

Towards a new research career
system in Sweden
Some notes on gender equality



Vetenskapsrådet

Carl Jacobsson

Dept of Research Policy Analysis

Swedish Research Council

ESF MO Forum on Research Careers

Brussels, September 28, 2009



European Council Directive 1999/70/EG: conditions for fixed-term employment

The directive aims to

- guarantee the principle of non-discrimination of fixed-term employees
- prohibit employers' abuse of consecutive fixed-term positions

Member states shall introduce regulations about

- objective grounds for renewed fixed-term employment
- maximum total time-limit for consecutive fixed-term employments

and/or

- how many times a fixed-term employment can be renewed

Employment Protection Act (LAS) changes for fixed-term employment, July 1, 2007

Employment is fixed-term in the following cases only

- “Common” fixed-term position, permanent after 2 years within 5 years
- Substitute, permanent after 2 years within 5 years
- Seasonal employment
- When the employee is 67 years old
- “Trying-out period”, maximum 6 months

However:

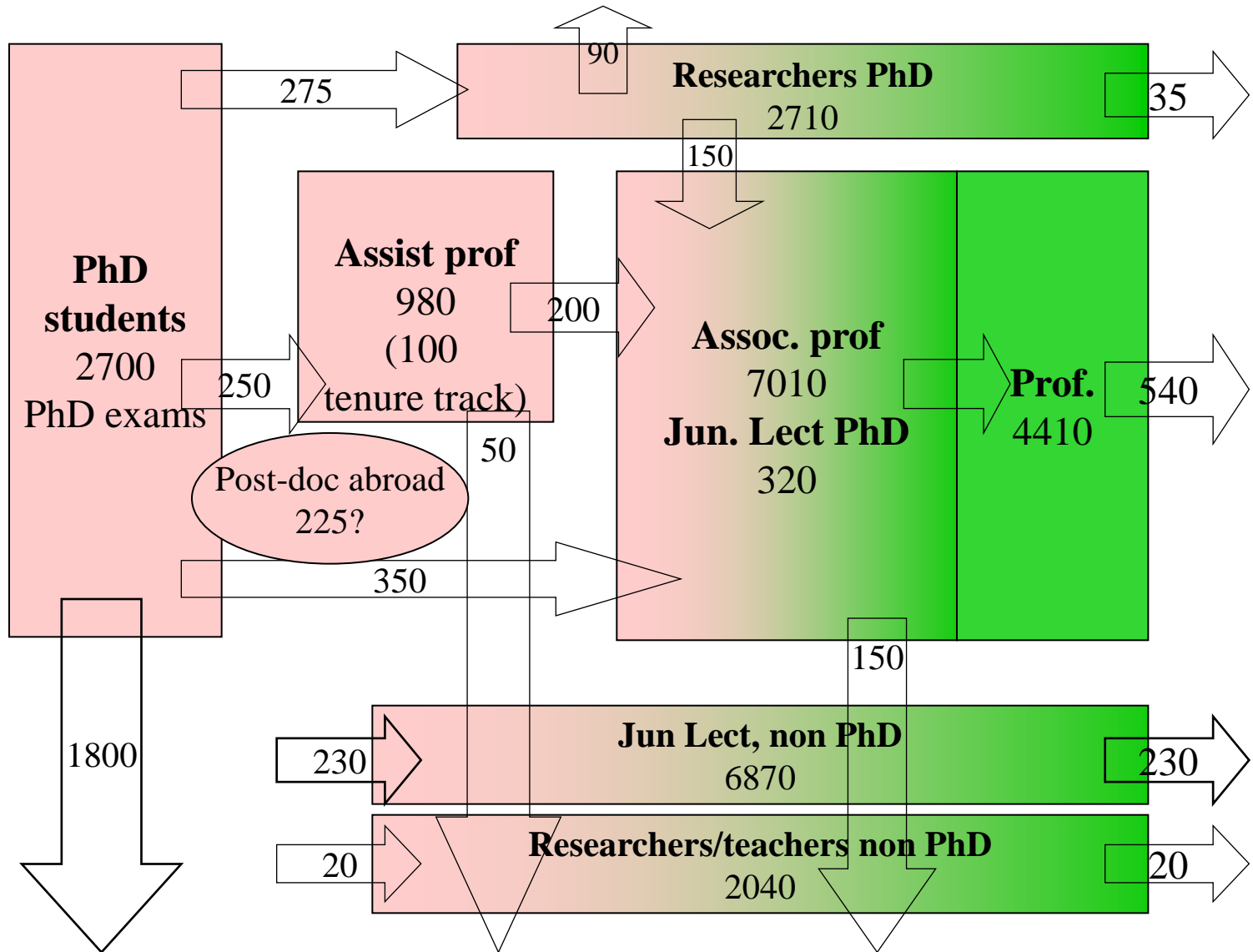
General collective labour agreements overrules

