Equal Opportunities group
Department of Materials Science and Engineering

Report Equal Opportunities project "Towards integration of gender budgeting into equal opportunities work: analysis of the distribution of Faculty funds from a gender perspective"

Background and aims

In a previous Equal Opportunities project we identified reallocation of financial resources as one of the areas that lacked transparency and communication in all divisions at the Department, with unclear models/criteria applied to distribute Faculty funds. This finding led us to the following questions: does this lack of transparency and common criteria for the reallocation of financial resources impact gender equality? Could gender budgeting be implemented in the distribution of Faculty funds at the department and division levels?
The process of gender budgeting starts with a gender impact assessment, where the activity under study is analyzed from a gender perspective, to later reformulate policies and distribution of resources to achieve gender equal outcomes; and to finally systematically incorporate gender in all budgetary processes and monitor the progress. Gender budgeting is expected to create new approaches to policies and decision-making regarding raising and allocating resources. [(1)]

The overall aim of this project was to **integrate gender budgeting** into the Department´s activities **as a tool to promote gender equality.** We selected the distribution of Faculty funds as the first target for gender budgeting.

Implementation

The project activities were the following:

a) Collection of data regarding distribution of funds in connection with female and male employees in the different faculty positions (professor, senior lecturer and associate senior lecturer). This was done for each division at the department considering the financial categories external research, internal research and teaching, during the period 2021-2023. Below an example of the data collection template.

Year	Division					
	Female			Male		
	Internal	External	Teaching	Internal	External	Teaching
Professor	0,00%	0,00%	0,00%	31,06%	51,42%	17,51%
UL	30,00%	55,00%	15,00%	46,94%	31,44%	21,62%
BUL	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

b) Collection of information about the criteria at the different divisions to distribute faculty funds (educational funds and research funds) among professors, senior lecturers and associate senior lecturers . For this activity, the Heads of Division of the seven divisions within the department were provided with data showing the distribution of finances within their own division during the years 2021-2023, and were asked to provide answers to the following set of questions:
   - Is there some definite criteria/rationale that is followed for the distribution of funds in your division?
   - If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.

- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.
- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.
- Please feel free to add any other reflection related to this topic.

c) Mapping of the salaries of female and male professors, senior lecturers and associate senior lecturers in comparison with the Department´s salary statistics (average and median salary of the corresponding position). Below the data collection template.

	Salary (SEK)					
2021	Female average	Female median	Male average	Male Median	Department average	Department median
Professor	74 640	65 300	68 667	66 900	69 965	66 900
UL	55 860	53 100	53 073	53 200	53 944	53 150
BUL	46 850	46 850	47 340	46 000	47 200	46 500

d) Data analysis

The data and information collected were analyzed to investigate the following:

- Relationships between transparency and gender equality.
- How the different criteria applied for distribution of funds impact the gender balance and opportunities for career progression in the different types of positions.
- Consider the reasons for applying the different criteria, for example, the budget is allocated to assure personnel stability in the division (the so-called solidarity principle), the criteria vary according to the external funding situation. Do the criteria favor either gender?

e) Presentation of the results and follow-up

The project main findings were presented to the Heads of Division with the aim of discussing potential reformulation of policies and distribution of resources to achieve objective and gender-neutral budgets. Proposals were compiled.

The project and its findings were also presented during one of the Department´s information meetings. The final written report will be available in the Department staff pages.

Main findings

The analysis of the data regarding distribution of funds in connection with female and male professors, senior lectures and associate senior lecturers did not show any clear trend. The percentage of external research, internal research and teaching funds assigned to male and female employees varied greatly from one year to another, as well as when comparing the different divisions. Summarized data is presented in Appendix A.

We found great diversity in how every division handles their finances. Below we summarize the feedback from the Heads of Division regarding their criteria for the reallocation of Faculty

funds, together with our reflections. The complete feedback from the Heads of Division can be found in Appendix A.

Division of Solid State Physics/Fasta tillståndets fysik (FTF)
The division aims to follow a gender-equal policy for the distribution of faculty funding, but is not always successful. The reason is that the division is heavily dependent on external funding, and in cases when a faculty member does not have enough external funding to support their own salary, the division needs to step in with more faculty funding to cover the shortfall.
Our impressions: We see the above as less of a problem for gender mainstreaming, and more of a hindrance for opportunities for younger researchers (assuming that the division will step in to cover the shortfall preferentially for senior members and less so for tenure-track members). Moreover, covering the shortfall for senior members with less external funding automatically means that the division has less resources to provide as start-up funds to more junior members.
Division of Biomedical Engineering/Medicinsk teknik (MET)
Very clear-cut distribution of the strategic funding received from the department – 100 000 SEK/yr for BULs, 200 000 SEK/yr for ULs, 400 000 SEK/yr (for professors). In addition, the professors responsible for the management of the division receive 800 000 SEK/yr. The division also provides support to younger researchers that receive external grants (e.g., co-funding to cover overheads and office spaces).
Our impressions: We see the above as a very unbiased distribution of funding that also provides opportunities for the career growth of younger researchers. However, we note that MET is a very young division (as also noted by the Head of Division), and therefore, it is possible that MET has not yet faced the challenge of hosting tenured faculty members with lack of external funding. Does the division have any strategy of how it will respond to such an eventuality if necessary in the future?
Division of Solar Cell Technology/Solcellsteknik (SOL)
Funding for teaching is distributed according to time in the classroom. Researchers that do not have own funding contribute to other projects and get paid from these projects. Costs for lab space and office space also taken from projects as much as possible. Strategic research is funded by the SFO STandUP.
Our impressions: The Division has a very clear research direction, as evidenced from the use of the strategic research funding (SFO), and also from the fact that it is possible to support researchers who lack own external funding from other projects. We see this as a very fair distribution of research funding based on contributions to ongoing research projects. One question, however, is what is the balance between strategic (focused) research directions led by senior professors and independent lines of research initiated by junior researchers?
Division of Applied Mechanics/Tilämpad mekanik (TIM)
Professors and ULs cover their salaries up to 20-25% (if they have external funding), this % is variable over the years. Adjunkt teaches full time and is funded by GU. Forskare teaches 20%, and the rest is on external funding. BULs given more time for research compared to ULs and professors.
Our impressions: We think that TIM is different from the other divisions in the department because it has significantly greater amount of funding from teaching. This probably makes

