



Vetenskapsrådet

Gender equality in research funding

Some examples from Swedish RC

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Swedish Research Council

NORNDIP conference, AlbaNova
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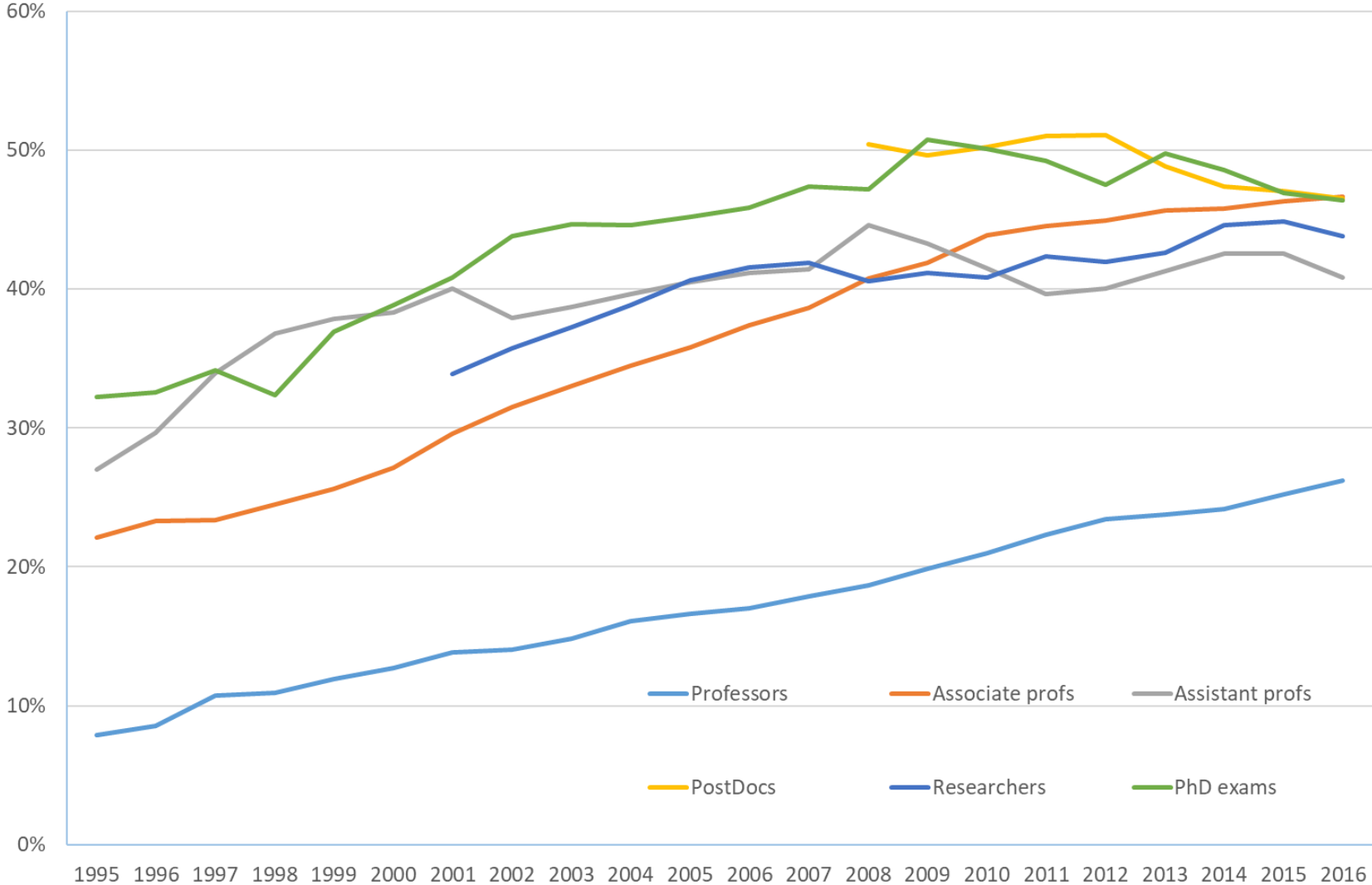
Gender equality at Swedish HEIs