Government Ordinances (e.g., HEO) overrules

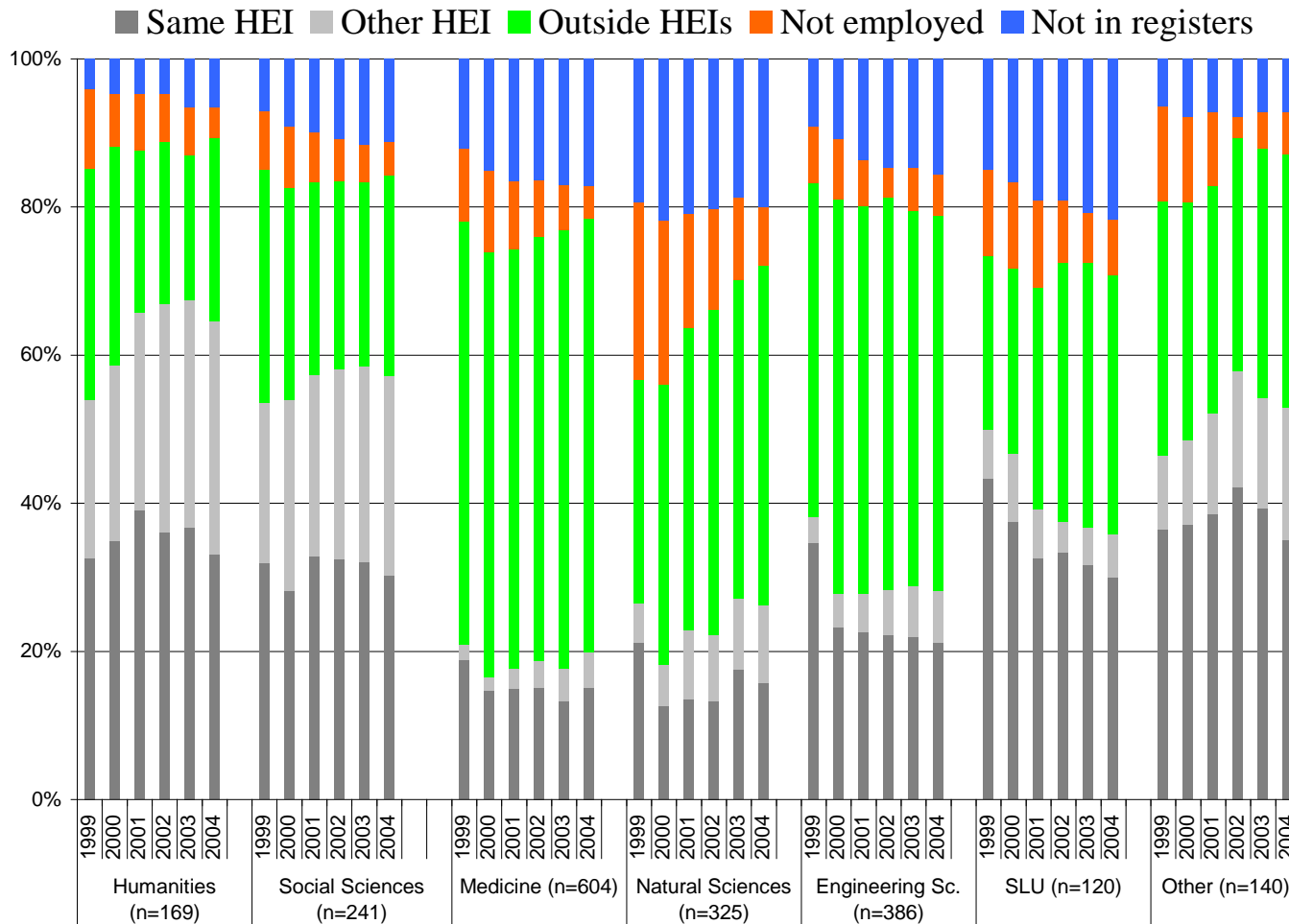


Overview of recruitment situation of researchers/teachers at Swedish HEIs

Teachers/researchers at HEIs 2006, retirements per year 2007-2016 and a simplified picture of other "personnel flows"



Share of doctorates from 1998/1999 that are: (i) in same HEI, (ii) in other HEI, (iii) employed outside HEIs, (iv) not employed, (v) not in registers



“Transferable” skills in the HE Ordinance

Merits to be considered in hiring and promoting researchers/teachers:

- research merits
- teaching/pedagogical merits
- other relevant merits

Equal attention must be given to the assessment of teaching/pedagogical merits

Academic Career Inquiry

Ann Numhauser-Henning, Lund university

Report: Career for quality (SOU 2007:98)

December 2007

HEI Autonomy Inquiry

Daniel Tarschys, Stockholm university

Report: "Independent public HEIs" (SOU 2008:104)

December 2008

Academic Career Inquiry, general aims

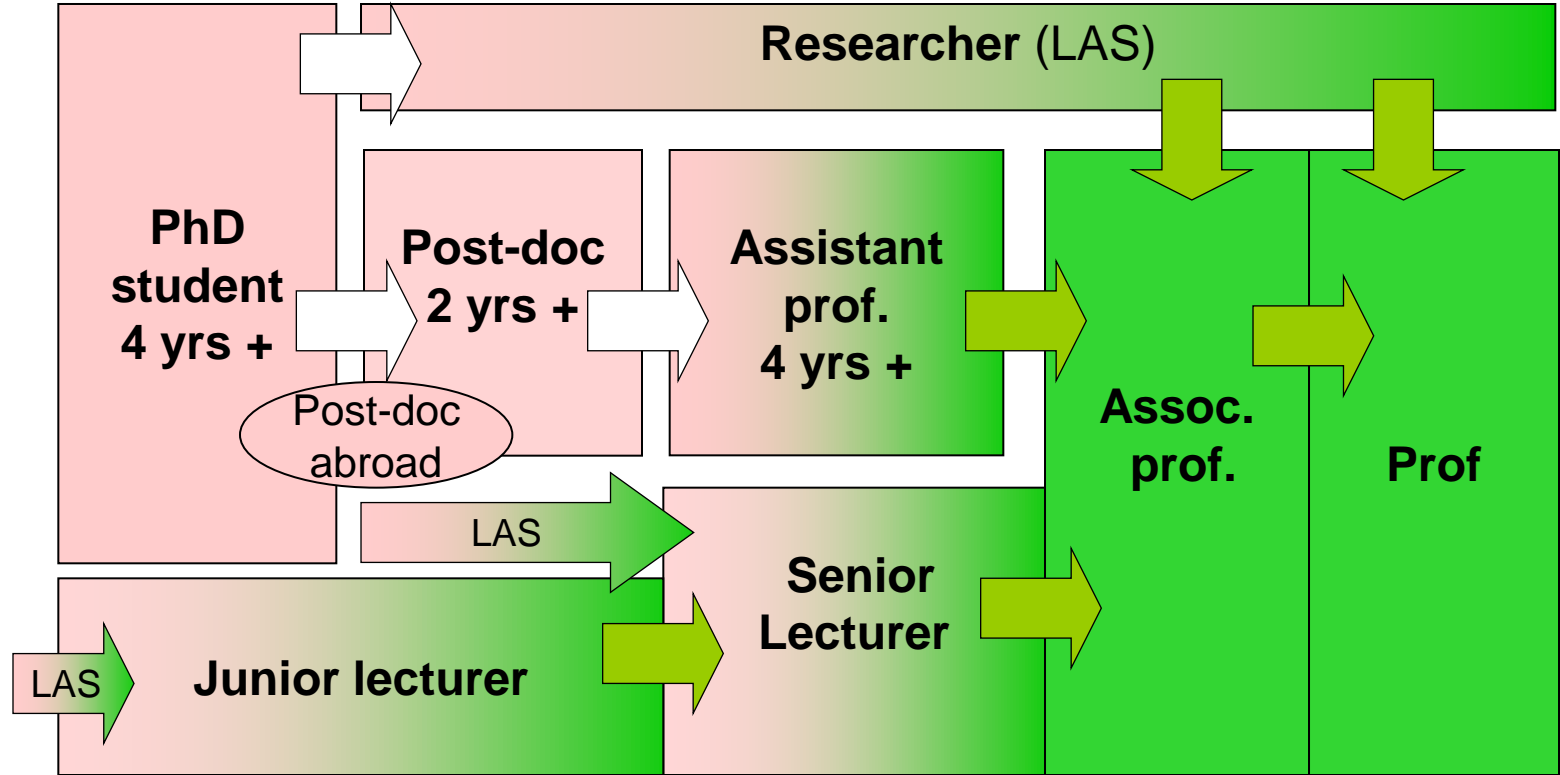
Enable the higher education institutions to secure high operational standards in the long term by

