

Scandinavian initiatives for gender equity in Mathematics

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From the 2011 Evaluation Committee for Research in Mathematics in Norwegian Universities

Women remain seriously under-represented within the mathematical sciences. It is particularly concerning that the proportion of women amongst younger mathematicians is not increasing. Decisive action is needed to ensure that Norwegian mathematics does not miss many opportunities in future by not being able to attract and support women in their careers.

Affirmative actions

- **Tham professorships**

Swedish government decision, 1996:

31 professor positions for women

- **Copied by Norwegian government**

– January 2003: EFTA Court ruled this practice unlawful

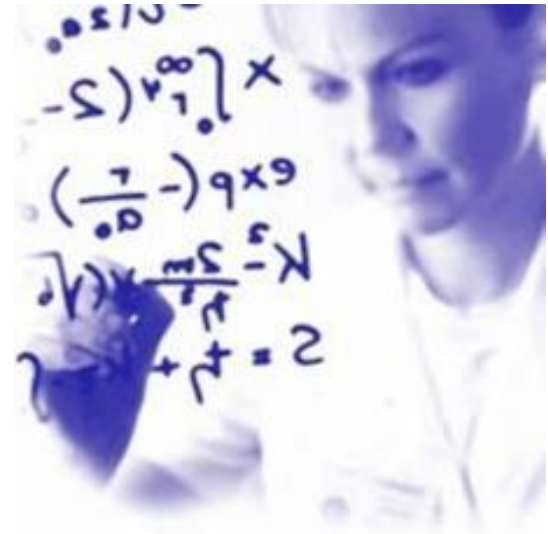
- KTH's project Future Faculty
 - Women guest professors (and post docs)
 - Annual budget 1.7 mill EUR
- Norway's Incentive Scheme
 - Appointing women to permanent positions trigger awards (40 000 EUR)

Initiatives at Norwegian Universities

- Mentor programs
- Qualification scholarships
- Extra sabbatical time
- Start package
 - (annual budget NTNU: 200 000 EUR)

“New” study programs in Engineering

- Industriell matematikk (1982)
- Teknisk Matematik (2002)



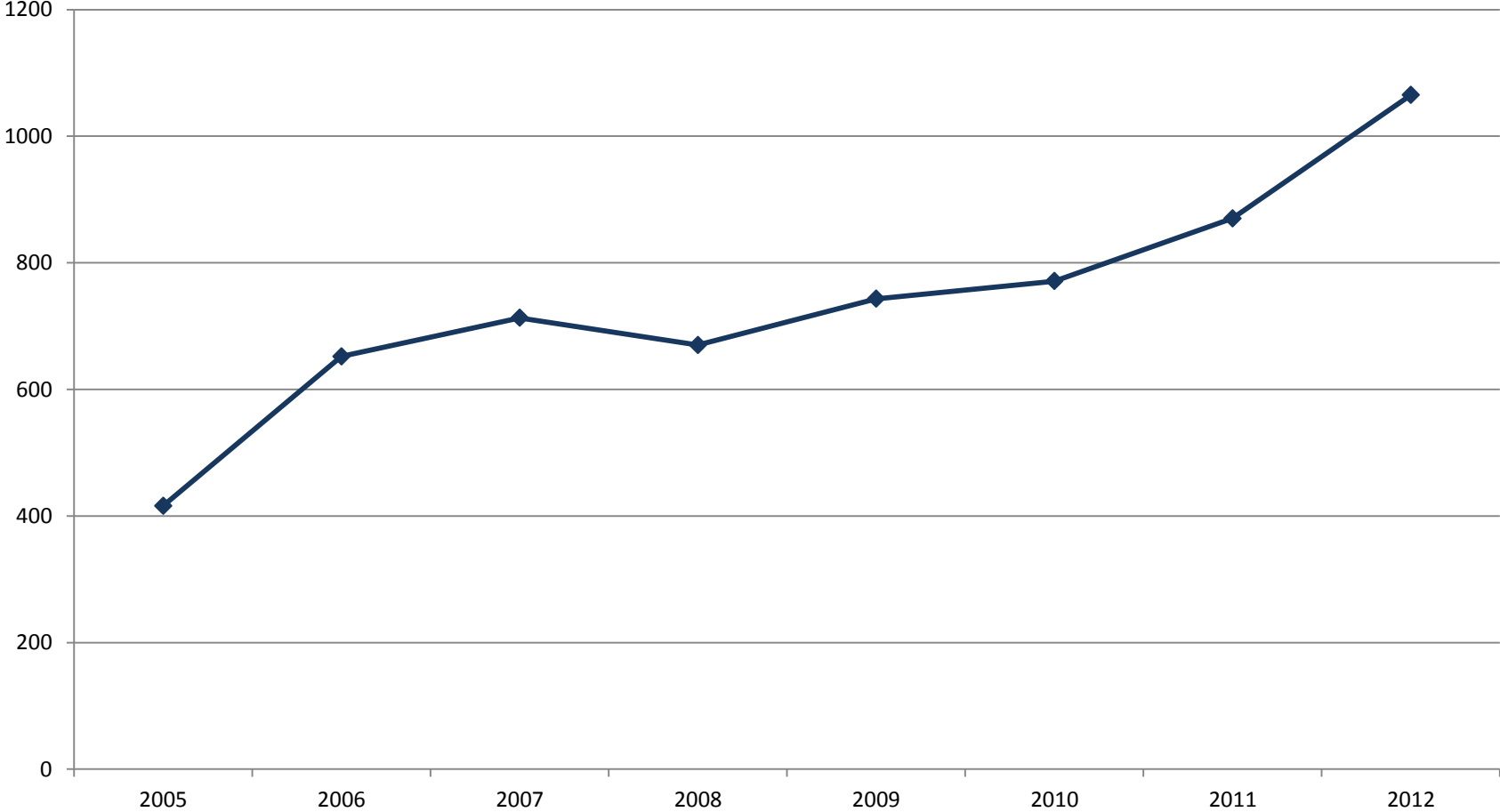
Jentedagen (Girls' Day)

- Female senior students from high school are invited to NTNU
- Two days program



Foto: Øyvind Buljo

Number of female applicants for the master of technology studies



Sonja Kovalevsky dagerna

- Launched by National Committee for Mathematics at the Royal Academy of Sciences in the World Mathematics Year 2000
- Alternating between Swedish universities
- Upper secondary schools invited to send one female and one male student
- Gender balanced two days program
- Wide range of mathematical areas and activities





- National event from the World Mathematics Year 2000 on
 - Team competition for classes in junior high
 - 2 introductory rounds via Internet, county champions elected
 - Semifinal and final arranged in Froland/Arendal
 - Project presentation in addition to team competitions in the finals
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- National champions meet in a Nordic competition

The women and mathematics movement

- First conference [Kvinnor och matematik \(Women and Mathematics\)](#), Malmö 1990. Recurrent conferences every third year.
- The network Kvinnor och matematik unparallel in Scandinavia, includes students, teachers, mathematics educators and mathematicians.
 - Main goal to enhance the participation of women in mathematics.
- Did the women and mathematics movement manage to influence the internal policies and actions within the university organisation?