



Female research talents – the unused reserve of Danish research



Ministry of Science
Technology and Innovation

Colophon



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research

Printed by: Schultz Grafisk A/S
Printed in 700 copies
ISBN: 978-87-92311-95-5

Mapping of initiatives for recruitment
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ISBN: 978-87-92311-94-8
(Internet)

Published by:
The Ministry of Science,
Technology and Innovation
September 2009

This publication is available free
of charge from the website of the
Ministry of Science, Technology and
Innovation at <http://vtu.dk>, where a
printed version can also be ordered.

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All the way up the research career ladder there is a considerable loss of female research talents. Although more women than men today graduate from university, only approximately about 28 % of all Danish lecturers and 14 % of all Danish professors are women.

This problem was the subject of a round table discussion on women and research held by the Ministry of Science, Technology and Innovation in February 2009. A number of representatives from the Danish universities, research councils and private business enterprises participated in the meeting.

The issue discussed at the meeting was how Denmark can improve its retention of female research talents. The discussion resulted in numerous concrete initiatives.

A recurring proposal was that the Ministry of Science, Technology and Innovation should gather 'best practice' initiatives in this area. An overall presentation of the current initiatives can serve as inspiration, and it will then be up to the universities and other research institutions to evaluate which ideas they wish to develop further.

This is the background for this mapping of the initiatives for recruitment and retention of female talents in the world of Danish research. This mapping was brought about by asking all Danish universities and other research institutions and the research funding bodies what they do – or plan to do – in order to increase the share of women in Danish research.

A separate chapter deals with the gender equality acts and the possibilities for launching special initiatives, and at the back of this catalogue we have gathered the most recent statistics in this area. As it will appear, there is still a need for both innovative thinking and a whole-hearted effort to ensure that more women join Danish research.



Helge Sander

Minister for Science, Technology and Innovation

Examples of 'best practice'

- Special funds for female visiting professors in research areas with few women (AAU), page 17
- Rewards in the form of creation of an extra professorship and bonus for university departments increasing their share of newly recruited female professors (KU), page 17
- Managerial development of potential female applicants for management positions (head of department, head of faculty, faculty director etc.) (KU), page 16
- Demanding that the number of women and men in evaluation committees should be balanced (SFI), page 14
- Demanding that recruitment advertisements should be broadly formulated and advertised externally (NFA), page 13
- Aim to reduce the number of temporary positions (AU), page 12
- Offer special 'front-line lecturer' opportunities with built-in possibility of extension to senior lecturer (SDU), page 12
- The possibility of ordering food from the canteen to bring home at the end of the working day (AU), page 11
- The possibility of having a research term without teaching obligations at the end of the maternity/paternity leave (SDU), page 11
- Special funds for internationalisation grants for women (KU), page 9
- Mentor programme for female post-docs/lecturers (KU), page 8

1. Mentors and role models



Fewer women than men are taken under the wings of prominent researchers within their subject. More often than their male colleagues women lack mentors or supervisors: more experienced, competent researchers who can introduce them to international networks, involve them in the publication of research articles, help them apply for research funding, etc.

Without these mentors or supervisors women risk becoming gradually excluded from their professional environment. The result is that it becomes less likely that they will perceive research as an obvious career path. To this should be added that women often do not have role models. This problem is particularly noticeable within the natural and technical sciences, where only approximately 20 % of the tenured researchers are women.

In 2008, the University of Copenhagen (KU) was granted a special authorisation under the Act on Equal Treatment of Men and Women with Regard to Employment etc. With this authorisation the University has been able to launch, for instance, a five-year cross-sectoral mentor programme for female postdocs/lecturers. The programme started in the autumn of 2008 and accommodates the women's specific needs for counselling. 47 couples (mentor + mentee) are currently following this programme.

At the National Research Centre for Welfare (SFI), a mentor is attached to all young researchers. The mentor not only serves as a professional supervisor, but also helps to create national and international contacts and networks. In the same way, Aalborg University (AAU) has made its Ph.D. schools and heads of departments responsible for ensuring that the Ph.D. supervisors act as mentors for Ph.D.s and lecturers. At the University of Southern Denmark (SDU), a special mentor programme is being prepared for lecturers.

At the Technical University of Denmark (DTU), a start-up programme for all newly recruited staff members it is a permanent item on the agenda that successful, female researchers present their work, thus serving as role models for the younger women.

At Aarhus University (AU), female role models are visualised, for instance on the website FRAU – Female Researchers at Aarhus University, where new interviews are published each month: www.frau.au.dk/10spoergsmaal.

2. Development of female research talents >

Women are generally more reluctant than men when it comes to applying for research positions and research funding. There may be many reasons for this. One reason may be that the women's scope for developing their competencies and thus for qualifying for applying for positions and funding is not developed sufficiently.

It turns out, for instance, that women forgo actual research time and international experience more often than men. This is inconvenient, as research publications and an international perspective are decisive for employment as well as funding.

