



Statistics for use in the evaluation of medical and health sciences

Analysis of research personnel in 2013, 2017 and 2021

TALL

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Preface

This report presents statistics and indicators for research and development (R&D) personnel at department, institute or hospital trust level for the units in the Norwegian higher education and institute sectors which are included in the ongoing evaluation of medical and health sciences in Norway conducted by the Research Council of Norway (RCN).

Conducting evaluations of Norwegian research is a key task of the Research Council of Norway (abbreviated RCN). Evaluations are reviews of how research fields, scientific disciplines and academic institutions are performing in the national and international context. R&D statistics have been part of the knowledge base in previous evaluations and will contribute with data also in the new round of evaluations that started in 2022/2023. Over the next few years, they will cover biosciences, natural sciences, mathematics, technology, and medical and health science.

The main purpose of this report is to provide statistics and indicators on R&D personnel within medical and health sciences. The R&D personnel statistics are based on individual data from the Register of Research Personnel at Statistics Norway. The report is commissioned by the Research Council of Norway (RCN) and produced in collaboration with the Nordic institute for Studies in innovation, research, and education (NIFU), by senior adviser Kristoffer Rørstad and head of group/senior adviser Kaja Wendt at Statistics Norway. Statistics Norway is responsible for data on R&D personnel for the evaluated units, while NIFU conduct bibliometric studies.

Statistics Norway, 29. April 2024

Per Morten Holt

Abstract

The statistics and indicators presented in this report provide background data for the evaluation of medical and health sciences conducted by The Research Council of Norway. Data are compiled by Statistics Norway and include data for 35 higher education units, 27 health trust units and five research institutes belonging to the institute sector for the years 2013, 2017 and 2021.

9 212 people involved in medical and health sciences in 2021

In 2021, R&D personnel/researchers in the evaluation units amounted to 9 212 people. 4 469 were employed at health trusts, 4 045 in the higher education institutes, and 1 285 in the institutes sector. There has been a growth in the number of R&D personnel equivalent to about 40 per cent since 2013, which was the same growth as both the higher education institutions and health trusts, while the research institutes in the institute sector had a smaller growth at about 16 per cent.

Stable overall age structure

The average age among the evaluated units was stable over the years and at about the same level for all three institutional types: 44 years among higher education institutions, 46–47 years among health trusts and 46 years for units in the institute sector. When it comes to the share of personnel at 62 years and older this constitutes 40 per cent of professors in the higher education sector institutions and 16 per cent of senior physicians at the health trusts. At the research institutes the total share of researchers at 62 years or older was only 10 per cent in 2021.

Female researchers are in majority within medical and health sciences

In higher education institutions there was an increase in the share of women from 57 per cent in 2013 to 62 per cent in 2021. Among health trust gender balance was more even with an increase in the share of women from 48 to 54 per cent in the period. Among research institutes the share of women was 63 per cent in 2021, a decrease from 64 per cent in 2013.

23 per cent of researchers had a foreign doctoral degree in the higher education sector

The share of R&D personnel (exclusive PhD-students) with a foreign PhD was 23 per cent for researchers in the higher education institutions, 5 per cent for researchers in the health trusts and 13 per cent for research institutions belonging to the institute sector. The share has increased for all groups. In comparison, the share of foreign PhD-degrees in the total higher education sector was 14 per cent, while within medical and health sciences it was 8 per cent. In the institute sector, 6 per cent of the researchers within medical and health sciences had a foreign PhD-degree in 2021.

Sammendrag

Statistikk og indikatorer som er presentert i denne rapporten gir bakgrunnsdata for evalueringen av medisinsk og helsefag utført av Norges forskningsråd. Data er utarbeidet av Statistisk sentralbyrå og omfatter data for 35 enheter for høyere utdanning, 27 helseforetak og fem forskningsinstitutter tilhørende instituttsektoren for årene 2013, 2017 og 2021.

9 212 forskere/faglige omfattet av evalueringen av medisin og helsefag i 2021

I 2021 utgjorde FoU-personale i evalueringsenhetene 9 212 personer. 4 469 var ansatt i helseforetak, 4 045 ved lærestedene og 1 285 ved forskningsinstitutter i instituttsektoren. Det tilsvarende antallet forskere/faglig personale i 2013 var 6 678. Veksten var på om lag 40 prosent for både læresteder og helseforetakene, mens forskningsinstituttene i instituttsektoren hadde en mindre vekst i antall forskere/faglig personale på om lag 16 prosent.

Stabil gjennomsnittsalder

Blant de evaluerte enhetene var gjennomsnittsalderen stabil i perioden, og på samme nivå for alle tre institusjonstypene: 44 år blant lærestedene, 46–47 år blant helseforetak og 46 år for forskningsinstituttene. Når det gjelder andel personer på 62 år og eldre, gjelder dette 40 prosent av professorene ved lærestedene og 16 prosent av overlegene ved helseforetakene i 2021. Ved forskningsinstituttene i instituttene var den totale andelen forskere på 62 år eller eldre bare 10 prosent dette året.

Kvinnelige forskere i flertall innen medisin og helsefag

Ved lærestedene var det en økning i kvinneandelen fra 57 prosent i 2013 til 62 prosent i 2021. Blant helseforetak var kjønnsbalansen jevnere med en økning i kvinneandelen fra 48 til 54 prosent i perioden. Ved forskningsinstituttene var kvinneandelen 63 prosent i 2021, ned fra 64 prosent i 2013.

