

Part One

Results and Analyses

The first part of this book presents the Faculty of Mathematics and Natural Sciences (MN) in the University of Oslo, and the FRONT study of the faculty. We begin by introducing something that may seem like a paradox: Most employees and students want gender equality, yet the faculty is characterized by gender imbalance, particularly at the top. The following chapters explore crucial topics, such as academic prestige, men and masculinity, sexual harassment, and publishing. The results of the FRONT study – from both questionnaires and interview material – are presented and discussed topic by topic. The central question examines equal treatment. Do the results indicate an approximately equal distribution of advantages and disadvantages among men and women, or do they show a skewed selection and uneven distribution?

The chapters focus on the work environment and academic culture in terms of group collaboration, academic networks, relationship to colleagues, and international competition. The last two chapters in this part summarize the gender differences in our findings, and present these differences together with material regarding other types of social inequality, ethnicity in particular.

The most significant findings presented in the first part of the book are further analyzed and discussed in the book's second part. The third part addresses measures for and solutions to the problems.

This first part consists of the following chapters:

Chapter one "Gender-Equal Imbalance?" introduces the faculty as a workplace, and explores the different perceptions of gender equality and gender balance among women and men.

Chapter two "Men, Masculinities and Professional Hierarchies" addresses gender and equality focusing on men, and how academic prestige is connected with masculinity.

Chapter three "Sexual Harassment: Not an Isolated Problem" describes the extent of sexual harassment, and the most common aspects of the work environment connected with this problem.

Chapter four "Who Is Publishing What? How Gender Influences Publication" addresses questions regarding scientific productivity, focusing on whether women publish less than men and if so, why.

Chapter five "Experiences in Academia: A New Survey Study" describes and summarizes one of the main findings of the study: a gender gap in terms of experiences and obstacles in one's career.

Chapter six "Ethnicity, Racism and Intersectionality" looks at diversity and social imbalance from a broader perspective, not only gender balance. The chapter focuses on ethnicity and how various dimensions such as gender, ethnicity and class are entwined.