Thanks to the special authorisation under the Act on Equal Treatment of Men and Women, the University of Copenhagen (KU) is able to counter this problem by allocating funds of DKK 2 million to faculties/departments from a central development grant for developing the talent of female lecturers (distributed in the spring of 2009).

KU's authorisation has also enabled the establishment of special internationalisation grants which are distributed in areas with a biased gender distribution. Hence, from 2009 to 2013 KU will allocate 16 internationalisation grants annually.

At the University of Southern Denmark (SDU), several heads of faculties have allocated funds to the development and operation of networks for female researchers. These networks serve several purposes, one of these being the establishment of contacts between women, which results in increased opportunities for cooperation. Moreover, the Social Science faculty has granted funds for the establishment of a career development programme for women.

3. Development of a work culture



Large parts of the research community are characterised by a work culture where the pressure to generate new results and publications is constant. In this type of work culture, it is primarily the individual performances that pay off. You are your own project, and your CV is crucial.

Researchers who do not live up to this risk being gradually excluded from their professional environment and not getting the same offers to participate in research cooperation, publications, networking, conferences, etc.

In 2009, the University of Southern Denmark (SDU) appointed a gender equality consultant for the purpose of, especially, meeting this challenge by launching measures of cultural change in the individual units and staff groups. As an example, the consultant will assist a network of female researchers at the Faculty of Social Sciences with a programme where discriminatory behaviour will be staged in order to develop the workplace culture.

Aalborg University (AAU) also focuses on working environments and job satisfaction. The heads of the faculties and of the departments are responsible for promoting an attractive and creative research environment where all employees feel comfortable irrespective of gender, age, and ethnical background. In this context, the heads of the departments and the departments' joint consultation committees are responsible for drafting the criteria and action plans for establishing an attractive working environment.

At Aarhus University (AU), a network with more than 200 members is working to improve the conditions for female researchers. FRAU – Female Researchers at Aarhus University – has organised, for instance, the international idea exchange conference Women in Academia, which was held in May 2009, cf. www.wia.au.dk.

4. Achieving a balance between working life and family life



An individualised work culture and a highly competitive working environment make for an obvious challenge, especially for the many young researchers wishing to have leisure time and a family life.

At Aarhus University (AU), efforts are made to meet this challenge by, for instance, organising a meal scheme so that employees can order food from the canteens to bring home at the end of the working day.

The National Research Centre for the Working Environment (NFA) offers a flexible scheme and the possibility to do part-time work – also to Ph.D. students. In addition, it is possible to make individual contracts based on specific needs or wishes.

At the Danish National Centre for Social Research (SFI), everybody has access to a “global workplace”, and, whenever possible, meetings and other joint activities take place at times that enable the employees to attend to their usual family-related obligations.

Moreover, SFI supports that both women and men make use of their right to maternity/paternity and parental leave, the right to child-care days etc., and SFI accommodates wishes for reduced working hours, leave of absence and the like whenever possible.

In several departments at the University of Southern Denmark (SDU), both women and men are encouraged to go on maternity/paternity leave, and at the end of no less than six months’ leave they are given the opportunity to return to a research term without any teaching obligations.

At Aalborg University (AAU), the heads of the departments are responsible for ensuring that research fathers are encouraged to go on paternity leave. The HR department prepares information on maternity/paternity leave, and the rules are published on the website of the HR department.

Moreover, AAU has made the heads of the faculties responsible for ensuring that any leaves of absence held during the Ph.D. period are deducted from the time spent by the Ph.D. students to complete their dissertation.

5. More permanent research positions



Tenured employment is traditionally seen as a benefit you have to fight for and to qualify for, ensuring that only the best will pursue a career as researchers. However, the uncertainty of employment that is part of the game can contribute to the loss of talent, including female talent.

Recognising this inherent-in dilemma, the Faculty of Science at the University of Southern Denmark (SDU) has created a number of special ‘front-line lecturer positions’ that may be extended as senior lecturer positions. Over the next three years five front-line lecturers will be appointed. The purpose is to attract and retain the best of the best graduates. In addition, the heads of SDU’s departments can apply for subsidies for a systematic search for candidates in order to ensure that there are both male and female applicants for the advertised positions.

Aarhus University (AU) has established a task force to promote the number of women in research management by reducing the number of temporary positions, the reason being that they enhance the uncertainty especially for young researchers.

6. Increased competition for research positions

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Research position advertisements are often very narrow, and they are often only advertised internally. Whether this is due to the fact that many research positions are in reality awarded to named candidates before being advertised is worth looking into. In any case, the fact that there is only one qualified applicant for approximately half of all research positions could explain part of the loss of talent.

The National Research Centre for the Working Environment (NFA) makes an active effort to ensure increased competition for the tenured positions through considerable width in the jobs advertised. Moreover, all positions are advertised externally. The purpose is to ensure the highest number of professionally qualified applicants of both genders.