23 prosent av forskerne ved lærestedene hadde utenlandsk doktorgrad i 2021

Andelen forskere (utenom stipendiater) med utenlandsk doktorgrad var 23 prosent for forskere ved utdanningsinstitusjonene, 5 prosent for forskere i helseforetakene og 13 prosent for forskningsinstitusjoner tilhørende instituttsektoren. Andelen forskere med en utenlandsk doktorgrad øker for alle grupper. Til sammenligning var andelen utenlandske ph.d.-grader ved de høyere utdanningsinstitusjonene 14 prosent og innen medisin og helsefag 8 prosent. I instituttsektoren hadde 6 prosent av forskerne innen medisin og helsevitenskap en utenlandsk doktorgrad i 2021.

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1. Introduction

This report presents statistics and indicators for research and development (R&D) personnel at department/institute level in the higher education, health trusts and institute sectors for the units included in the ongoing evaluation of medical and health sciences in Norway conducted by the Research Council of Norway (RCN). Conducting evaluations of Norwegian research is a key task of the Research Council of Norway (abbreviated RCN). Evaluations are reviews of how research fields, scientific disciplines and academic institutions are performing in the national and international context. R&D statistics have been part of the knowledge base in previous evaluations and will contribute with data also in the new round of evaluations started in 2022/2023 and over the next few years they will encompass biosciences, natural sciences, mathematics, technology and medical and health science. The main aim of the evaluation is to assess the quality of Norwegian medical and health science research, assess the framework conditions for the research and the research's relevance to key areas of society. The evaluation will yield recommendations to the institutions, the Research Council and the ministries¹.

The main intention of this report is to provide statistics and indicators on R&D personnel within medical and health sciences. The R&D personnel statistics are based on individual data from the Register of Research Personnel at Statistics Norway.

The report starts with an overview of the Norwegian research and innovation system in chapter one. Then chapter two presents data and methods, while chapter three gives an overview of R&D expenditure by field of R&D, among the evaluated units in academia in total, in higher education institutions, research institutes and in health trust.

The following chapters present personnel statistics for three groups of institutions; higher education units, health trusts, and research institutes in the institute sector. In the appendix units in the higher education institutions and health trusts are presented separately. The evaluation comprises a total of 35 higher education units, 27 units in the health trusts, and five units in the institute sector. The purpose of the figures and tables is to provide an overview of the research population across all evaluation units. These figures allow for comparison between units and with average of all units as benchmark figures.

In total, the medical and health science units evaluated employed 9 212 researchers in 2021: with assignments to where they primarily worked, 4 469 researchers were employed at various health trust units, 4,045 were in higher education institutions, and 698 were employed in research institutes within the institute sector. From 2013 to 2021, there was a total growth of approximately 2 500 researchers among the evaluated units. Both health trust units and higher education institutions experienced a growth rate of about 40 per cent during this period, while research institutes had a lower growth rate of 16 per cent.

1.1. The Norwegian research and innovation system

The Norwegian research and innovation system comprises many institutions with distinct roles. It is common to distinguish between three levels: the performing, the strategic and the political level. Extensive internationalisation also applies to Norwegian research and is increasingly important for all parts of the Norwegian R&D system.²

¹ For more information: <https://www.forskingsradet.no/tall-analyse/evalueringer/fag-tema/medisin-helsefag/>

² The presentation of this part is based on (The Research Council of Norway (2021): Science and Technology Indicators for Norway 2021.

The performing level

At the performing level in Norway, there is the higher education sector (including university hospitals), the institute sector and the industrial sector. The higher education sector performed about one third of Norwegian R&D activity in 2021. There is a broad variety of institutions in the higher education sector, including universities, state university colleges and private higher education institutions. At the same time, research activity is concentrated, as universities, including university hospitals, accounted for more than 87 per cent of the higher education sector's total R&D expenditure in 2021. Compared with other countries, a relatively high share of Norwegian R&D is performed by research institutes (20 per cent). The Norwegian institute sector is rather heterogenous in terms of institute size, profile, and legal status. The sector includes both public sector-oriented and industry-oriented institutes, of which the latter group plays an important role in carrying out contract research for Norwegian and foreign companies. Even though the industrial sector accounts for nearly half the R&D expenditure in Norway, the proportion of research performed in this sector is low compared with other countries.³ Given the resource-based structure of the economy, there are relatively few large R&D-intensive companies in Norway.

The strategic level

At the strategic level, there are several agencies that are important for Norwegian STI policy. The two most important players are the Research Council of Norway (RCN), which focuses on research and technological funding, and Innovation Norway, which focus on innovation. More than half of the budgetary funding for Norwegian R&D activity goes through the Ministry of Education and Research and the RCN. The RCN has more than 25 per cent of public R&D funding and receives funding from all 15 ministries. Innovation Norway encourages innovation at the regional and national level, with a focus on small and medium sized enterprises. SkatteFUNN, the R&D tax incentive scheme, is organised under RCN and has become a major tool for encouraging innovation by supplying tax credits for the R&D activity. In addition to RCN, Innovation Norway and SkatteFUNN, there are several other key players. SIVA encourages the development of science parks, incubators, and services to start-up firms. GIEK supplies long-term guarantees that encourage Norwegian industry to take part in more international trade and export. Enova, owned by the Ministry of Climate and Environment, encourages environmentally friendly production and consumption of energy and exploration of new sources of clean energy. Digdir (Norwegian Digitalisation Agency) aims to be the government's foremost tool for faster and more coordinated digitization of society. Finally, Norwegian Defence Research Establishment (FFI) aims to advance knowledge in artificial intelligence, additive manufacturing, quantum computing, nanotechnology, the Internet of Things, and autonomy.