it easier to create more equal conditions since the dependence on external funding is less. We also like that BULs are given more time for research compared to ULs and professors, which we think is important for the career growth of younger researchers. We note the following comment from the Head of Division "*We are very happy to have a mixed group though, many other divisions of mechanics are almost all male, since so few women still study mechanical engineering*". This comment prompted us to look up the gender balance in the division from the University webpage, and we found that out of a total staff of 22, the division currently hosts 7 females, which corresponds to ~32%. Out of these 7, only 1 is a faculty member.
Division of Applied Materials Science/Tilämpad materialvetenskap (TMV)
FFF is distributed to tenured staff (PAP, Profs, ULs, and head of division) according to fixed level. Studiestöd is distributed to the PI that has funded the Ph.D. student. Each PI is free to use their FFF support for salaries or other costs.
Our impressions: We think that this is a very good model since it removes any subjective bias from the head of the division/PAP (and also makes their job easier). In addition, this model ensures that those who have been successful in attracting external funding are not "penalized". We wonder however, how the division responds to the eventuality of a particular faculty member not having external funding for some period of time?
Division of Microsystems Technology/Mikrosystemteknik (MST)
15% free time for research/own development from FFF. Extra support for BULs (however, no BULs during the period 2021-23). Extra support (short-term) to faculty when they are in trouble financially (has been used for one professor and one UL during the period 2021-23, both male).
Our impressions: This is a model used by some other divisions also (e.g., FTF). The "short-term" extra support to faculty when needed seems reasonable. The question is whether there is any defined limit to "short-term"?
Division of Nanotechnology and Functional Materials/Nanoteknologi och funktionella material (NAN)
There is no fixed criteria, instead the base funding is used to support researchers (and PhD students) that do not have external funding. Gender is not considered while distributing base funding.
Our impressions: This is similar to some other divisions (like FTF and MST), though the variation from year to year and between different faculties in the division is probably more than in other divisions (e.g., in MST it was mentioned "15% free time for research/own development from FFF", and for FTF, this is 30% for tenured members, here there is no mention about specific FFF support for tenured members).

Regarding the feedback from the Heads of Division, we would like to highlight the following statement from one of them: "*Going forward we would like to have a support system that can support the tenure track persons in the group and make sure that everyone else is fully funded by external grants."* This is true for all divisions in the department, and it is worth discussing how the department can build up such a support system.

Another set of data analyzed was the salary of male and female professors, senior lecturers and associate senior lectures in comparisson with the department average and mean in each category (Data are presented in Appendix B). The data shows slight differences in the average and median salaries between male and female members of the department in the senior

lecturer and associate senior lecturer categories. The most noticeable difference, however, is between the average salaries of male and female professors, with female professors earning ~13% higher salary (on average) than the male professors of the department in 2023. This number needs to be balanced in light of the fact that the number of female professors in the department is much lower than the number of male professors (5 female professors and 19 male professors). Incidentally, all these 5 female professors happen to be high achievers in their respective research fields with large external funding and positions of power within the university. This is a natural reason for them to earn high salaries (thereby increasing the average salary of female professors compared to men). This leads us to wonder whether this is coincidental or whether, in fact, a different yardstick is being used (unconsciously) during the promotion process of senior lecturers. Why does the department have female professors, all of whom are high achievers, but not so in the case of men? Does this point to an unconscious bias against female senior lecturers? This report does not claim to have a conclusive answer to this question, but would definitely like to highlight this statistic to future recruitment and promotion committees.

Conclusions

In summary, we found no indication that the different criteria applied at the Department to distribute Faculty funds favor either gender. However, the lack of centralized rules, policies or guidelines, means that decisions could be subject to personal biases. Moreover, we identified a risk for negative impact on opportunities for carrer progression.
This is a starting point for the Department to establish guidelines/policies for the distribution of Faculty funds to ***ensure objective, transparent, and gender-neutral budgeting decisions which promote equal opportunities for career progression.***

Financial report

120601523 TekNat Lika villkor 2023/378 NF
Period: 2401-2412

Kostnadsslag	Konto	UTFALL
1. Löner inklusive sociala avgifter	40130 Lön lektorer, kliniska lärare	100 000,00
Summa 1. Löner inklusive sociala avgifter		**100 000,00**
Summa DIREKTA KOSTNADER		**100 000,00**
8. Indirekta kostnader	58600 Fördelade indir kostnader	26 999,99
Summa INDIREKTA KOSTNADER		**26 999,99**
	Totala direkta kostnader	100 000,00
	Totala indirekta kostnader	26 999,99
		126 999,99

Indirect costs were covered by the Dept. of Materials Science and Engineering.

Appendix

Appendix A: Data distribution of funds in connection with female and male professors, senior lectures and associate senior lecturers, presented by Division (Period 2021-2023). Complete feedback and reflections from the Heads of Division regarding the data from their own division.

Appendix B: Salaries of male and female professors, senior lecturers and associate senior lectures in comparisson with the department average and mean in each category (Period 2021-2023).

References

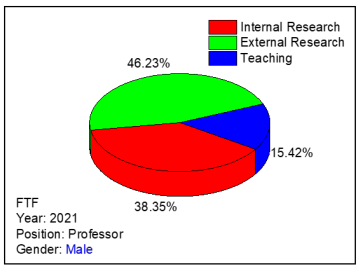
(1) Steinthorsdottir F.S. et al. Gender budgeting in academia-Toolkit. A working paper of the EU project Garcia. (https://medarbetarportalen.gu.se/digitalAssets/1681/1681530_garcia---gender-budgeting-in-academia-toolkit.pdf)

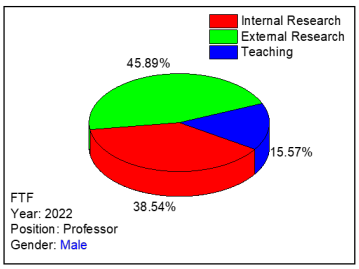
Appendix A

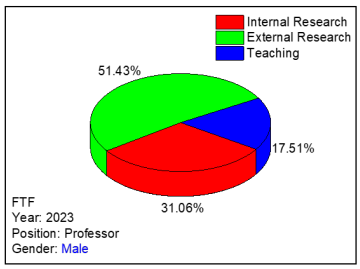
Data distribution of funds in connection with female and male professors, senior lectures and associate senior lecturers, presented by Division (Period 2021-2023). The data is followed by the complete feedback and reflections from the Heads of Division regarding the data from their own division.

