

# Recommendations & measures to improve gender balance in academia

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Given Norway's overall commitment to gender equality, it is a paradox that less than one-third of the professorships in the country are held by women. The Research Council has therefore drawn up 12 recommendations and measures for improving gender balance.



# 6 recommendations



## GET THE MANAGEMENT ON BOARD

Take responsibility! The involvement, willingness and clear ambitions of the management are critical for success.



## OPENNESS

Create an open atmosphere around calls for proposals, career paths and requirements – what it takes to succeed, what will be evaluated and how.



## CAREER PLANNING

Draw up a system for career development, and make this a mandatory component of employee performance appraisals.



## TARGET FIGURES

Map the current situation and set clear targets for what you wish to achieve.



## FLEXIBILITY

Find solutions that accommodate different ways of being a researcher, not just a single ideal that everyone strives to fulfil.



## KNOWLEDGE ABOUT GENDER EQUALITY

Decide whether this is expertise that your organisation needs to hire in or develop internally. Knowledge about gender issues and gender equality are essential to targeted, effective efforts to improve gender balance.

# 6 examples of measures to implement

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## **ANALYSE YOUR ORGANISATION'S SPECIFIC CHALLENGES**

You need to find the problem areas before you can identify where to implement measures. Investigate the actual causes underlying gender inequality.

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## **ADVANCEMENT COURSES, PROFESSOR ASSESSMENTS AND PRE-ASSESSMENTS**

Conduct advancement courses regularly, with pre-assessments of CVs and competence. Greater insight into what it takes to become a professor benefits women and men alike.

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## **MENTOR SCHEMES**

Mentor schemes are a tried-and-true method for developing and transferring knowledge.

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## **ACTIVELY CULTIVATE THE RIGHT ENVIRONMENT**

Take active steps to build an inclusive working environment and professional community that can accommodate the different needs of different life phases and promote balance between working life and personal life for all employees.

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## **PUBLICATION SUPPORT**

Establish schemes for publication support, either in the form of writing workshops, or extra time and focus on writing. Publications drive a researcher career forward.

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## **SEARCH-AND-FIND COMMITTEES**

Find and encourage qualified women to apply for relevant positions.



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**In light of experience gained under the Programme on Gender Balance in Senior Positions and Research Management (BALANSE), the Research Council has compiled 12 recommendations and measures for improving gender balance in academia.**

These recommendations and measures have been shown to have a clear, positive effect and can be implemented by all institutions and organisations. However, there is no easy fix to achieving gender balance; the most pivotal factor is ensuring that the management at all levels is united in the effort to address gender balance.