The political level

The Norwegian research and innovation system can be characterised by considerable pluralism at the political level. According to the "sector principle", all 15 ministries (after the 2021 election) are responsible for financing both short term and long-term research within their respective sectors. Hence, public research funding and science policy involves extensive coordination. At the same time R&D funds are concentrated, as five ministries account for 85 per cent of total public R&D funding, based on government budget allocations. The most important one is the Ministry of Education and Research. This ministry also prepares the long-term plan for research and higher education and is responsible for coordinating research policy across ministries at the national level. 11 Other important contributors are the Ministries of Trade, Industry and Fisheries, Health Care Services, Climate and Environment, Local Government and Modernisation and Defence. The Research Council

³ In international R&D statistics the Norwegian business enterprise sector includes the enterprises (here industrial sector) and in addition business-oriented institutes that primarily serve business. This is according to OECD guidelines (OECD, 2015, Frascati Manual).

of Norway (RCN) also supplies advice to the government on STI policy and network governance between various actors in the STI system.

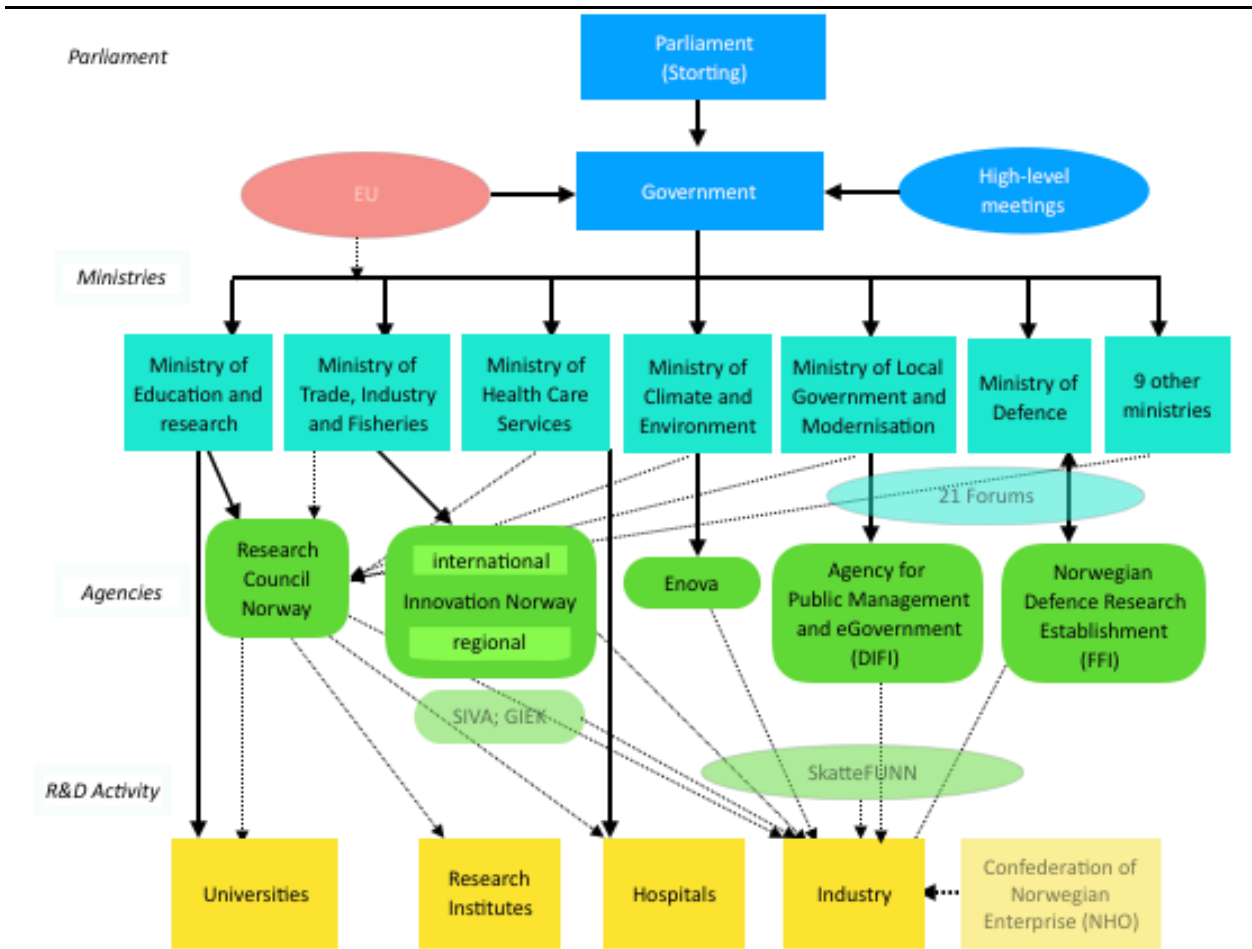
The S&T statistical infrastructure

The production of STI statistics has historically been distributed across different parts of Norway's statistical system. The official statistical agency, Statistics Norway, is a key pillar. Since 2022 the agency produces R&D and innovation statistics for all sectors, conducts evaluations and research and provides a macro and micro-data warehouse. R&D statistics for the government and higher education sector were produced by NIFU since the 1960s. From 2022 this responsibility was transferred to Statistics Norway. NIFU's staff who produced the statistics also moved to Statistics Norway. In this way the quality of the statistics has been maintained. Statistics Norway is from 2022 responsible for reporting all STI statistics to Eurostat and the OECD.