At Aalborg University (AAU), the heads of the faculties and the Academic Council are responsible for ensuring that the general evaluation criteria and procedures are open and transparent when filling VIP positions, and that the evaluation committees explicitly relate to these criteria.

At AAU, the Ph.D. grants constitute an important recruitment source. Many of these grants are advertised with full or joint funding by external contributors. Hence, it can be difficult to advertise broadly formulated positions. However, the heads of the faculties are responsible for ensuring that Ph.D. positions are advertised as broadly as possible.

7. Competition on equal terms

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The existence of a diversified work and research environment is a positive factor for obtaining professional results. This has been demonstrated by the Council for Technology and Innovation (RTI), among others. Based on this consideration it could be relevant to find models that focus on, for instance, the balance between men and women in a manner that is compatible with the basic principles of quality etc.

The National Research Centre for Welfare's (SFI) job advertisements are broad, as they normally cover the entire research area of SFI; when appointing an evaluation committee, the need to strike a balance between men and women is taken into account. When recruiting, the focus is on the balance between men and women, and it is legitimate to take the balance in the distribution by gender into consideration if the professional and personal qualifications are otherwise equal.

At Aarhus University (AU), efforts are made to ensure fairer competition for the tenured positions. This is done in particular by requiring that the evaluation committees include women, and that productivity rather than the overall production is to be weighted when evaluating the CVs. In other words, the time actually available for research should be taken into account.

Job applicants at Aalborg University (AAU) are encouraged to specify periods of leave of absence, and the research production is evaluated in relation to the number of active research years. The heads of the faculties are responsible for briefing the evaluation committees on this. Moreover, at AAU the evaluation committees for research positions should, whenever possible, have members of both genders. This is an absolute requirement when there are both men and women among the applicants.

8. More women in decision-making bodies >

Female research talents are often not sufficiently aware that their competencies can be enhanced through membership of decision-making bodies such as boards, councils and committees. On the contrary, it is possible that women do not in reality have the same access to decision-making bodies as men due to the so-called “glass ceilings” og “Dewey, Huey and Louie effects”: the fact that men primarily help other men.

In extension of this it is sometimes mentioned that women who qualify as candidates are victims of “paternalistic care”, which means that they are not recommended as it is assumed that they will be overloaded if they are members of too many boards, councils and committees.

Whatever the reason is, the absence of women in these fora can indirectly lead to exclusion from the academic world. The fact is that it is often through such memberships that researchers find suitable cooperation partners and are invited to participate in research cooperation with other research colleagues, etc.

At the National Research Centre for the Working Environment (NFA), a specific effort is made to increase the number of women in the decision-making bodies. The aim is for external evaluation committees to have a balanced male/female ratio, for instance in relation to senior researcher and professor evaluations.

Aarhus University (AU) is currently drafting guidelines for the appointment of members of boards, evaluation committees and similar bodies. The formulation of these guidelines will ensure that the decisive factor will be the professional qualifications and merits. However, for reasons of gender equality, one woman and one man should always be recommended as a minimum. Where this is not possible, the reason for this must be stated.

9. More women in research management >

Having more women in research management – i.e. management of the academic strand – is a goal in itself. This includes positions as study directors, heads of departments, heads of faculties and rectors. This is where strategic decisions are made, and where there is a real opportunity for influencing the direction of research. Moreover, experience with research management can enhance the individual researcher's competencies and provide a personal network that could be decisive for his or her continued research career.

In 2008, the Danish Research Council for Independent Research (DRF) allocated DKK 34 million to promote female research managers, and this programme was met by an overwhelming interest. In 2009 the council therefore allocated an additional DKK 70 million to this purpose. The grants are intended to enable gifted researchers who have reached a certain level in their career to gain the experience within research management that is required to qualify for an employment as professor.

In 2008 the board of the Danish Council for Strategic Research (DSF) introduced a requirement for applicants that strategic research centres and strategic research alliances must establish a steering group in which both male and female researchers are to be represented.

Aarhus University (AU) makes an active effort to involve more women in research management. In the course of 2009 all main areas have to draw up action plans for gender equality and to fix target figures for the share of women in professor and senior lecturer positions. The aim is to have gender equality work integrated in all aspects of the university's activities.

Aalborg University (AAU) is working on a programme that will ensure that the best management talents will be appointed to the university's management positions, irrespective of gender. Mentor schemes and networks actively support those employees who want to and are capable of a management career, and via its human resource policy and employment procedures AAU makes an active effort to ensure that there are both female and male applicants for management positions.

Both the University of Copenhagen (KU) and the University of Southern Denmark (SDU) are currently developing management training programmes and networks for potential female applicants for management positions.

10. More female professors



‘Money talks’. Several universities are focusing on this motto in their efforts to attract more female professors.