very brief history

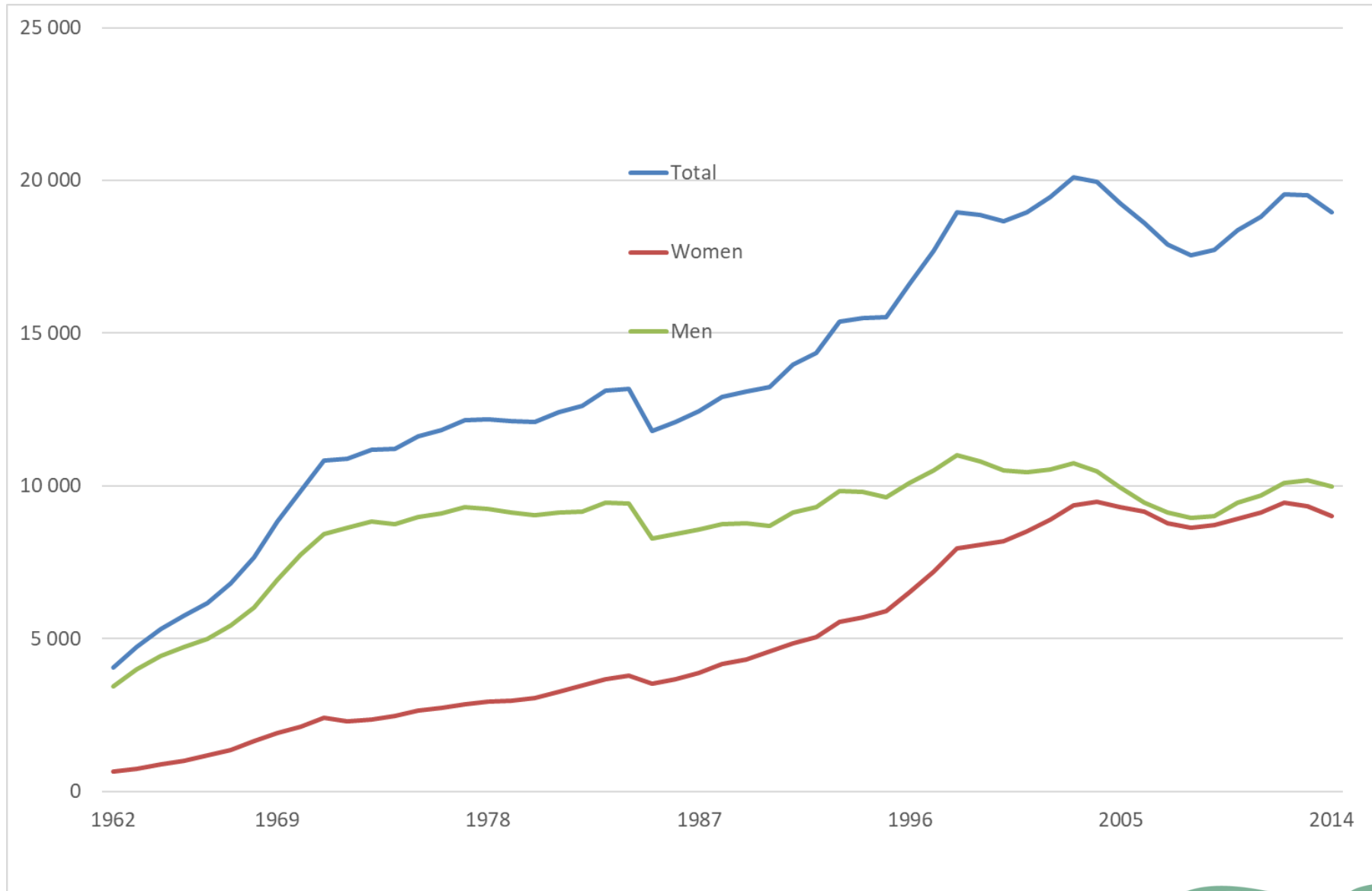
- 1872: first woman student at university (Betty Pettersson, UU)
- 1883: first woman PhD (Ellen Fries, UU, history)
- 1884: Sonja Kovalevskaja professor at Stockholm University College
- 1925: constitution of 1809, §28, revised: women can hold higher posts
- 1927: public high schools opens to women
- 1937: first woman professor at a public HEI
(Nanna Svartz, KI (UU 1949, GU, LTH 1963, LU 1964))
- 1992: first woman rector of university
(Boel Flodgren, LU, Sigbrit Franke, UmU)
- 1993-2017: share of women among professors from 7% to 27%
- 2001: rule of 50% women in research council boards
- 2003-2014: share of women among rectors from 20% to 58%



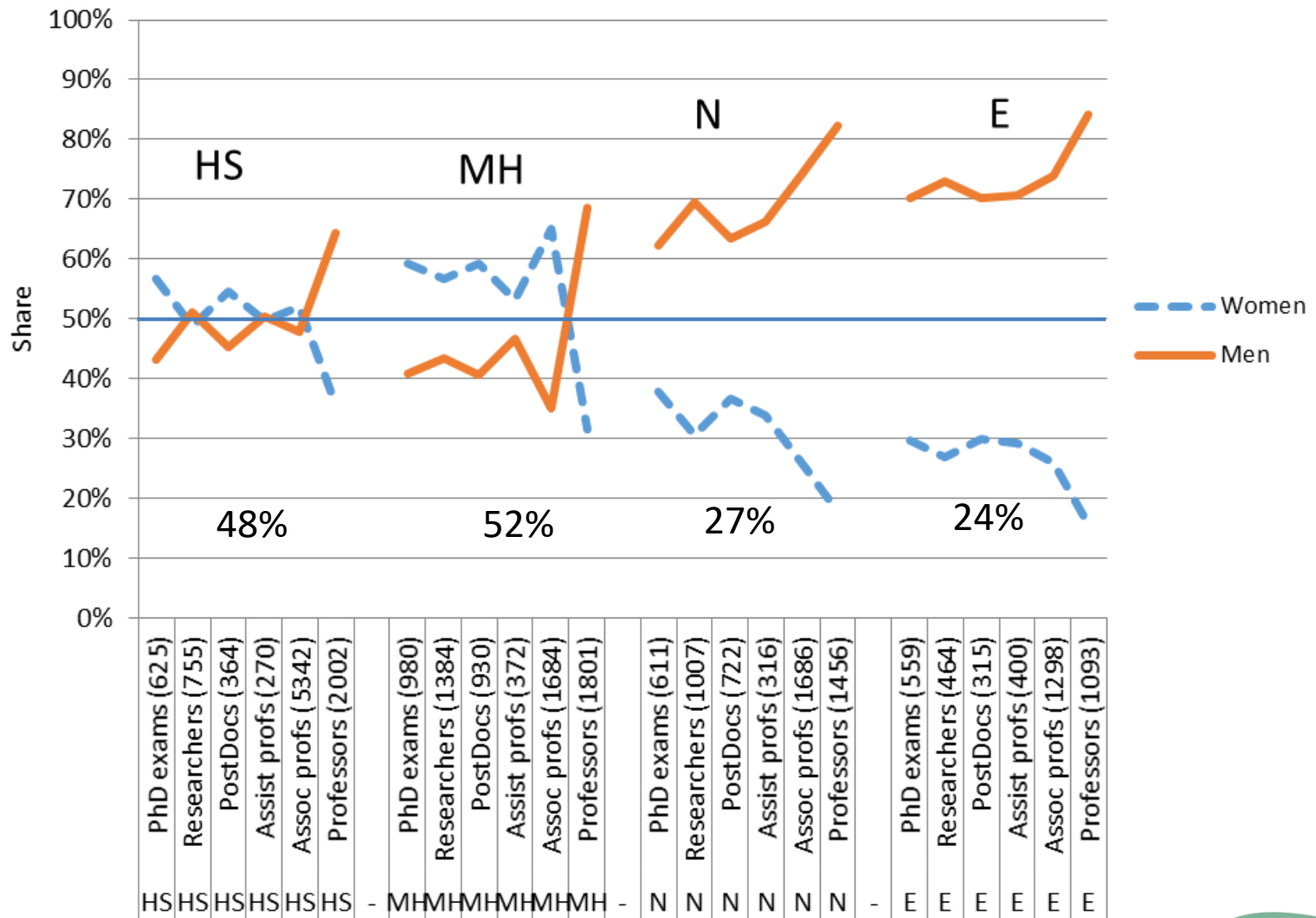
Share of women in different academic positions and among new PhDs in Sweden 1995-2016