Division of Solid State Physics/Fasta tillståndets fysik (FTF)

Fasta tillståndets fysik (FTF) - Professors

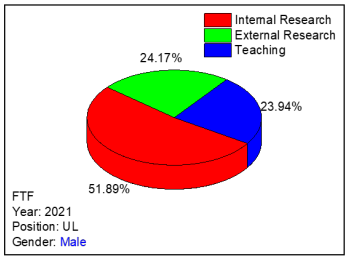


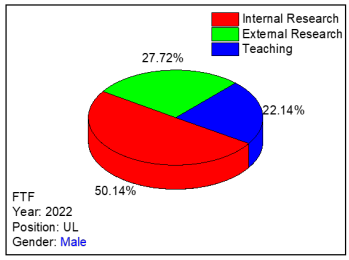


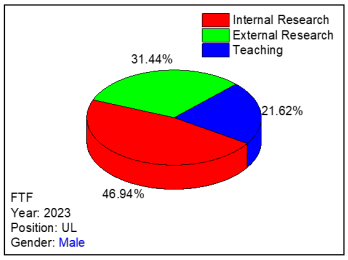


No female professors

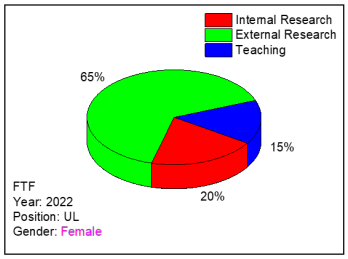
Fasta tillståndets fysik (FTF) - ULs

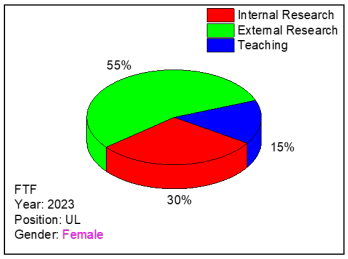






No Female UL in 2021





***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

Complete feedback from Head of Division

- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?

  The criterium is that the distribution of faculty funding for research should be gender equal. However, it is not always possible to comply with this criterium. The main reason for this is that in cases when a faculty member does not succeed in renewing

his/her research funding, we need to give more faculty funding to this researcher. It should also be mentioned that the division head, PAP and FOUP is given about 5% more of faculty funding (if the same person is both division head and PAP, 10% more).

- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.
  I think that there is no need to elaborate on the chosen criterium; the distribution should be gender equal.

- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.
  Not directly, but the gender balance within the division is about to improve since we will have 2 BULs starting from May 6 this year; one female and one male. Both BULs are given the same conditions.

- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.

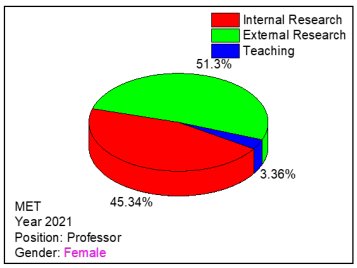
  The division has decided to provide 50% funding for 3 new PhD students; one PhD student will recruited by a female UL, one by a female BUL and one by a male BUL.

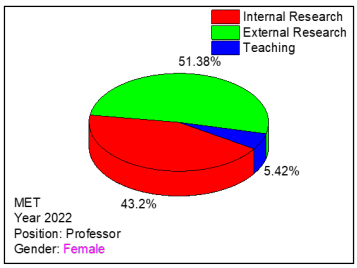
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.
  No.

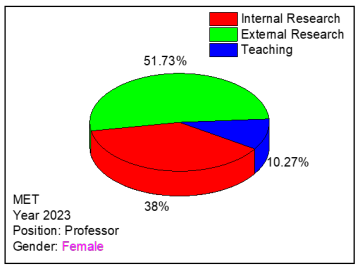
- Please feel free to add any other reflection related to this topic.

Medicinsk teknik (MET) - Professors

No male professors

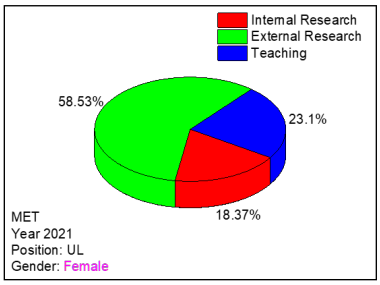


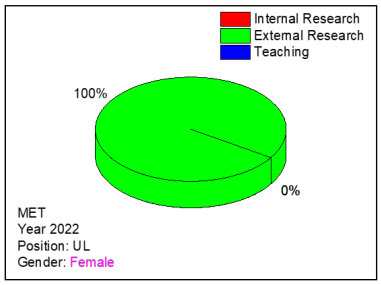




Medicinsk teknik (MET) - ULs

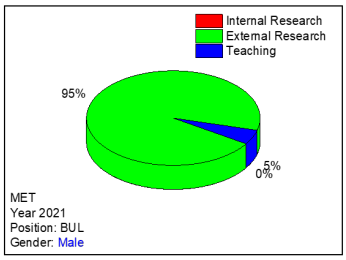
No male ULs

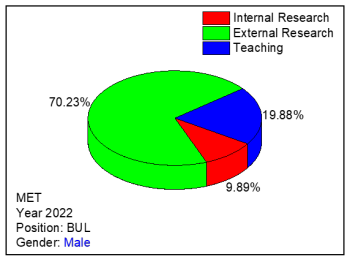


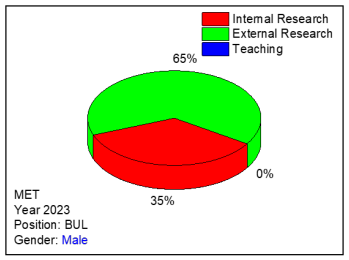


No Female UL in 2023

Medicinsk teknik (MET) - BULs







No female BULs

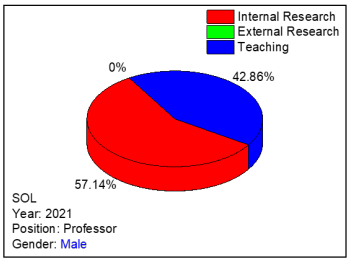
***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

