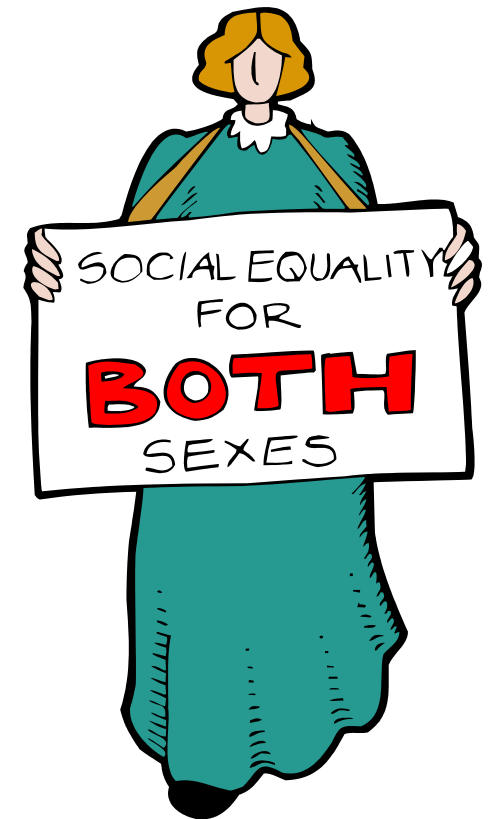


EQUAL OPPORTUNITIES ISSUES

Anna Palm Cousins



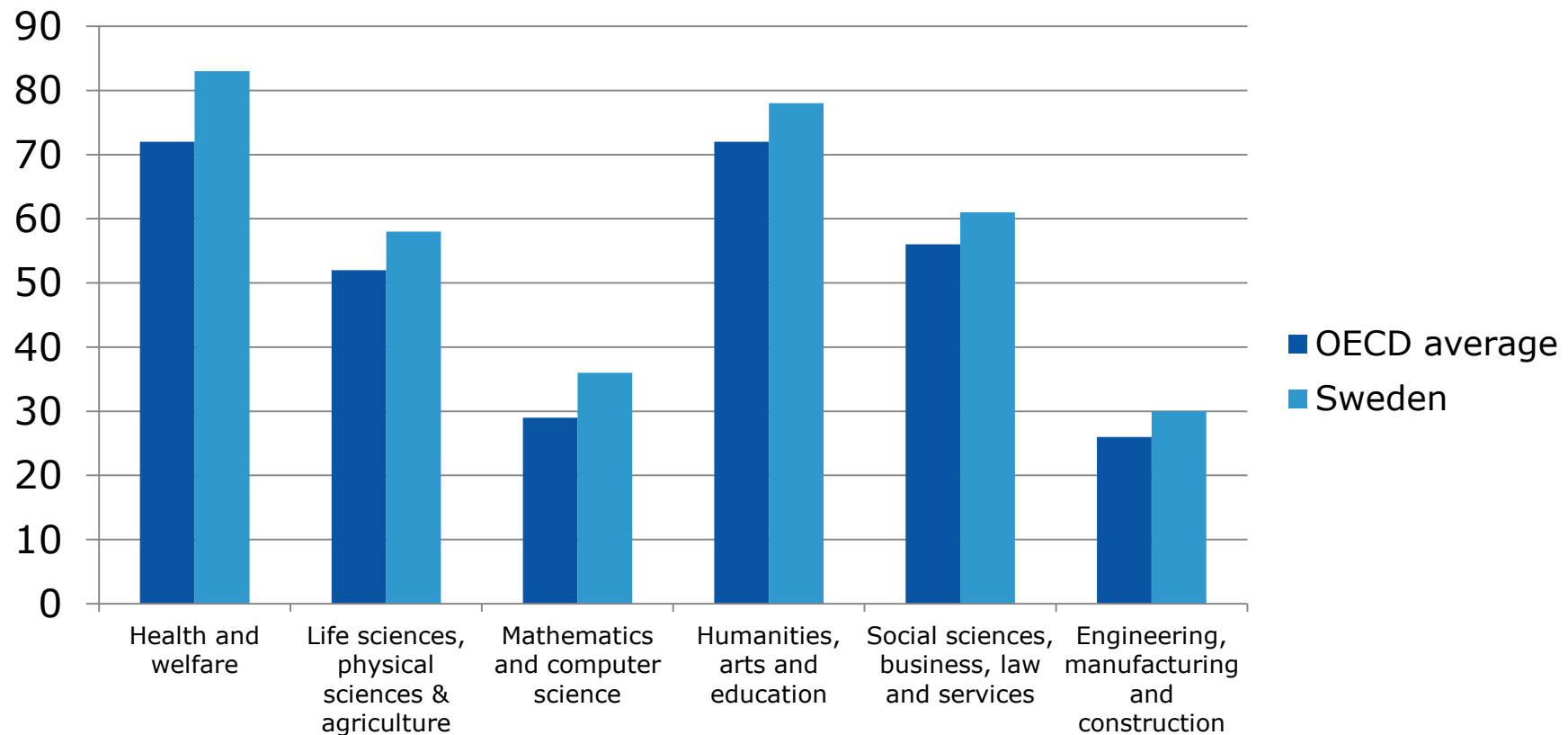
Some background from OECD countries...

