

Three decades of gender equality promotion in HE: Case University of Helsinki

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- National political and cultural frame
 - State of the art
 - Institutional profile
 - Milestones and activities

Finland in a nutshell

- 5,3 Million inhabitants
- One of the Nordic countries
- Member of the EU since 1995
- High education level and research intensity
- Share of R&D of GDP very high: 3.5% (2007)
(highest in OECD after Sweden)
- Proportion of researchers FTE in labour force highest in the OECD
- 20 universities → 16 in 2010, publicly funded

Share of women among new students, degrees and teaching positions in Finnish universities 1997-2007 (source: research.fi)

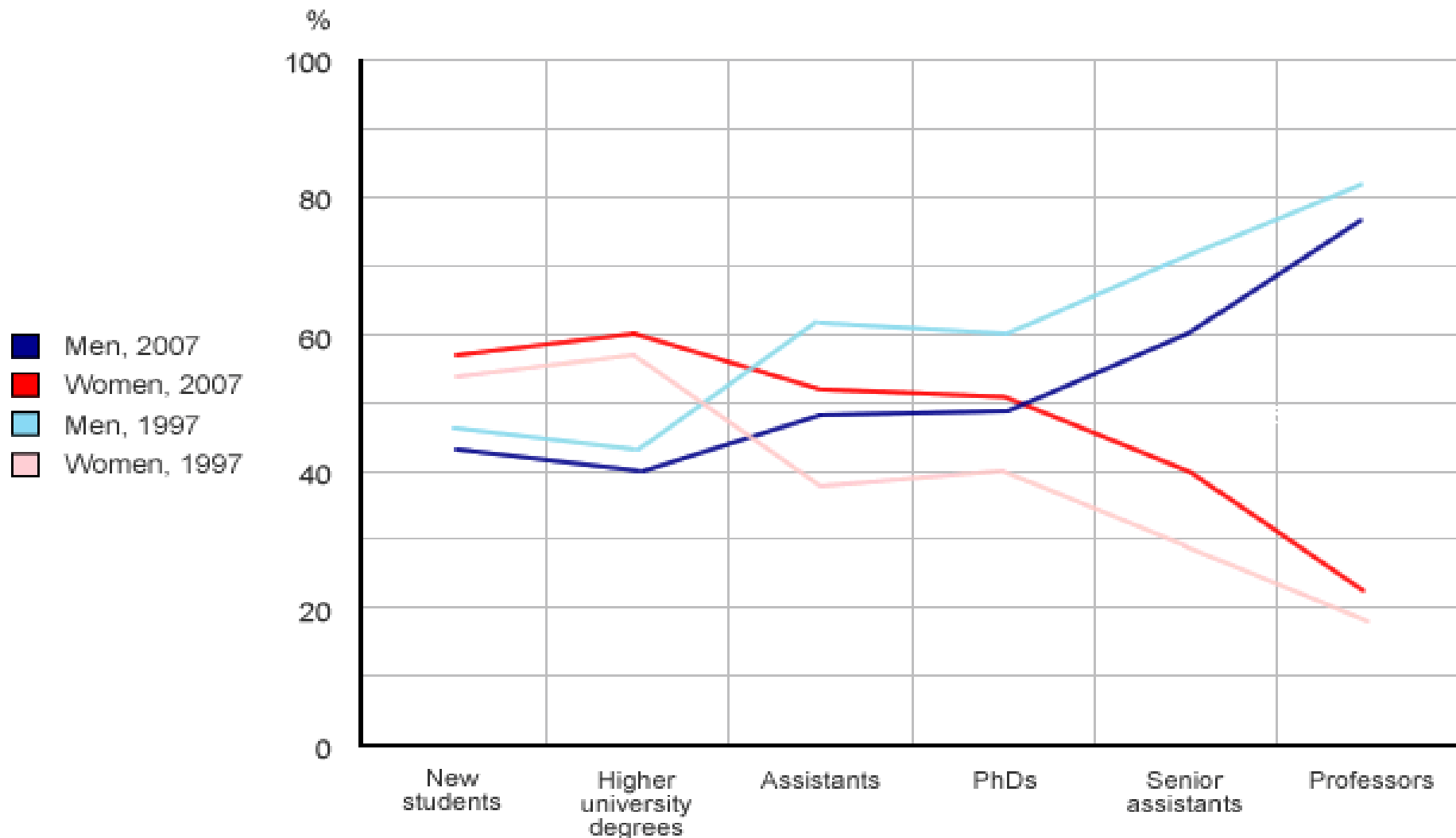
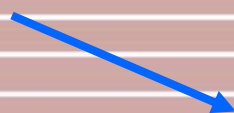


Table 4.1: Proportion of female heads of universities or assimilated institutions based on capacity to deliver PhDs, 2007

