



Gender mainstreaming academia in Sweden (GMA)

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

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Gender Equality and HE in Sweden

- 27% women professors, lower in STEM
- Gender = women and representation = GE
- Curing current symptoms, not the disease
- Feminist government, societal challenges



— A unique position

- GMGA 2013-2018
- **GMA 2016-2019**
- 75 000 employees,
400 000 students,
7 of us doing the job...

Swedish Secretariat
for Gender Research



— GMA, in practice

- Governance and management
- Resource allocation
- Peer-review and career paths
- Gender in research and education
- Academic leadership
- Widening participation



— GMA, in theory

- Problem-based intervention (Bacchi)
- Redistribution of resources (Fraser)
- Gendering intersectional realities
- Gender mainstreaming reorganization...
- ...and reorganizing gender mainstreaming



Gender bias as a cumulative process

Equal terms?

Resources

Sick leave

Sexual harassment

Motivation

Quality?

Career paths

Criteria

Research fields

Meritocracy?

Bibliometrics

Peer-review

Academic culture

**”Excellence in
Research”**

”How come women
don’t apply for funding?”