

Gender-equality paradox in Sweden

Åsa Larson

NornDip conference, May 25 -2023

Åsa Larson



Undergraduate studies (Engineering Physics) and PhD at the Royal Institute of Technology

Since 2008 at the Department of Physics, Stockholm University

Professor in Molecular Physics

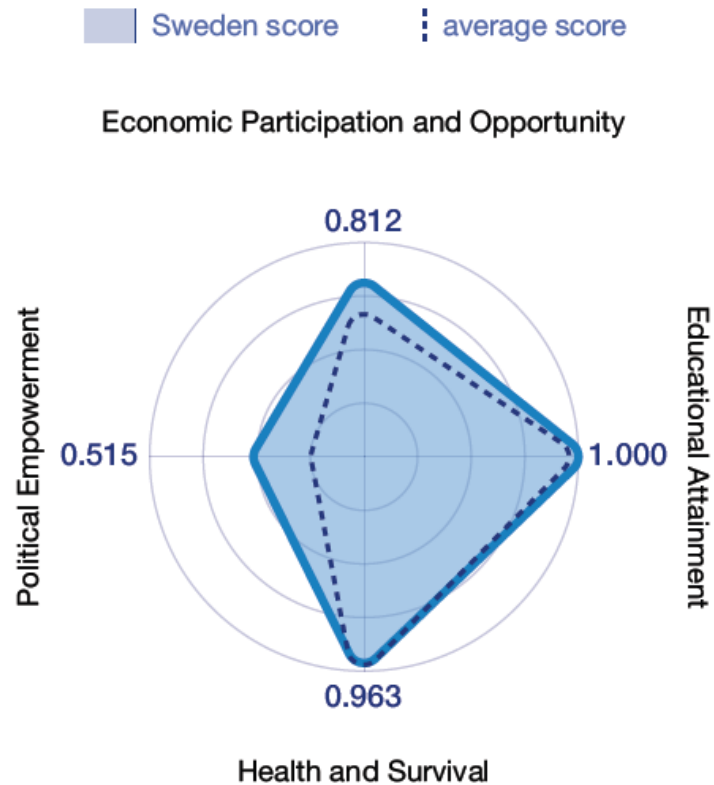
Interested in teaching (former director of studies) and equal condition issues

Outline

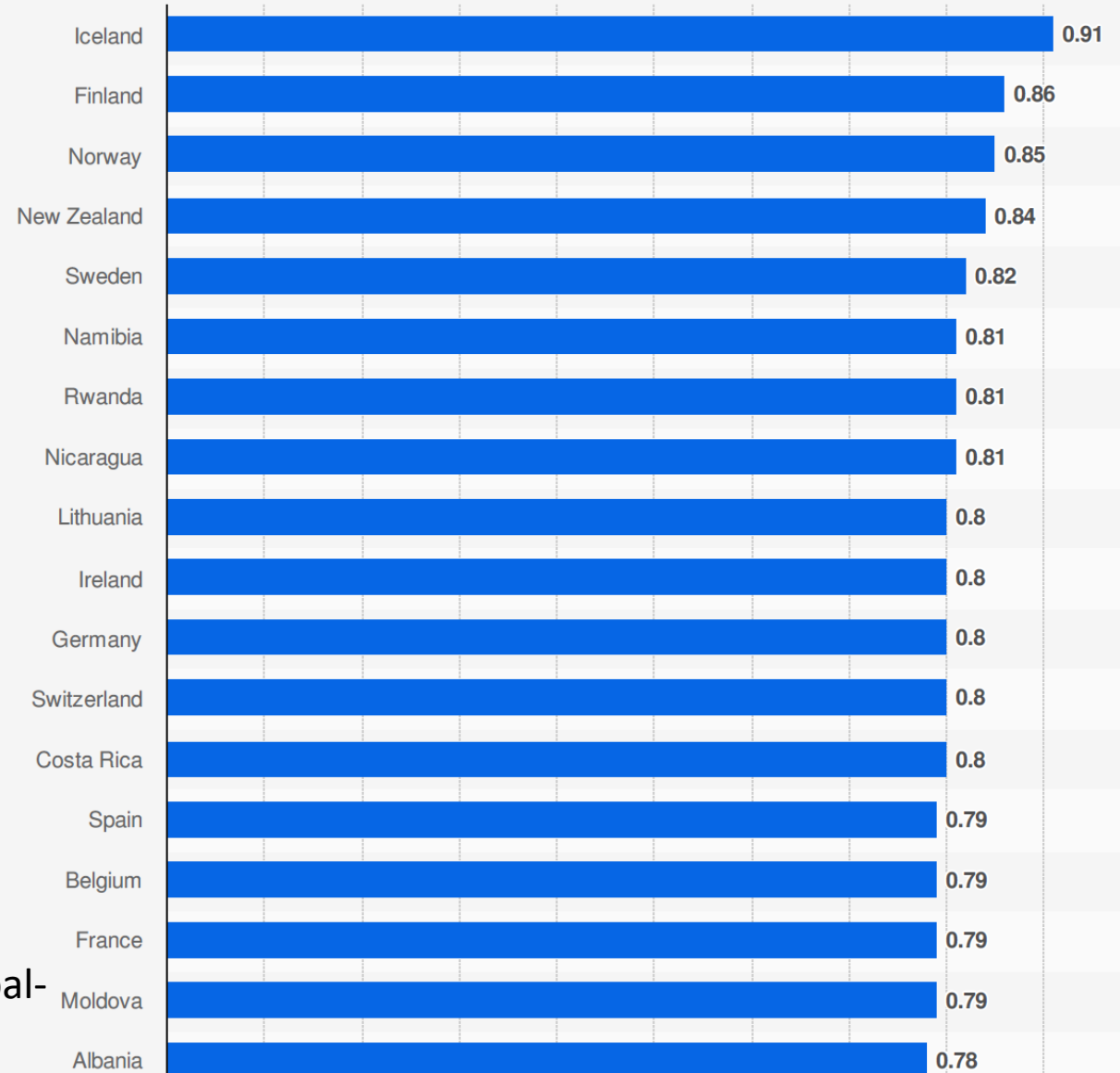
- Gender equality paradox in the Nordic countries and in Sweden
- What about gender in academia and especially in Physics?
- Initiatives of today, GENIE (@ Chalmers)
- Summary

