

# *A solution for successful careers for the underrepresented gender?*

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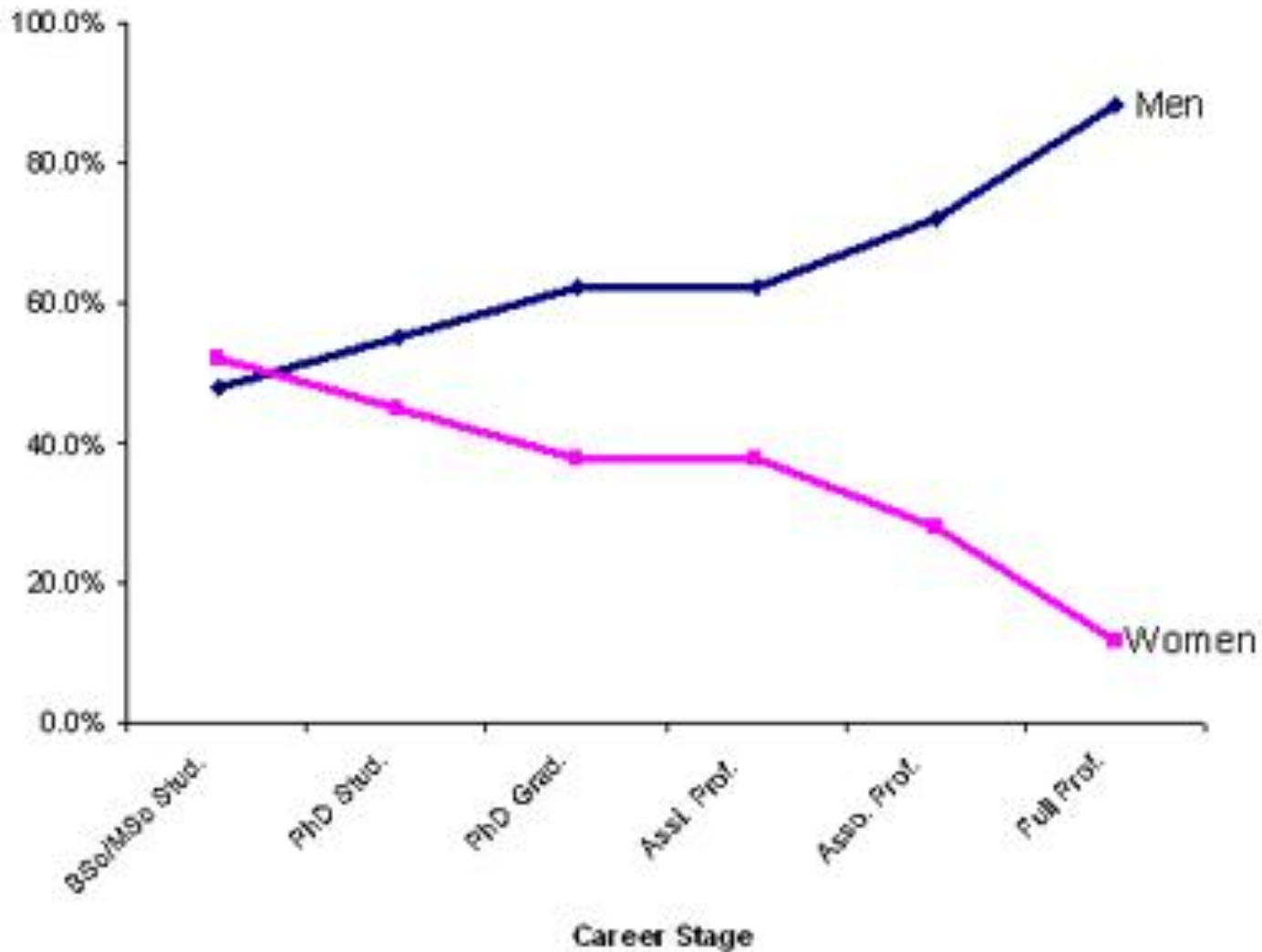
Gender Summit 2011