Based on the special authorisation provided in the Danish Act on Equal Treatment of Men and Women, the University of Copenhagen (KU) has introduced a principle according to which faculties/departments are rewarded if they employ female professors. They are awarded an extra professorship when they reach a certain number of female professors, and in addition a central bonus grant will release extra funds to faculties where the percentage of newly appointed female professors is increased by 5 % before the end of 2009.

An account of newly appointed professors at the faculties of the University of Copenhagen shows that the number of female professors at the University of Copenhagen as a whole increased significantly in 2008. 20 female professors were appointed in 2008, which corresponds exactly to the total number of female professors appointed in the years 2006 and 2007. Six faculties have met the conditions and earned an extra professorship.

Aalborg University (AAU) has decided to allocate funds to female guest professors visiting the faculties – preferably foreign professors. The funds are primarily allocated to environments with relatively few female researchers.

At Aarhus University (AU), the university management has allocated funds to the university’s gender equality programmes in the years to come. It has not yet been decided how these funds will be distributed; however, according to one proposal, an award should be given to the faculty/department that features the biggest improvements in terms of gender equality.

The University of Southern Denmark (SDU) does not use money as an incentive. On the contrary, the management has decided to use SDU’s development contract as basis for an individual target of increasing the share of female researchers by 1 % per year during the period 2008-2010. In 2006, the share of female professors, senior lecturers and lecturers was 23.1 %. The target is that the gender mix of the tenured research staff should reflect the gender mix among the students.

What does the legislation on gender equality say?



Employers are not allowed to discriminate employees for reasons of gender, ethnic origin, etc. As regards public employers, this is inherent in the general equality principle of administrative law; however, the integration of EU law into the Danish legal system probably enables the introduction of a general factuality requirement for all employers. As a consequence of this requirement, the employer must have a legal objective, and the funds used must be relevant and not more excessive than necessary. The gender equality directives are implemented in Danish law via, for instance, the Act on Gender Equality and the Act on Equal Treatment of Men and Women.

The prevailing legislation on gender equality – and the general framework for public institutions – allows for launching of initiatives to promote gender equality. The universities can, for instance, focus on ensuring that more women are employed in all research positions – also at the top levels, if this will result in enhanced equality between men and women in the individual field.

Non-discrimination in general

According to the rules of the Act on Equal Treatment of Men and Women, employers must give equal treatment to women and men in connection with recruitment, relocation and promotion. Moreover, employers must give equal treatment to women and men in connection with further education and retraining, and finally the Act stipulates that women and men must be treated equally with regard to working conditions.

Section 2: “Employers shall give equal treatment to men and women in connection with recruitment, relocation and promotion.”

Section 3: “Employers employing men and women shall treat them equally with regard to access to vocational guidance, vocational education, further vocational education and retraining.”

Section 4: “Employers employing men or women shall treat them equally with regard to working conditions. This shall also apply in case of dismissal.”

Indirect discrimination is also forbidden. Indirect discrimination for reasons of gender is, for instance, when in practice a group of persons of either gender is treated unfavourably compared to the other gender due to an apparently neutral provision or condition.

Applying criteria with a gender-biased effect is not forbidden, but these criteria must be factually motivated by the employer. It must be necessary to apply them in order to reach the factual objective, and there must be a proportionate relationship between the means employed and the objective (proportionality).

Article 141(4) of the Treaty Establishing the European Community states that under certain specific conditions special advantages can be introduced in order to make it easier for the underrepresented gender to pursue a vocational activity or to prevent or compensate for disadvantages in a professional career. This provision never imposes on the member states that they should introduce positive discrimination, but it gives them certain competencies to do so.

These special favours to promote gender equality should be considered as an exception from the principle of equal treatment. Initiatives should aim at promoting equal opportunities in the different areas where they are launched.

It is necessary to know the actual inequalities between women and men within the targeted area in order to be able to substantiate the existence of inequality, and that working with it consequently serves a factual objective.

When does a gender equality initiative require the responsible minister's approval?

The responsible minister has the competence to approve the launch of special gender equality initiatives. Moreover, the Minister for Gender Equality has laid down the rules authorising that measures can be implemented without the responsible minister's permission. These rules are found in the executive order on initiatives to promote gender equality.

Initiatives can be implemented without the responsible minister's permission in the following situation:

- The maximum duration of the test and development initiatives is two years.
- The underrepresented gender accounts for no more than 25 %.
- The underrepresented gender will not subsequently have a preferential position in connection with employment or admission to a qualifying educational programme.

The responsible minister's approval must be obtained in the following situation:

- The duration of the test and development initiatives exceeds two years.
- The underrepresented gender accounts for more than 25 %.

It should be underlined that no initiatives can be implemented, even if the responsible minister's approval has been obtained, if they give either gender a preferential position in connection with, for instance, recruitment, as the applicant's qualifications must always be the decisive factor.