Gender gap is small in our Nordic countries:

Global gender gap index, 2022:



The global gender gap index 2022



Swedish policy for equal opportunities

- equal distribution of power and influence
- economic equality
- equal education
- equal distribution of unpaid homework
- equal health
- men's violence against women must stop

På tal om kvinnor och män

Lathund om jämställdhet **2022**

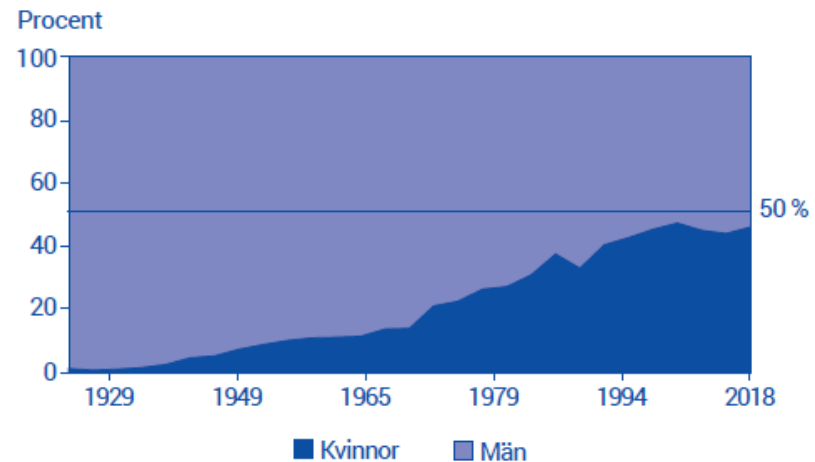


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Riksdagens sammansättning 1919–2018
Könsfördelning (%)

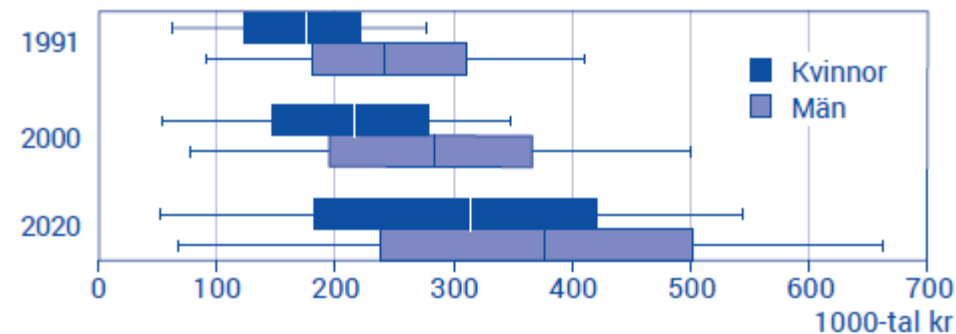


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Spridning av sammanräknad förvärvsinkomst för individer 20–64 år
1991, 2000 och 2020
1 000-tal kronor i 2020 års priser

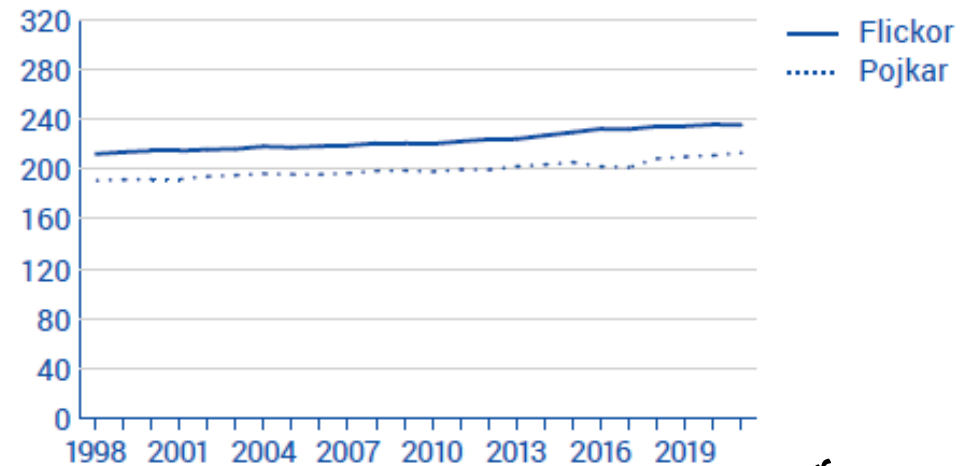


Sammanräknad förvärvsinkomst är skattepliktiga
inkomster exklusive kapitalinkomster.