Over the past years Norway has undergone a transformation in digital support services to the research and higher education sector by reforming the key agencies. The Norwegian Directorate for Higher Education and Skills (HK-dir) was established in 2021 and is subordinate to the Ministry of Education and Research. The Directorate is a result of the merger of Diku (Norwegian Agency for International Cooperation and Quality Enhancement in Higher Education), Competence Norway, Universell and parts of Unit and the Norwegian Centre for Research Data (NSD) and has also been taking over tasks for the Norwegian Agency for Quality Assurance in Education (NOKUT). The Directorate has an overall, national responsibility for administrative tasks within higher education, higher vocational education and competence policy and gives advice to the ministry, implements the policy, and coordinates the tools. In 2022, an additional agency under the Ministry of Education and Research was established: Sikt – Norwegian Agency for Shared Services in Education and Research. Its main tasks are to provide access to high-quality infrastructure, sharing of data and high information security in the sector.

The figure provides a simplified picture of the organisation and the division of labour in the R&D and innovation system, including the international dimension (EU).

Figure 1.1. The Norwegian system of education, research, and innovation. Main Science, Technology, and Innovation (STI) actors in Norway¹



SIVA: he Industrial Development Corporation of Norway.
 GIEK: The Norwegian Export Credit Guarantee Agency.
 ENOVA: A state-owned enterprise for the restructuring of energy use and energy production.
 SkatteFUNN: The Norwegian tax deduction scheme.
 Source: The Research Council of Norway (2021); Science and Technology Indicators for Norway 2021.

2. Data and methods

2.1. R&D personnel data

Data on R&D personnel cover each department, research institutes and hospital trust for three years; 2013, 2017 and 2021. While the 2021-figures are the most relevant for the evaluation, figures from 2013 and 2017 are presented to show the development in the research population over a period of almost ten years. Statistics are also available for intermediate years. However, to reduce the amount of data presented, the analysis has been limited to these years. The statistics provide detailed information on these indicators:

- number of persons (researchers)
- share of women
- share of PhD-degrees
- share of foreign PhD-degrees
- average age
- share of persons aged 62 and older
- group of academic positions

About the indicators:

- number of persons (researchers): gives the scope of research of each unit and the total population of the evaluation. This can be considered as an input indicator.
- share of women gives information on gender for each academic position for all units, and the average of the evaluated units.
- share of PhD-degrees, gives a measure for the level of PhD-holders for all positions and units. A high level of PhD-degrees among the R&D personnel can be a measure of high level of competence within a position group or a unit and provides information on the recruitment situation.
- share of foreign PhD-degrees, gives a measure of foreign researchers since most of the foreign PhD-holders in Norway are foreigners.
- average age provides information of the average age for all academic position, can be used to assess future recruitment needs.
- share of persons who are 62 years and older, provides information on the share of persons who have reached the age for contractual early retirement (AFP). The most common age for retirement in Norway is 67 years old. However, many professors at the universities work until they are 70 years or older. A high level of R&D personnel over 62 years indicates potential recruitment needs in the coming years.
- group of academic positions show the composition of the staff and comparisons can highlight whether the composition is biased on top (professor) level or starting level (PhD-students).

For the higher education institutions and for the hospital trust, the academic positions are grouped in categories. The position structure in the research institutes belonging to the institute sector is very diverse, the personnel in these units is therefore not split in different groups.

In the higher education institutions, the academic positions are grouped in these categories:

- professors (i.e., full professors),
- associate professors,
- researchers and postdoctoral fellows (postdocs),
- PhD-students

Other tenured staff (i.e., university lecturer, senior lecturer, head of department, docent, and dean) are excluded from the data since these positions have teaching or administration as their main task.

In the hospital trust, the academic positions are grouped in these categories:

- Senior physicians
- Physicians
- Psychologists
- Researchers and postdocs
- PhD-students

In academic research, it's not uncommon for individuals to hold positions across multiple institutions, especially within universities and university-affiliated hospitals. To avoid duplicative counting in our register of research personnel, individuals with shared positions are allocated to the institution where they primarily work and have the highest position share.

A list of the units in the evaluation is presented for the higher education institutions in Table 2.1, the health trusts in Table 2.2 and the research institutes in Table 2.3. The tables show how the administrative units correspond to the units in the Register of Research Personnel. In most cases, we have figures for all the units in the evaluations and on the same level.

Table 2.1 Overview of the administrative higher education units. 2021

Higher education Institution	Department (Administrative unit)
University of Bergen	Department of Global Public Health and Primary Care
University of Bergen	Department of Clinical Medicine
University of Bergen	Department of Clinical Dentistry
University of Bergen	Department of Clinical Science
University of Bergen	Department of Biomedicine
University of Bergen	Faculty of psychology
University of Oslo	Institute of Basic Medical Sciences
University of Oslo	Department of Pharmacy
University of Oslo	Faculty of Dentistry
University of Oslo	Department of Psychology
University of Oslo	Institute of Clinical Medicine
University of Oslo	Institute of Health and Society
University of Oslo	Centre for Molecular Medicine Norway (NCMM)
UiT The Arctic University of Norway	Department of Psychology
UiT The Arctic University of Norway	Department of Social Education
UiT The Arctic University of Norway	RKBU North
UiT The Arctic University of Norway	Department of Pharmacy
UiT The Arctic University of Norway	Department of Health and Care Sciences
UiT The Arctic University of Norway	Department of Medical Biology
UiT The Arctic University of Norway	Department of Clinical Medicine
UiT The Arctic University of Norway	Department of Community Medicine
UiT The Arctic University of Norway	Department of Clinical Dentistry
UiT The Arctic University of Norway	School of sport sciences
Norwegian School of Sport Sciences	Department of Sport Medicine
Norwegian School of Sport Sciences	Department of Physical Performance
University of Stavanger	Faculty of Health Sciences
University of Agder	Faculty of Health and Sport Sciences
Molde University College	Faculty of Health and Social Care
Nord University	Faculty of Nursing and Health Sciences
Østfold University College	Faculty of Health Welfare and Organisation
Norwegian University of Science and Technology	Department of Psychology
Norwegian University of Science and Technology	Faculty of Medicine and Health Sciences
Oslo Metropolitan University	Faculty of Health Sciences
Innland University College	Faculty of Social and Health Sciences