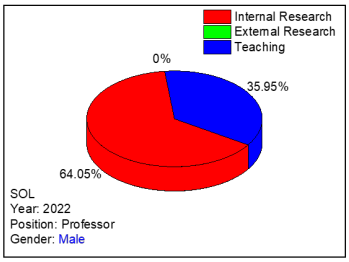
Complete feedback from Head of Division

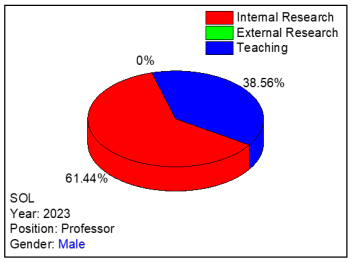
- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?
    - MET does not have any direct faculty funding but are currently supported by strategic money from the department (~ 4 MSEK/yr). Part of this funding is distributed among the teacher staff based on responsibilities as: BUL 100,000 kr/yr, UL 200,000 kr/yr, Prof (not management) 400,000 kr/yr. This money is distributed to support engagement in division-wide activities and to free up time for career development, such as writing funding applications or following professional development courses.
    - The Professors responsible for the management of the division each receive 800,000 kr/yr. This funding is, besides the above, also used to support the younger researchers with lab space and general running costs.
    - The Division also support younger researchers that receive external grants with additional funding required to cover OH and office space (especially important when receiving grants to recruit a postdoc on scholarships).
- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.
    - This distribution level is directly coupled to levels of responsibilities at the division and to provide career advancement opportunities for all our teachers.
- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.
    - We believe our funding model provides a non-biased method of distributing funds and provide equal career advancement opportunities for all our teachers.
- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.
    - Yes, this funding model has been developed to support career development of our younger teachers.
    - In addition to the financial support, we also provide mentoring to the young researchers incl. e.g. grant writing support.
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.
    - MET was established in July 2021 and currently have four teacher positions with 50/50 gender balance (3 profs and 1 BUL).
- Please feel free to add any other reflection related to this topic.
    - MET is a young division with a clear focus on providing equal opportunities to all our staff, irrespective of gender, origin, religion or sexual orientation.
    - We strive for excellence in everything we do and we know that diversity, openness and trust are the necessary components to achieve this (from the division's defined Values).

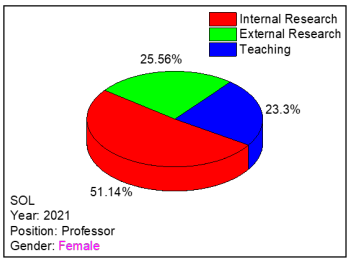
Division of Solar Cell Technology/Solcellsteknik (SOL)

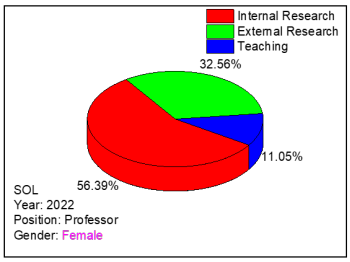
Solcellsteknik (SOL) - Professors

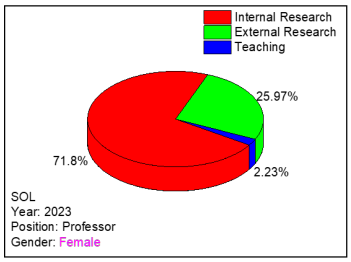




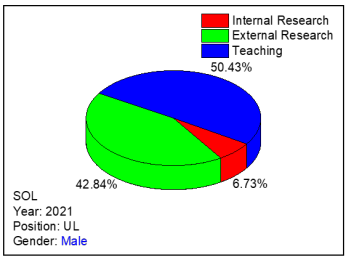


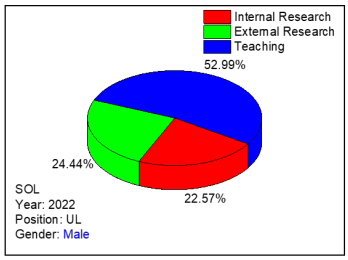


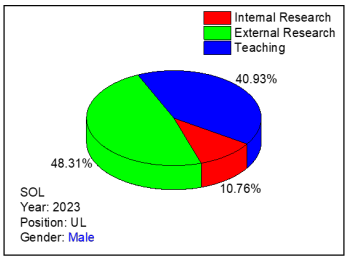




Solcellsteknik (SOL) - ULs

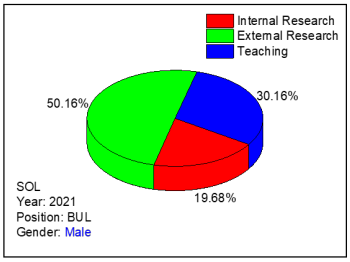


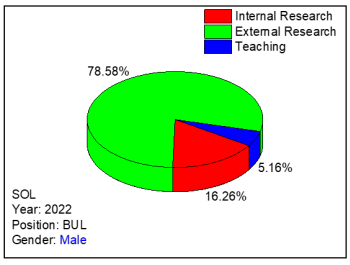


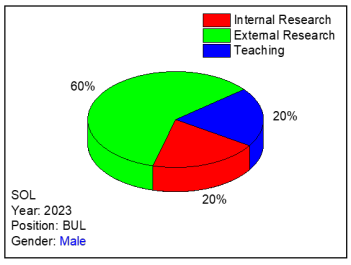


No female ULs

Solcellsteknik (SOL) - BULs







No female BULs

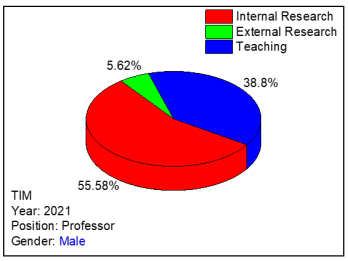
***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

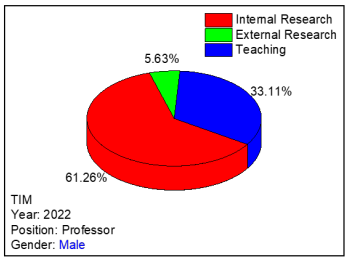
Complete feedback from Head of Division

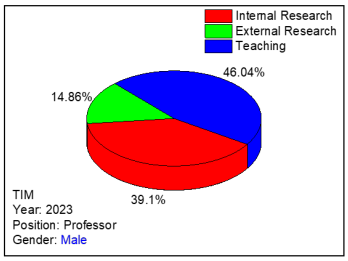
- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?
    - We distribute funding for teaching approximately according to time in the class-room
    - Research with strategic value can be funded via the SFO STandUP.
    - Researchers that do not have own funding contribute to other projects and get paid from these projects.
    - Costs for lab space and office space is taken from the projects as much as possible (not completely applicable for EU-projects and SSF-projects), to keep strategic funding and research funding "free".
- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.
    - It gives the most autonomy and is also perceived as fair.
- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.
    - Hard to say. We have two female faculty, both professors and we did not recruit any faculty for the last five years. We have had a good gender balance in researchers, postdocs and now also PhD students. I think is good to be perceived as fair, and a balance in gender provides several role models and the chances increase to find a person to be inspired by.
- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.
    - No, see above. On the researcher level, we try to distribute funding according to career needs.
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.
    - No
- Please feel free to add any other reflection related to this topic
    - Present gender balance:
        - Professors (2F+1M)
        - Associate professors (4M)
        - Assistance professors (0)
        - Researchers (2F+2M)
        - Postdocs (2F)
        - Active PhD students (4F+2M)
        - Total PhD students (4F+4M)
        - Research engineers (2M)
        - Master students (2F+1M)
        - Amanuenser (2F+4M)
    - Total (active including students): 14 F, 16 M
    - Faculty: 2F, 4M
    - Persons with PhD: 6F, 7M

