

# Norwegian policy of equal opportunities – effective in physics?

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# General policy of equal opportunity in Norway

Examples:

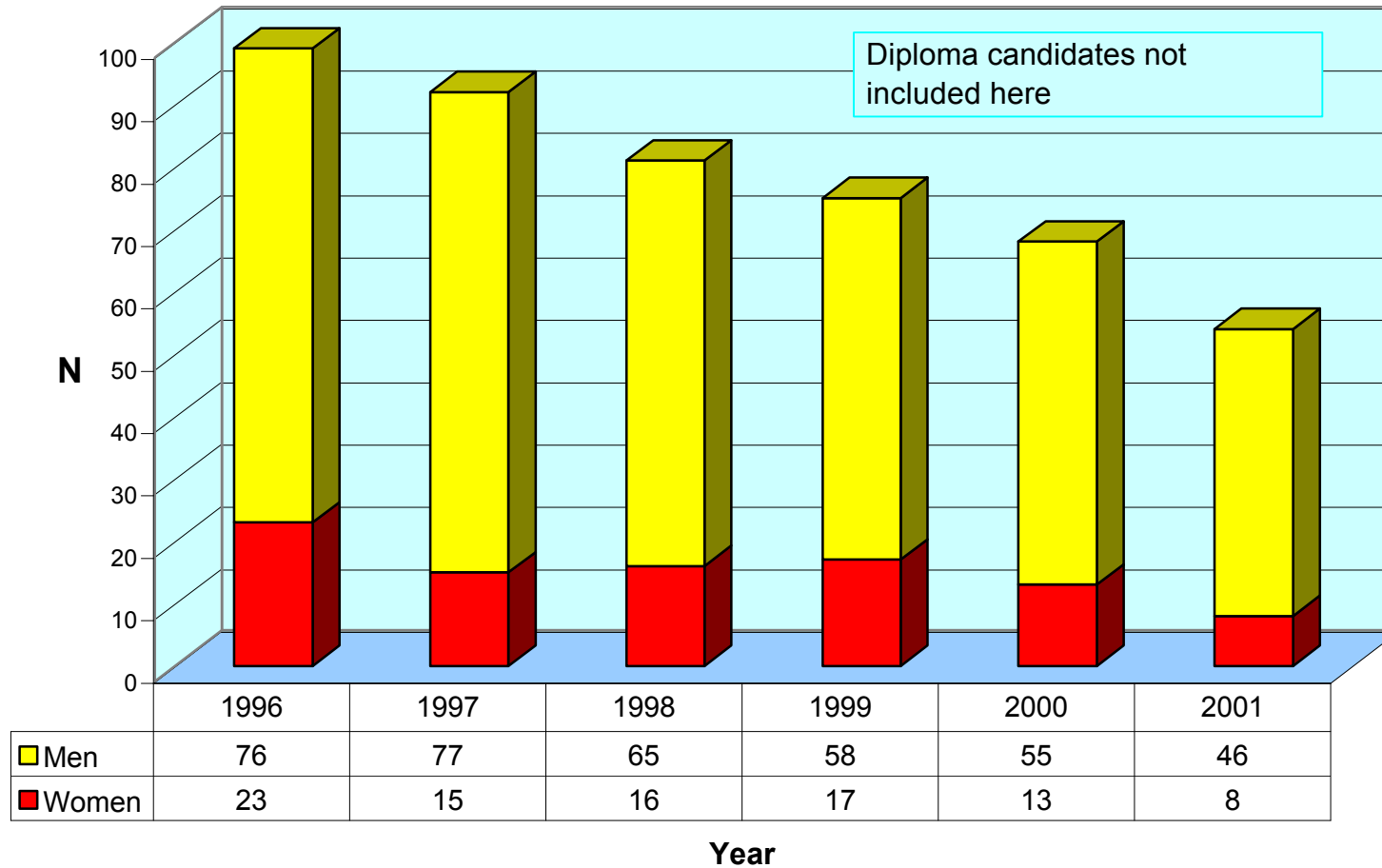
- Women have the right to decide about abortion
- Maternity leave 1 year (incl. 'father's weeks')
- Generally high participation of women in politics and public life at all levels
- 40% rule apply to committees and boards in government institutions and politics