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Meritvärde för elever som avslutat årskurs 9 1998–2021
Genomsnittligt meritvärde



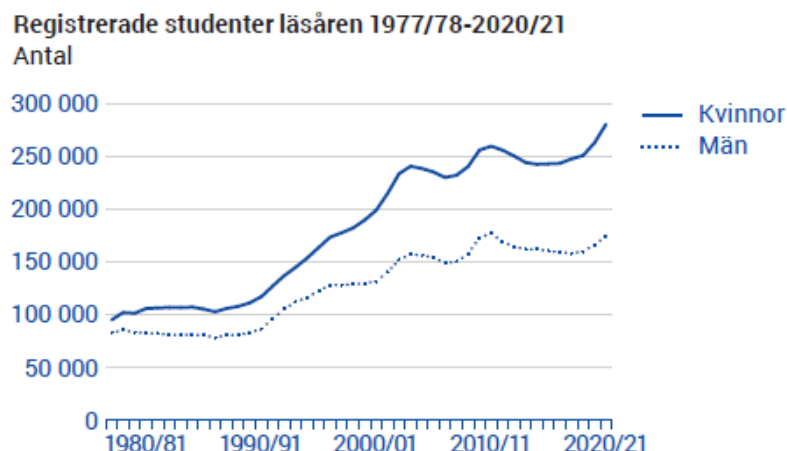
girls have better grades



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More female students at the universities ...



Källa: Universitetskanslersämbetet

Studering och examinerade från högskolan 1985/86, 1999/00 och 2020/21
Könsfördelning (%)

	1985/86		1999/00		2020/21	
	Kv	M	Kv	M	Kv	M
Grundnivå och avancerad nivå						
Högskolenybjörjare	58	42	58	42	59	41
Studenter	57	43	59	41	62	38
Examinerade	66	34	60	40	63	37
Forskarnivå¹						
Doktorandnybjörjare	31	69	45	55	50	50
Doktorander	30	70	43	57	50	50
Licentiatexamen	22	78	37	63	35	65
Doktorsexamen	24	76	39	61	46	54

1) Avser kalenderåren 1986, 2000 och 2021.

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Parental leave since 1974...

2023: 2 · 240 days (90 days can't be transferred between parents)

70% are taken by the mother ...


På tal om kvinnor
och män
Lathund om jämställdhet 2022



Gender equality paradox

The Gender-Equality Paradox in Science, Technology, Engineering, and Mathematics Education



Gijsbert Stoet¹  and **David C. Geary²**

¹School of Social Sciences, Leeds Beckett University, and ²Department of Psychological Sciences, University of Missouri

Psychological Science
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www.psychologicalscience.org/PS