Number of women and men PhD students 1962-2014

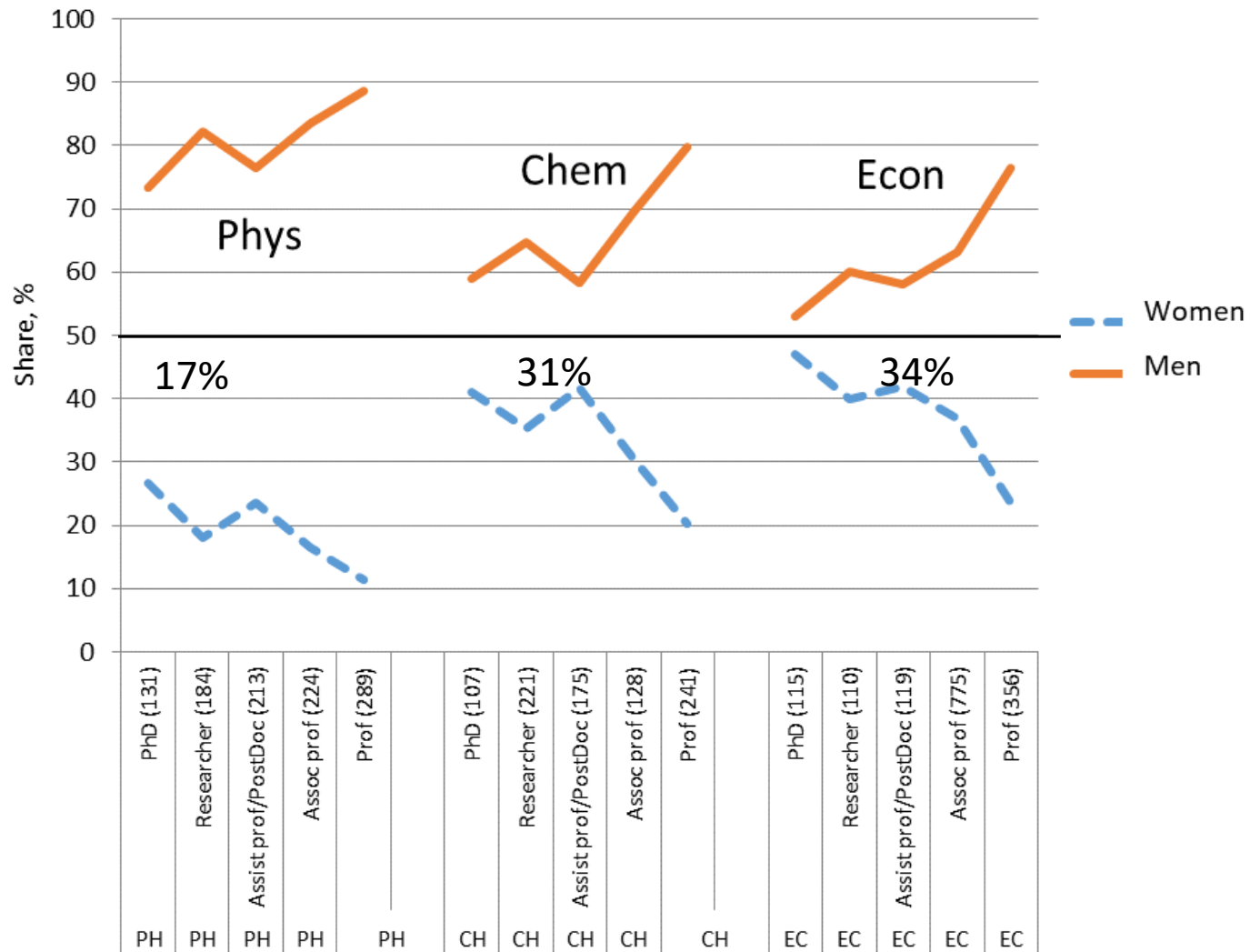


Share of women among new PhDs and in different academic positions and subject fields 2017



Headcount. Among researchers those with a PhD only. Excl. agricultural science

Share of women among new PhDs and in different academic positions 2017 in physics, chemistry and economics



Headcount. Among "researchers" those with a PhD only.



Swedish Research Council

- Supports basic research in all disciplines
- Research policy, analysis and communication
- A Board, a DG, plus Scientific Councils for
 - Humanities and social sciences
 - Medicine and health
 - Natural and engineering sciences
 - Research infrastructures
 - 5 other funding committees
- Research budget 2017: 6.4 billion SEK (€ 620 M)
- 30% of research budget to infrastructures
- 1/8 of R&D expenditures of Swedish HEIs
- 1/4 of *external* R&D funding of Swedish HEIs
- Receives more than 6000 applications annually
- About 90 peer review groups (850 peers)



Swedish Research Council's Gender Equality Strategy



Gender equality in research funding

What is needed?

- Goals/targets for the research funding
- Data on gender equality in the research funding
- Follow up and analysis of how the goals are met
- Knowledge and methods to reach the goals
- Clear responsibility in the organization for each goal
- Consequences/actions if the goals are not met



SRC Gender Equality Strategy

Background

- The primary objective of the Swedish Research Council is to allocate funding to research of the highest scientific quality and that best promotes innovation
- The Swedish Research Council supports the best researchers, regardless of gender.
- The Swedish Research Council assumes that research capacity exists to the same extent in both sexes.
- Moreover, the Swedish Research Council assumes that research is benefited when both genders participate and apply their expertise and experience.
- Gender equality is also a matter of justice. Women and men should have equal opportunities to conduct research and develop professional careers as researchers.