Division of Applied Mechanics/Tilämpad mekanik (TIM)

Tillämpad mekanik (TIM) - Professors

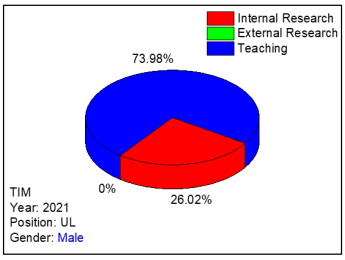


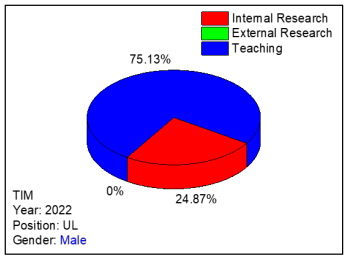


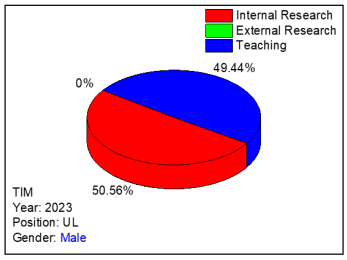


No female professors

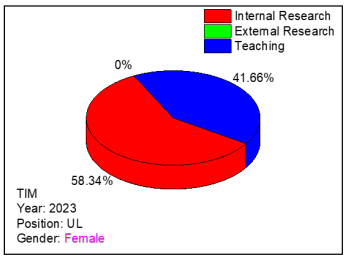
Tillämpad mekanik (TIM) - ULs



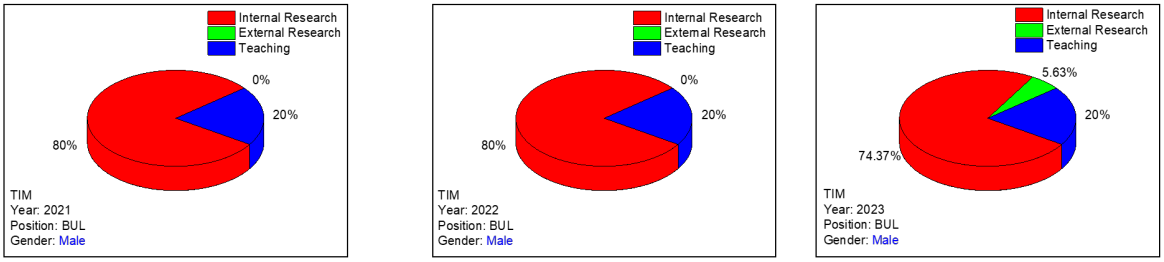


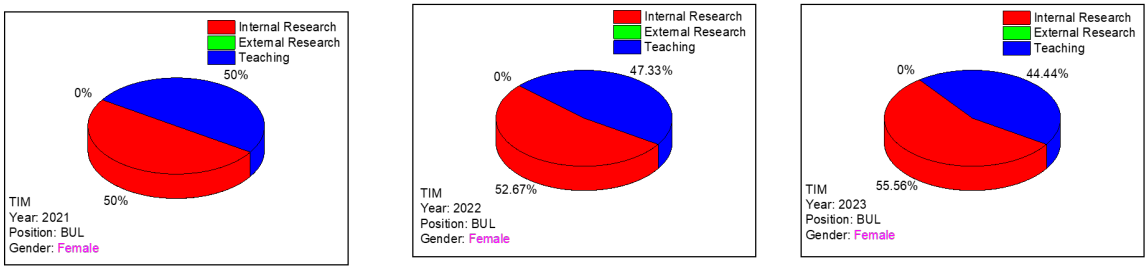


No female ULs in 2021 and 2022



Tillämpad mekanik (TIM) - BULs





***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

Complete feedback from Head of Division

- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?

  We have 4 categories of seniors. 1. Prof + assoc prof. 2. BUL. 3. Adjunkt. 4. Forskare. Those that have external funding cover their salaries up to 20-25% for 1 and 2. This goes up and down over the years. Adjunkt teaches full time, GU. Forskare teaches 20%, the rest on external funds. BUL teaches 2 quarters, 1 and 3 teaches 4 quarters or 3 depending on how much time the courses take. The remainder is spread out evenly on FO + GU. Everyone treated equally, no distinctions to sex.

- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.

  Goal is to have equal conditions for each category. Younger tenure track employees have more time for research, than adjunct and assoc + full profs.

- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.

  No. We did not consider genders in the distribution of funds. Man, woman or non-binary should be treated the same.

- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.

  No. Everyone within the same categories should have the same opportunities.

- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.

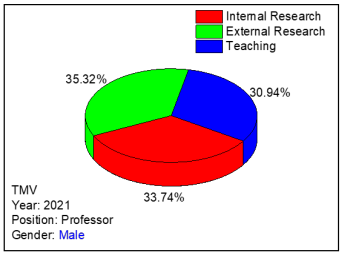
  We are a small division. Mostly male, and 2 females. We did not use distributions of funds to improve the balance. We are very happy to have a mixed group though, many other divisions of mechanics are almost all male, since so few women still study mechanical engineering.

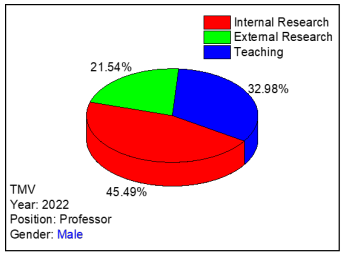
- Please feel free to add any other reflection related to this topic.

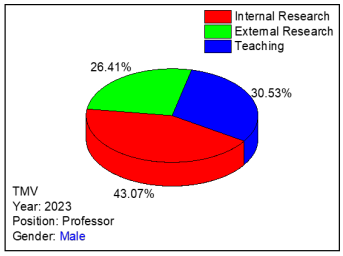
  Kudos to the equal opportunity group for their important work!