Source: Statistics Norway

Table 2.2 Overview of administrative units of health trusts. 2021

Health trust unit
Akershus University Hospital
Bergen Hospital Trust
Diakonhjemmet Hospital
Førde Hospital Trust
Lovisenberg Diakonale Hospital
Modum Bad
Møre og Romsdal Hospital Trust
Oslo University Hospital, Division of Mental Health and Addiction
Oslo University Hospital, Division of Cancer Medicine
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases
Oslo University Hospital, Division of Emergencies and Critical Care
Oslo University Hospital, Division of Gynaecology and Obstetrics
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery
Oslo University Hospital, Division of Laboratory Medicine
Oslo University Hospital, Division of Medicine
Oslo University Hospital, Division of Neuroscience
Oslo University Hospital, Division of Orthopaedic Surgery
Oslo University Hospital, Division of Paediatric and Adolescent Medicine
Oslo University Hospital, Division of Prehospital Services
Oslo University Hospital, Division of Radiology and Nuclear Medicine
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation
Oslo University Hospital, Division of Technology and Innovation
St. Olav's University Hospital
Stavanger Hospital Trust
University Hospital of North Norway
Sunnaas Rehabilitation Hospital
Martina Hansens Hospital

Source: Statistics Norway

Table 2.3 Overview of administrative units in the institute sector. 2021

Research Institute
Cancer Registry of Norway
NORCE Norwegian Research Centre - Health
Norwegian Institute of Public Health
RBUP East and South
STAMI The National Institute of Occupational Health in Norway

Source: Statistics Norway

2.2. The Register of Research Personnel

The Register of Research Personnel at Statistics Norway is a part of the national R&D statistics. This is an individual register where the national identity number contains information on age and gender. The register contains data on researchers/academic staff involved in R&D and higher administrative staff in the higher education sector and in the institute sector, including health trusts with and without university hospital functions. It provides data on individuals employed in positions which require competence at the master's degree level or higher. Researchers in the higher education sector are identified by their position codes. The database contains individuals with at least 25 per cent employment.

The register contains the following variables for each individual including their name, national identity number, age, gender, academic position, affiliation by institution, faculty, department, education (degree, field and year), doctoral degree (type, field, year, country), subject field (i.e., department field).

The main sources of information for this register are the higher education institutions, health trusts and the research institutes. From 2016 the data on the higher education sector is mainly obtained

via the Database for higher education (DBH) at the Directorate for Higher Education and Skills (HK-directorate) which receive data from the higher education institutions. For health trusts and the institute sector units report data directly to Statistics Norway.

2.3. R&D expenditure

This report includes current data on R&D expenditure to show the research volume measured by expenditure. Current expenditure includes salary, other personnel, and other current costs, while investments for equipment and building costs are excluded. R&D expenditure are, together with personnel statistics an input indicator for resources to R&D.

2.4. Field classification

In official R&D statistics for the higher education sector, each university department is assigned to one specific field of R&D, such as clinical medical fields, clinical odontology, basic medical/dental fields, health sciences, psychology, biotechnology, and others. In the R&D statistical questionnaire, each unit can classify the research within many fields. However, since the unit can only be assigned to one specific field, the largest field in this classification, will be the assigned field for the unit. This principle is called the maximum classification criteria and is used in the official figures of R&D statistics. However, most university departments conduct research within several fields. Due to the abovementioned principle of classification, this will not appear in the official R&D statistics. In some analysis, it is useful to show the entire width of research fields of the units (from the R&D questionnaire) by specific field classification. In this evaluation, we will present figures using both methods. When the specific field classification is used, it will be specified.

In official R&D statistics, we use the term medical and health sciences. This field contains the following subfields: basic medical/dental fields, clinical medical fields, clinical dental fields, health sciences, sport medicine fields and unspecified medical fields. The term medical and health sciences in this evaluation have a broader scope and includes psychology.

In the institute sector, the R&D performing units are asked to assign their R&D activity to one of the six main fields of R&D. Health trust units don't receive this question, we assume that 100 per cent of their R&D activity is within medical and health sciences.