- strategic, active employer's responsibility
- secure, transparent terms of employment
- well-functioning system for recruitment, career and promotion

Academic Career Inquiry, other aims

- HEIs attractive working places for national and international researchers/teachers
- international and national mobility of researchers/teachers
- mobility between the academia and other parts of society
- gender equality

Proposals of the Academic Career Inquiry

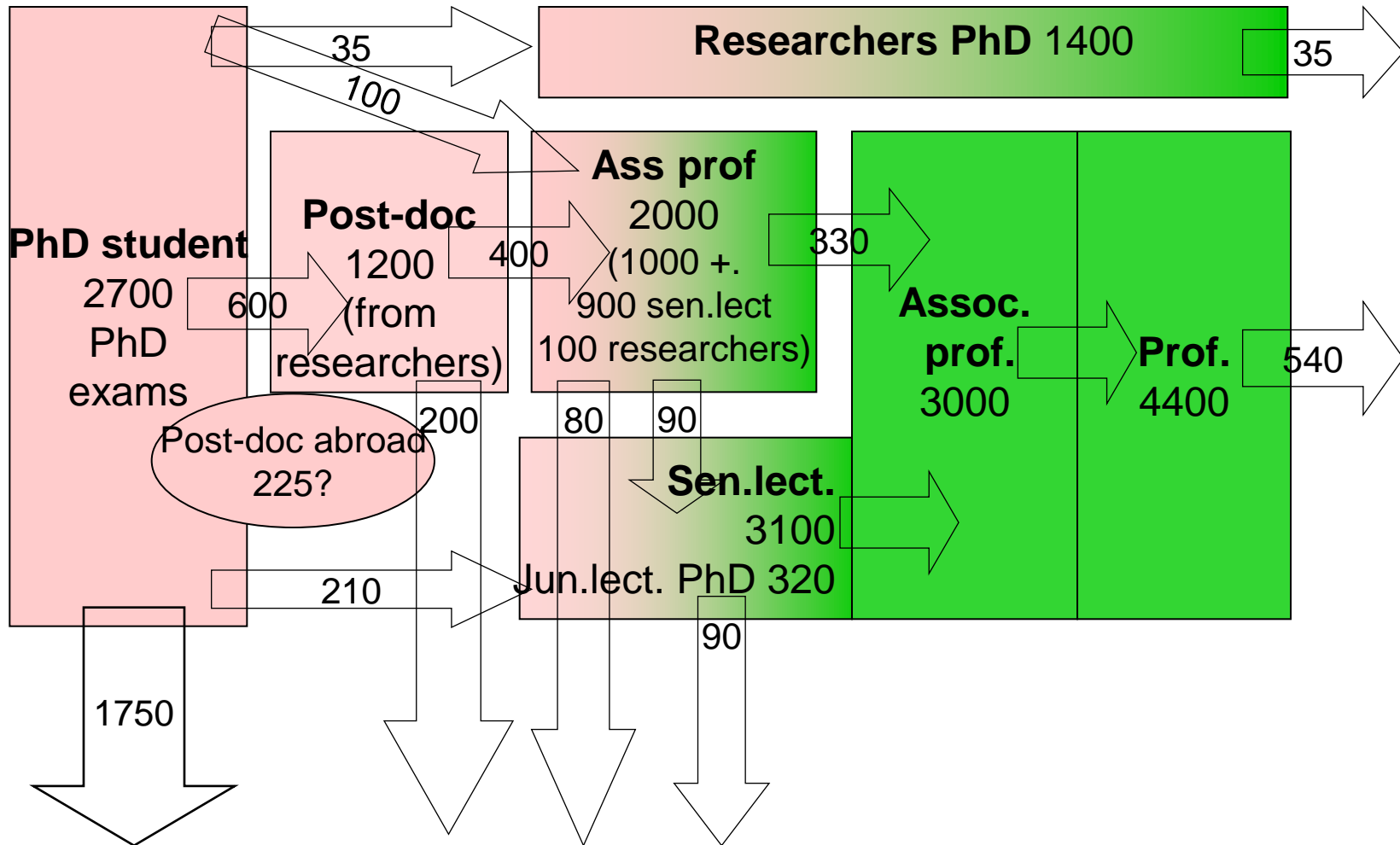


Proposals of the Academic Career Inquiry

- New position in HEO: post-doc, 2 years + 1
- Assistant professor, 4 years +, with (new)
 - right to be tried for promotion to associate professor
- New position in HEO, permanent: associate professor
 - right to be tried for promotion to (full) professor
- LAS-fixed-term not possible for associate professor/professor
- Right to be tried for promotion for all permanently employed researchers/teachers
- Promotion doesn't automatically give changed work contents

Illustration of a possible recruitment situation

(teachers/researchers from 2006, retirements per year 2007-2016)



Proposals of the HEI Autonomy Inquiry (selected)

- HEIs not government agencies
- Researchers/teachers not government employees
- Government ordinances not applicable

Why gender equality?