Division of Applied Materials Science/Tilämpad materialvetenskap (TMV)

Tillämpad materialvetenskap (TMV) - Professors

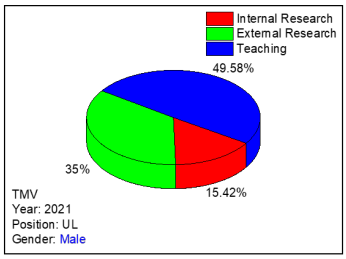


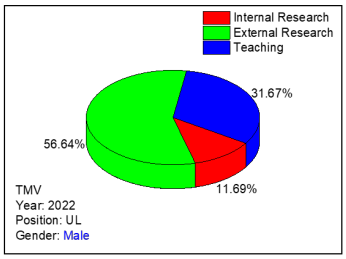


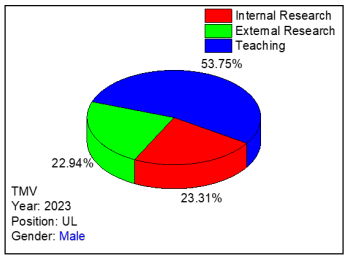


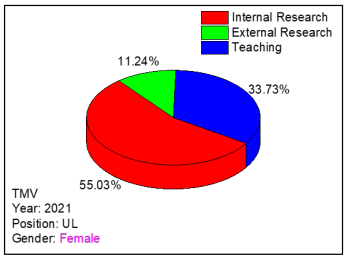
No female professors

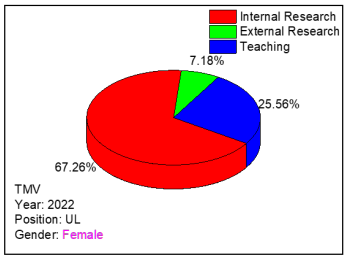
Tillämpad materialvetenskap (TMV) - ULs

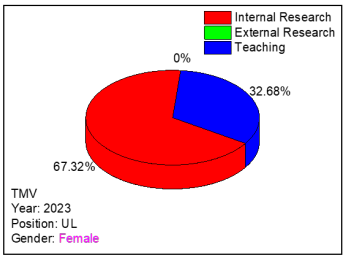












***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

Note: The Head of Department formally belongs to this Division. The above data should be interpreted keeping this in mind.

Complete feedback from Head of Division

- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?

  Yes, FFF´s are distributed to tenure staff (PAP, Profs, ULs and head of division) according to relatively fixed levels. Studiestöd is distributed to the PI that has funded the connected graduated PhD. Each PI has freedom to use their FFF support for salaries or other research-oriented costs.

- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.

We think this model is quite fair to all. Moreover, it is easy to be open and transparent with this model – especially since it very straightforward and without any ”subjective bias” from the head of the division/PAP.

- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.

  Probably not. As mentioned above – this model gives a fixed amount of FFF depending on what position you have (not coupled to the gender of the person).

- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.

  Yes, if a person goes from BUL to UL or from UL to Prof. this person will get more funding from the FFF.

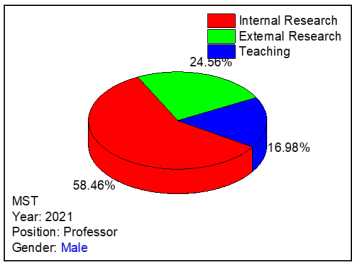
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.

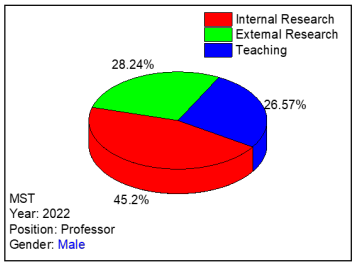
  No

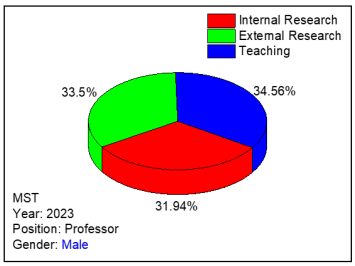
- Please feel free to add any other reflection related to this topic.

Division of Microsystems Technology/Mikrosystemteknik (MST)

Mikrosystemteknik (MST) - Professors

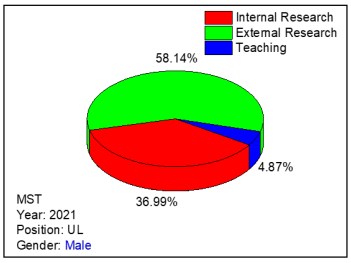


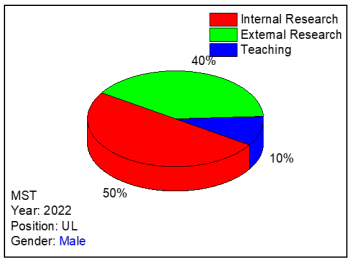


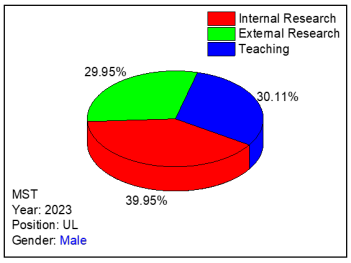


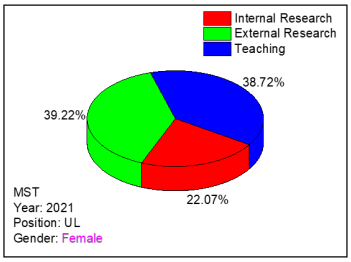
No female professors

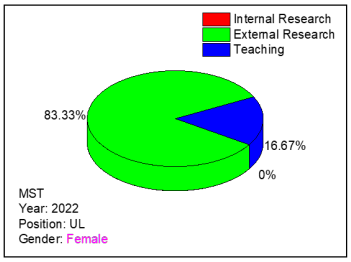
Mikrosystemteknik (MST) - ULs

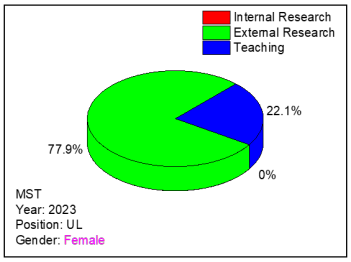












***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

Complete feedback from Head of Division

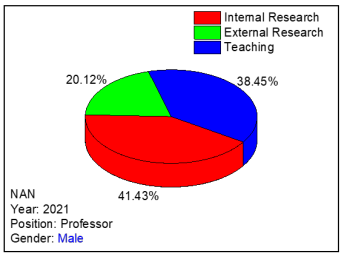
- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?

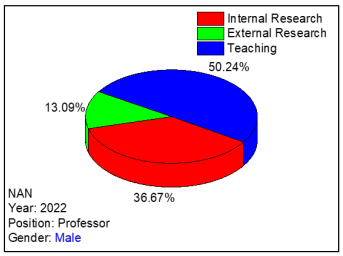
  YES
- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for distribution of funds.
  - 15% free time for research/own development by faculty funding
  - Support to BUL (not during this period)

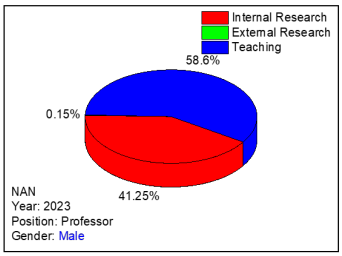
    - Support to faculty when they are in trouble financially (supposed to be short-term, was used for one professor and one senior lecturer over that time, both male)
- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division?
  NO
- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division?
  YES, but not during 2021-2023
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)?
  NO
- Please feel free to add any other reflection related to this topic.