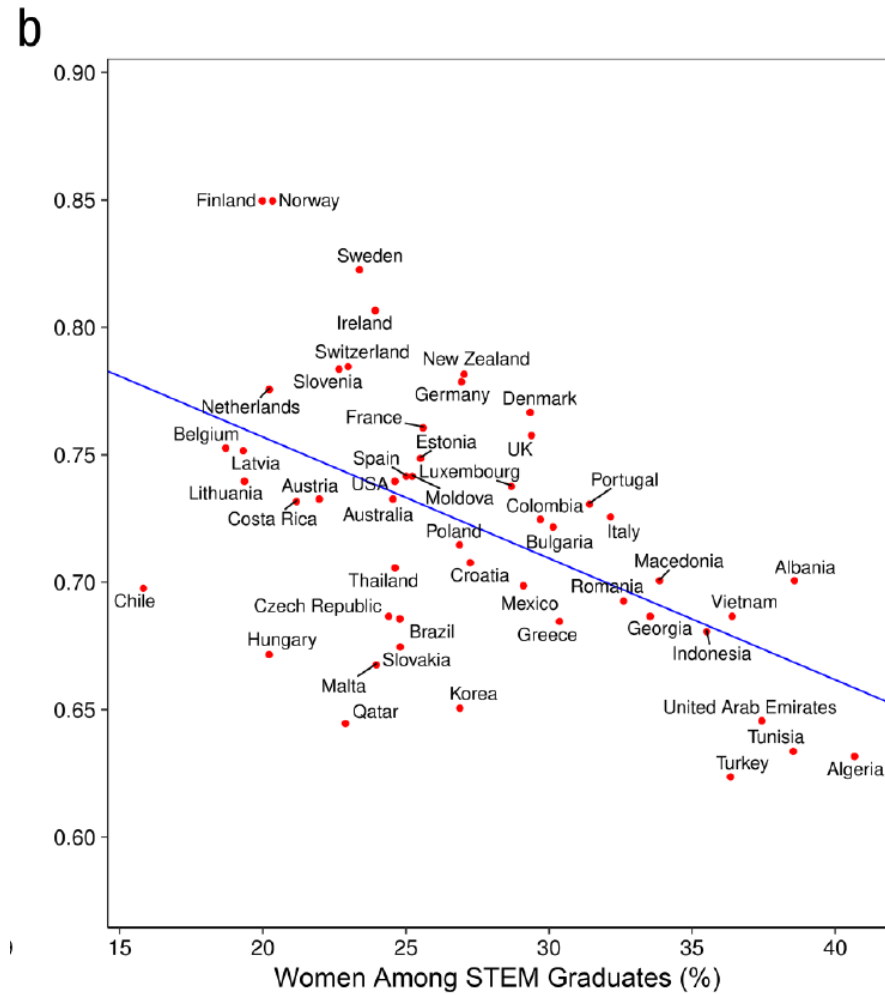
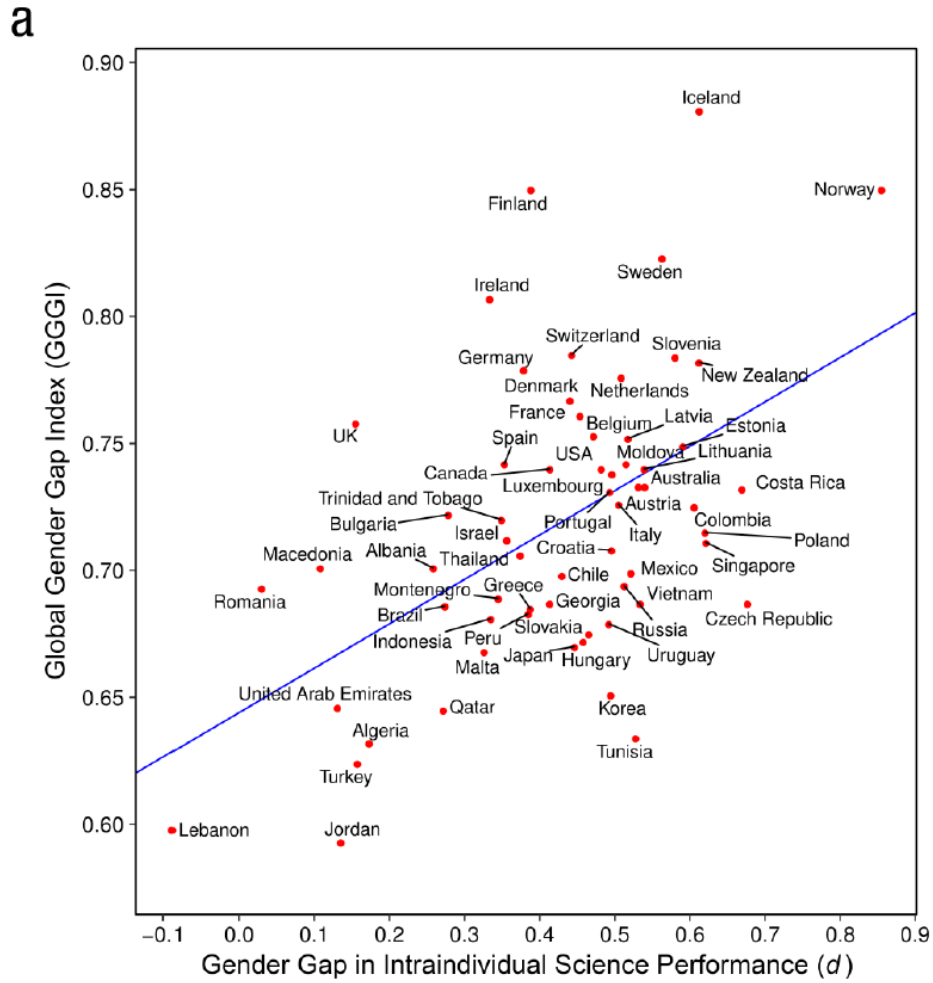


... “countries with high levels of gender equality have some of the largest STEM gaps in secondary and tertiary education” ...

Based on PISA, Global gender gap report, ...