## But:

- Work forces in Norway are among the most gender segregated in the world.
- Percentage of women in technical education, computer science and physics is very low – between 10-30 %
- Women in academic positions in Physics Departments are scarce:
  - U. Oslo: 3 out of 68
  - U. Bergen: 1 out of 30
  - Norw. U. S&T: 4 out of 47
  - U. Tromsø: 2 out of 15

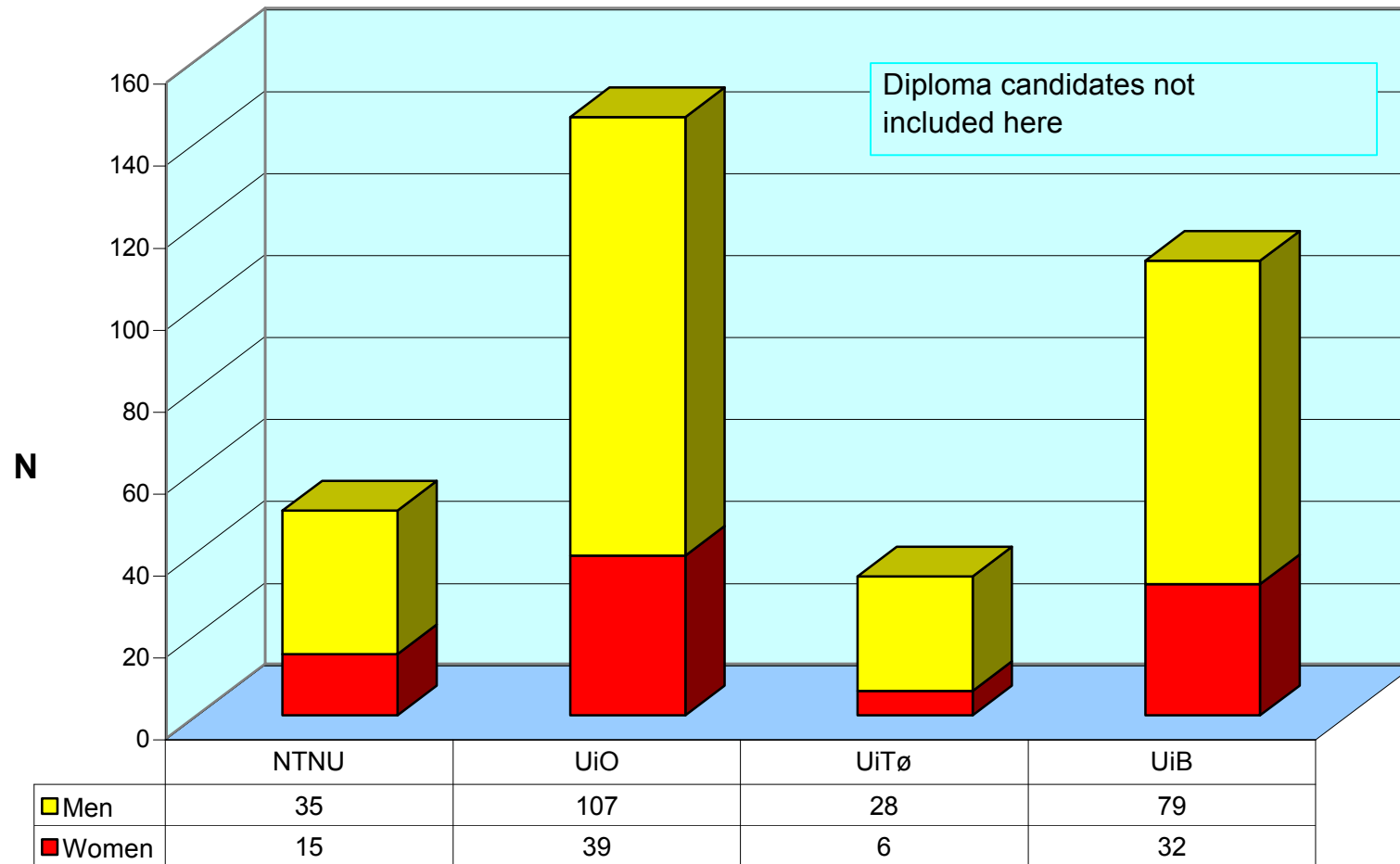
Adds up to **6.2 %** of total faculty.