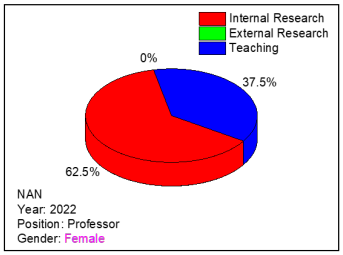
Division of Nanotechnology and Functional Materials/Nanoteknologi och funktionella material (NAN)

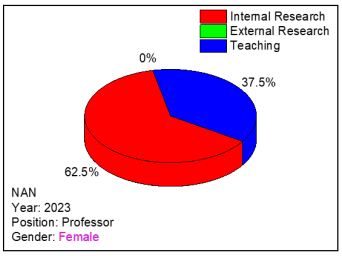
Nanoteknologi och funktionella material (NAN) - Professors





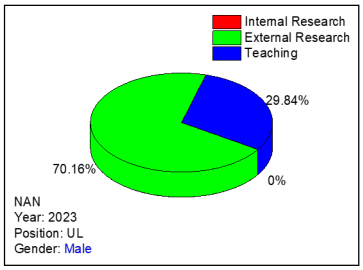


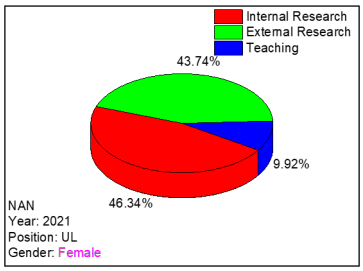


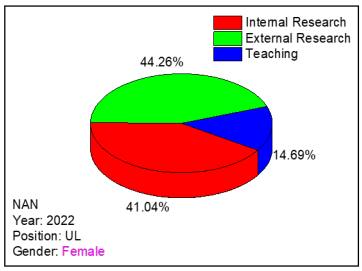


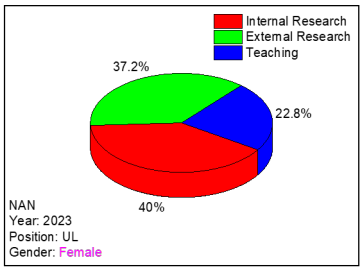
Nanoteknologi och funktionella material (NAN) - ULs

No male ULs in 2021 and 2022

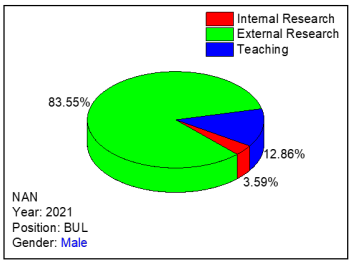


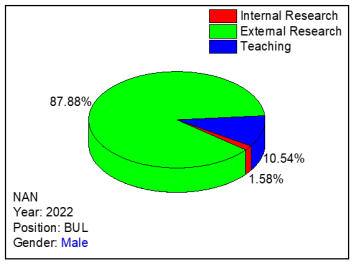


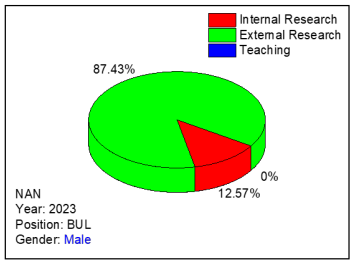


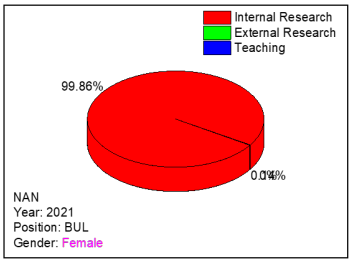


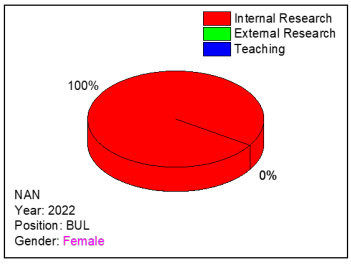
Nanoteknologi och funktionella material (NAN) - BULs

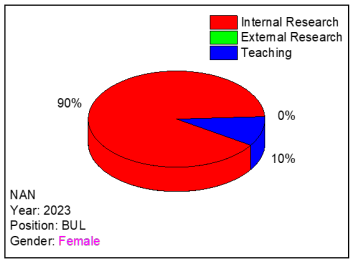












***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*

Complete feedback from Head of Division

- Is there some definite criteria/rationale that is followed for the distribution of funds in your division?
  The distribution varies a lot from year to year. When PhD students lack funding during their last year, base funding is used to support them. When a researcher has a gap in funding, internal funding may be used to support the researcher for a short time.
- If yes, please elaborate on the criteria/rationale and the reason why it was chosen as the basis for the distribution of funds.

- In your opinion, did the distribution of funds in your division have any impact on the gender balance in your division? If yes, please elaborate.
  We never distribute funds based on gender and the distribution is not likely to have impacted the gender balance in the group. We recruit based on merits only and not on gender.

- In your opinion, did the distribution of funds in your division have any impact on the opportunities for career progression in your division? If yes, please elaborate.
  Of course, the distribution has an impact on career progression. If we had not used funding to support researchers with a gap in external funding they would not have had the opportunity to continue working with us. It is important to notice that we heavily rely on external funding since we have the lowest amount of internal support of all divisions in our department with respect to overall turnover and also with respect to the number of faculty. This is something that was pointed out by the KoF panel. One of the female researchers was not able to find external funding despite the fact that we used substantial amounts of internal funding to support her and she had to leave the group.