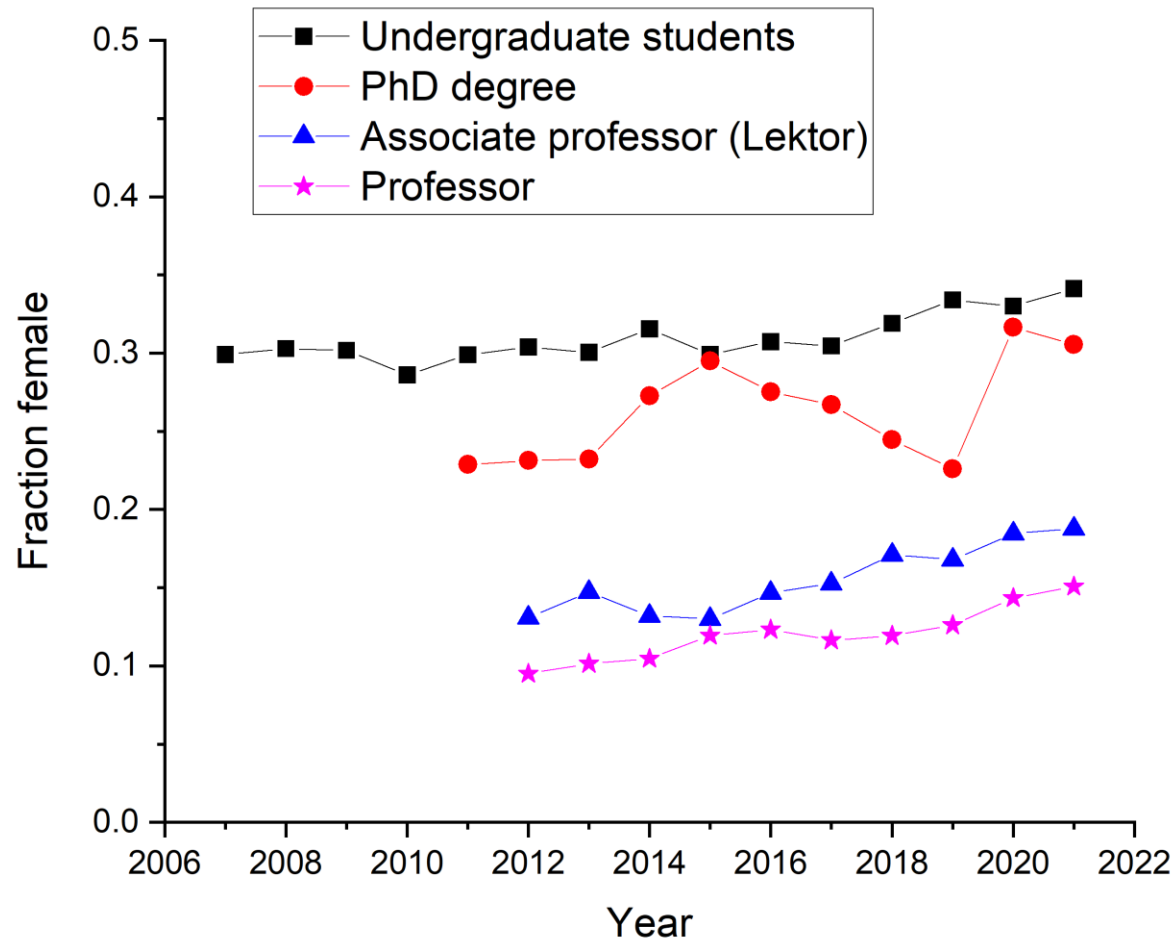
- girls performed similarly or better than boys in science in two out of every three country
- science or mathematics is more likely to be a personal academic strength for boys