(Source: Statistics Sweden, 2011)

- Graduation from high school
 - Girls: 87 %
 - Boys: 78%
 - Exception: Turkey, Korea, Switzerland
- Graduation from higher education (OECD)
 - Women: 57 %
 - Iceland, Portugal, Sweden, Poland, Estonia: 64 – 70 %
 - Men: 43%
 - (Switzerland, Japan, Korea >50 %)

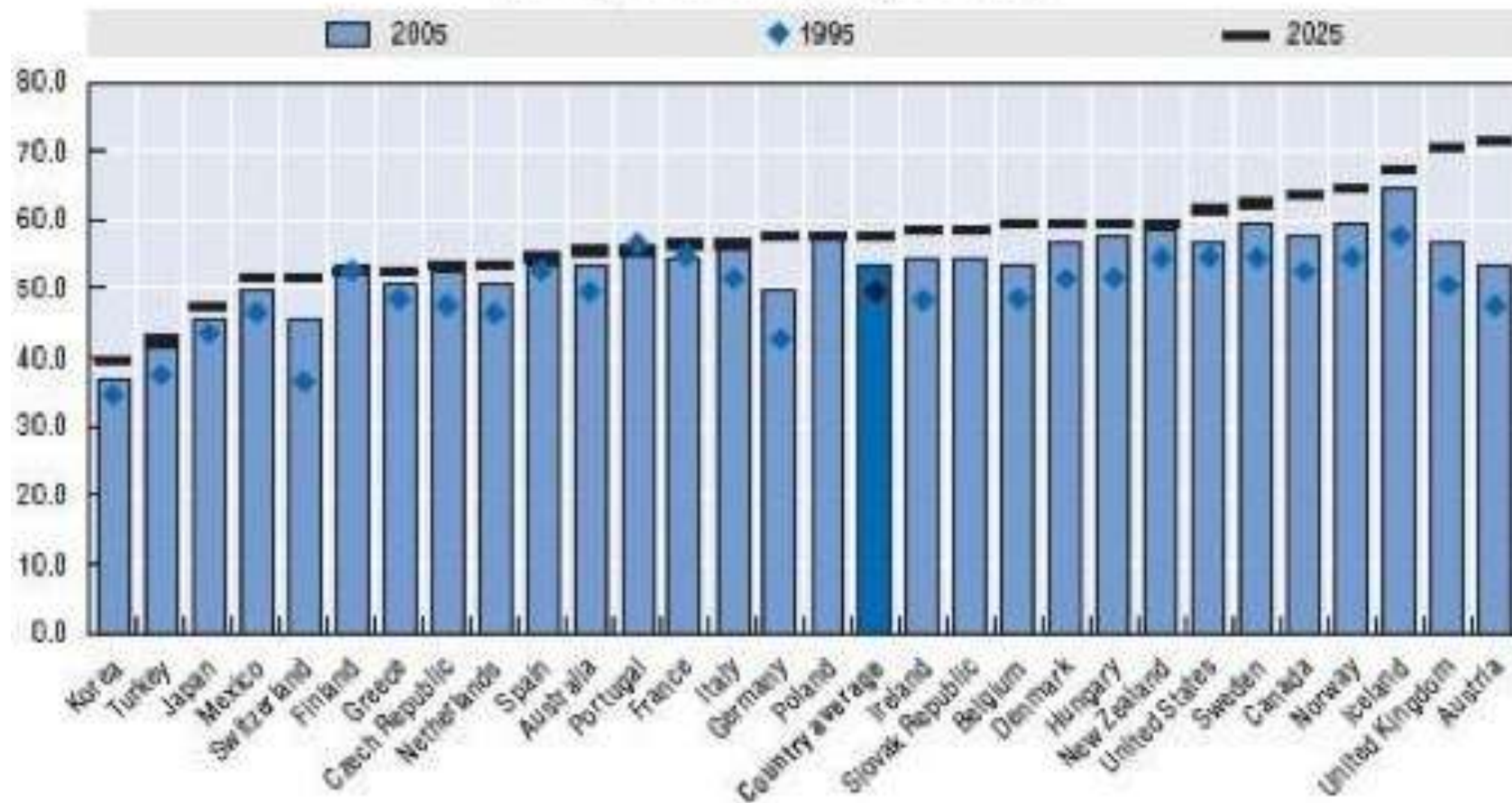
Percentage female graduates in different subjects

