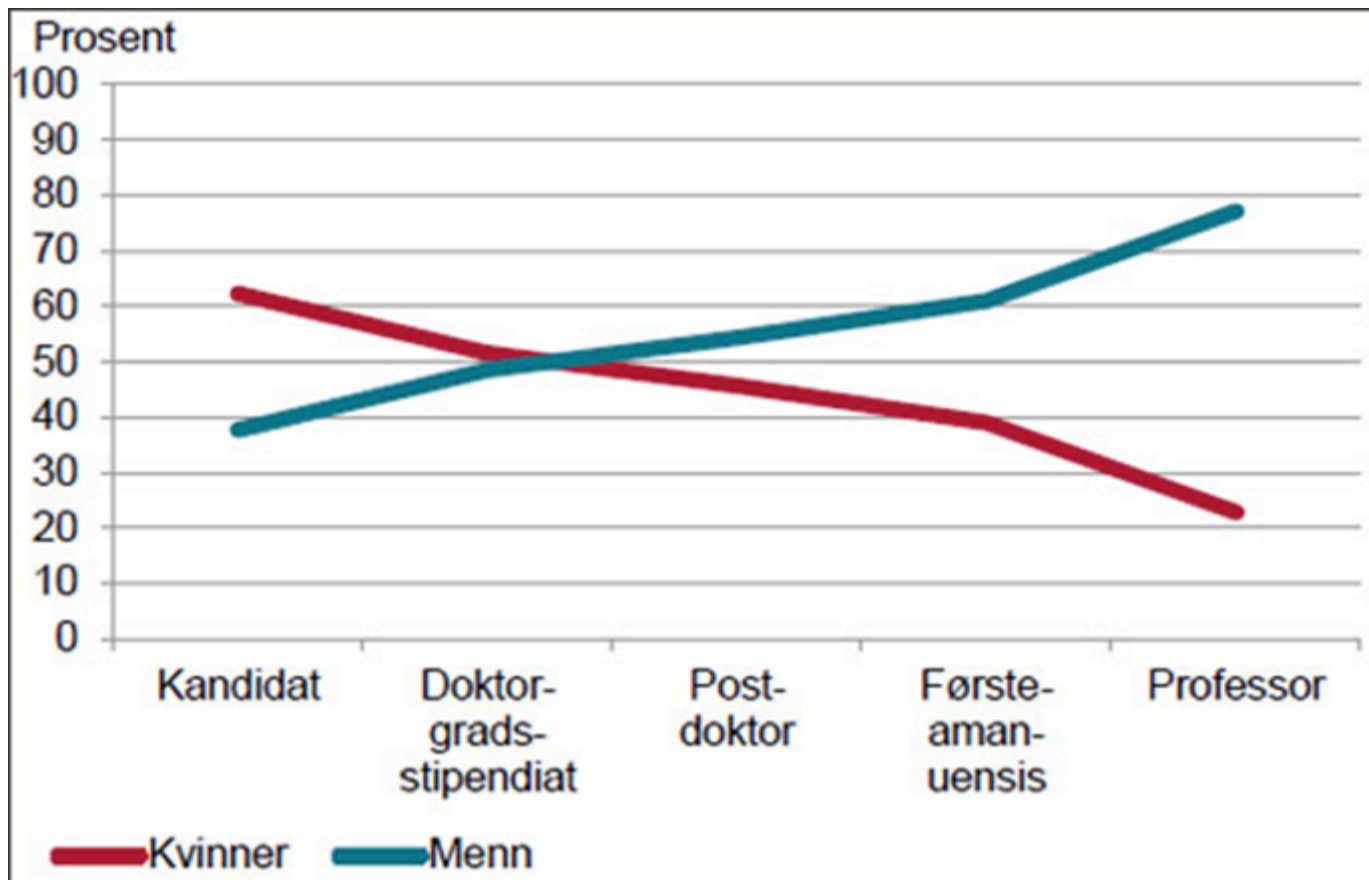
Addressing the research system

- BALANSE is not a research-programme, but an **action oriented** programme
- All disciplines, subject areas, public and private research institutions
- Institutions can apply for funding in order to improve gender balance on senior-level
- The program will support efforts to bring about **cultural** and **structural change**

Why **BALANSE**?

- Women still have slower career developments in the academic system than men
- Experience shows that the introduction of **simple, concrete measures** can lead to a **substantial improvement** of gender equality and gender balance
- The Research Council's **BALANSE** programme is an effort to **boost progress**

Why **BALANCE?**



Funding

- Two calls, 2013 and 2014
- Fund 11 projects
- Allocated 46 million NOK
- Universities, Research institutes, University colleges
- Applicants are asked to analyze challenges and suggest measures
- Innovative projects
- Leadership involvement

What do **BALANSE**-projects do?

- Variety activities:
- Writing stipends
- Writing retreats
- Mock evaluations
- Mentoring programmes
- Leadership training
- Cultural change
- Research

- **Career planning**

National learning arena

- Share experience and learnings
- Seminars and work-shops
- Develop a toolbox for use within the sector

www.rcn.no/balanse

Gender balance in senior positions and research management (BALANSE)

Search Search

Norsk

HOME PAGE

- [Programme description](#)
- [Contact](#)
- [Programme board](#)
- [News](#)
- [Calendar](#)
- [Documents](#)

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News



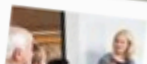
New policy for gender balance and gender perspectives in research

"The Research Council will be a driving force in achieving gender balance and gender perspectives in research," says Arvid Hallén, Director General of the Research Council of Norway.



First grants from the BALANSE initiative: Gender equality grants to three research institutes and one university

The Research Council of Norway's Initiative on Gender Balance in Senior Positions and Research Management (BALANSE) has awarded its first project funding. Three independent research institutes and one university can now implement new gender equality activities.



First funding announced

Funding

All calls for proposals from the Research Council

Related programmes

Euraxess Norway (EURAXESS)

Attachments

Work Programme 2013 - 2017 (PDF-570.8 KB)

Contact

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Links

Gender Balance in Research- Norway
Thoughts on university leadership by Curt Rice

Thank you for your attention!