- Recruitment of the best researchers
- Better research quality
- Equal rights

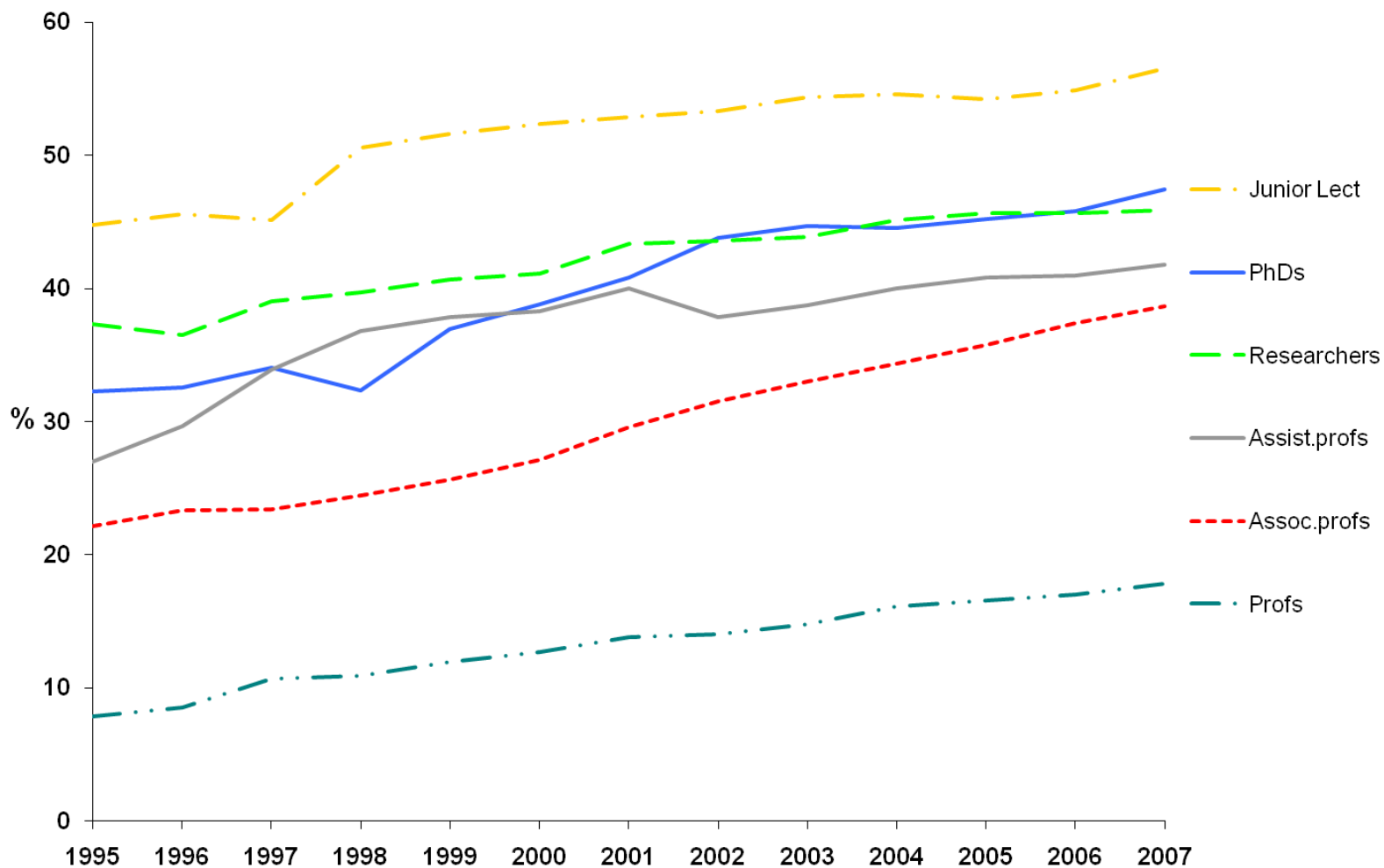
Gender equality policy measures in Sweden

- Gender equality main-streamed since 1990-s
- 81% of women, 87% of men, in the labour force
- One-bread-winner is not the norm
- Child care is available and subsidized
- The parental leave is 16 months per child
- 2 months are reserved for each parent
- On average, the father takes only 2 months

Gender equality policy measures at HEIs

- Gender equality main-streamed since 1990-s
- HEIs must promote gender equality
- Four out of 11 largest universities have women rectors (rectors are appointed by Government)
- Most HEI boards have at least 40% women
- Boards of research councils have at least 40% women
- Research councils have to promote, monitor and report on gender equality in their research funding

Percentage of women in different academic positions and among new PhDs 1995-2007



Data: National Agency for Higher Education

Recruitment goals for HEIs regarding women professors introduced by the Swedish Government in 1997