## Physics Cand. Sciencs at UiO, UiB, NTNU and UiTø



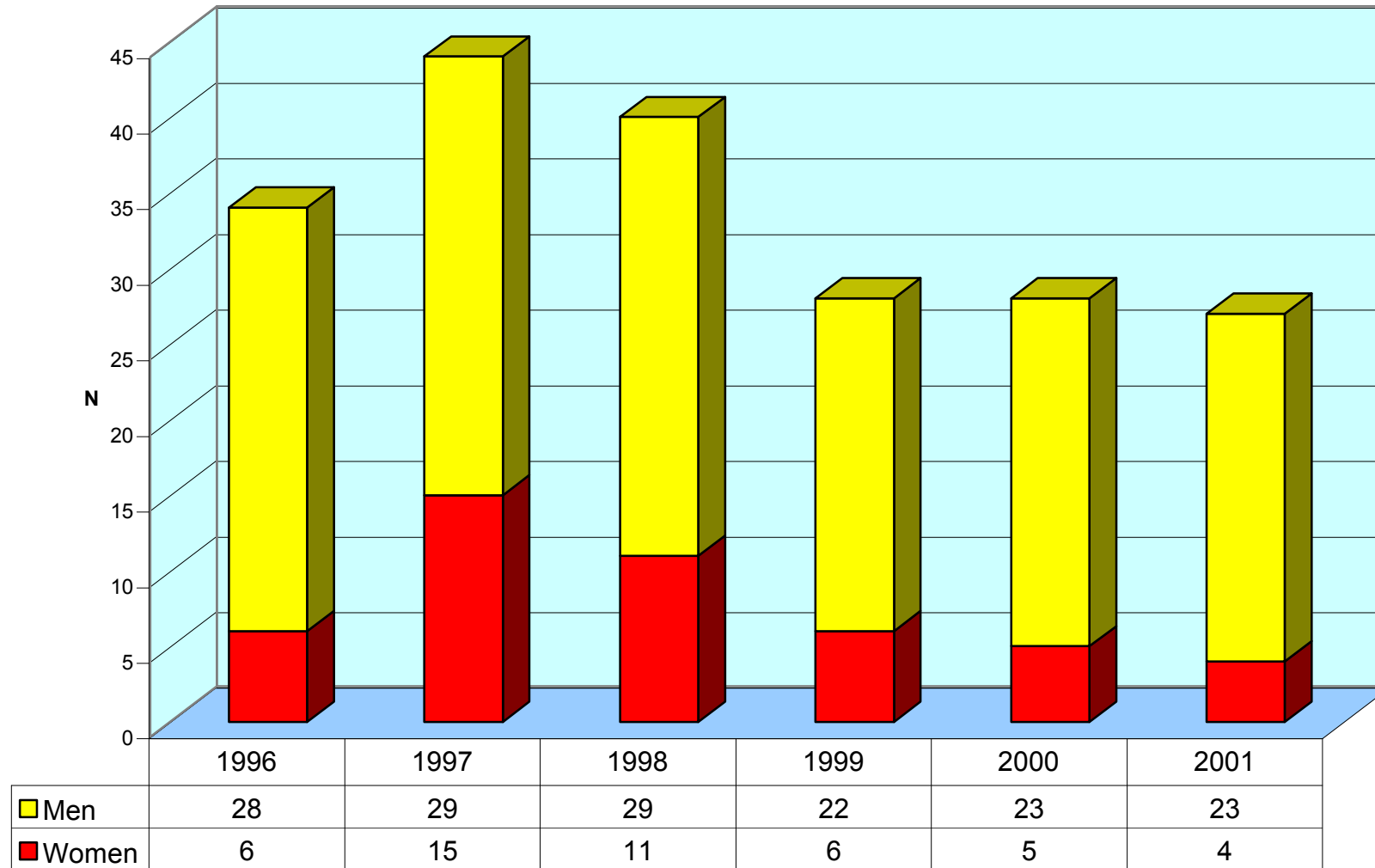
**There is a general decline in number of candidates the last five years,  
and the relative number of women is not improving**