In 2008, the Minister for Science, Technology and Innovation received an application for permission to launch special measures. The permission was given to commence initiatives with a special focus on increasing the number of female professors, offering special internationalisation scholarships in areas with a biased gender distribution, and implementing talent and management training programmes.

As these initiatives extend longer than two years, an application must be submitted to the minister for this reason alone. When the permission was granted, it was emphasised that the various initiatives gave women a preferential position within the scope of the Act on Gender Equality. For further information on such initiatives, see the website of the University of Copenhagen at www.mangfoldighed.ku.dk/english.

Considerations regarding appointments

According to the judicial decisions of the European Court of Justice, women should not automatically be given preferential treatment in case of appointments or promotions in sectors where they are underrepresented. Hence, the ban on direct discrimination is violated if an employer expressly states in a job advertisement that either men or women can apply for a position. In other words, it is not allowed to write “Vacant professorships for women” in an advertisement.

It should consequently appear directly from the wording when advertising jobs or courses that women will not be given preferential treatment. Moreover, the phrasing of the advertisement is to ensure that all applicants have the possibility to apply or participate. However, according to section 3 of the executive order on measures to promote gender equality, the underrepresented gender may be encouraged to submit an application if it is stated at the same time that all applicants will be taken into consideration.

On the contrary, giving preferential treatment is justified if it is not done automatically, and if the national measures ensure that an objective evaluation is made of male applicants having the same qualifications. This objective evaluation must take all special criteria regarding the applicants into account, irrespective of gender. This means in practice that the best qualified applicant should always be appointed.

According to the current executive order on appointments (no. 284 of 25 April 2008), the evaluation committee should consist of persons considered to be experts within the target area, and to have an expertise at least on the level required for the position, and not below that of senior lecturer. Evaluation committees will not be subject to the gender equality requirements for public boards and committees. However, it is considered to be expedient that both genders are represented in the evaluation committee.

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More information

Ligestillingslovene (the Acts on Gender Equality), annotated by Agnete Andersen, Ruth Nielsen and Kirsten Precht, Jurist- og Økonomforbundets Forlag, Volume 1, 6th edition, 2008.

Ligestillingslovene (the Acts on Gender Equality), annotated by Agnete Andersen, Ruth Nielsen and Kirsten Precht, Jurist- og Økonomforbundets Forlag, Volume 2, 5th edition, 2006.

The website of the Gender Equality Department, <http://ligeuk.itide.dk/>, with an overview of current legislation, executive orders and directions.

Hans Gammeltoft Hansen et al. Administrative law, Jurist- og Økonomforbundets Forlag, 2nd edition 2002.

Appendices containing rules and regulations

In Denmark, the legislation on gender equality is to a considerable degree governed by the EU's body of rules. Danish legislation was developed on the basis of the Treaty Establishing the European Community and EU's directives, recommendations and resolutions.

An outline of the current legislation includes:

The Equal Pay Act (Act on Equal Pay to Men and Women 2007, cf. Consolidation Act no. 899 of 5 September 2008).

According to this Act there can be no salary discrimination based on gender. Employers must ensure equal pay for men and women, including equal salary conditions, for the same work or for work deemed to have the same value.

The Act on Equal Treatment (Act on Equal Treatment of Men and Women with Regard to Employment etc., cf. Consolidation Act no. 734 of 28 June 2006).

This Act deals with equal treatment of men and women on the labour market, for instance in connection with employment, promotion and dismissal. The Act contains the rules on maternity/paternity leave.

As a principal rule, there is to be no discrimination, unless the responsible minister has given his or her approval, or such discrimination is permitted according to the executive order on initiatives to promote gender equality.

Quota systems based on gender are not permitted. Reserving a specific number of positions for either gender without taking qualifications into account constitutes a quota system.

The Act on Gender Equality (Consolidation Act on Gender Equality, cf. Consolidation Act no. 1095 of 19 September 2007).

This Act deals with gender equality outside the labour market. According to this Act, women and men should be treated equally. The Act provides the framework for the gender equality activities in Denmark. Giving preferential treatment to either gender requires the approval of the responsible minister, or the initiative must be permitted under the executive order on initiatives to promote gender equality.