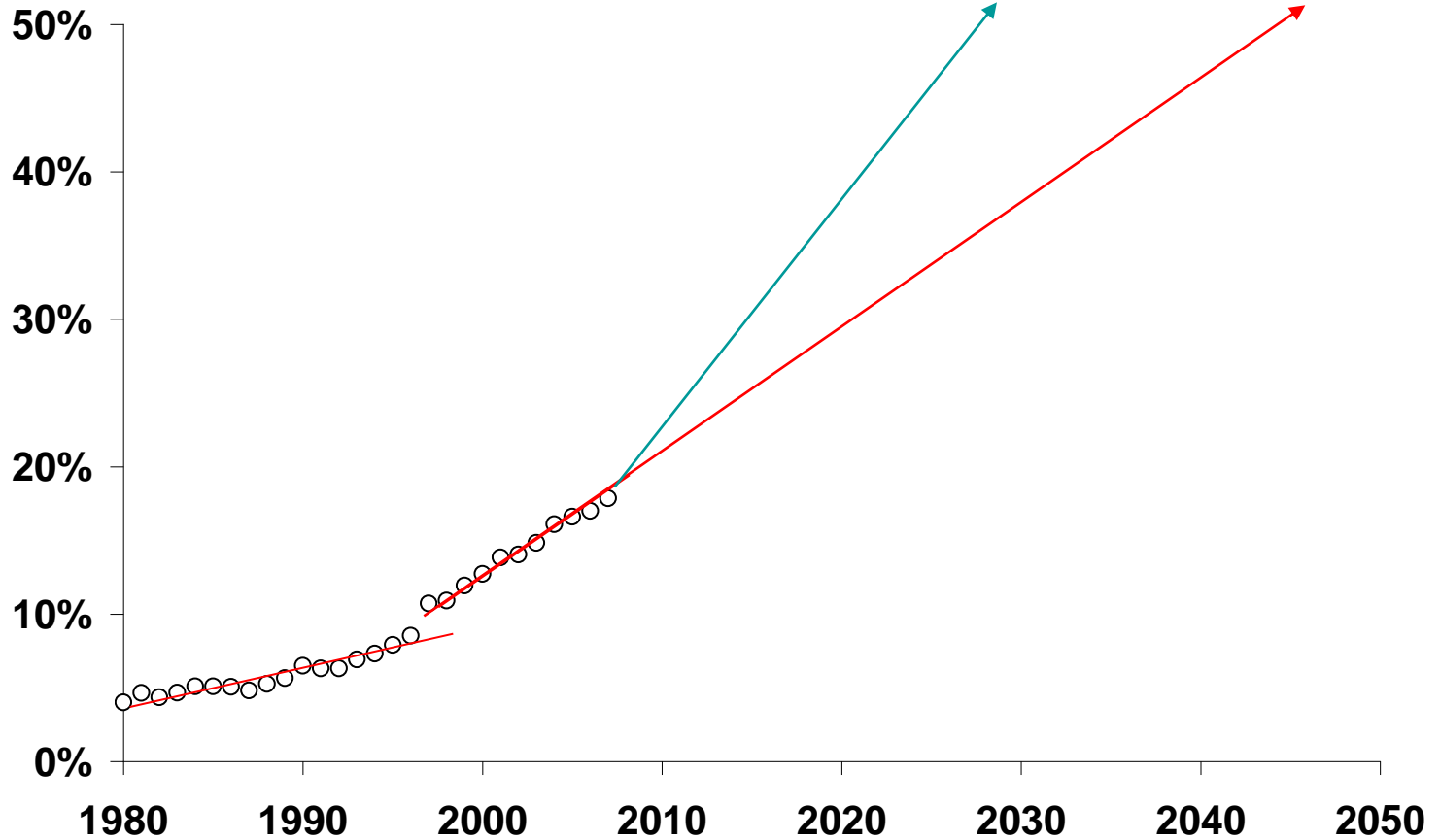
- 9 % women among **all** professors in 1996
- 12% women among *new* professors 1993-1995
- Goals set by the Government
- Goals first calculated for each research area on a national basis as the share of women associate professors
- One total goal for each university for the share of women among new professors 1997-1999
- The sum of the goals 19% for all universities 1997-1999

Results:

- 21% women among new professors 1997-1999
- 21% women among new professors 2001-2004

Today: 18% women among **all** professors 2007

Share of women among Swedish professors 1980-





End of presentation

Important factors for promoting gender equality in the higher education system

- Leaders committed to gender equality
 - political leaders as well as academic committed
 - women well represented in decision-making bodies
- Gender equality in hiring teachers/researchers
 - monitoring and statistics
 - recruitment goals and follow-up measures
- Gender equality in work conditions at HEIs
 - possibility to combine work and parenthood
 - change in academic culture
- Gender equality in research funding
 - equal success rates and amount of funding
 - attention to gender equality in types and areas of funding

