



Work programme
2008–2012

Programme
Gender Research

Work programme 2008-2012

Gender Research

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1 Background and objectives

As in many other countries, Norway employs a dual strategy to advance gender research. Efforts are being made both to integrate gender perspectives into various disciplines and subject areas and to develop gender research as a separate field of knowledge.

The Research Council has followed up this strategy by establishing specific programmes for gender research. Additionally, greater focus is also being placed on promoting gender perspectives in the Research Council's other programmes and initiatives through the implementation of a separate policy on gender equality and gender perspectives in research.

In December 2006 the Research Board of the Division for Science decided to renew the separate gender research programme initiative, and began working on establishing a new programme for the period 2008 – 2012. A committee was charged with drawing up a proposal for a work programme, and the committee completed its task in spring 2007. The work programme committee was comprised of the following members:

- Unni Langås, Professor, Department of Nordic and Media Studies, University of Agder, Norway (chair)
- Berit Gullikstad, Post-doctoral Research Fellow, Department of Interdisciplinary Studies of Culture, Norwegian University of Science and Technology, Trondheim, Norway
- Cathrine Holst, Associate Professor, Centre for the Study of the Sciences and Humanities, University of Bergen, Norway
- Øystein Gullvåg Holter, Director of Research, Nordic Institute for Women's Studies and Gender Research, Norway
- Marit Lorentzen, Senior Adviser, Ministry of Children and Equality, Norway
- Wencke Mühleisen, Post-doctoral Research Fellow, Centre for Women's Studies and Gender Research, University of Oslo, Norway
- Jens Rydström, Senior Lecturer, Department of History, Stockholm University, Sweden

As part of the planning process for the new programme, the academic and research community as well as user groups were invited to provide input on the scientific and structural challenges of the field. This input, along with programme documents and experiences from the two previous programmes, has provided an important basis for the work programme committee's efforts to establish the substance of the new programme.

As with the two previous programmes, Gender in Transition (1996-2001) and Gender Research: Knowledge, Boundaries, Change (2001-2007), the Programme for Gender Research (2008-2012) is an interdisciplinary, basic research programme within the humanities and social sciences.

The programme's overall objectives are to strengthen gender research as a separate field of knowledge and to generate more knowledge about gender and gender equality issues. To achieve these objectives the programme will encourage activities that:

- foster theoretical reflection;
- heighten the social relevance of gender research;

- strengthen gender-relevant research in the areas of employment and economics; the public sphere, culture and aesthetics; rights and politics; cohabitation and relationships;
- strengthen multidisciplinary and interdisciplinary research;
- promote long-term development of expertise in the field;
- enhance dissemination of the results of gender research;
- promote the internationalisation of Norwegian gender research.

2 Perspectives and priorities

The new research programme has been defined as a basic research programme. High priority will be given to theoretical reflection, as theory creation has a crucial role to play in the development of the field and the ability to implement it in other subject areas. There is a longstanding tradition for the development of theory and methodology as well as of scientific criticism and interdisciplinarity in the field of gender research. These efforts must be continued. The field of gender equality, however, has been perceived as less theoretical in nature, and the programme seeks to rectify this. The programme will therefore focus on gender theory and gender-equality theory as its two thematic priority areas with regard to theoretical development. All projects must seek to contribute to one of these two areas.

Further development of methodology is also needed, especially in relation to the complex, interdisciplinary research issues facing the gender research field. It is absolutely essential, for example, to study gender in relation to class, ethnicity, sexuality, religion and age. A methodological approach with the capacity to address complex relations of this type is urgently needed.

Another programme objective is to heighten the social relevance of gender research. The field of gender research issues from an historic need for change in power structures, and it has traditionally incorporated an important critical dimension. The field has also had a political impact, generating relevant insight into modes of understanding and value systems and producing applicable research findings. In order to understand society today, the historical dimension of gender research must be taken into account.