(Source: Statistics Sweden, 2011)

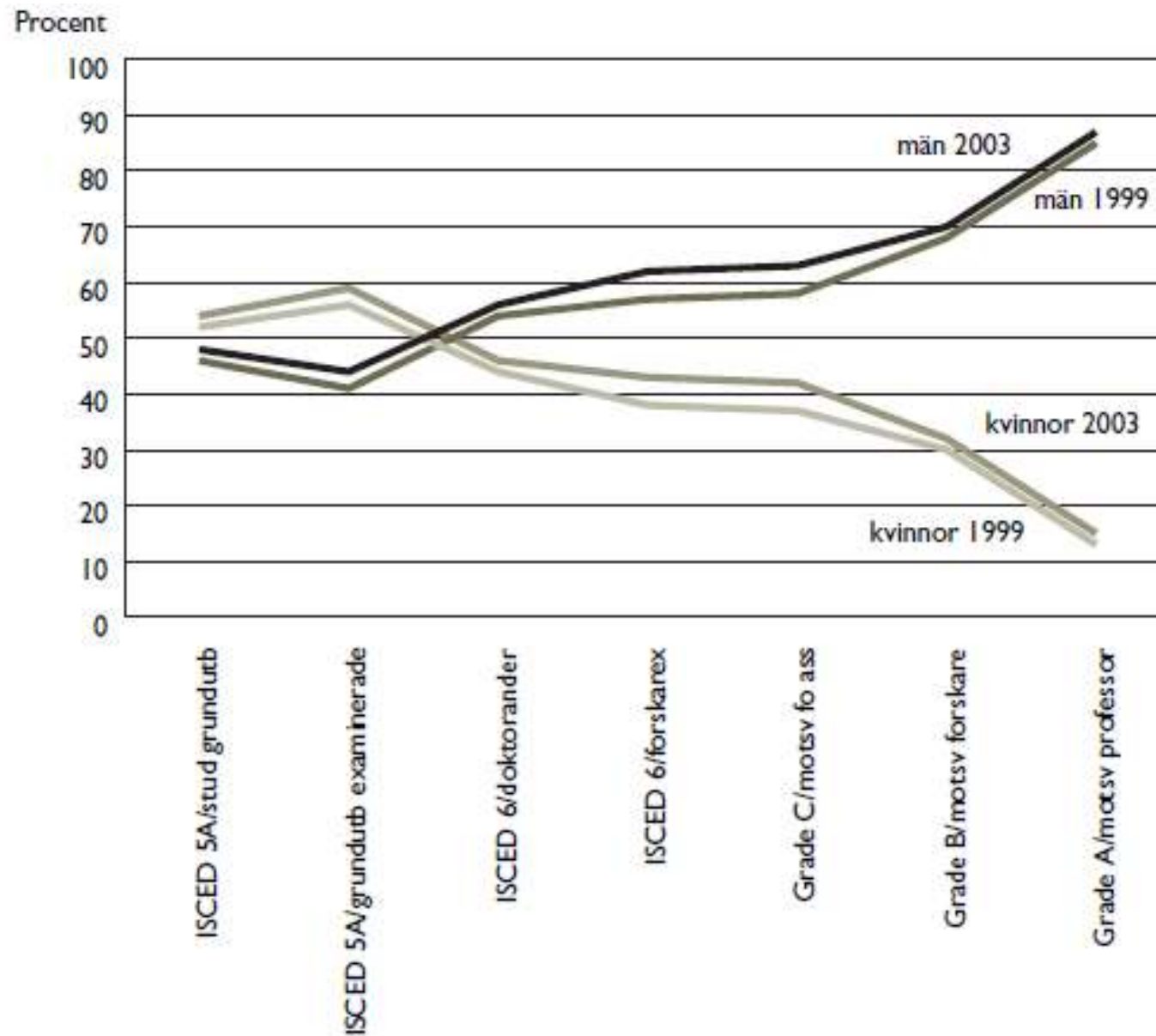


and the future....

Figure 10.1. Share of females in tertiary education enrolments (1995, 2005 and projections)



"Women learn – men earn"

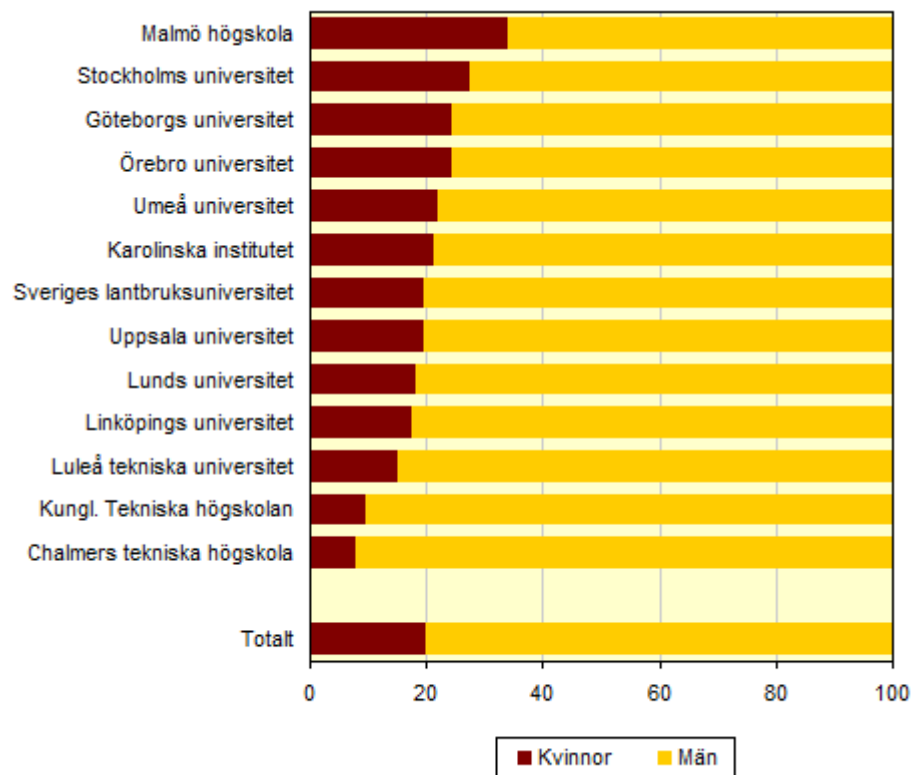


Female professors in the EU

- Overall: 15%
 - Humanities: 25 %
 - Medical/Agricultural/Social sciences: 15-20 %
 - Natural sciences 11 %
 - Engineering/technology 5.8 %
- Romania, Latvia, Turkey: 25 – 30 %
- Austria, Germany, Belgium, Netherlands: < 10 %
- Sweden 16 %