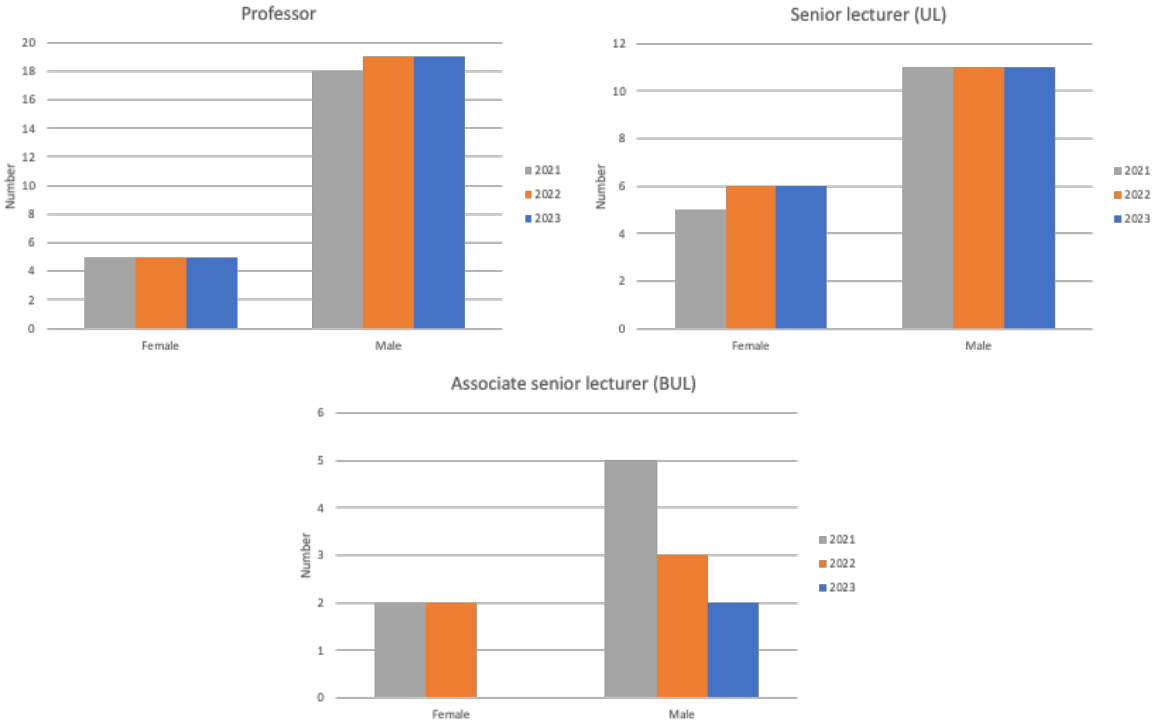
- In your opinion, is there any connection between the distribution of funds in the years 2021-2023 and the current gender balance in the different faculty positions (professor, UL, BUL) in your division (data provided in the attached file)? If yes, please elaborate.
  No.

- Please feel free to add any other reflection related to this topic.
  We hope to get more base funding after the KoF process showing that we are the most underfinanced division at our department when it comes to a large number of parameters. Going forward we would like to have a support system that can support the tenure track persons in the group and make sure that everyone else is fully funded by external grants.

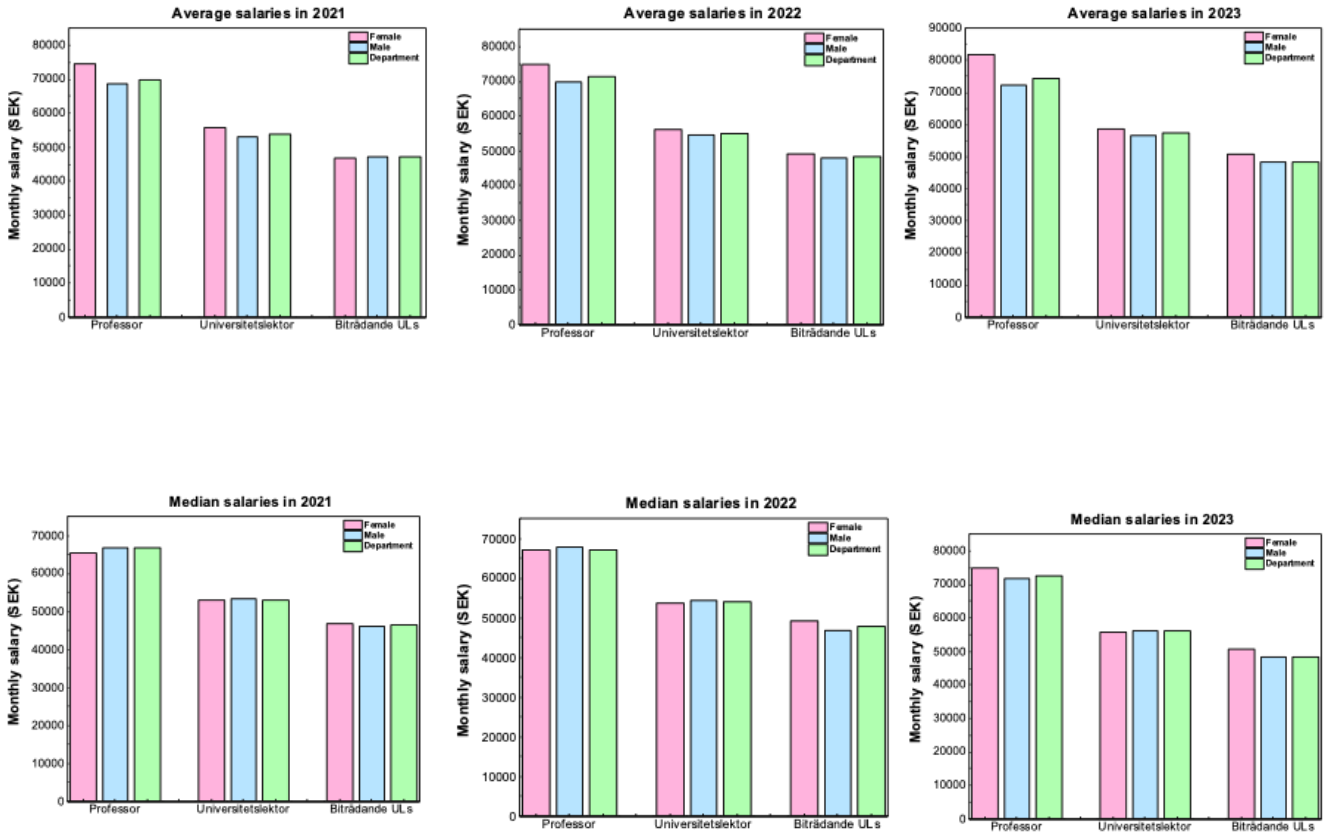
Appendix B

1) Number of male and female professors, senior lecturers and associate senior lectures at the Department (Period 2021-2023)
2) Salaries of male and female professors, senior lecturers and associate senior lectures in comparisson with the department average and mean in each category.

Number of male and female professors, senior lecturers and associate senior lectures at the Department (2021-2023)



Salaries of male and female professors, senior lecturers and associate senior lectures in comparisson with the department average and mean in each category (2021-2023).



***UL**: universitetslektor, senior lecturer, **BUL:** biträdande univeristetslektor, associate senior lecturer*