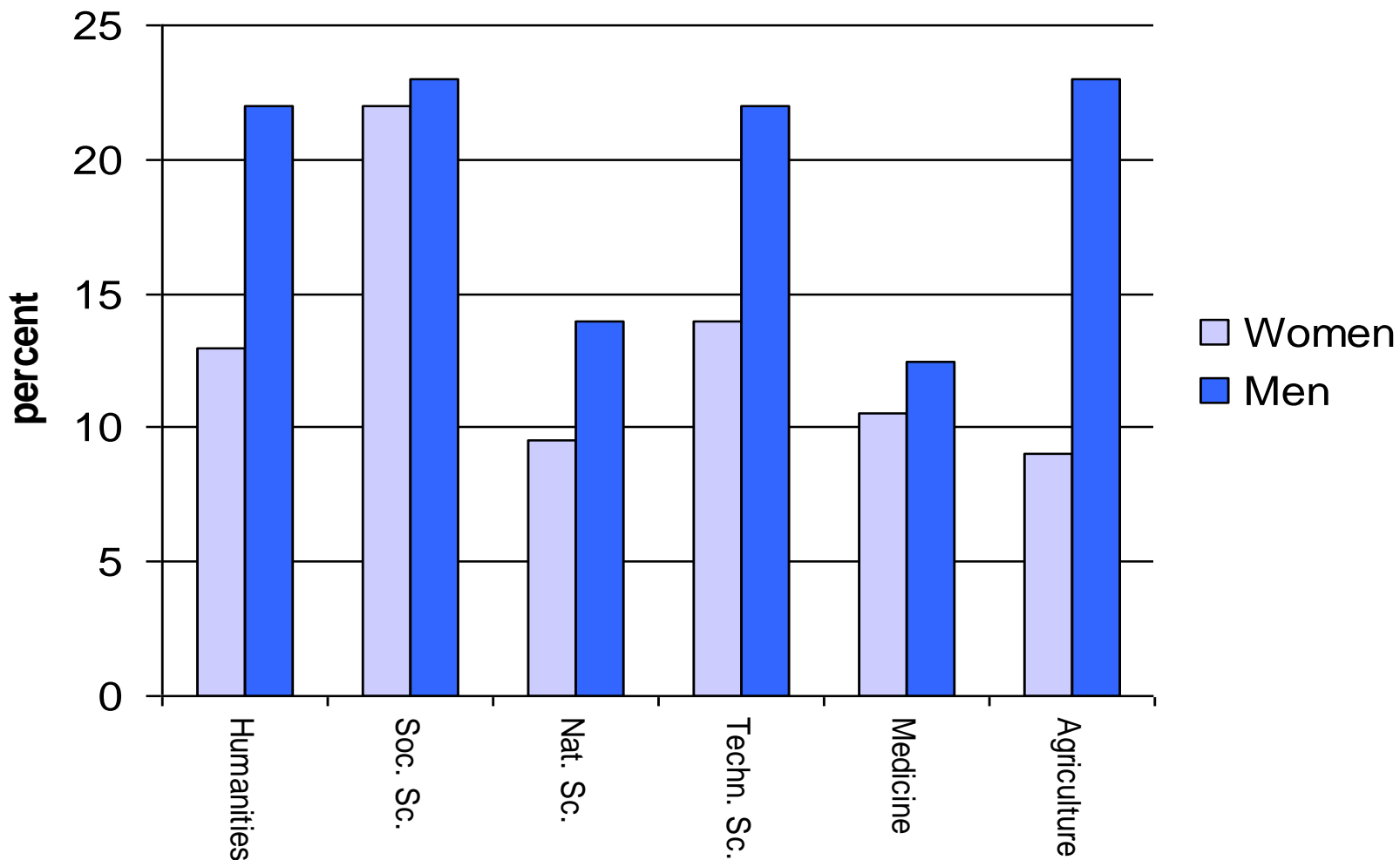
Gender equality in postgraduate studies and research careers

The National Agency of Higher Education studied 29 000 PhDs graduating 1980-2001.

Some results:

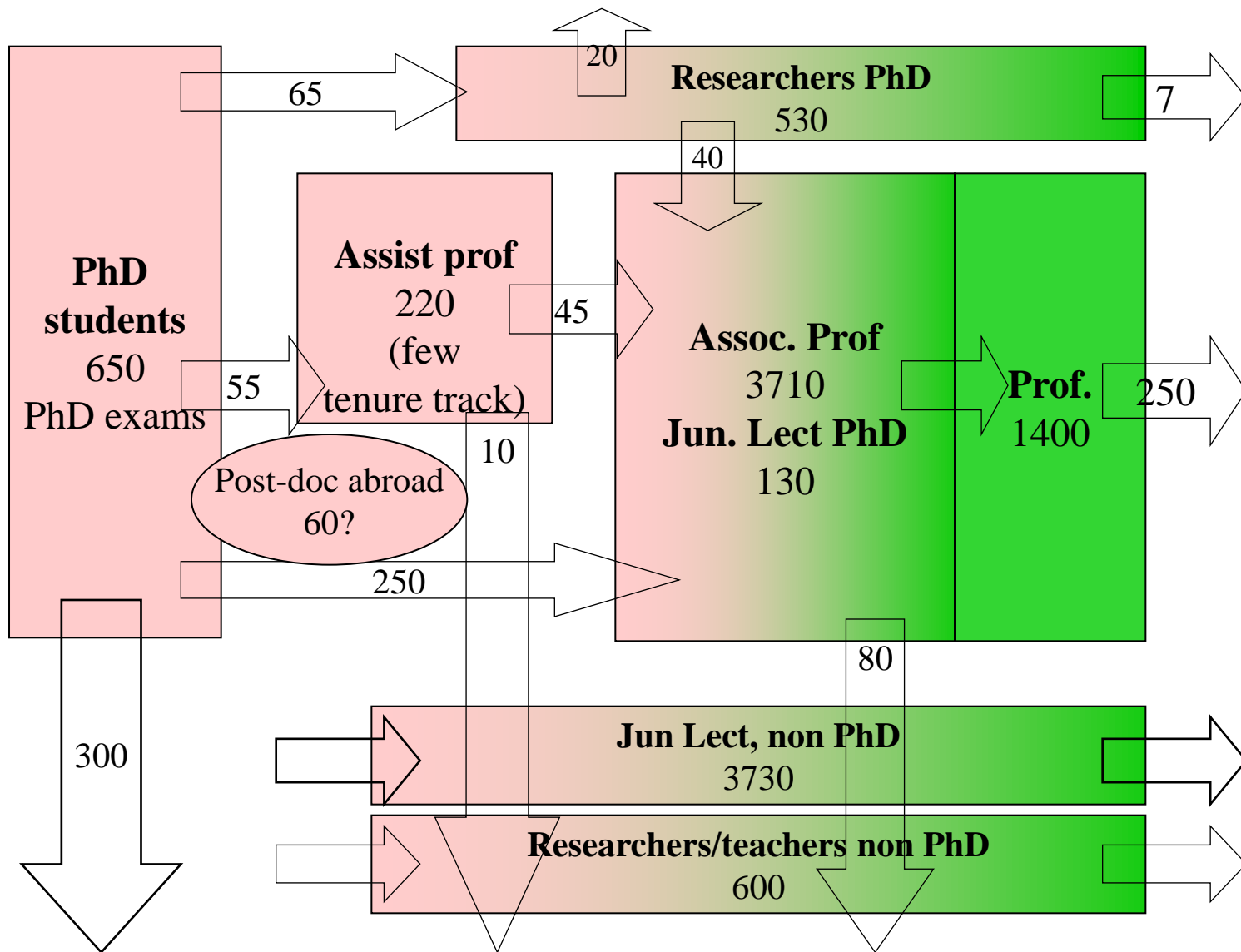
- Men became professors more often than women
- PhDs 1991: 8% of the men, 4% of the women became professors within 12 years

