

To the Faculty Board of the Social Sciences

Equality of Opportunity Plan for the Institute for International Economic Studies (IIES)

The Institute for International Economic Studies (IIES) is a research institute and thus, it does not have its own students and provides no educational programs of its own. It does, however, supply teaching to the Department of Economics at Stockholm University. According to an agreement between the departments, professors at the IIES have the same teaching and advising obligations as professors at the Department of Economics. Other researchers at the IIES also teach at the Department of Economics.

The people who are active at the IIES can be divided into four groups: graduate students, researchers/assistant professors, professors and technical-administrative staff.

Graduate Students

The IIES does not run its own graduate program. The IIES policy is, however, to “admit” a number of graduate students which, in practice, means that these graduate students are provided with an office and get access to computer equipment at the institute as well as help with financing. Since the IIES is a small work place, it is expected that this arrangement will give the graduate students a close contact with senior researchers and thus access to a stimulating research environment. The number of admitted graduate students (who will later defend their theses at the Department of Economics, where they are formally admitted) amounts to twelve in October 2007. Four of these are women. There are also three male research assistants (who are also graduate students). Thus, out of a total of 15 graduate students at the IIES, four, i.e. 27 %, are women.

Researchers/Assistant Professors

The number of assistant professors at the IIES is at present four. All of these are men.

Professors

The number of professors at the IIES is ten. All of these are men.

Technical-Administrative Staff

The number of employees in the category technical-administrative staff is four, including the Head of Administration. These are all women.

General Information

The recruitment of researchers with a Ph.D. is mainly done at “the intermediate level” (researchers who have recently obtained their Ph.D. and more senior researchers below the level of professor). The policy of the Institute is to make these recruitments on the international market. Kjetil Storesletten from Norway with a Ph.D. from

Carnegie Mellon in Rochester was recruited in 1995. He is now based at University of Oslo but also has a part-time position at the IIES as a visiting professor (10%). Fabrizio Zilibotti from Italy with a Ph.D. from London School of Economics and previously employed at Universitat Pompeu Fabra, Barcelona has been employed at the IIES since 1997. Jakob Svensson, with a Ph.D. from Stockholm University in 1996 and then employed at the World Bank has been employed at the IIES as a researcher since the spring 2000 and was promoted to professor in March 2007. In the autumn of 2000, the group of researchers was reinforced with Dirk Niepelt from Germany with a Ph.D. from MIT. Dirk is now based at Study Center Gerzensee, Switzerland but spends a couple of months a year at the IIES as a visiting researcher. Since January 2002, Per Krusell who is professor at Princeton University also holds a 25% position as visiting professor at the institute. Nicola Gennaioli from Italy with a Ph.D. from Harvard University was recruited in the autumn of 2004 and Ethan Kaplan (USA) with a Ph.D. from University California, Berkeley started at the institute in the autumn of 2005. The latter two are currently on leave of absence and spend this academic year at CREI, Universitat Pompeu Fabra and University of California, Berkeley, respectively. As of the autumn 2007, Masayuki Kudamatsu, with a PhD from London School of Economics, is based at the institute. In the autumn of 2007, Professor Paul Segerstrom and Conny Olovsson (both from the Stockholm School of Economics) are visitors at the institute, as is Dr Martin Halla from University of Linz, Austria. Moreover, Dr Mikael Priks (Department of Economics, Stockholm University) spends the period October 2007 – June 2008 at the institute.

In the recruitment process 2007, the IIES selected 24 people (among about 300 international applicants) for an interview at the ASSA Meetings in Chicago in January. Six of these were women. Ten of the applicants were invited to give a job talk in Stockholm, three of whom were women. The recruitment process resulted in the hiring of one candidate, Masayuki Kudamatsu, London School of Economics (see above).

It is our specific aim to try to recruit female researchers at this “intermediate level”, not the least researchers with a recent Ph.D. In 2002, Eva Nagypal with a Ph.D. from Stanford University spent a year at the IIES as a post doc and Ása Rosén from SOFI, Stockholm University spent the autumn of 2006 at the institute. Elena Paltseva (with a PhD from Stockholm School of Economics) spent the academic year 2006/2007 at the institute as a post doc. Several female researchers have received offers of employment at the IIES, but no permanent recruitment has yet been made since the international competition for female researchers is very stiff. IIES will continue to aim at recruiting female researchers with high competency on the international market by trying to make competitive offers.

As concerns the recruitment of permanent professors, these appointments are made according to the existing regulations. An attempt to create a so-called Tham professorship in international economics was made when these were created, but the Faculty Board did not follow the suggestions made by the IIES. Most likely, no more new such professorial chairs will be created.

The uneven gender distribution at the IIES reflects the situation within economics/international economics at the national as well as the international level. The situation can only be changed in the long run by more women obtaining a

doctoral degree in the subject. The most efficient way for the IIES of contributing to an increase in the recruitment of female researchers is by trying to stimulate more women to pursue higher studies by supplying good supervision at the undergraduate level.

An important aim for the IIES is to help female graduate students achieve good results through a stimulating research environment with foreign visiting researchers and with researchers at the Institute as their advisors. This is a condition for women being able to obtain scientific qualifications in the long run, so that the percentage of women in high positions will approach the percentage of men. There is a large consensus on this aim among the researchers at the Institute. That the share of female graduate students and assistants has increased is a first – but insufficient – step in this direction.

Other Issues according to the Law of Equality of Opportunity

Parenthood

Women often take a larger responsibility for housework and childcare than men. In a competitive academic environment such as the IIES, most researchers normally work considerably more than their regular working hours. It cannot be excluded that such “social norms” among researchers and advisors concerning the amount of work required can be considered as negative, at least by potential female research candidates and might make the recruitment of these more difficult. It is an important task for the directors of the institute to contribute to a work environment and “social norms” – for “output” rather than “input” – which make it possible to combine a successful research career with the requirements of parenthood. The freedom to choose one’s own working hours and the possibility to work at home in certain periods are factors that might be of great importance in this context.

Sexual Harassment

No cases of sexual harassment have been reported to the directors of the institute. Sexual harassments are an unknown phenomenon at the IIES.

Education/In-service Training

It is a natural part of working at a research institute that assistant professors as well as professors have continuous in-service training through their research and teaching.

As concerns the education/training and competency of the technical/administrative staff, which at present only consists of women, a certain sum is reserved in the budget for this purpose every year. Efforts to make the work more interesting and meaningful foster a pleasant work environment and also lead to a more “equal” distribution of tasks. We also try to benefit from the more specific competency among the technical/administrative staff by their doing linguistic work and participating in organizing conferences, carrying out certain research assistant tasks and also giving them the possibility of working independently within such areas as information and management. For example one of the administrators took an advanced course in information in the spring of 2007 and the Head of Administration of the institute is

currently participating in a management course for managers at the “intermediate level” organized by Stockholm University.

Last updated in October 2007.