Gender equality paradox

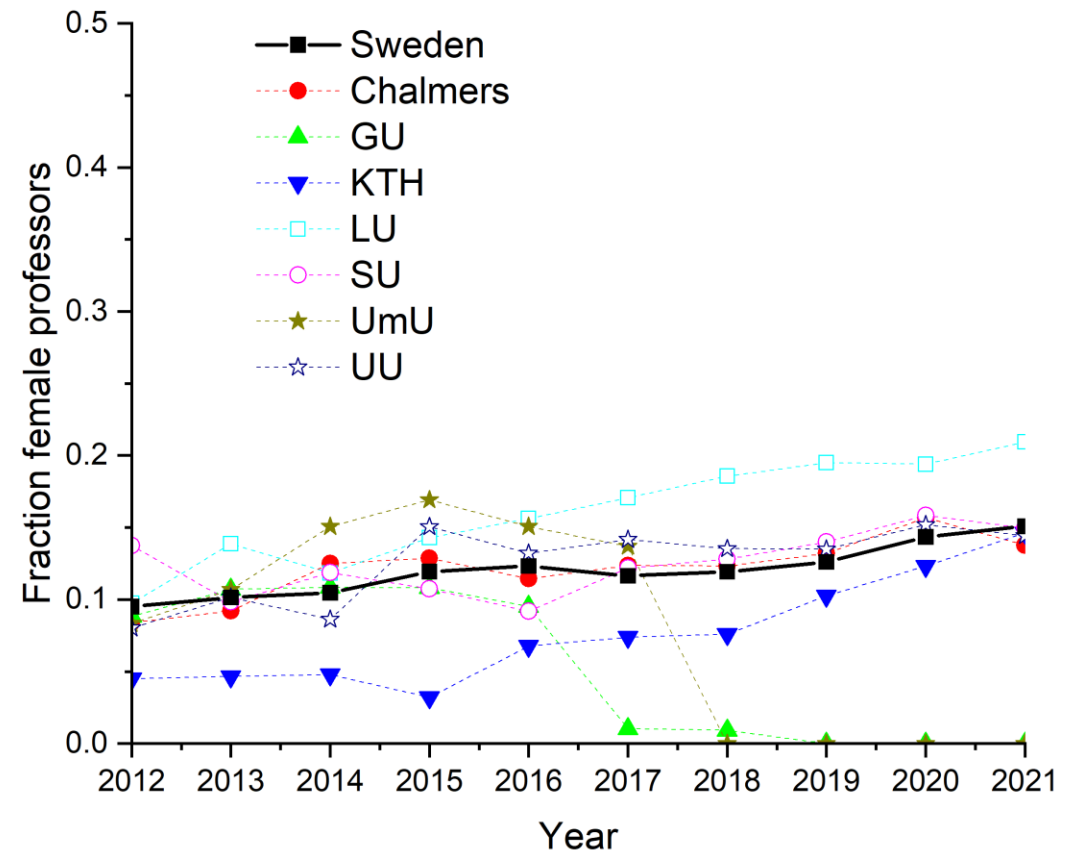
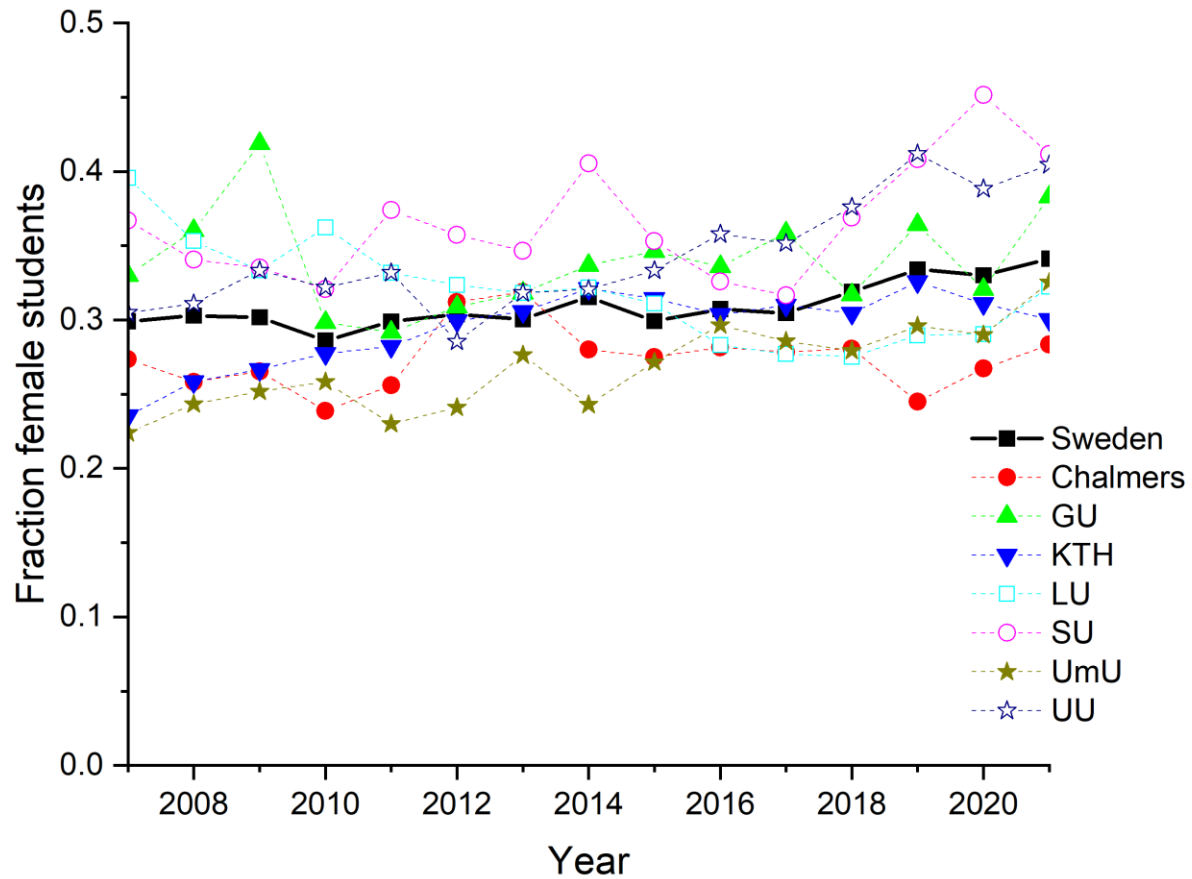


Gender equal
countries are loosing
more women from
STEM

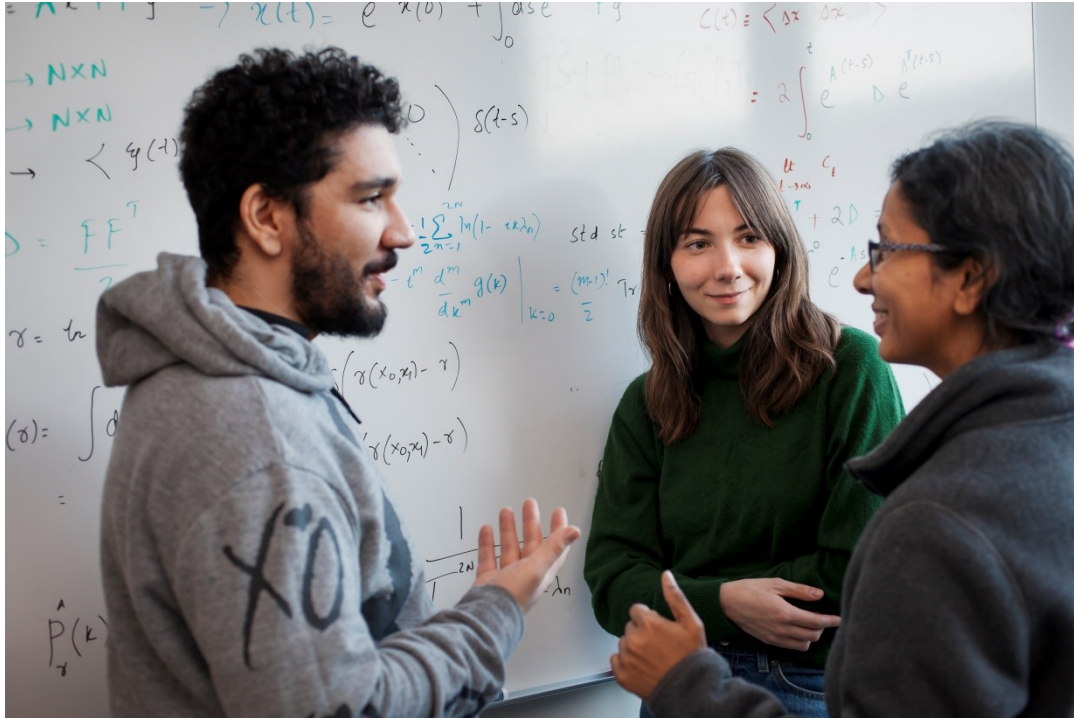
What about gender in Physics in Sweden?