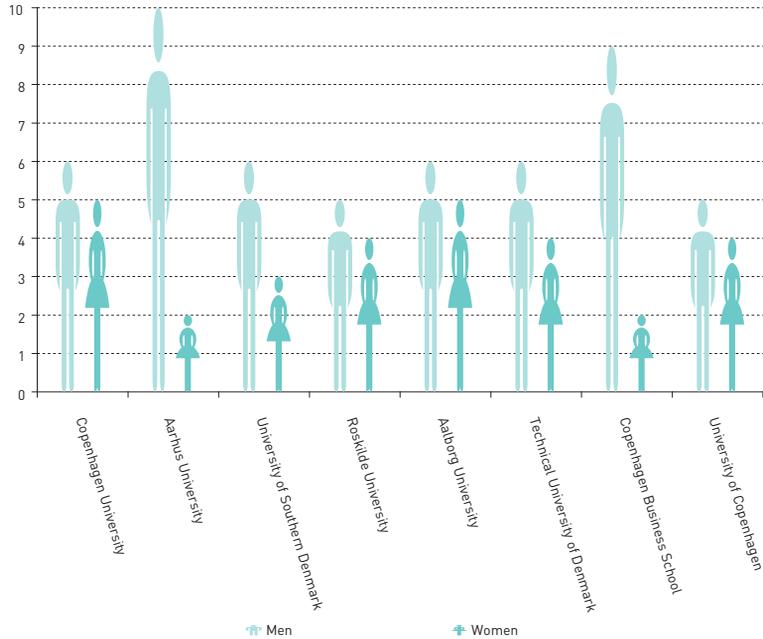
The executive order on initiatives to promote gender equality (no. 340 of 10 April 2007) was issued in pursuance of the Act on Gender Equality and the Act on Equal Treatment of Men and Women. This executive order deals with the authority to implement initiatives to promote gender equality without the specific approval of the responsible minister.

The Minister for Gender Equality has issued guidance notes for this executive order (guidance notes no. 30 of 30 March 2004 on gender equality initiatives).

Section 141(4) of the Treaty establishing the European Community has the following wording: "With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers."

1. Distribution by gender in management and decisionmaking positions in Danish research

Fig. 1: Distribution of board members by gender. Number of persons.



Note: The University of Copenhagen has the only female chairman of a university board.

Source: The universities' websites, April 2009.

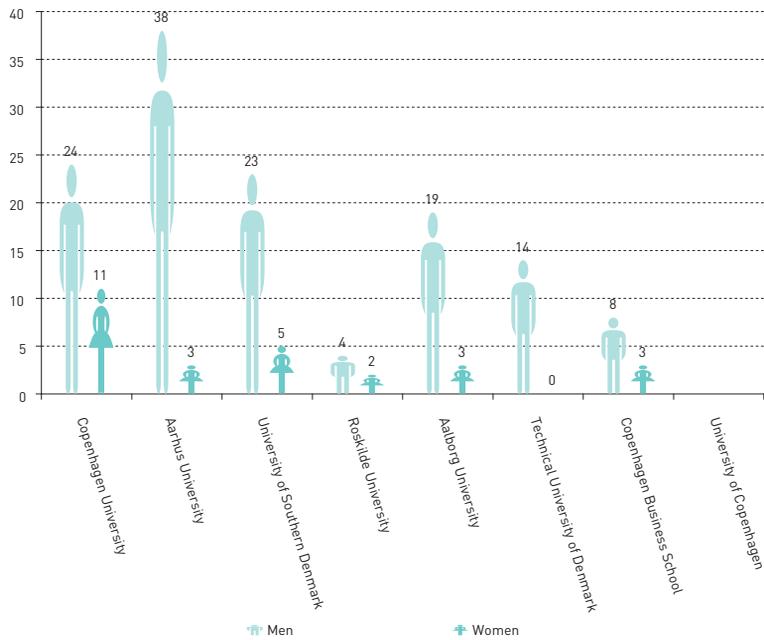
Table 1: Distribution by gender in university managements. Number of persons.

	Men	Women
Rectors *	7	-
Prorectors *	4	3
University directors	7	-
Heads of faculties	28	3
Heads of departments	130	27

Note: (*) One of the male prorectors is temporarily appointed as rector.

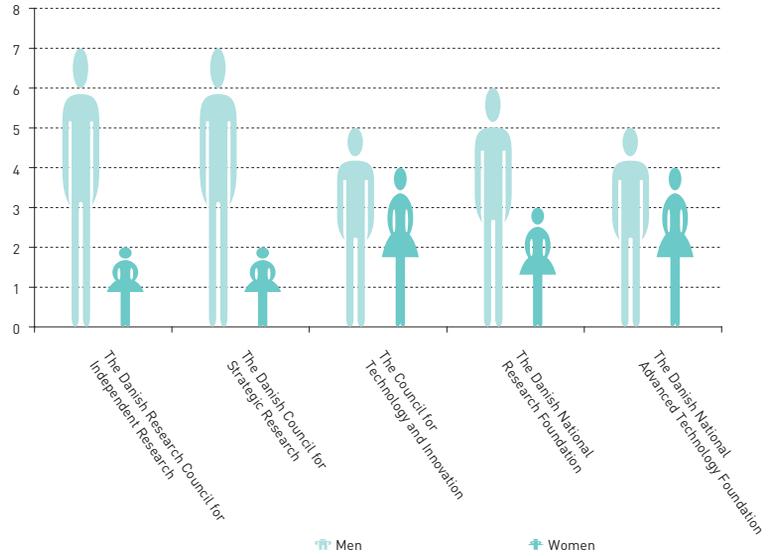
Source: Danish University and Property Agency, 2008

Fig. 2: Distribution of heads of departments by gender. Number of persons.