SRC Gender Equality Strategy

Task:

In compliance with the Instructions Ordinance, the Swedish Research Council promotes gender equality throughout its sphere of activities.

Operative goals:

SRC should:

- achieve and maintain an equal gender distribution in its evaluation panels,
- ensure that the percentages of female and male applicants for grants from the SRC correspond to the percentages of women and men among the potential research grant applicants,
- ensure that women and men have the same success rates and receive the same average size of grants, taking into account the nature of the research and the type of grant,
- include a gender equality perspective in each analysis and evaluation, where possible,
- integrate a gender equality perspective in the council's external communication



How can SRC fulfill the operative goals?

- Before the SRC introduces a new type of grant or a new research program the effects on gender equality is analysed
- SRC monitors the success rates every year and publishes the results regularly
- Each Scientific Council presents to the Board the outcome of the annual calls for proposals regarding the operative goals of the strategy.
- The presentation must include comments on eventual disparities from reaching the goals, and an action plan to rectify any disparities.
- Such an action plan for 2011 included:
 - gender equality presentations to peer review groups
 - gender equality observers in some peer groups

SRC's gender main-streaming plan

Some examples

- Special attention given to gender equality in SRC's new research funding programs
- Analysis of gender in call texts etc.
- Gender equality in the use of research infrastructures
- Education of panel members and SRC staff
- Education of SRC's board and scientific councils
- Gender equality observations every 2-3 years
- Analysis of gender equality in SRC's outward communication (web, brochures, meetings...)
- SRC more active in giving advise to the government on gender equality issues