What about gender in Physics in Sweden?



Initiatives of today



Outreach activities ...

Teaching, course literature ...

Seminars/conferences ...

Recruitments ...

Academic household work ...

Course: *Physics and Gender*, LU

T. Brage, B. Åsman

Initiatives of today - GENIE

You are viewing Maria Saline's screen View Options



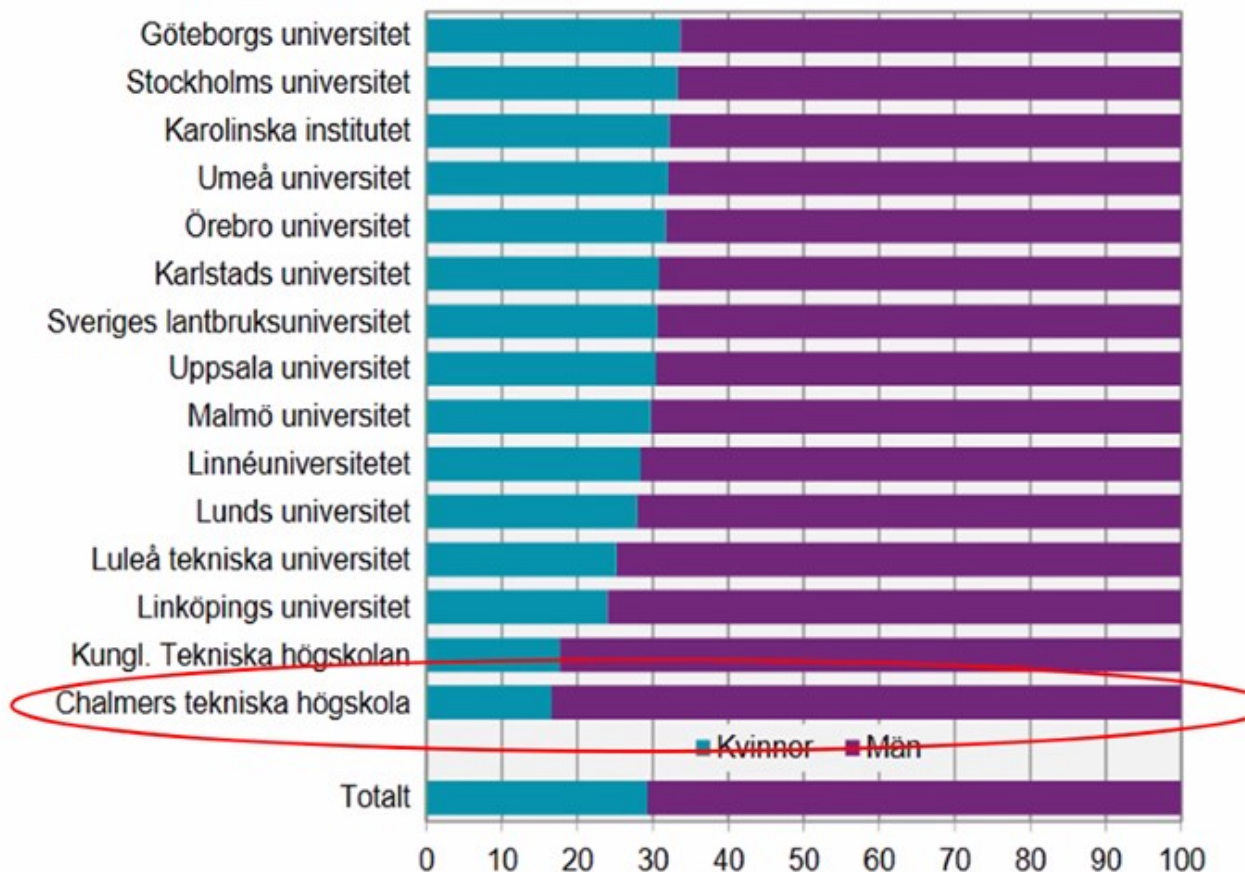
**CHANGING A UNIVERSITY:
- Gender Initiative for Excellence
GENIE at CHALMERS**

Maria Saline
Coordinator Genie, Central equality coordinator

2023-05-04

Initiatives of today - GENIE

Könsfördelning bland professorer med forskande och undervisande arbetsuppgifter, baserat på antal heltidsekvivalenter, år 2018. Uppdelat efter lärosäte¹



2018:

- Chalmers – 17% female professors
- Risk #1 – not gender equality
- #MeToo + stories from students increased awareness
- Chalmers foundation investments

1) Avser lärosäten med minst 1 000 anställda heltidsekvivalenter totalt. I stapeln "Totalt" ingår samtliga 48 lärosäten.