Gender research is a wide-ranging research field encompassing a large variety of tasks and almost unlimited empirical data. Specific topics have traditionally played a defining role in gender research, and it is crucial to maintain the focus on issues considered to be unique to this research field. By the same token, culture and society are in flux, and new questions and issues continually arise. The programme has therefore identified four priority research areas that require special attention: employment and economics; the public sphere, culture and aesthetics; rights and politics; and cohabitation and relationships. Empirical research activity conducted under the programme must address one of these four areas.

2.1 Reflection

The development of theory has been, and must continue to be, a primary focus of gender research. As an interdisciplinary research field, gender research integrates impulses from a variety of disciplines into its theoretical basis. However, gender research also has – and

should have – an ongoing responsibility to advance the research front in the individual disciplines. Nonetheless, when developing gender research as a specific field of knowledge, it is important to focus on theories of gender and gender equality as a separate area.

Both gender theory and gender-equality theory involve reflection on the field's history, values and affiliation with political feminism. Scientific criticism in the form of gender-critical analysis of the gender research field and other fields, as well as of their research contributions and dissemination efforts, constitute a key aspect of this.

2.1.1 Gender theory

What is gender? Both in scientific traditions and public opinion, the understanding of gender has changed substantially over time and become increasingly more nuanced and complex. This is clearly due to the processes of rapid change, enormous symbol production and wide array of public expressions of gender in post-modern society. At the same time, we are confronted with dramatically different notions of gender within our contemporary, international culture, and the topic of gender increasingly invokes heated discussions and debate. Consequently, one of the programme's prioritised tasks is to further develop reflection from a gender theory perspective in light of today's globalisation process, ethnic, religious and sexual diversity, and complex culture.

As the field has evolved, gender research has shifted its focus from the study of gender in terms of women and men to the study of gender in terms of femaleness and maleness. Whereas the social sciences have typically been most concerned with women and men as gendered persons in various social contexts, the humanities have more often studied gender as a category of meaning. There has also been a distinct movement toward the gendering of men, resulting in a growing number of studies of both genders in the gender research field. These approaches must be continued. The natural sciences also conduct research that is relevant for the development of gender research as a separate field of knowledge. Better communication and more discussion of various notions of gender across disciplines will enhance the overall value of the research.

Gender has been used historically, and continues to be used today, as a framework and an argument for establishing norms. Gender underlies formal and informal norms to the extent that even the concept of gender as such has always already been normatively defined. Gender norms have the power to establish lines of demarcation and hierarchies and to include, exclude and discriminate. Gender norms are established on the basis of the body and become fixed over time, due in part to their association with the material. They are regularly associated with behaviour and sexuality, and are communicated through verbal and visual language. They also have a tendency to be naturalised, i.e. they give the impression of being natural. Theoretical reflection on the content and consequences of the establishment of gender norms is still needed, not least on circumstances involving harassment, discrimination and shame.

Gender norms are shaped through practices, attitudes, conceptions and prejudices. They are important in relation to choices that are made concerning, for example, education, career, distribution of tasks in the home, and child care. In the worst case, gender-based attitudes result in violence and criminal activity. Gender-related violence is a widespread problem which needs not only to be studied empirically, but also to be placed in the context of culture and norms. By analysing the content and impact of gender norms, and by calling attention to their cultural and malleable features, gender research can contribute to change.

Gender is a field that creates meanings and convictions. As symbol, sign and meaning, gender lays down guiding principles for economic, political, knowledge-related, technological and aesthetical processes. Symbolic patterns and cultural signs are based on the body and gender, and our experiences of gender acquire meaning and significance through symbolic structures based on various forms of communication. There are many reasons for this. Gender and the body touch on the finiteness and materiality for which all cultures seek religious and secular expressions. Society envisions its continuity through the use of signs of and symbols for gender and sexuality.

In Western writing and thought, spirit, reason and culture have been coded as masculine, whereas the body, feeling and nature have been coded as feminine. The male body has been an important symbol of abstract thought, logic and written language, whereas the female body has been a symbol of physicality, emotions and oral language. Such codes are established, strengthened and problematised in fiction, philosophy and science, as well as in other genres of written works, and the study of various types of writings is an important element in theoretical reflection on the historical development of conceptions about gender.