3. R&D expenditure

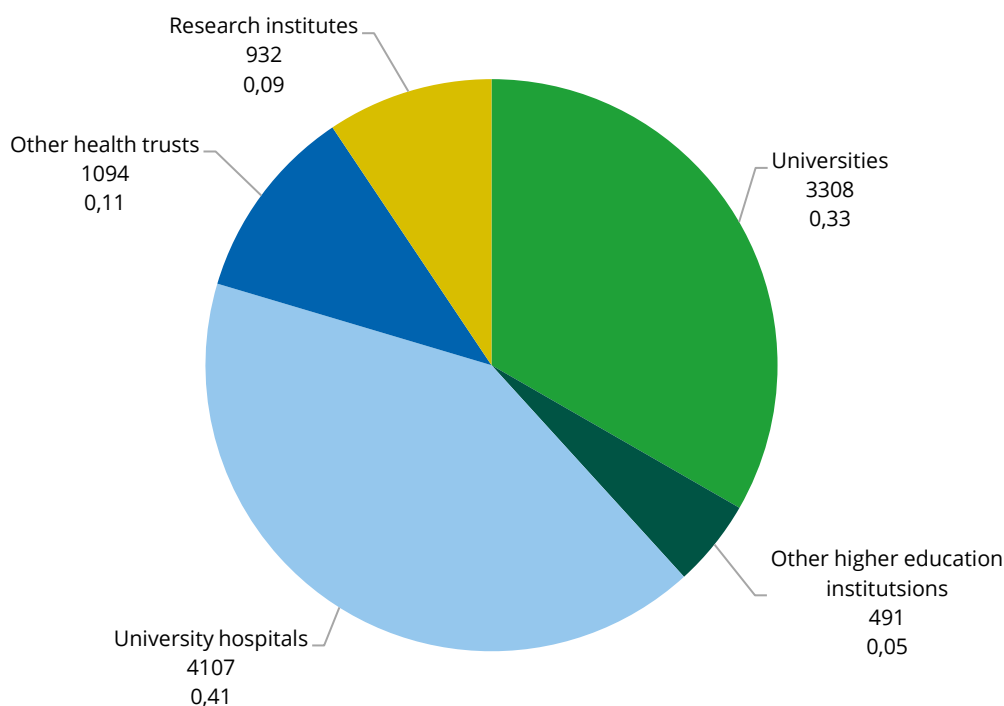
R&D expenditure can be a measure for input to the research system. Current R&D expenditure in the higher education sector and institute sector amounted to a total of 39.4 billion NOK in 2021. 24.4 billion NOK were spent in the higher education sector and 15.1 billion NOK was spent in the institute sector. In R&D statistics, health trusts are divided between the sectors; R&D within health trusts with university hospital functions is included in the higher education sector, while R&D within other health trusts and private non-profit hospitals are included in the institute sector. In 2021, current R&D expenditure within health trusts amounted to 5.2 billion NOK. In total, current R&D expenditure within medical and health sciences amounted to 9.9 billion NOK in the two sectors together.

3.1. Total R&D expenditures in academia

Figure 3.1 show current R&D expenditure in academia (higher education sector and institute sector). University hospitals and universities were the largest performers of R&D within medical and health sciences with respectively 4.1 and 3.3 billion NOK. Research institutes and other health trusts spent about 1 billion each and other higher education institutions had about 0.5 billion NOK on current R&D expenditure. In total, half of current R&D expenditure in medical and health sciences were within health trusts (university hospitals, other health trusts and private non-profit hospitals).

The assignment of field of R&D is described in Chapter 2.4.

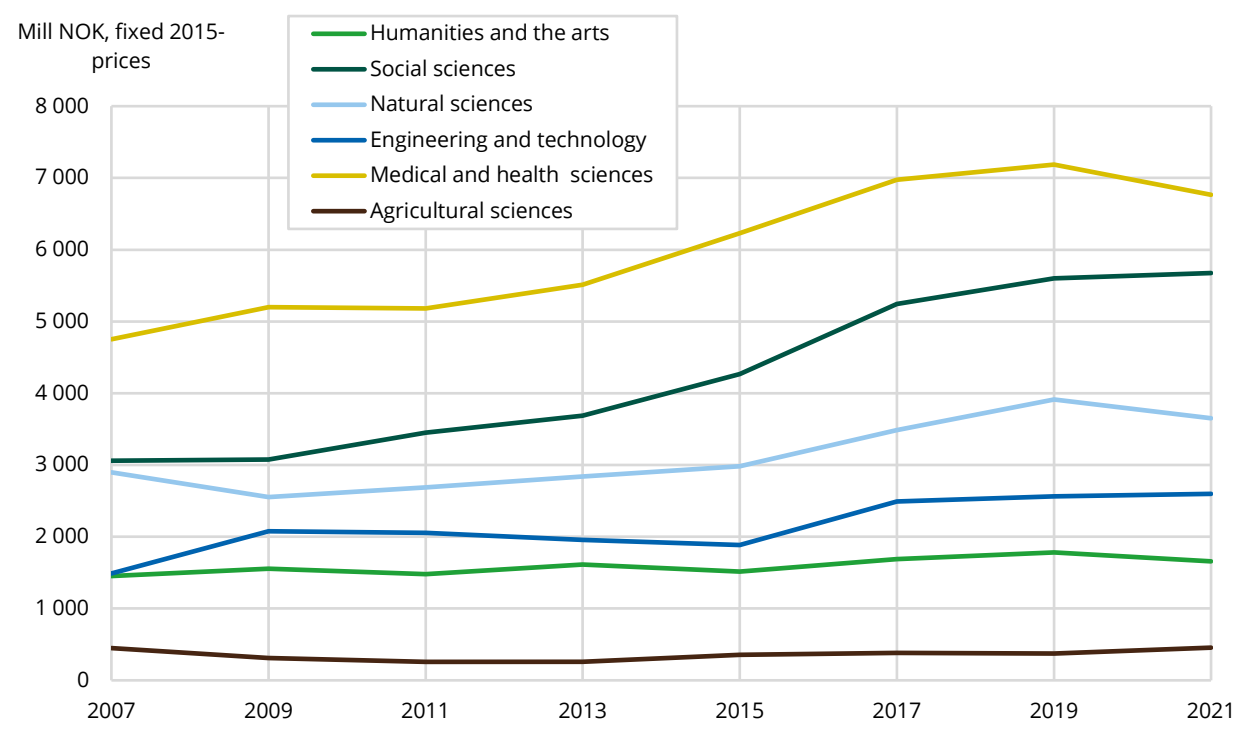
Figure 3.1 Current expenditure on R&D in medical and health sciences in the higher education and institute sectors by field of R&D in 2021. Mill. NOK and per cent