Initiatives of today - GENIE

WHAT IS GENIE?

...strategy to increase success and excellence at Chalmers!

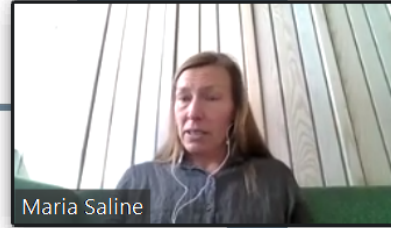
1. Money: 300 MSEK
2. Long term: 10 years, 2019-2028
3. Lead by faculty

Goals:

- Increased female faculty 40% female professors 2028
- Eliminate structural and cultural barriers that hamper women's careers.
- Create an inclusive workenvironment, which is diverse and supports excellence in research, outreach and education.

Initiatives of today - GENIE

RESULT BY NOW



GENIE

Measure/analyze

- Gender divided data 2018 - 2021 Will look into 'academic household work', financial sharing...
- Added questions to the employee-survey 2018-2023
- Collect and share good examples
- Investigate Academic citizenship – connect to AO
- Study on "Non-events" at Chemistry dept.

Activities at the departments

- Genie representative/inst. (13)
- Network of PhD students – DrGenie
- Planes and goals for GE work into yearly Operational Plan – how to follow up?
- Toolbox with ideas on what to do
- Course on cultural change 6 moduls (about 4 days)
- "Gender equal research environments" program

Central actions

Recruitments:

- 2 Professor (E2 and IMS)
- 1 Bitr. Professor (MC2)
- 1 Docent
- 11 Assistant professors
- 21 Postdocs
- 5 PhD-students
- 4 internal support (EFF->BFF)
- 17 Visiting researchers

Support fo existing faculty:

- 30 project (Gender+excellence)
- Mentorship, student networks (CWA)
- Support to many female researchers
- Female leadership program

Education:

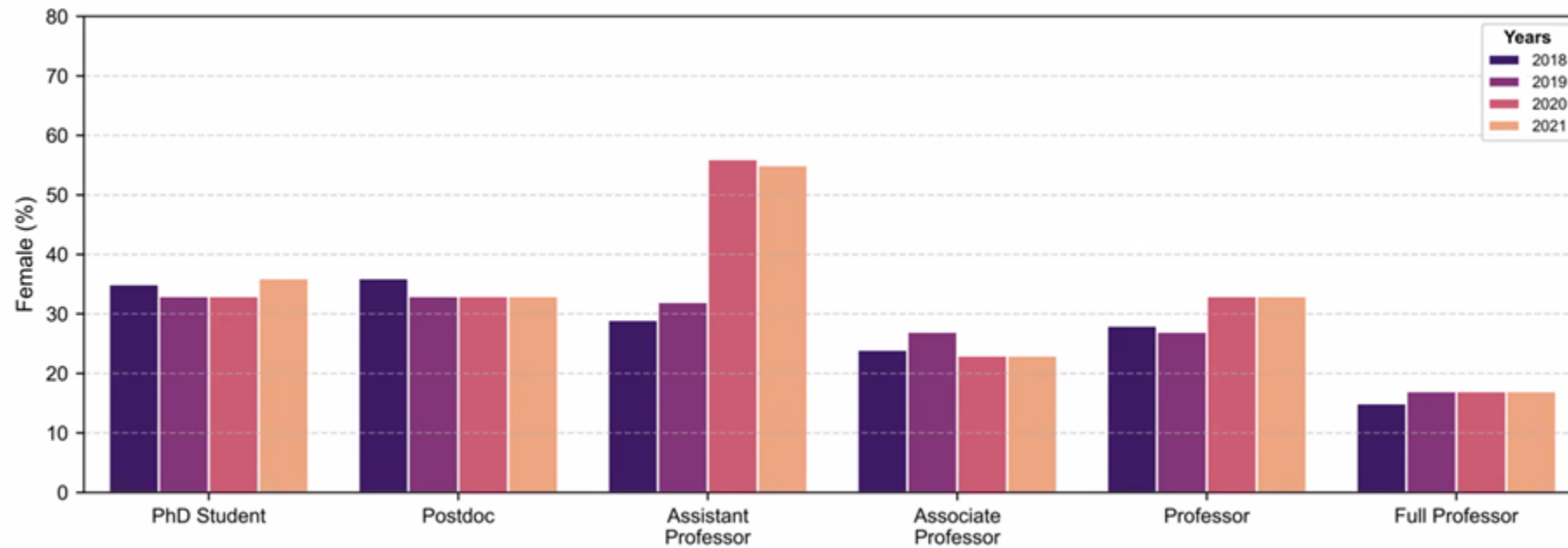
- Culture change course, DEI in undergraduate edu. (how to)
- Leaders "walk the talk"

Seminars and outreach

- Articles, events and seminars

Initiatives of today - GENIE

Results by now ...



Summary

With increased diversity we can do better physics!

There is a gender equality paradox in Sweden and in the Nordic countries.

The work to increase diversity takes time and money.