and Sweden

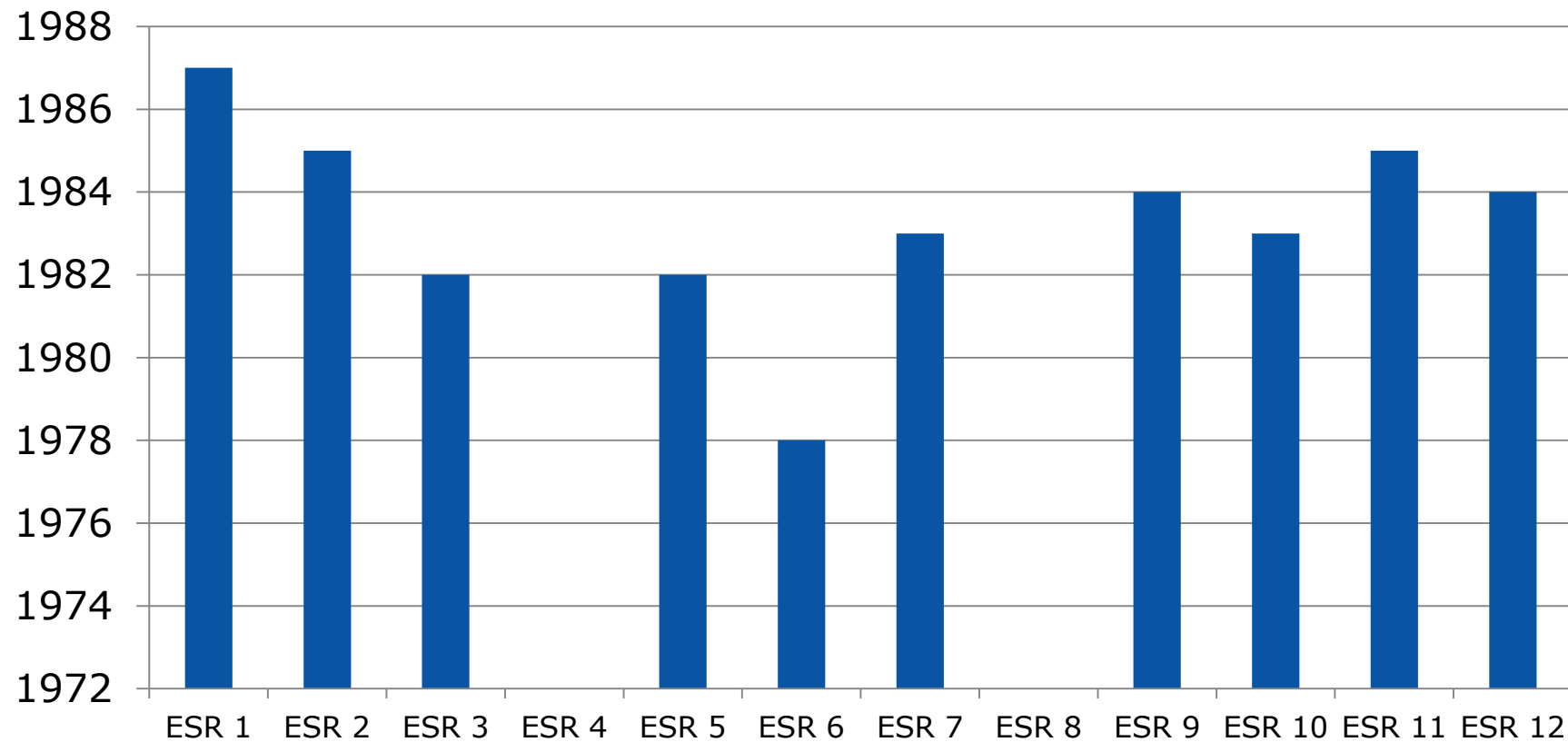
Percentage of female professors at Swedish Universities in 2009



