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*Creating a competitive edge through diversity-leadership  
for Nordic research excellence towards 2030*

Nordic experiences – Finland

Oslo 8-9 November 2017

Marja Makarow  
Biocenter Finland







Master's degree in Finnish and Fenno-Ugrian languages

1908: 233 Master's degrees - **29 women** (population 3 million)

What empowered these young ladies? **Gender equality in political rights**

1906: Finnish women the first in the world: right to vote and  
stand for election

1907: 200 MPs elected – **19 women**

**Today Finland excels with Sweden in European Gender Equality Index**

In all other sectors: Work, Money, Power, Knowledge, Health...

But not: Academia and innovation

# Equality embedded in Finnish legislation

## Gender quota since 1995



### **Bodies exerting DIRECT or INDIRECT power over public funds** **Minimum of 40% of minority gender**

**To raise quality of decisions by diversity of decision makers**

All public sectors of society

Research Councils - at least 40% of female members  
Encouragement to apply, gender equality plan in proposals, monitoring

Results 2016: Share of women applicants	about half
Share of women awardees	
Post-doctoral positions	51%
Grants to launch independent career	46%
PI, Strategic Research Projects	37%
PI, Grants	28%
Academy professor	26%
Director of Center of Excellence	21%

Figures quite stable since 2010

# But universities continue to lag behind ...



## Womens share on 4-step career path, 2016 (2013)

PhD candidate	47%	(45%)
Post-doc	49%	(47%)
Lecturer	47%	(47%)
Professor	29%	(26%) – EU average 24%

Low share of women professors >> women underrepresented

University rectors  
Heads of research funding organisations  
Science policy makers  
Governmental advisors

**Decisions on HE/research priorities, volumes and targets of funding taken  
by part of experts' community**

# 8th Millennium Technology Prize 2016

## First woman - Frances Arnold



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# Finnish Parliament's celebration of 110 anniversary of universal suffrage in 2017



## **Innovation Prize for Women – to highlight women's contribution to innovation-based societal capital and financial growth**

All technology areas and economics, 110,000 €

Programme governed, evaluation process organized by Technology Academy Finland

Nominations invited from research organizations, enterprises, academies

Decision made by Parliament's Chancellery Committee chaired by the Speaker  
Based on panel's recommendations

## **First awardee in 2017 Hele Savin**

For nanostructure-based method to construct solar cells with high capacity even in the North where the sun shines from a low angle

## **Finland's path from political rights to empowering women innovators**





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Thank you for your attention!