Source: Statistics Norway

Figure 3.2 shows current R&D expenditure by field of R&D for the higher education and institute sectors together. In the period from 2007 till 2021, R&D within medical and health science has been the largest field. Before this it was the third largest field. A part of the increase is connected to changes in the way R&D for health trusts were reported as the state/central government took over the responsibility for health trusts in 2002. This year research became one of their four main tasks of the health trusts, beside patient care, research, education of healthcare personnel and training. By 2007 reporting was reorganized in a new common system for resource management and R&D statistics were derived from this system. The new methodology and an increased attention towards research at the health trusts may have increased R&D activities, but the level has remained high and medical and health sciences has been the largest field of R&D in Norwegian academia since 2007.

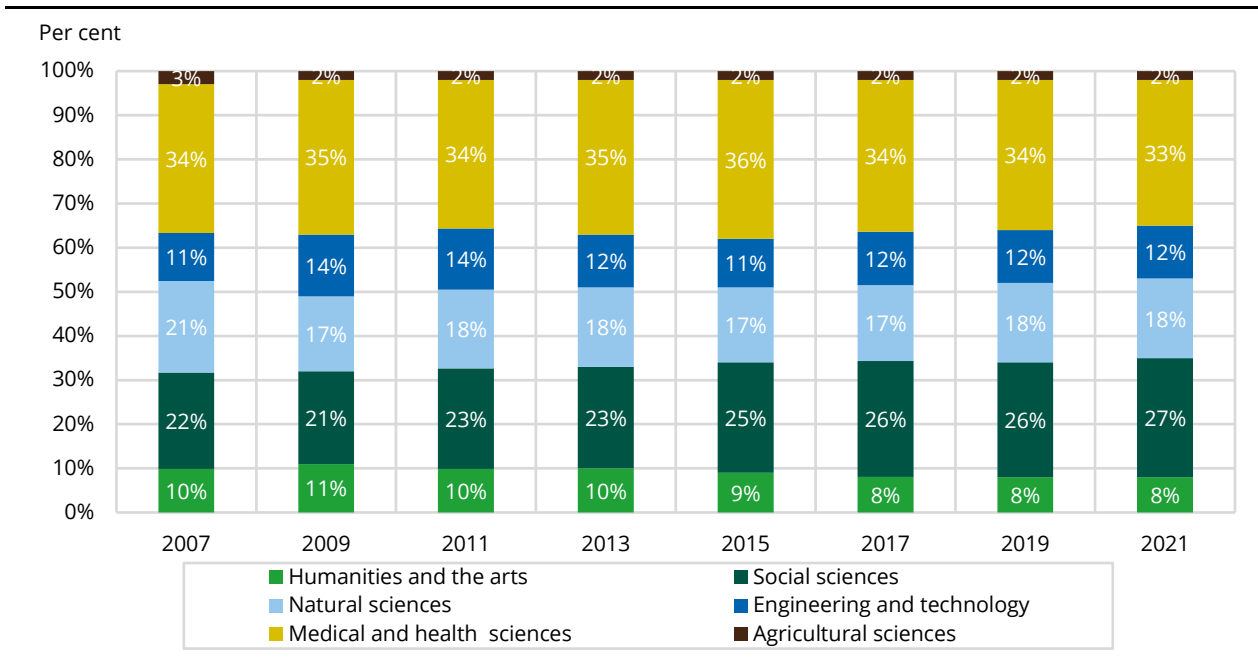
Figure 3.2 Current R&D expenditure in the higher education and institute sectors by field of R&D. 2007–2021. Fixed 2015-prices. Mill. NOK



Source: Statistics Norway, [Table 13513](#) and [Table 13516](#)

Figure 3.3 shows that medical and health sciences has amounted to approximately one quarter of total R&D in the higher education and institute sector for many years. Engineering and technology is the second largest field with 23–24 per cent, followed by social sciences at around 20 per cent and natural sciences at 17 per cent in 2021. The smallest and slowly decreasing fields of R&D are humanities and the arts at 8 per cent and agricultural sciences at 2 per cent in 2021.