Share of men and women with PhD degrees 1980-1985 (attaining their PhDs before the age of 60) who became professors within 18 years of attaining the PhD

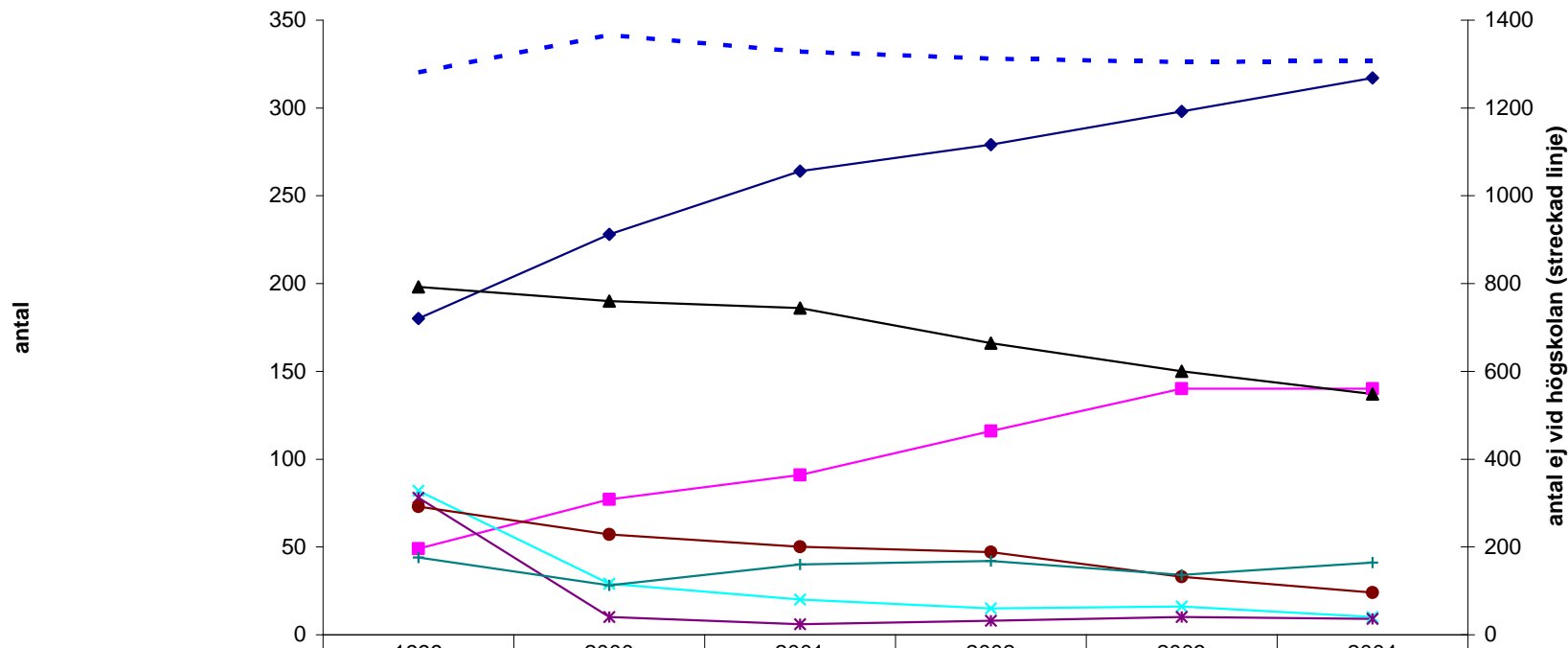


Data: National Agency for Higher Education

Teachers/researchers in humanities and social sciences 2006, retirements per year 2007-2016 and a simplified picture of other "personnel flows"



Doctorates 1998/99 (n= 1 985), employment at HEIs 1999-2004



	1999	2000	2001	2002	2003	2004
◆ lekt+prof	180	228	264	279	298	317
■ foass	49	77	91	116	140	140
▲ annan forsk o und	198	190	186	166	150	137
× adjunkt	82	29	20	15	16	10
* forskstud+gäst&tim	78	10	6	8	10	9
● tekn	73	57	50	47	33	24
+ arvod+adm	44	28	40	42	34	41
■ ej vid högskolan	1281	1366	1328	1312	1304	1307