## Physics Cand sciens (masters) 1996 - 2001

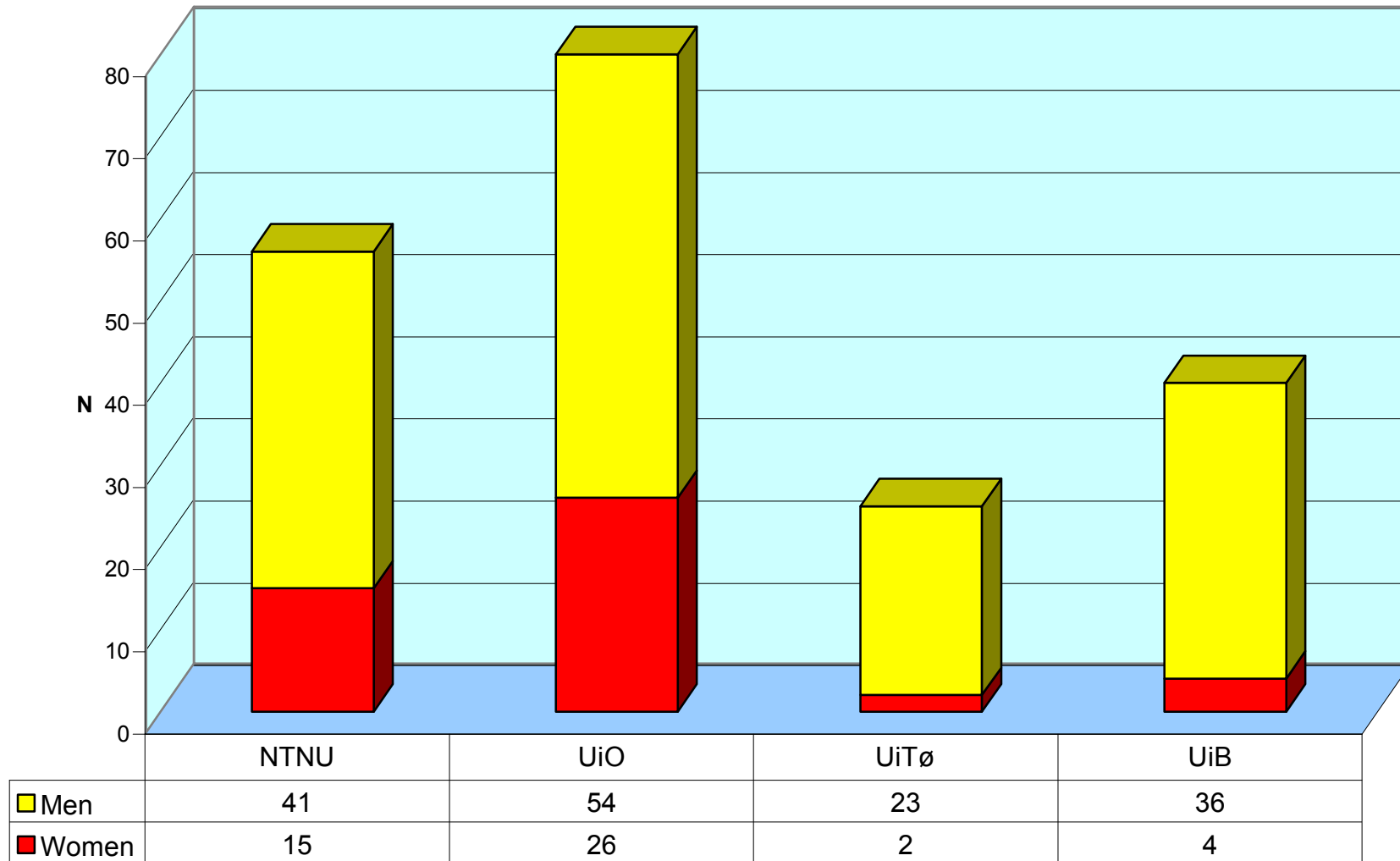


**The lower overall number of candidates, the