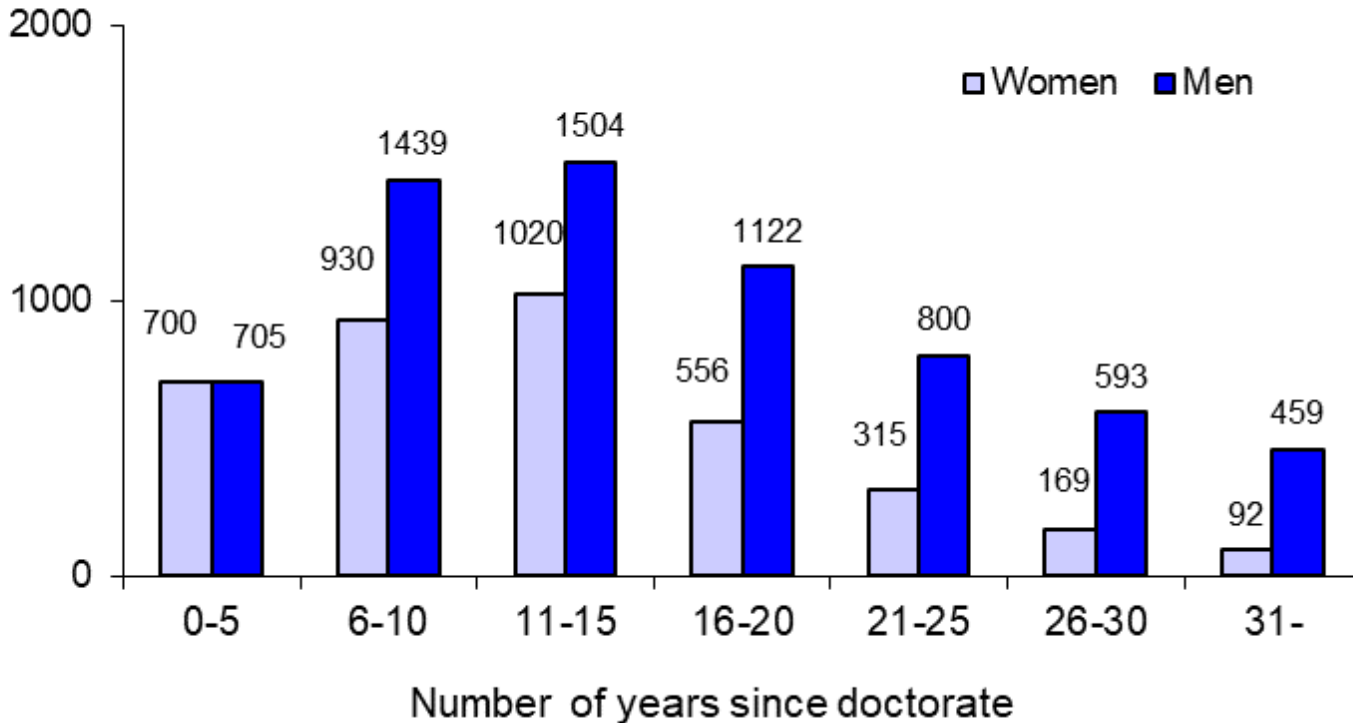




Gender Equality monitoring of SRC funding

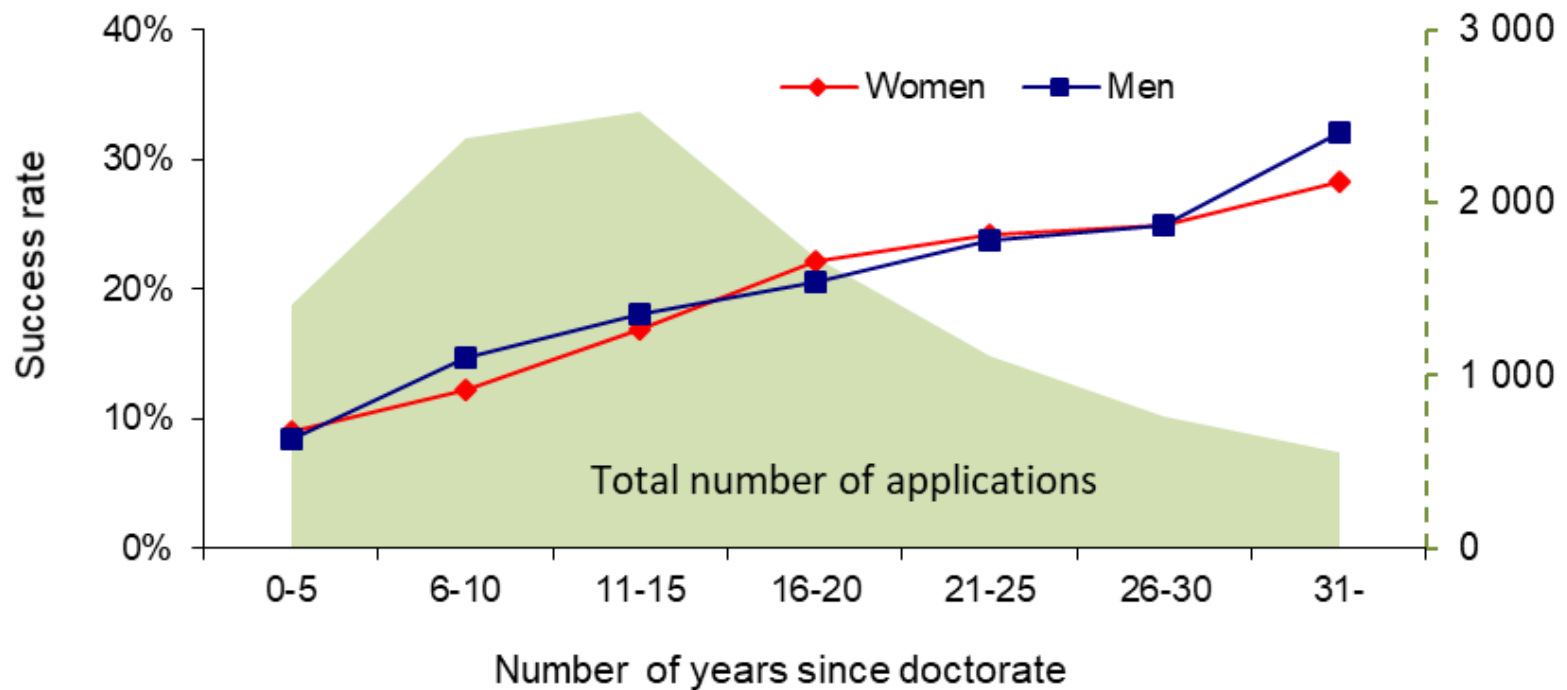


Number of project grant applications to SRC 2015-2017 by gender and years since doctorate



Project grant appl. 2015-2017: from women 3 782 (36%), men 6 622, total 10 404
Excl. Starting Grants Medicine, Nat & Eng, Artistic research and special programs.

Success rates for project grant applications to SRC 2015-2017 by number of years since doctorate



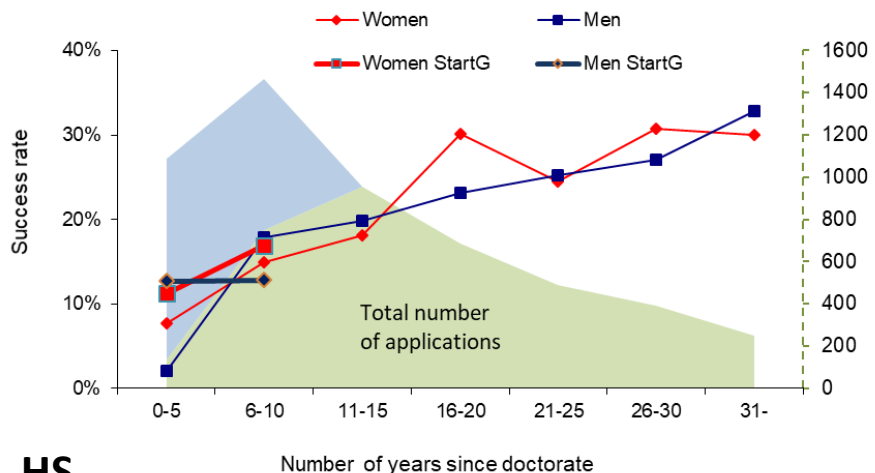
Excl. Starting Grants Medicine, Nat sc Eng
Excl. Artistic research and special programs.



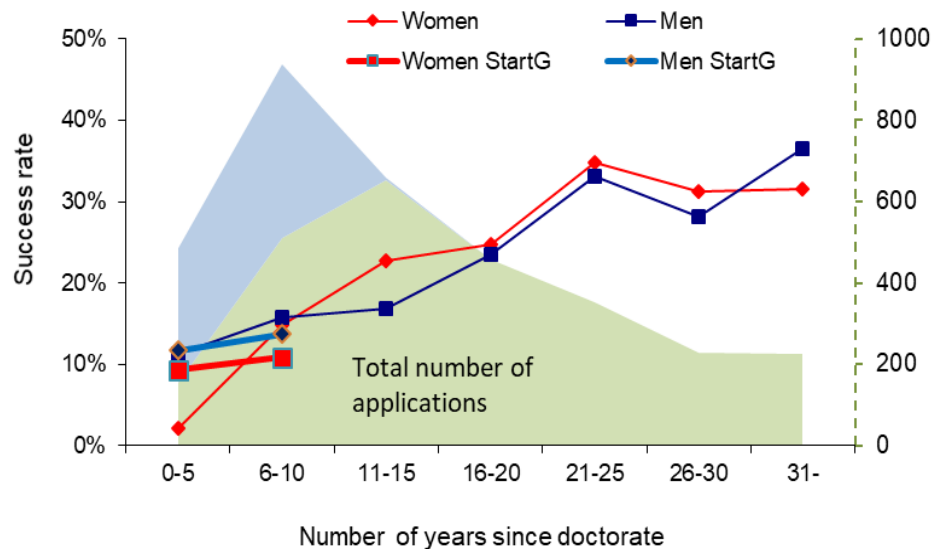
Success rates for project grant applications to SRC 2015-2017 by number of years since PhD in three Scientific Councils

Including starting grants MH and NE. Excluding special programs.