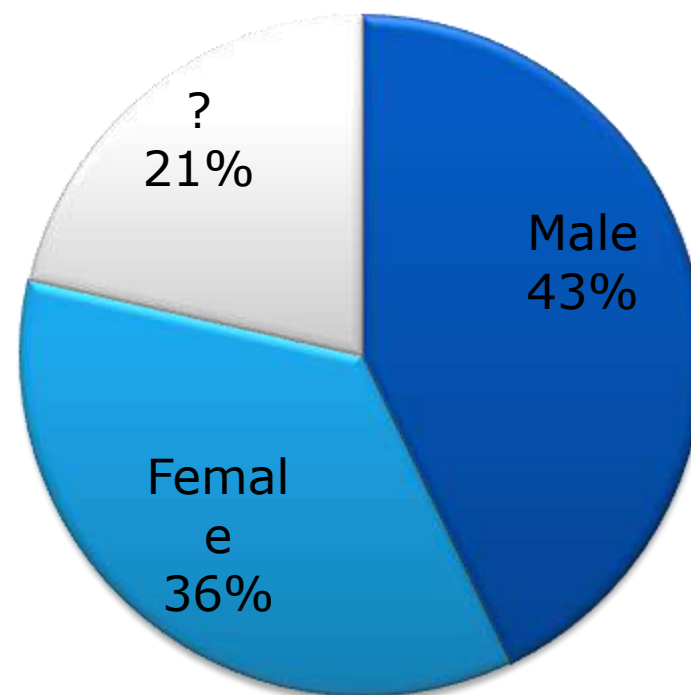
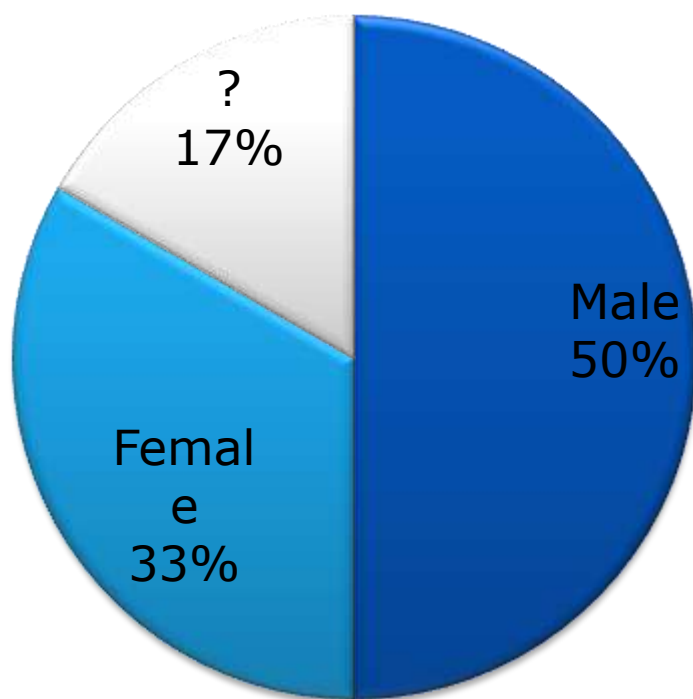
SCB och Högskoleverket 2010-06-08 09:30 Nr 2010:16

So... how are we doing?