Proposals of the Academic Career Inquiry, continued

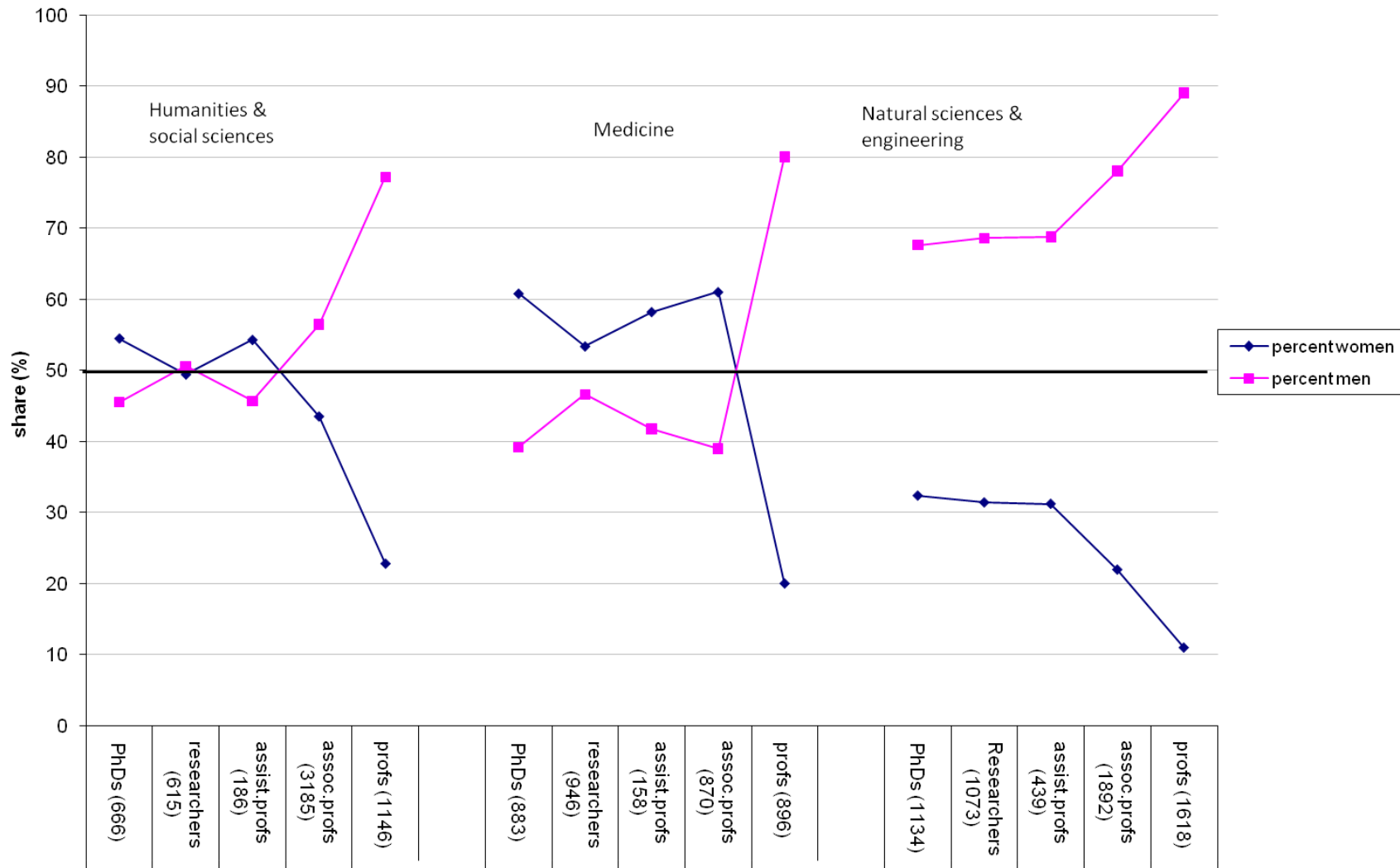
- Local rules for hiring and promoting teachers/researchers except for (full) professors
- Local types of positions possible
- Local rules for deciding on hiring and promoting, (must advertise and have gender balanced committees)
- Local rules for promoting gender equality
- Gender equality recruitment goals for professors

Equal opportunities for men and women

Examples of reforms in Sweden

- 1921: right to vote and be elected to Parliament granted to women
- 1947: first woman minister in the Government
- 1971: separate taxation for married couples
- 1970s and 90s: much attention in the press on gender equality
- 1970s: paid parental leave - today 13+3 months
- 1970s: public child care expanded
- 1979: gender equality act - tightened in 1991
- 1980: gender equality ombudsman
- 1992: all State statistics gendered
- 1994: Government begins to main-stream gender perspective in all policy areas
- 1994: half of the Government ministers women (as today)
- 1994: 40% of members of Parliament women (today 47%)
- ...

Share of women in different academic positions and subject fields 2007 (excluding agricultural sciences)



Data: National Agency for Higher Education

Gender equality still far from attained

- Women work part time more often than men
- Men have higher salaries (full time equivalents)
- Women concentrated in few occupations
- Uneven distribution of unpaid labour at home
- Women take much more parental leave than men
- More men than women with children obtain leading positions, but no differences between men and women without children (1968-2000)
- Very few women among CEOs in industry
- ...

Equal opportunities for men and women in academia in Sweden, some examples

- 1883: first woman PhD
- 1937: first woman professor at a State university
- 1970s: State support for gender studies at HEIs
- 1992: all State statistics gendered
- 1993: still only 7% women professors

Equal opportunities for men and women in academia in Sweden, some examples contd

- 1990s: Much attention in the press on gender equality issues
- 1995: Government Bill on gender equality in higher education and research
- 1996: 32 new professorships aimed at women
- 1997: Government sets recruitment goals for HEIs concerning women professors
- 1999: the Higher Education Act stipulates that HEIs must promote gender equality in all their activities
- 2006: 17% women professors (751 out of 4416)
- Today: 39% women HEI rectors, 45% in 11 largest universities
- ...

Recruitment of professors 1996-2005, recruitment goals

University	Professors 1996		Perc. women among new professors					Professors 2005	
	total number	perc. women	actual 85-92	actual 93-95	GOAL 97-99	actual 97-99	actual 01-04	total number	perc. women
Uppsala	291	7%	3%	14%	22%	22%	26%	497	16%
Lund	360	10%	8%	16%	19%	16%	17%	620	14%
Göteborg	277	11%	3%	16%	22%	26%	22%	465	22%
Stockholm	212	14%	18%	10%	21%	33%	24%	371	20%
Umeå	165	9%	6%	4%	22%	23%	34%	266	20%
Linköping	159	5%	14%	0%	17%	23%	19%	303	15%
Karolinska inst.	162	7%	10%	4%	23%	21%	21%	325	17%
Royal Inst. Techn.	212	3%	1%	15%	6%	12%	8%	274	7%
Luleå techn. univ.	68	1%	0%	0%	8%	13%	8%	113	6%
Chalmers techn. univ.	127	5%	8%	4%	6%	14%	10%	162	9%
Swedish Agric. univ.	158	11%	7%	21%	26%	32%	25%	199	20%
Total for Sweden	2 264	9%	7%	12%	19%	21%	21%	4 322	17%

Data: National Agency for Higher Education
and Government Bills