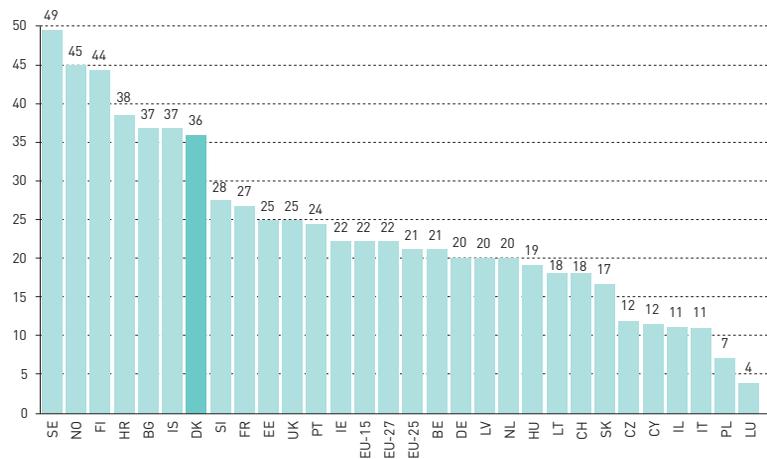
Source: Danish University and Property Agency, 2008

Fig. 3: Distribution by gender of board members in the research funding bodies. Number.



Source: Danish Agency for Science, Technology and Innovation, 2009.

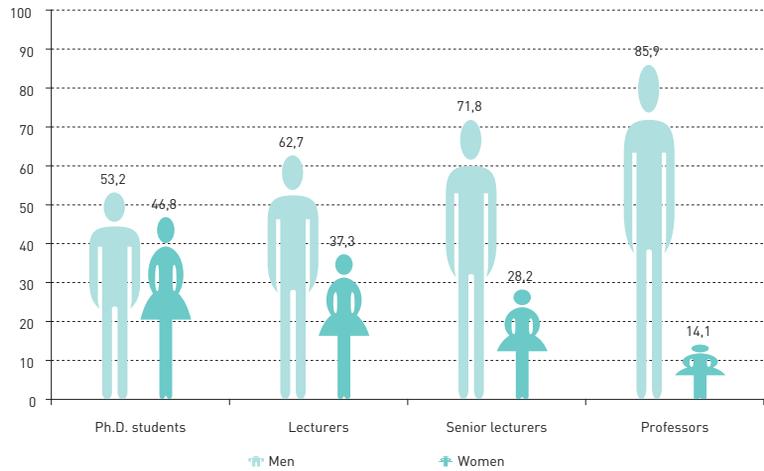
Fig. 4: Share of women among board members in the research funding bodies. Comparison between a number of countries. Percentages.



Source: WiS database (DG Research), 2007.

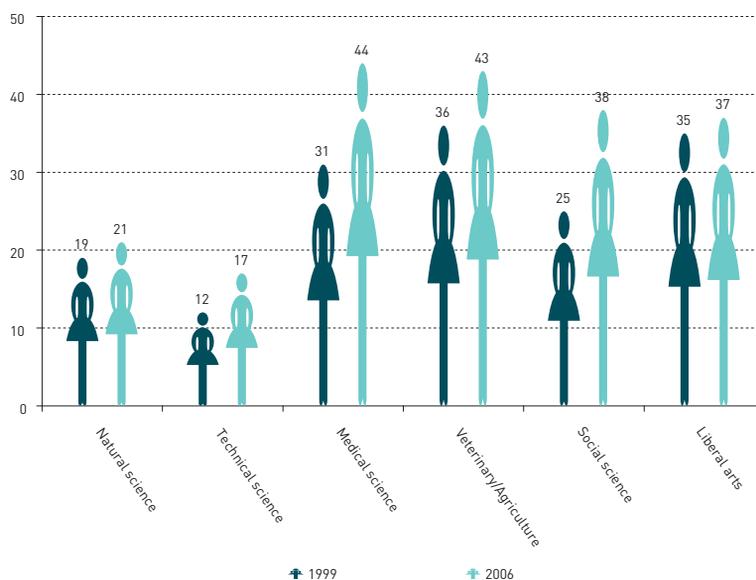
2. Distribution by gender distributed on categories of occupation and subject areas

Fig. 5: Share of male and female researchers at the universities distributed on categories of occupation. Percentages.



