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Academic Careers in the Social Sciences and Humanities - National Comparisons and Opportunities

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Career structure and barriers for young researchers in Scandinavia

Abstract

The presentation will include data from the Scandinavian countries: Denmark, Norway and Sweden, but analysis are based on Danish data.

The official appointment structure in the Scandinavian Countries will be presented together with some more practical advice.

In the presentation the labour market for (young) university researchers in Scandinavia is analysed to determine whether the university researchers have a tenure track system, gender discrimination in positions, wages and mobility rates, and still have a segmented labour market with wage differences. One result of the analysis is that the expected direct career path or pipeline from assistant professor to associate professor, i.e., a closed tenure track system does not exist in Denmark. A large number of researchers enter the Danish university sector at associate or full professor level without former employment in the Government research sector (in the previous 6 years), i.e., come from research institutions in other countries, R&D- departments in the private sector or from non-research-jobs. This indicates a relative high interaction with other (research) environments. A second result is that gender has some impact on the inflow to the research sector, i.e., creating gender specific career paths when sectors outside the universities are taken into account.