VINNOVA develops  
Sweden **and EU's**  
innovation capacity for  
sustainable growth



# Figure 1. The Gender Scissors



Data from the Third European Report on Science and Technology, 2003, [http://www.dife.de/~mristow/2003EU\\_3rd\\_report.pdf](http://www.dife.de/~mristow/2003EU_3rd_report.pdf)

# Level to look at

- Most scientific areas suffer from severe gender imbalances!
- Professor level – roughly **20%** female professors
- Improvement difficult with one "best" solution



# VINNMER goals

Increased:

- Competition from underrepresented gender for the top positions e.g. Professors
- Engagement and support given to the individual
- Longterm strategic planning regarding human resources
- Internationalisation

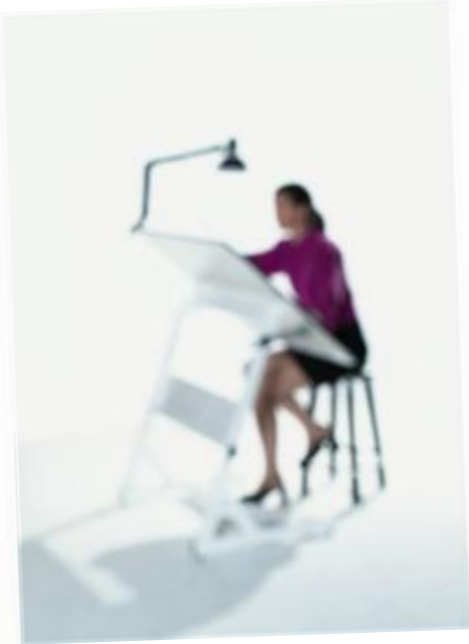


# Design

- Qualification by mobility to other organisations - "Technology Transfer by feet"
- Engagement and support for individuals (support letters)
- Scientific content not focus
- Requirements
  - co-financing
  - long projects, 3 years
  - career/development plan
  - additional hard and soft support

# Design cont.

- Project mobility design according to reality
- Financially facilitate mobility (main obstacle for females)
- Generous planning grants
- 100% underrepresented gender
- Gender-neutral wording





# Are focused actions allowed?

- According to EU working life rules, it is permissible in the case of active recruitment to use positive action to achieve equality effects for an underrepresented gender in fields where need is great.
- It should be clearly stated in advance that active recruitment is applied in order to achieve positive action for the purposes of equalising imbalances.



- Complement to long term CoE programmes
  - ”Push – Pull” during international evaluation of CoE
    - Succession order necessary
  - Improved gender balance, even within challenging disciplines
    - Possibility for recruitment of key personnel
      - Facilitate internationalisation
- Easy to get real attention before funding decision!

”Carrot-and-stick” from funding bodies



Attention and  
Quality stamp



Increased  
Networking



Increased  
Funding!



Funding connected  
to the individual



Leadership and  
Pedagogic training



Decision on  
commitments from  
Milieus

# Feedback from Fellows



# Figures for VINNMER

- € 35 million for 2007-2015, co-funded with:



€ 5 million by Marie Curie  
Actions,  
€ 25 million by applicants

- 150 VINNMER Fellows  
expected

Last call: **80 proposals**

Deadline: **October 4<sup>th</sup> 2011**

# Results so far.....

Professors (8)