Gender is an important analytical key to understanding performative culture, i.e. stage-based expressions such as film, theatre, music and dance. However, theories about performative cultural expressions are also highly relevant for all cultural research being conducted today as these expressions facilitate both theoretical and methodological analysis of stability and change in meaning structures as well as in gender and sexuality structures. As a consequence, it would be beneficial to merge discussions about gender as performativeness and analyses of the performative aspect of cultural expressions.

New media technologies are dependent on the contemporary understanding of gender and create opportunities to overcome the biological body. On the Internet, in cyberspace and in visual and acoustic media, gender is constituted as a changeable sign. Similarly, this is the case with the bodily experience of gender, in which biological gender is not only imagined to be exchangeable, but actually may be changed through chemical or surgical intervention. This development indicates that the boundaries between the genders, as well as the boundaries between the body and machines, the body and technology, have become more fluid. New bodily technologies generate new issues, calling for renewed reflection on the opportunities and ramifications of these technologies.

2.1.2 Gender-equality theory

The programme's other main area of focus is theoretical reflection on equality between the genders. To a certain degree the field of gender equality has constituted an independent research tradition. Although closely associated in general with gender research, the gender equality field lies partly outside of gender research, and has put special emphasis on the relationship between gender and power.

The topic of gender equality deserves more theoretical reflection for several reasons. Many issues related to gender equality have emerged, but while these issues have played a central role in international theory, including within political theory, moral philosophy and economics, they have received very little attention in Norway. What does equality between the genders actually entail? What demands can be made of a gender-equal society? What types of barriers and counter-forces make it difficult to achieve the objective of complete gender equality? And is gender equality the objective? In recent feminist discussions,

concepts such as justice, responsibility, diversity and difference have also been mentioned as key gender policy objectives.

There is a wide array of conceptions about gender equality in society. What is the impact of these conceptions, and what types of experiences are they based on? Should requirements for gender equality be formulated differently for different aspects of society, for example, in working life, the family and the political sphere? What happens to Norwegian gender equality ideology in a multicultural society and in the face of totally different notions of gender? What have been the prevailing norms in Norwegian feminism, and what notions of gender equality form the basis of the Norwegian form of state feminism?

In short, gender-equality theory refers to various types of critical reflection on ideologies and practices that contribute to gender-related discrimination, oppression and injustice. On the one hand, this includes theories whose objective is to explain and interpret gender power relations and the lack of gender equality, or gender inequality. Such theories fall under the general headings of patriarchal theory, the theory of gender and power, and theories about male dominance. On the other hand, the term gender-equality theory refers to normative social theory or justice theory, in which theorists in the areas of feminist ethics and political theory have made a special impact. This type of theory involves a discussion of basic norms, asking which norms should serve as the basis for interaction and social institutions. Should the norm be gender equality? Or perhaps freedom and justice? What about the objectives of difference, diversity and democracy? Do these norms fit well together, or must they be categorised in some order of priority? What do different norms and objectives entail for political priorities? A policy that maximises the norm of equal opportunity will not necessarily promote greater cultural diversity and vice versa.

Previously in Norwegian society, policies to promote social equality focused specifically on gender, but today this concept is being expanded to include policies designed to promote equality for all people, regardless of class background, ethnic background, sexual orientation, religion, age and disability, in addition to gender. There is an increasingly widespread view that, to be satisfactory, a policy to promote social equality must place the situation of various groups in an overall context, so as to ensure that a policy to promote equality from one perspective (e.g. from a gender perspective) does not generate inequality from another perspective (e.g. from the perspective of class or ethnicity). There is a need for intersectionally oriented gender research that studies equality policy in light of the often complex mechanisms that lead to a systematically inferior outcome for some groups as opposed to others.

In addition to more long-term basic research, Norwegian gender research also has a tradition of conducting applied research of practical use for various research-commissioning institutions. Gender equality objectives must also be linked to public policies designed to promote gender equality. Such visibly applicable research is important from a political perspective, and it has been essential to promoting the legitimacy of and allocation of funding to gender research. This combination of basic and applied research must be continued. The discussions of gender-equality theory sought by the programme should therefore draw on applied gender research when relevant.