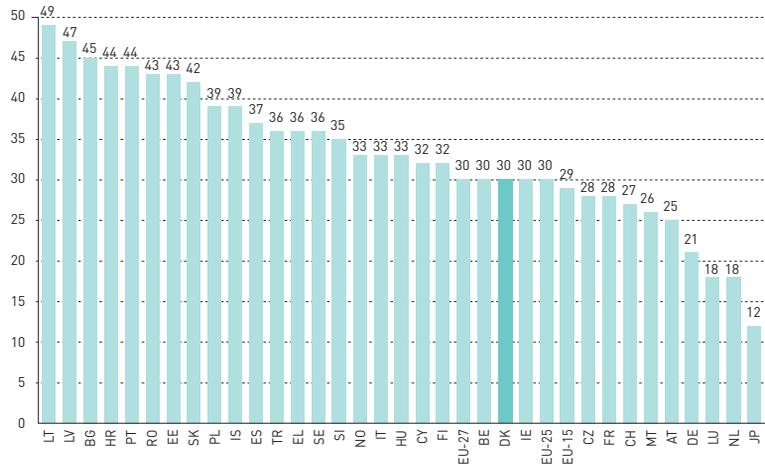
Source: Research and development work in the public sector
– Research statistics 1999 and 2006.

Fig. 6: Share of female researchers in the public sector distributed on main areas. Percentages.



Source: Research and development work in the public sector
– Research statistics 1999 and 2006.

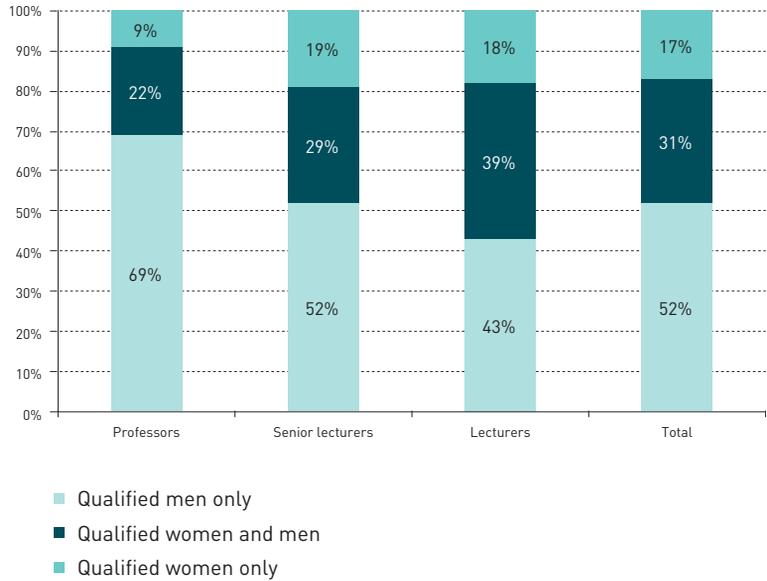
**Fig. 7: Share of female researchers in the public sector.
Comparison between a number of countries. Percentages.**



Source: S&T statistics (Eurostat), Norwegian Institute for Studies in Innovation, Research and Education, 2006.

3. Distribution by gender, appointments

Fig. 8: Share of research appointments in 2004-2006 with only qualified female or male applicants, respectively. Percentages.



Source: UNI-C, Bertel Ståhle, 2007.

Table 2: Share of female applicants and female qualified applicants to research positions filled in 2004-2006, distributed on main areas. Percentages.

	Professors		Senior lecturers		Lecturers	
	Applicants	Qualified	Applicants	Qualified	Applicants	Qualified
Liberal arts	21	20	44	47	47	51
Social science	13	15	29	28	34	33
Natural science	14	11	13	13	25	23
Veterinary/ Agriculture	19	17	37	40	33	38
Medical science	21	21	35	37	48	48
Technical Science	7	12	19	19	13	16
Total	16	17	27	27	34	34

Source: UNI-C, Bertel Ståhle, 2007.

4. Applicants' success ratios, correlated with gender and funds provider

Table 3: Applicants' success ratios distributed on gender (2001-2006).

Area	Number of applications (n)	Number of female applicants	Success rate	
			Women	Men
DFF	17.370	28%	33%	36%
DSF	935	24%	19%	29%
KUF, other	797	10%	44%	37%
Total	19.102	27%	33%	36%

Note:

KUF: Committee for Education and Research

DFF: The Danish Research Council for Independent Research

DSF: The Danish Council for Strategic Research.

Source: Heine Andersen and Inge Henningsen (2008).



Mapping of initiatives to retain female talents in the world of Danish research

All the way up the research career ladder there is a considerable loss of female research talents. Although more women than men today graduate from the universities, only approximately 28 % of all Danish senior lecturers and 14 % of all Danish professors are women.

This mapping gives an overview of initiatives to recruit and retain female talents in the world of Danish research. The Ministry of Science, Technology and Innovation hereby hopes to be able to contribute to a qualified discussion in the Danish universities and other research institutions.

The mapping was created by asking all Danish universities and other research institutions as well as the research funding bodies what they do – or plan to do – in order to increase the share of women in Danish research.

A separate paragraph deals with the gender equality acts and the possibilities for implementing special initiatives, and the most recent statistics in the area are found at the back of this catalogue. As it will appear, there is still a need for innovative thinking and a whole-hearted effort to ensure that more women join Danish research.