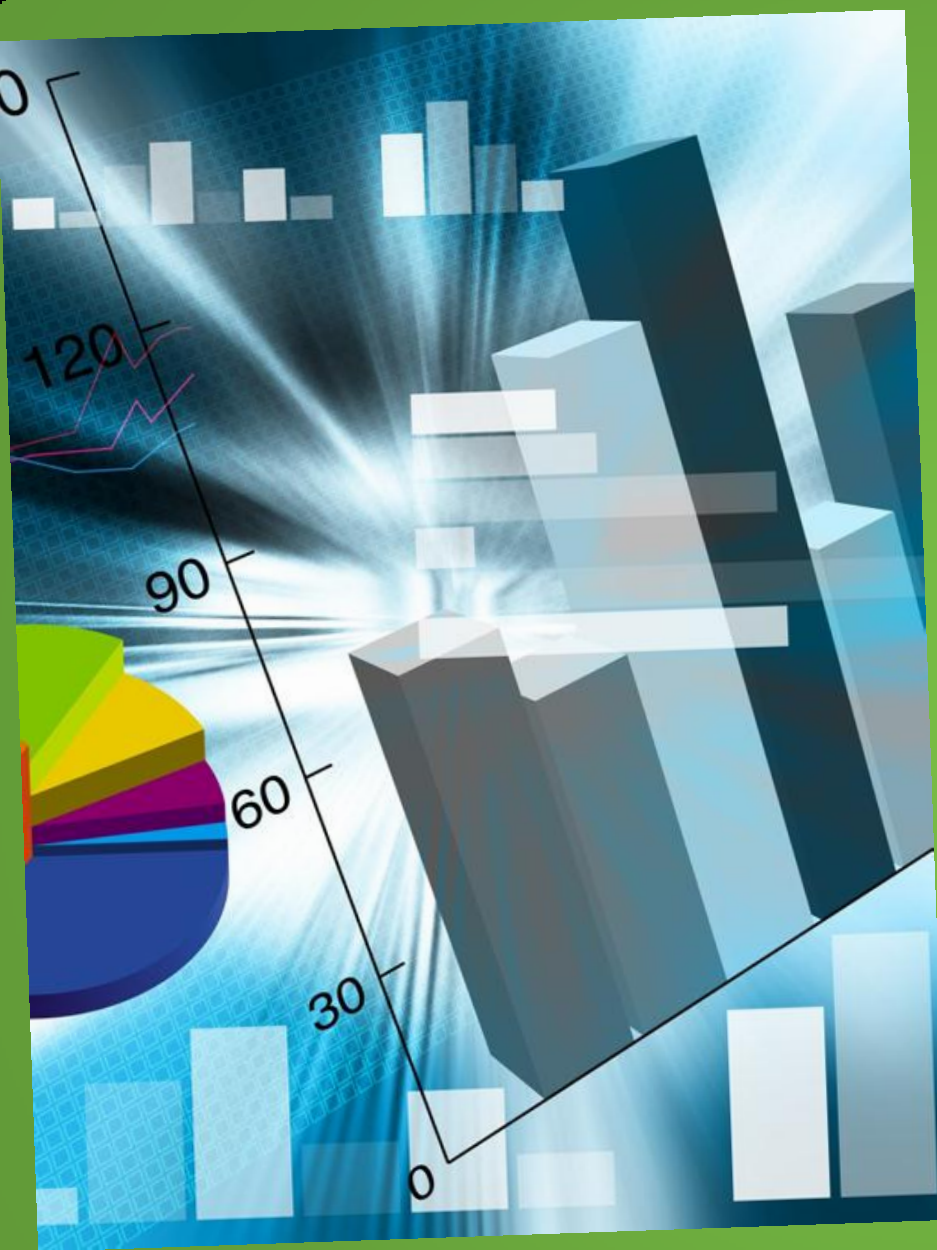
Vice Chancellor (1)

Recruitment to:

- leading specialist position in industry (3)

- specialist position at governmental agency (1)

+ a high number of career advancements



# Mobility for Growth

INTERNATIONAL

SECTOR SPECIFIC MOBILITY

VINNOVA

Planning Grant



VINNMER  
Marie Curie  
Incoming



VINNMER  
Marie Curie  
Outgoing



Innovation-driven mobility  
between research institutes  
and industry



# Thank you!

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