Based on today's standards, Norway is among the most gender-equal countries in the world relatively speaking. Although gender research shows that progress has been moderate, the Norwegian experience with the development toward gender equality is important for the

international community. Research in experimental areas is of particular interest in an international perspective, and thus constitutes a basis for a comparative advantage for Norwegian research.

2.2 Priority research areas

The programme board has identified four priority research areas for projects funded under the programme: employment and economics; the public sphere, culture and aesthetics; rights and politics; cohabitation and relationships. The aim is to increase focus on and knowledge about areas in which gender and gender equality play an especially important role. Some of these areas have already been well investigated but require ongoing research due to rapid changes and the emergence of new issues. Other areas are decidedly under-researched.

2.2.1 Employment and economics

Working life has been and continues to be perceived as a main arena for achieving social and economic equality between women and men. Nevertheless, there remains an overall gendered division of labour that creates and legitimises differences in pay, status and working conditions. Changes in the gender composition of the labour force have done surprisingly little to change the gender segregation in the wage arena. This holds true at the sector level as well as within labour organisations, and vertically as well as horizontally. Because this phenomenon is seldom viewed or debated as a social problem, it may seem that it is accepted and almost taken for granted. Consequently, more knowledge is needed about this phenomenon and why it appears to be such a stable pattern.

How has the gendered division of labour been justified, both ideologically and culturally, and how has it been shaped in practice under changing socio-economic conditions? What are the connections between individual choices and preferences related to education and employment and gender-segregated working life as a producer of symbolic capital? Why are men still more likely to make fairly traditional choices, whereas women have broken through many boundaries? How can apparently gender-neutral social and economic processes in working life nonetheless have gender-related consequences? Does the gendered division of labour as such have normative implications?

Except for women's representation on boards of directors and in top management positions, the question of how gender equality in working life should be developed has received little attention in recent years. How has gender equality been understood in the past and how is it understood today? Has focus been primarily directed at an equal distribution of the genders? And if so, what have been the ramifications of this for various ways of understanding gender? With these questions as background, the programme seeks studies on the relationships between different notions of gender equality as they have been developed and are being developed in working life, and the gendered division of labour.

The division of labour and gender equality are connected not only to gender, but also to other dimensions that differentiate between groups, such as social class, ethnicity, sexuality, religion and age. How does the interweaving of various differentiation structures serve to maintain and change gender patterns in working life? What are the relationships between the gendered division of labour, responsibility for providing for a family, and heteronormativity? The global processes of change have resulted in changed working conditions as well as new demands on and composition of the labour force, e.g. the labour force has become much more multi-ethnic. This situation offers opportunities for change in old structures and patterns in

working life, including with regard to gender and the understanding of gender. At the same time, however, but it can also increase differentiation within the gender categories.

The area of employment and working life is one entryway into understanding the impact of the overall gender situation on the economy. Another entryway is the area of ownership and asset management, which has received almost no attention from gender researchers. A key topic in the public debate and research arena is the absence of women from high-level positions in management and on boards of directors, and the obstacles that prevent women from achieving such positions. The topic has focused especially on the symbolic power of leadership and less on economic power. Why are there considerable gender-related biases with regard to ownership and the management of assets? Do women meet other, and greater, challenges when they establish businesses and acquire financial capital? Is there a connection between gender-related biases and the types of businesses and activities that are perceived as innovative and deserving of funding? The social subordination of women within the family has been closely linked to their lack of ownership of property. Knowledge about the role that property and asset management has played and continues to play in the construction of the situation with regard to gender will therefore be vital for understanding the gender dimensions of the economy and trade and industry.

Gender patterns in working life, the economy, and trade and industry are based on complex, intricate processes of an economic, social, political and cultural nature. The programme therefore seeks projects that investigate this complexity by empirical, methodological and theoretical means.