	Women	Men
EU-27	9	91
BE	7	93
BG	9	91
CZ	7	93
DK	0	100
DE	7	93
EE	18	82
IT	6	94
CY	0	100
LV	20	80
LT	0	100
LU	0	100
HU	0	100
NL	7	93
AT	4	96
PL	8	92
RO	2	98
SI	15	85
SK	4	96
FI	25	75
SE	43	57
HR	14	86
TR	9	91
IS	33	67
NO	29	71
CH	8	92
IL	29	71

Source:
She Figures 2009



Source: WIS database (DG Research)

Exceptions to the reference year: BE, DK, DE, EE, HU, AT, PL, SI, SK, FI, SE, CH, HR, IL: 2008; CY, LT, IT, IS: 2008/2007; RO: 2007/2006

Data unavailable: IE, EL, ES, FR, MT, PT, UK
Data estimated: EU-27 (by DG Research)



University of Helsinki

- 1664 established in the city of Turku, moved to Helsinki 1812
- Oldest and largest university in Finland
- Among the largest universities in Nordic countries
- Widest range of disciplines in Finland
- More than 200 majors available
- Teaching in Finnish, Swedish, English

- Nearly 35,200 degree students
- 8100 staff of which 3200 researchers and teachers
- Annual budget 562 Million Euros
- Four campuses in Helsinki, 19 other locations
- 21st best European university in Shanghai Jiang Tong University-ranking
- 108th best university globally by The Times Higher Education-ranking

Proportion of women in University of Helsinki in 2008

- 70.5 % new students
- 71 % of Master's degrees
- 64 % of Doctoral degrees
- 69 % of Assistants
- 55 % of Lecturers
- 27 % of Professors

Finnish national scene:

GE into agenda the 1980s

- **Early 1980s** gender equality visibly into national HE and science policy agenda – early from European perspective
- **Broad stakeholder engagement:** politicians, Ministry of Education, Academy of Finland (national Research Council organisation), national gender equality machinery, women academics, student activists
- Both promotion of women's studies/gender research **and** promotion of gender equality in academia addressed

Milestones in the 1980s

- Ministry of Education high profile **Committee on obstacles in women researchers' careers** 1982 – extensive Report & recommendations
- National equality machinery: **Council for Equality between Women and Men: national coordinator, subcommittee** on research 1981- - broad promotion & monitoring activities
- **Mobilisation of women researchers: Women researchers' associations** established

Gender equality legislation

- EQUALITY ACT 1986
- Amended several times
- Gender discrimination prohibited
- Active gender equality promotion
- Employers, authorities and educational institutions specifically mentioned as responsible

- EQUALITY OMBUDSMAN
- Supervision of the Act
- **Guidelines to universities** on how to promote gender equality 1990
- **Site visits** in universities end of 1980s

Initiatives inside University of Helsinki, late 1980s

- Female/feminist senior and junior faculty involved in Council for Equality activities & local Women researchers' association
- Feminist student activists
- --> Pressure created for gender equality activities & promoting Women's studies inside the university

1990s milestones

- **Equality Committee** created – both women and men members
- Anchoring to the top – a Vice Rector chairs the Committee
- “Long” equality agendas
- Annual **GE Prize** since 1995 (5000 €)
- **Equality Adviser** – only full-time position in Finland
- Institute of Women’s Studies 1990

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- Extensive sexual harassment study 1995
 - Guidelines on how to prevent harassing and bullying in university
 - Contact network created in institutes
 - Website for information
 - GE integrated into leadership training
 - National GE in HE email list
 - Initiative for annual national GE conferences for Finnish universities (1995-)

Milestones 2000s

- Policy against discrimination 2006 (diversity policy)
- Overall evaluation studies
- Funding available for gender equality projects for institutes & faculties → support for institutional monitoring and activities
- Equality planning recommended to department and Faculty-level
- Equality Committee site visits at Faculties

Initiatives for European co-operation of universities

- Organised the 1st European Conference on GE in HE in Helsinki in 1998
- Established the European Network on GE in HE – email list **eq-uni** – UH list owner
- 480 members from over 30 countries
- 6 European conferences organised thus far, the 7th will take place in Bergen 2012

More information

University of Helsinki website www.helsinki.fi

University of Helsinki Equality Plan 2007-2009

http://www.helsinki.fi/henkos/tasa-arvo/TaSu_EN.htm

University of Helsinki Policy Against Discrimination

http://www.helsinki.fi/henkos/tasa-arvo/policy_against_discrimination.htm

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See also Liisa Husu and Terhi Saarikoski: "Promotion of Gender Equality in the University of Helsinki", pp. 113-131 in Danowitz Sagaria, Mary Ann (ed.): Women, Universities and Change. Gender Equality in the European Union and United States. Palgrave 2007.

JOIN eq-uni, THE EUROPEAN NETWORK ON GENDER EQUALITY IN HIGHER EDUCATION

- An electronic discussion list to share information on gender equality in HE in Europe.
- Nearly 500 members from 30 countries and five continents.
- List owner University of Helsinki, moderated by Liisa Husu and Terhi Somerkallio.
- How to join: Send an email with the text **SUBSCRIBE EQ-UNI** to majordomo@helsinki.fi.