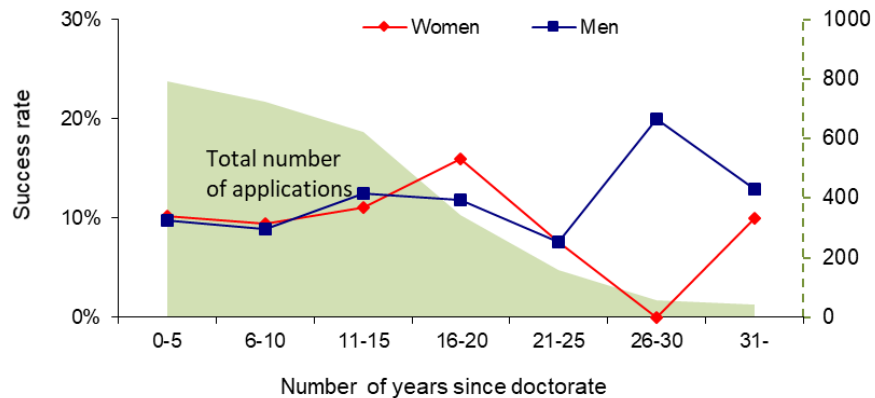
NE



MH

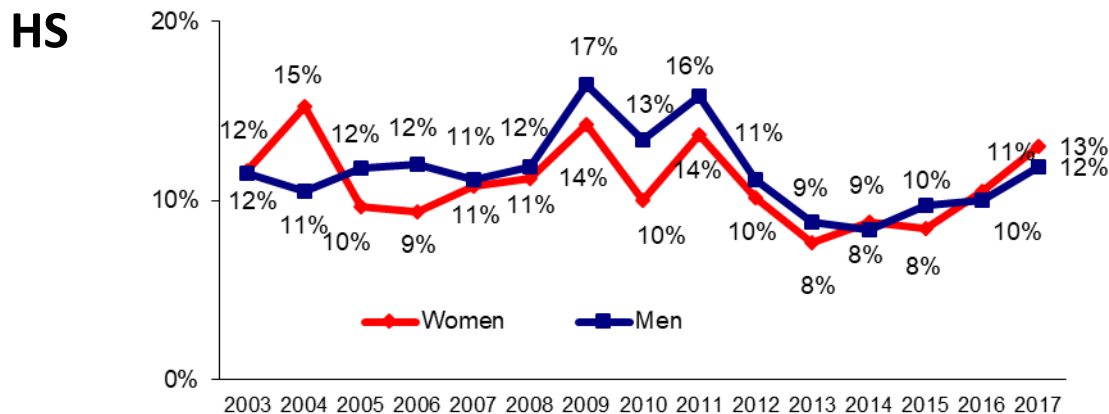
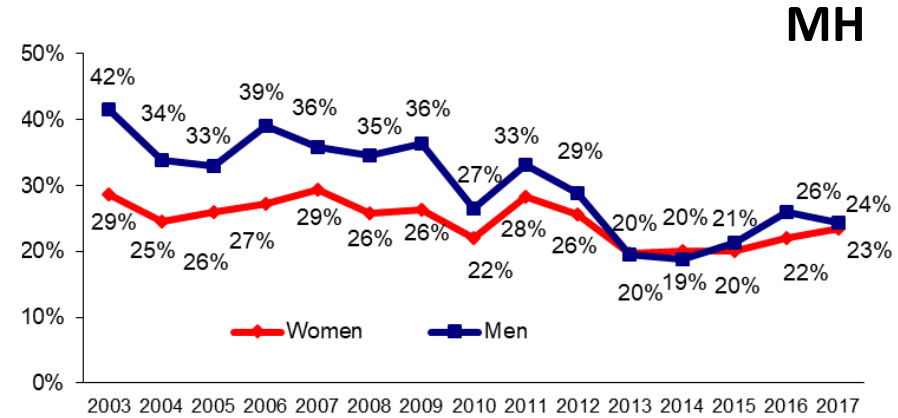
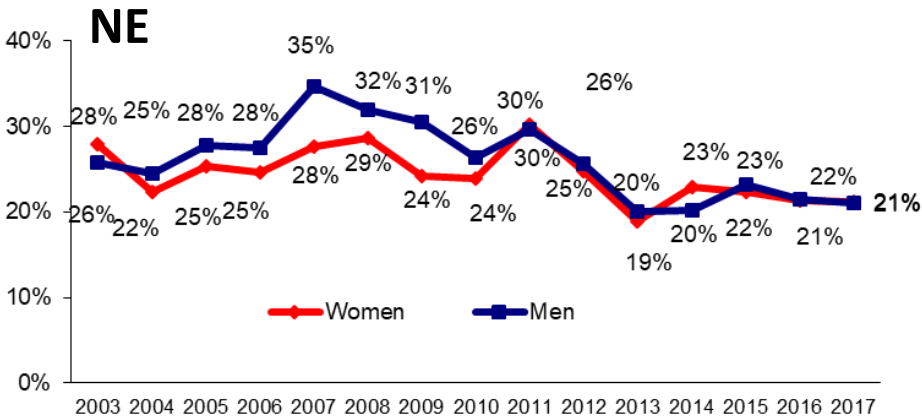


HS



Project grants 2003-2017: success rate by gender

Natural sciences and Engineering sciences, Medicine and Health, Humanities-Social sciences