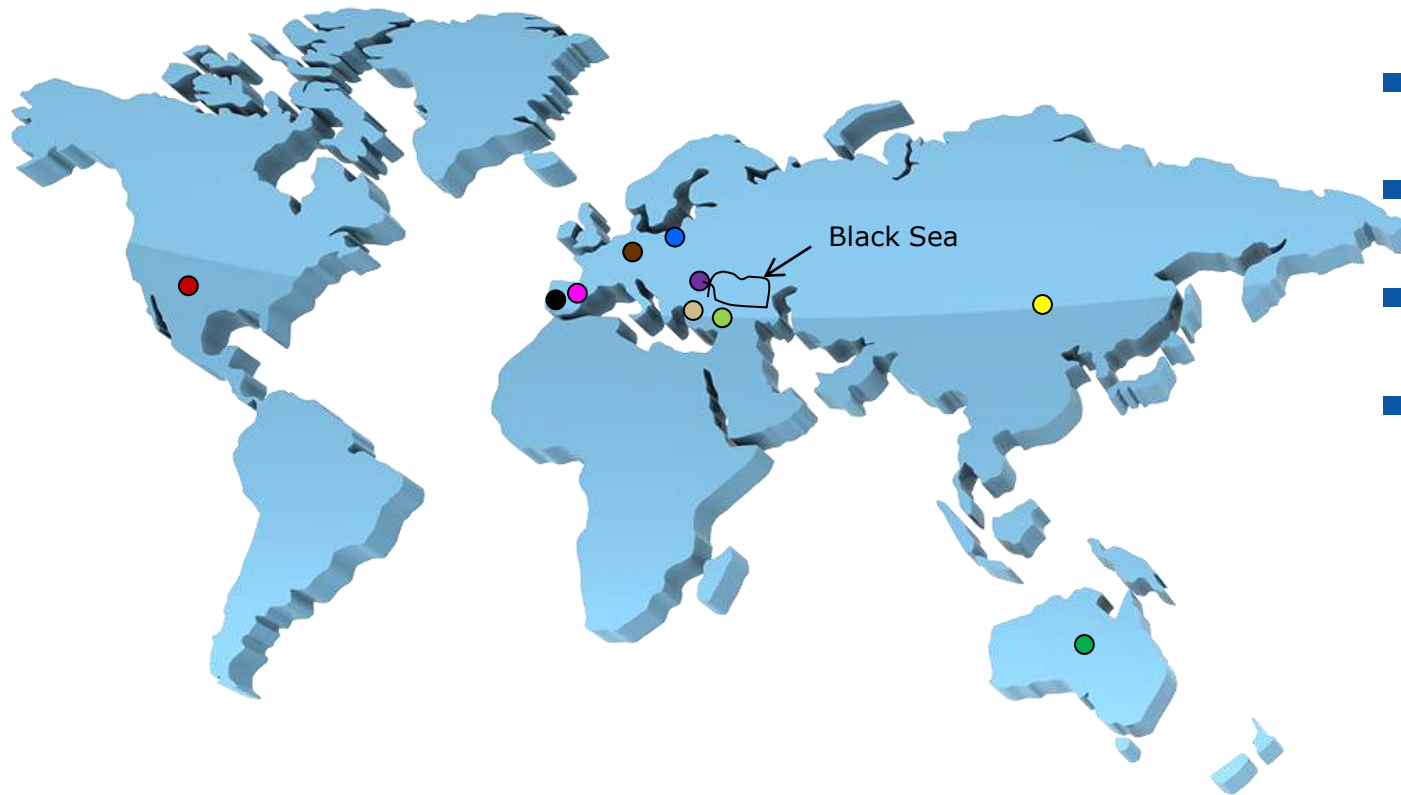
Age span of INFLAME ESRs



Gender balance of INFLAME ESRs



Out of the 10 ESRs recruited...