2.2.2 The public sphere, culture and aesthetics

The public sphere – especially the mediated public sphere – is the main forum in which beliefs and opinions are formed and the political agenda is set. In the mediated arenas discursive battles are fought over questions of hegemony and who has the authority to establish definitions, although the critical and the subversive find their expression here as well. It is therefore crucial that gender research investigates and analyses conditions for the public sphere and changes in it – including partial and anti-public arenas. Such a focus will include perspectives from theoretical approaches to the public sphere and the fields of media, culture and aesthetics.

Visual culture in a broad sense has become the dominant culture of contemporary times and thus an important area of research. The definition of visual culture encompasses both modern visual art and the general history of visual art, including art history, film, television, photography, advertisement, the Internet and electronic games. Visuality constitutes one element of all theories on identity, sexuality and gender, and in keeping with the interdisciplinary nature of gender research, the programme encourages research that approaches visibility from beyond the boundaries of the traditional visual art fields. The mediated culture is a crucial socialisation factor, and globalisation processes change our world as well as our opportunities for experiencing it. The programme therefore seeks research that investigates how the mediated culture and globalisation influence experiences, identities and aesthetics.

There is a need for research on the public sphere, culture, literature and aesthetics as works, aesthetic objects, experiences and consumption, as well as sources and historical documents. The programme also seeks projects that focus on institutional and field analyses. The topic of gender, in the sense of sexuality, intimacy, changed gender identities and relations between

the genders, is more widely discussed in these arenas than ever before. Nonetheless, there are strong indications that the gender distribution of participants in the art and cultural field continues to be maintained. Studies are needed of the structures within the art and cultural field, and of whether it is correct, as it has been claimed, that this field continues to be dominated by gender-determined norms and criteria related to, among other factors, whiteness, heteronormativity and the middle class.

2.2.3 Rights and politics

Internationally, discussions about gender equality policy are often linked to the concept of citizenship, usually defined as the rights and obligations of citizens vis-à-vis each other and the authorities. In this context, a distinction has commonly been made between civil (related to the constitutional state), political (democratic) and social (related to the welfare state) rights and obligations. In the wake of globalisation and development of a more heterogeneous society, reference to economic, cultural and sexual citizenship is also heard more often.

What requirements should be stipulated for full-fledged citizenship? This question is a controversial one among the general citizenry as well as researchers and politicians. Women's entry into public life has fundamentally changed our concepts about the rights that citizens of a state can legitimately demand. For instance, Norwegian women today, in contrast to the past, have a recognised right to freedom from sexualised violence and – at least formally – to reproductive freedom (i.e. the right to choose abortion), maternity leave, etc. The actual development of our concepts about citizenship have run parallel with discussions within feminine ethics and political philosophy, as well as within other segments of feminist theory, about what is needed to ensure both genders full-fledged, gender-equal citizenship. The programme seeks to promote research that documents and discusses various concepts of citizenship, and the degree to which and the ways in which various population groups utilise these rights.

It may be said that Norwegian feminism has teamed up with the nation state in some important respects. More knowledge is needed about the distinctive features of the Norwegian model. Is there a large gap between formal rights and informal norms? Parental rights in connection with birth are relatively well developed today, and a level approaching full gender equality is laid down in the statutory framework. In spite of this, it is mothers who take most of the parental leave. This is one example of the gap between formal and informal norms. Another example is child custody arrangements following separation, whereby the child usually lives with the mother. What does the development of rights for fathers and parents mean for gender equality in the family, for the relationship between father and child, and for gender equality in working life and society in general?

In the wake of globalisation, terms and conditions for citizenship are determined increasingly by legal and political bodies at the international and supra-national level. The growth of an international human rights system, of a trans-national civil society of social movements, pressure groups and lobbies, and of regional units such as the EU has – in conjunction with economic and cultural globalisation – substantially changed the latitude for political action within the nation state. The programme seeks research that analyses this development in general from a gender perspective and in particular with regard to the challenges confronting the Norwegian gender-equality model.