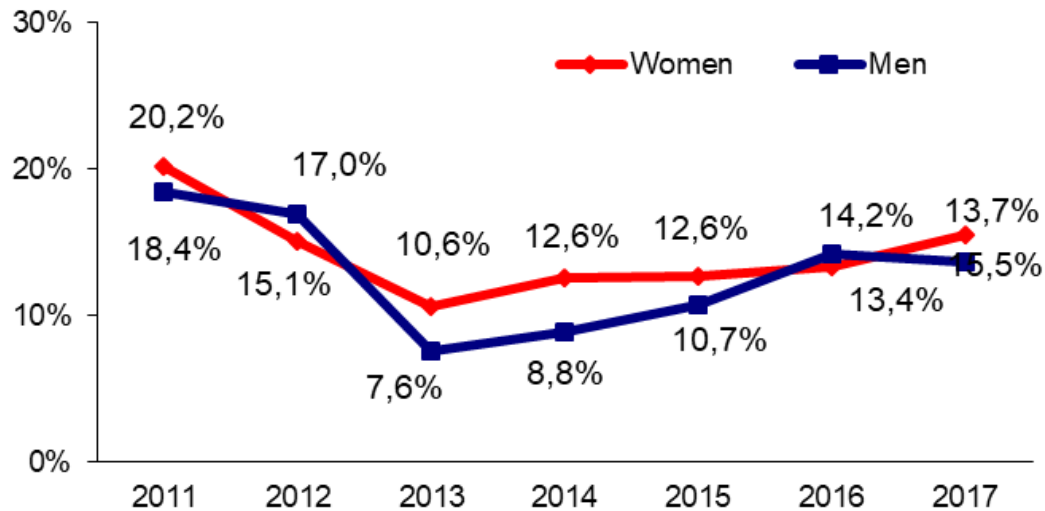
Starting Grants, MH and NE from 2011, are not included



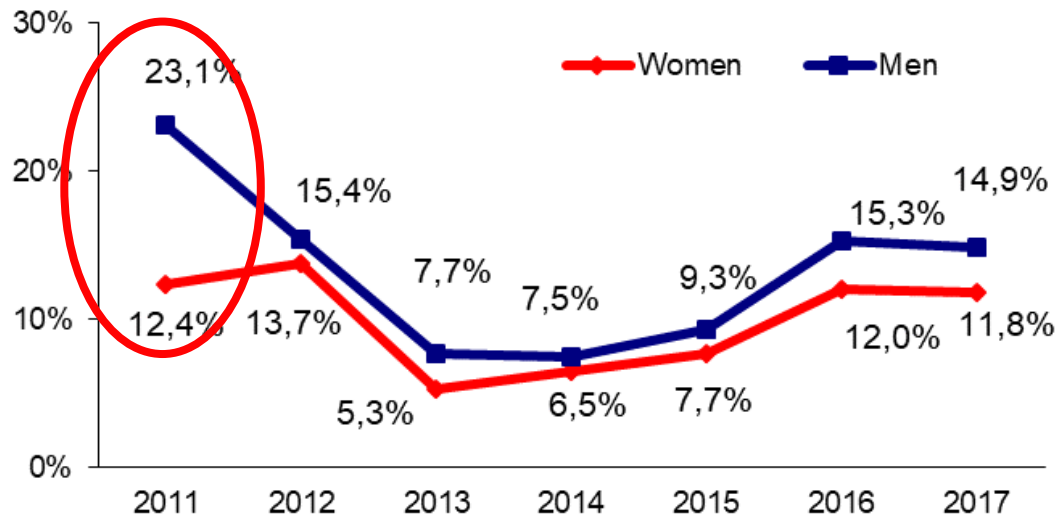
Starting grants 2011-2017: success rate by gender

Natural sciences and Engineering sciences, Medicine and Health

NE




MH





Gender equality observations in peer review panels

- One group 2008 and 2009, four groups 2011
 - Fifteen groups 2012 (of which 8 in Medicine)
 - Eight groups 2014 and 2016 (4 in Medicine each)
 - Next time 2019...
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Examples of findings in the 2012 study


Group dynamics and status of members

- Location in the room
men – women, panel members – SRC officer
- Who speaks and who is heard?
- Comments on applications without having read
“I haven’t read this application, but nevertheless I have to say...”
- Certain members, often women, played down their competence
“You know this better”
“I didn’t really understand this application”.
- Some panelists, often women, changed their preliminary grades



Examples of findings in the 2012 study

Group dynamics and status of members, cont.

- In one panel men spoke twice as much as women
 - In another panel the men spontaneously took the floor, and the women raised their hands. In this panel also, men spoke twice as much as women.
 - In a third panel, men dominated by interrupting and belittling comments made by women, who on several occasions disparaged their own comments by withdrawing their viewpoints.
 - In other panels, this didn't occur
 - Later studies suggest improvement of group dynamics
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Examples of findings in the 2012 study

Evaluation of applications

- Women's independence more often questioned
“She has these co-applicants, it seems like it's to elevate her own CV.”
“What is her role in all these papers? She's on a strong team, so what is her role, actually?”
- Result supported by 2011 text analysis of written evaluations of 135 starting grant applications
- Differences in choice of words
women: *“good”/“strong”/“solid track record”/“high novelty”*
men: *“well-known”/“respected”/“established”/“a rising star”/“excellent”*



Examples of SRC practices for minimizing implicit gender bias in peer review

- Training for panel chairs, e.g., meeting techniques
 - Gender equality information to all panel members, e.g., [Royal Society video on Unconscious Bias](#)
 - Training for SRC staff, e.g., training on how to handle tricky situations
 - Gender equality workshops with scientific boards
 - Gender equality observations give input to trainings
 - Pre-determined seating at panel meetings
 - Discussion of treatment of the notion ‘independence’ (Similarly: ‘potential’, ‘excellence’, ‘high-risk’)
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Findings 2014 gender equality observations (examples)

- Clear improvements in the process
- Pre-determined seating arrangement has a good effect

However:

- Still a tendency in some panels to look at gender equality as a political constraint opposed to quality
- A tendency to question the independence of women researchers more often than men researchers
- Informal structures still occur – need of further formalization





Gender dimension in research contents



New task from 2018 in SRC's Instruction from Government

2§ SRC shall...