lower the women participation.....?**

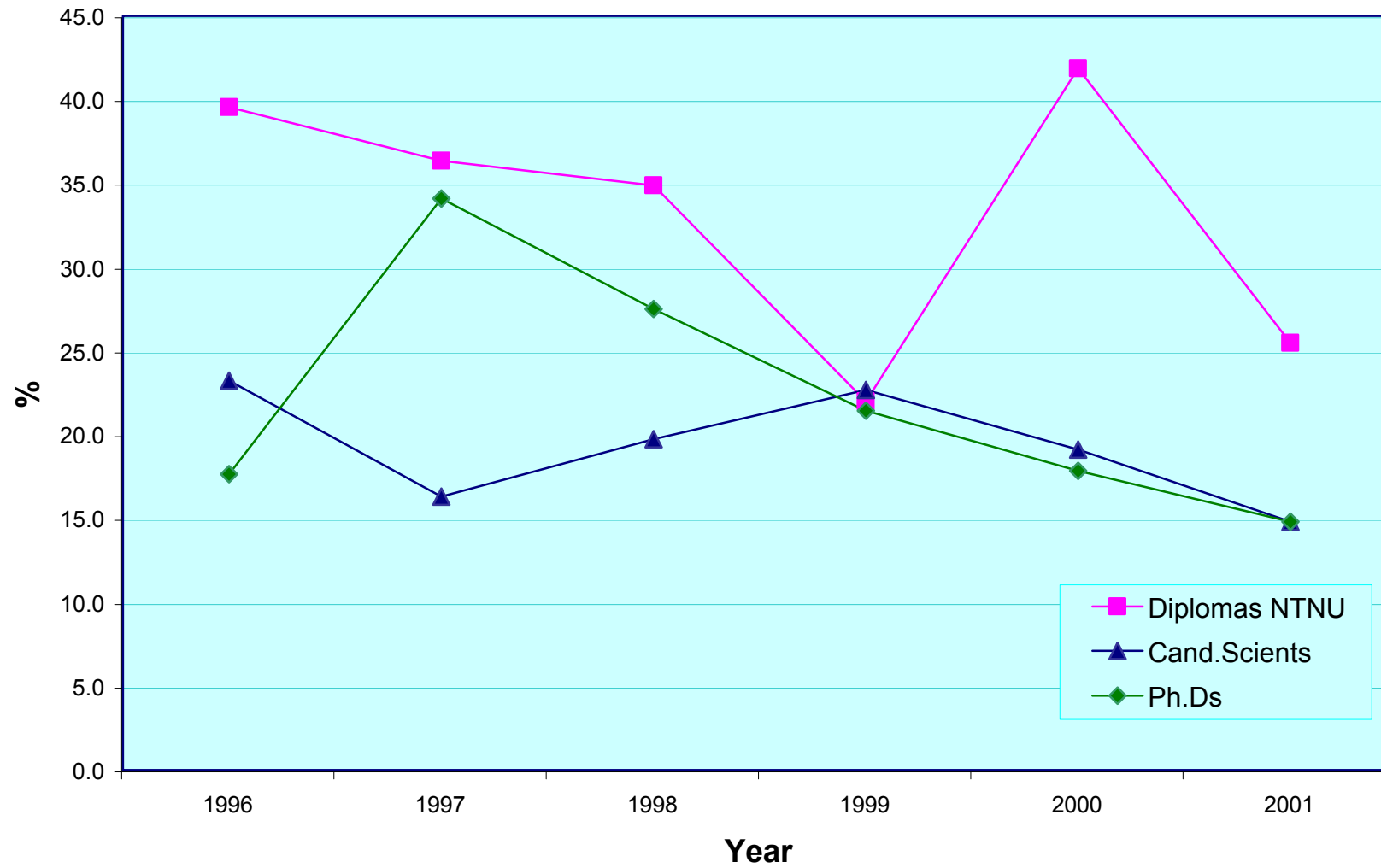
## Physics Ph.D. Candidates - all universities