The internationalisation and globalisation of the framework conditions for gender-equality policy are intimately linked to increasing judicial regulation and a belief that interpersonal

relations, including gender relations, may best be regulated by specifying the rights and obligations of individuals, groups and organisations. It seems that we see ourselves increasingly as individuals with rights and obligations. What does this imply for the establishment of gender norms? Does legalisation and judicial thinking in a broader sense promote a given way of conceptualising the regulation of gender to the potential detriment of others? It is crucial to obtain more than superficial knowledge about this way of thinking, as well as to gain a more precise concept of its limitations and possibilities.

2.2.4 Cohabitation and relationships

Contemporary forms of cohabitation are continually changing and encompass everything from the extended family, nuclear family, heterosexual and homosexual relationships, single life and collectives, to single parents with children, homosexuals with children, blended families, etc. Relationships between people are more or less formalised, and they comprise a highly idealised part of culture. Intimacy, friendship and care-based relationships that are not part of the private family are also part of this picture and require more attention from researchers than they have received in the past.

Views of sexuality, forms of cohabitation and intimacy are currently undergoing major change, and new means of creating relational ties between people are emerging. But although many aspects of today's cohabitation pattern do not fit the traditional mould, the heterosexual nuclear family remains the most common form of cohabitation and establishes the strongest framework for norms of cohabitation. How are families and cohabitation relationships created and recreated? How is friendship and intimacy established and practiced? New technology, greater geographic mobility and ethnic diversity affect this. The changes have far-reaching ramifications for parenthood, forms of intimacy, and ways of understanding gender and sexuality. Shifts between the public and private spheres make these changes a key factor in media and culture. The programme therefore seeks studies of cohabitation relationships and friendship from a historical as well as contemporary perspective.

Research questions in this area range from thoughts and preconceptions about the good life to tangible rules for organising daily life: What do the new genders, i.e. gender-equal men and women, look like? What do they struggle with and what do they dream about? How are responsibilities distributed between job, family and care-giving, and how do couples arrive at their choices? What are the health-related, social and economic benefits or costs of greater gender equality for women, men and society at large? How are resources distributed within the family? Does greater gender equality result in less violence in cohabitation relationships? What affects do the family and gender-equality policy schemes have on how people live their lives? How does the new reproductive technology affect the development of gender and cohabitation relationships?

There is an ongoing need to investigate and contextualise the lives of sexual minorities in the present and past, both to understand rapid changes in the sexual norm system in recent decades and to prevent discrimination and harassment based on sexual orientation.

3 Instruments, targets and organisation

3.1 Forms of support and calls for proposals

The programme will prioritise research funding for two types of projects: larger-scale Researcher Projects and Personal Post-doctoral Research Fellowships.

The Researcher Projects must be well integrated cooperative efforts headed by experienced researchers. The projects should also incorporate recruitment positions, i.e. doctoral or post-doctoral research fellowships. Priority will be given to sound research management and project organisation, and projects are encouraged to establish interdisciplinary and multidisciplinary cooperation, preferably across institutions. Projects whose budgets include self-financing from the participating institutions will be viewed in a positive light.

Personal Post-doctoral Research Fellowships are intended to ensure recruitment to top-level positions in the field of gender research. This priority is in keeping with the established division of responsibility between the Research Council and the research institutions with regard to the allocation of fellowships. It is recommended that all post-doctoral research fellows conduct research abroad during their fellowship period. In keeping with the Research Council's general policy, the programme will take gender equality into account when awarding Personal Post-doctoral Research Fellowships.

All applications submitted to the programme must include concrete plans for internationalisation and dissemination; also refer to the relevant sections below. The Research Council's general guidelines for applications, assessment criteria, etc. will also apply.

The research-related quality of the projects and their relevance to the work programme and call for proposals will be given high priority when applications are assessed.

The programme board will draw up a plan for calls for proposals for research funding under the programme.

3.2 Information and dissemination

Gender research makes vital contributions to the public debate and societal development. There is widespread interest in the results of Norwegian gender research among the media as well as general public. Among users in the ministries and other government agencies, knowledge that can serve as a sound basis for the designation of policy in various areas of society is in demand. The programme will therefore give high priority to dissemination activity targeted at researchers, the general public and other users.

All projects funded under the programme will be required to prepare and implement specific dissemination and publication plans for their research results and to earmark funds in their budgets for dissemination activity.