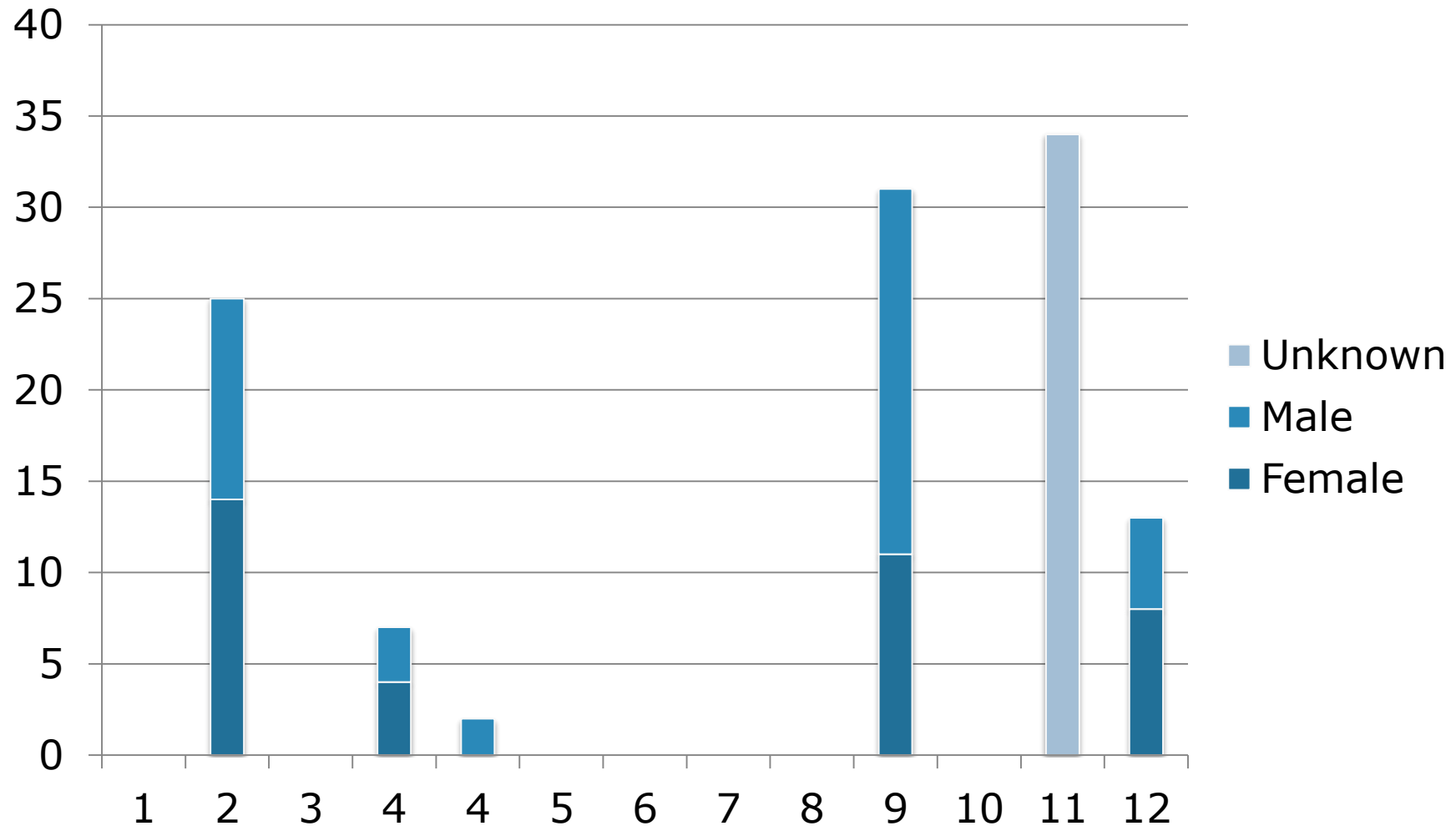


- 9 countries
- EU/non-EU = 6/4
- 4 continents
- 4 (?) "returning to research"

Equal opportunities issues - ERs

ER no	Gender	Year of birth	Country
1. Start end 2011			
2. Fiona Wong Start October 2011	Female	1973?	China

Application statistics per position



If possible

- Provide info on the number of applicants including gender if possible
- Optimal outcome – if ESR 4 and ESR 8 are offered to female candidates....
- and if ER 1 is a man.
- Good candidates are first priority.

Good luck!