13. promote the inclusion of sex and gender perspectives in the research funded, where applicable

Forte, Formas, Vinnova and Swedish Energy Agency have similar assignments

Note: sex and gender perspectives are already included in many research fields and thus contribute to the quality of the research

Note: the task is in line with SRC's main task to promote research of highest quality, and thus to contribute to the development of society



Prior to the new task:

**SRC partner in the ERA-Net Co-Fund
GENDER-NET Plus 2017-2022**

- 16 partners from 13 countries
- CNRS coordinates
- Gender equality work
- Co-Funded Call, € 11 million, closed 1 March 2018



GENDER-NET Plus Co-Funded Call

Gender dimension in international research cooperation relating to UN Sustainable Development Goals


- **SDG 3 Good Health and Well-Being**
 - Gender-based violence
 - Sex, gender and ageing
 - Sex, gender and health
- **SDG 9 Infrastructure, Industrialization and Innovation**
 - Gender and new technologies
 - Gender in entrepreneurship and the innovation system
- **SDG 13 Climate Action**
 - Gender dimension in climate behaviour and decision making





Gender Equality and Communication

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Women and men in SRC's annual report, part 1




Women and men in the annual report, part 2



SRC's gender equality studies (many only in Swedish)

- *Vetenskapsrådet och jämställdheten*, SRC report 17:2006
- *A question of balance*, Nature **449**, 944, 2007
- *Jämställdheten i Vetenskapsrådets forskningsstöd 2003-2006*, SRC report 2007
- *Jämställdheten i Vetenskapsrådets forskningsstöd 2003-2007*, SRC report 2008
- *Kvinnors och mäns framgång med forskningsansökningar inom medicin*, SRC report 4:2009
- *Career development and success: Follow-up and evaluation of junior research positions from the Swedish Research Council, Medicine*, SRC report 5:2009
- *Jämställdheten i Vetenskapsrådets forskningsstöd 2006-2008*, SRC report 3:2010
- *Kollegial bedömning av vetenskaplig kvalitet – en forskningsöversikt*, SRC report 4:2010
- *Uppföljningsstudie av forskarassistenter vid ämnesrådet för medicin*, SRC report 2010
- *Jämställdheten i Vetenskapsrådets forskningsstöd 2009-2010*, SRC report , 6:2012
- *Jämställdhetsobservationer i fyra beredningsgrupper 2011*, SRC report 3:2012 L
- *Gender equality observations in a selection of SRC's evaluation panels 2012*, SRC report 2013
- *Bibliometrisk studie av projektansökningar i medicin 2006&2007*, SRC-report, manuscript
- *”Örebrorapporten” (granskares bedömningar inom medicin)*, SRC-report, not published
- *Jämställdheten i Vetenskapsrådets forskningsstöd 2011-2012*, SRC report 2014
- *Jämställdheten i högskolan och Vetenskapsrådets forskningsstöd*, SRC report 2015
- *Karriärstruktur och karriärvägar i högskolan*, SRC report 2015
- *A gender neutral process?*, SRC report 2015
- *A gender neutral process – gender equality observations in the Swedish Research Council's review panels 2016*, SRC report 2017

Contribution:

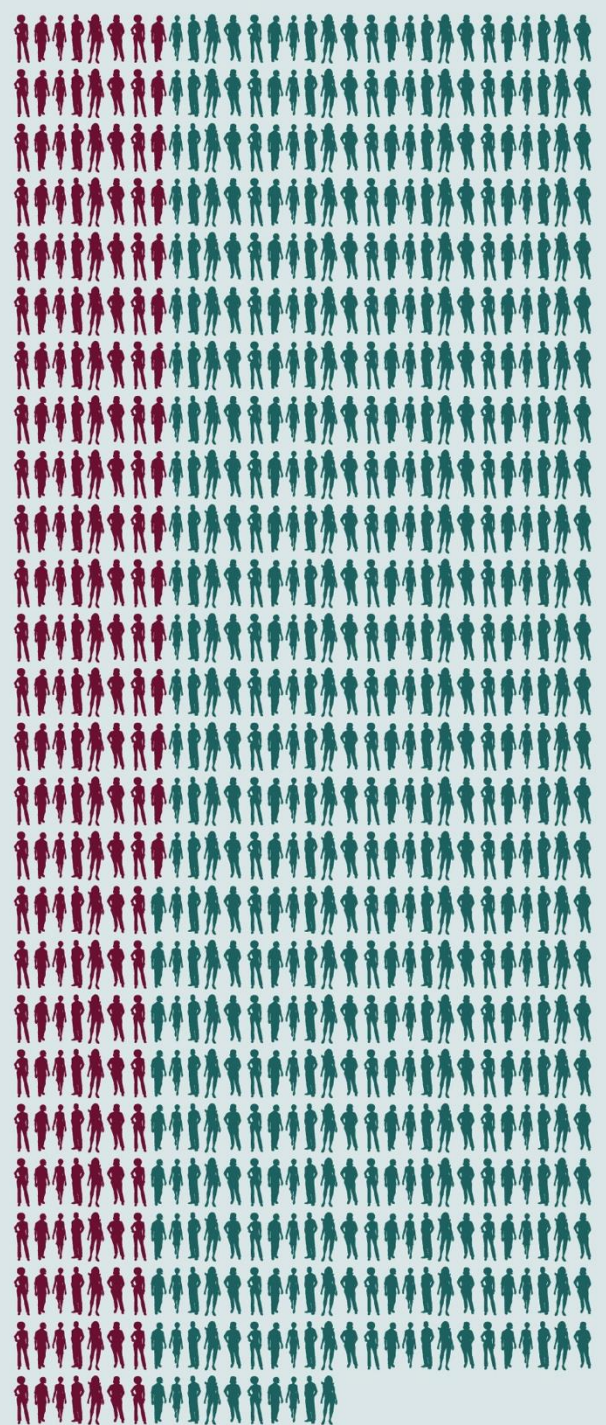
- European Commission, *Mapping the maze – getting more women to the top of research*, 2008
 - European Commission, *The Gender Challenge in Research Funding*, 2009
 - *The female underclass*, Nature **459**, 299, 2009, (editorial on *The Gender Challenge*)
 - Science Europe, *Practical guide to improving gender equality in research organisations*, 2017
- 

New publication:

*Sexual harassment
in academia -
An international
research review*

In English soon!





End of presentation