It will be beneficial for the programme to establish cooperation with other programmes within the Research Council. Potential forms of cooperation include joint seminars, conferences and dissemination measures. The programme board may serve as a catalyst and advisory body for

efforts to integrate gender perspectives into other initiatives and programmes within the Research Council.

The programme's dissemination activity will be implemented in close cooperation with KILDEN – Information Centre for Gender Research in Norway, an organisation closely associated with the Research Council.

The programme board will draw up a communication plan for the programme.

3.3 International collaboration

The Research Council gives high priority to the internationalisation of Norwegian research in general. Internationalisation is a strategic instrument that is used to enhance the scientific merit of research, strengthen cooperation with researchers abroad, and increase funding from foreign sources.

The programme will support internationalisation measures primarily through the projects funded under the programme. All projects awarded funding must incorporate plans for international research collaboration, and the projects seeking funding from the programme should therefore describe their plans for international collaboration, e.g. stays abroad for research fellows and other researchers who participate in the project, Personal Visiting Researcher Grants (stays for visiting foreign researchers at Norwegian institutions), plans for arranging international conferences and seminars, participation in international seminars and conferences, participation in international projects, international publication, etc.

In addition to this, the programme may implement various measures to promote participation in international networks and projects, and measures to disseminate information, e.g. via the KILDEN website.

The programme board will draw up a plan for internationalisation measures for the programme.

3.4 Targets

Targets are used to assess whether the programme has achieved its objectives, both during the programme period and at its conclusion.

The programme has established the following targets:

1. A strengthening of viable research communities by allocating research funding to larger-scale cooperative projects, primarily of a multidisciplinary and interdisciplinary nature, which incorporate recruitment positions.
2. Increased recruitment to top-level positions in the field of gender research through the funding of Personal Post-doctoral Research Fellowships.
3. Increased international research collaboration. To achieve this, projects will be required to prepare and implement plans for international research collaboration, and the programme board will draw up its own plan for internationalisation measures. All projects should have one or more international partners and participate in international networks, and all

research fellows and researchers funded under the programme should conduct research at a research institution abroad during the grant period. Researcher Projects will be encouraged to initiate and arrange international researcher conferences.

4. Increased scientific publication, especially in peer-reviewed, international journals. All projects funded under the programme must prepare and implement their own publication plans.
5. Increased knowledge about the results and significance of gender research among the general public, user groups and research communities through targeted dissemination of research results. All projects funded under the programme must prepare and implement their own dissemination plans, and the programme board will draw up a dissemination plan for the entire programme in cooperation with KILDEN – Information Centre for Gender Research in Norway.
6. Improved integration of gender perspectives in research through enhanced cooperation with other programmes and initiatives within the Research Council.

3.5 Time frame and funding

The programme period runs from 2008 to 2012. The budget framework is a total of at least NOK 56 million for the entire programme period. Of this amount, NOK 36 million is being funded by the Ministry of Education and Research and NOK 20 million by the Ministry of Children and Equality. Funding from the Ministry of Education and Research will come from the Research Council's general funding earmarked for humanities and social science research.

3.6 Programme board and administration

The Research Board of the Division for Science has appointed the following persons to the programme board for the period 1 November 2007 to 30 June 2013:

Members:

Unni Langås, Professor, Department of Nordic and Media Studies, University of Agder, Norway, (chair)

Ann-Dorte Christensen, Professor, Department of Sociology, Social Work and Organisation, Aalborg University, Denmark

Ulf Mellström, Professor, Department of Human Work Sciences, Luleå Technical University, Sweden

Inger Marie Okkenhaug, Senior Researcher, Department of Archaeology, History, Cultural Studies and Religion, University of Bergen, Norway

Kenneth Reinicke, Associate Professor, Department of Society and Globalisation, Roskilde University, Denmark

Deputies:

1. Jens Rydström, Senior Lecturer, Centre for Gender Studies, Lund University, Sweden
2. Cathrine Holst, Associate Professor, Centre for the Study of the Sciences and Humanities, University of Bergen/ARENA, University of Oslo, Norway

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