**Physics Ph.D degrees 1996-2001**

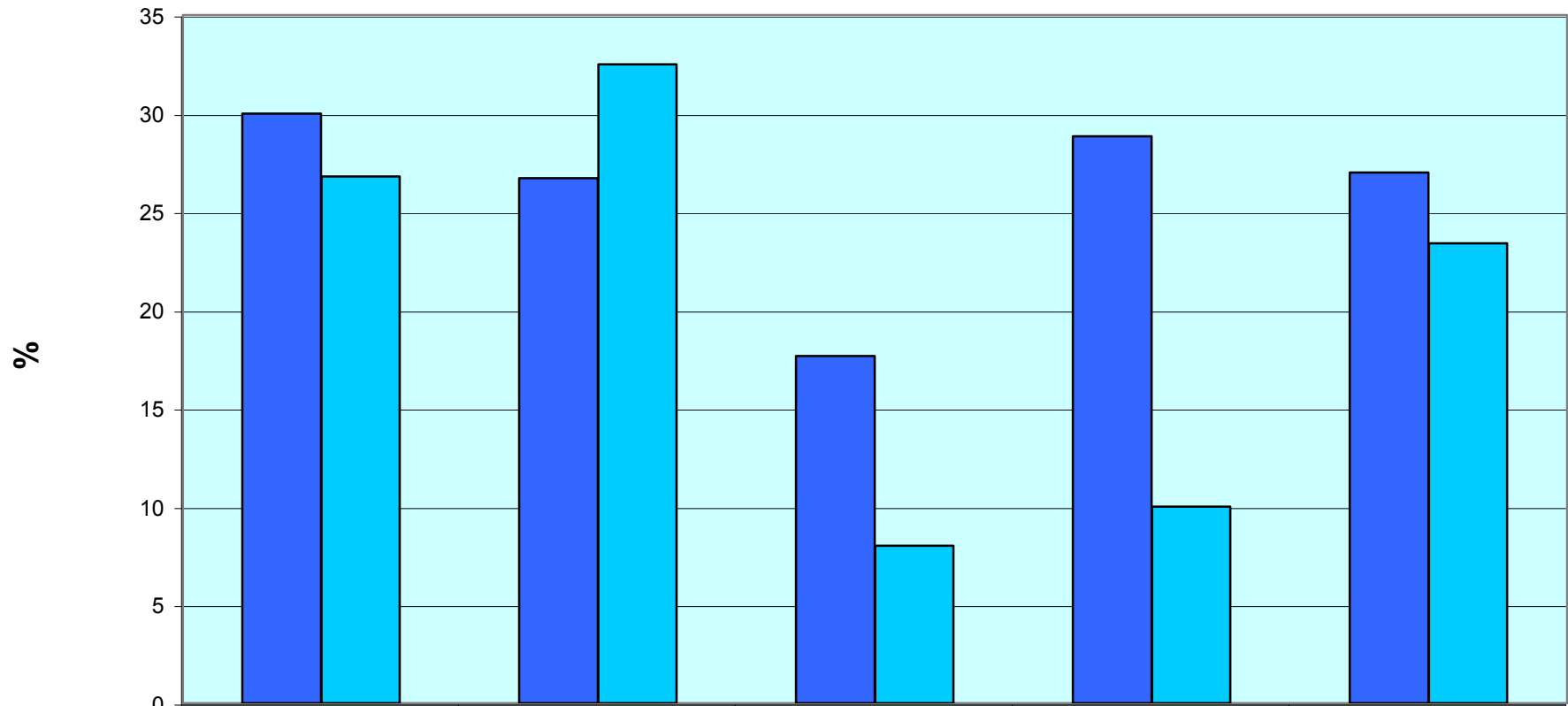


**Women candidates in percent of total**





**Percentage of women 1996-2001**



	NTNU	UiO	UiTø	UiB	All
■ C.Scient	30	26.7	17.6	28.8	27.0
■ Dr.Scient (Ph.D.)	26.8	32.5	8.0	10.0	23.4

## Comments to the statistics

- The total number of candidates at both Master and Ph.D. levels has decreased the last five years
- Also the relative number of women candidates has decreased, which may in part be an effect of lesser interest and fewer women specific recruitment incentives over the last years?
- Relative participation of women in physics is still below the 'critical mass', so that it depends on incentives in order to be maintained?
- Or – as physics is loosing out in the competition with other kinds of education, women are in particular less likely to go to educations which are 'out of fashion'?
- Smart girls enter medicine, economy and law school - an effect of less possibilities...?

## Incentives which have been used

- Recruitment campaigns
- Extra admission points for girls entering technically oriented studies
- Quotas in some studies
- Earmarked positions
- Extra research money (to supervisor) for women candidates finishing a master or Ph.D. Degree