Figure 3.3 Current R&D expenditure in the higher education and institute sectors by field of R&D. 2007–2021. Per cent

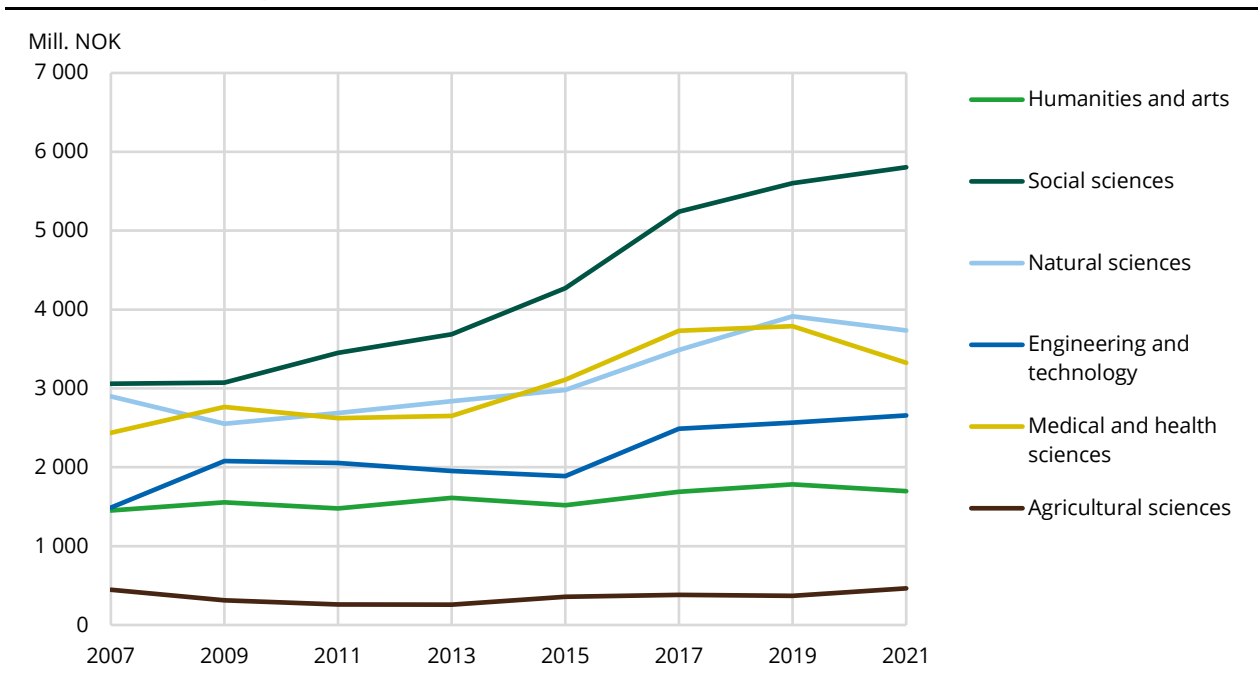


Source: Statistics Norway, [Table 13513](#) and [Table 13516](#)

3.2. R&D expenditures in the higher education institutions

In 2021, current R&D expenditure among higher education institutions amounted to 20.2 billion NOK. There was a decrease of about 380 million NOK compared to 2019. R&D expenditure in medical and health sciences amounted to about 3.8 billion NOK in 2021. This corresponds to 3.3 billion NOK in fixed prices as shown in Figure 3.4.

Figure 3.4 Current expenditure on R&D in the higher education institutions by major fields of R&D. 2007–2021. Mill. NOK, 2015-prices



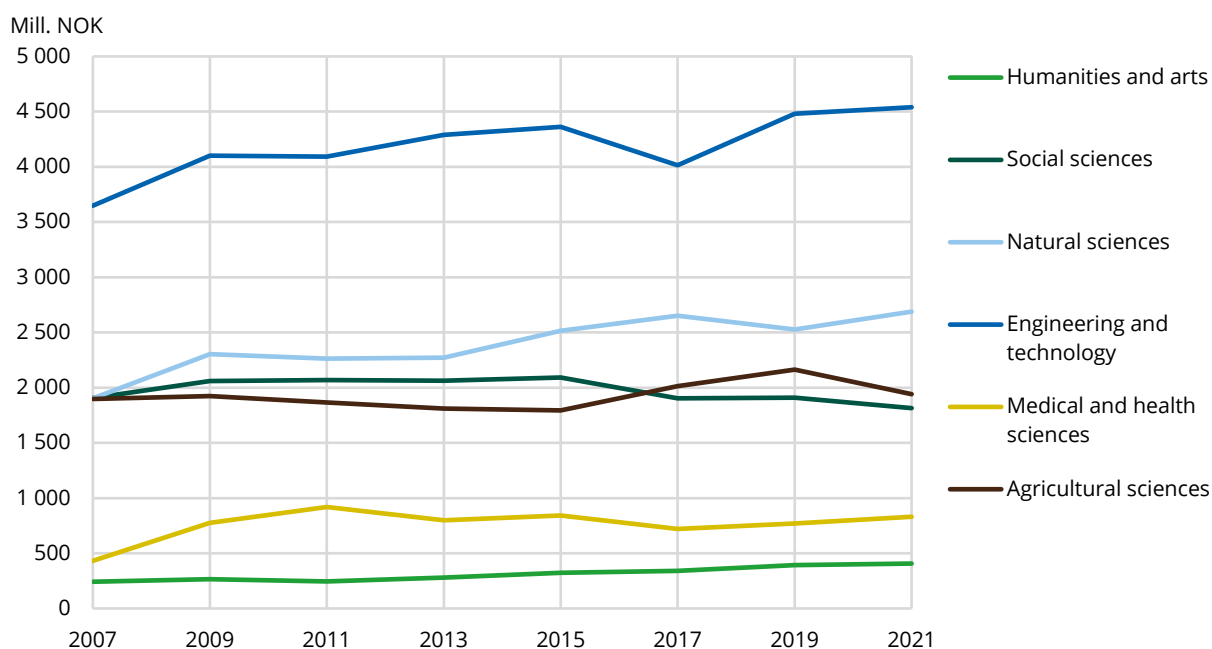
Source: Statistics Norway, [Table 13513](#)

Among the higher education institutions, the largest R&D performer within medical and health sciences in 2021 was the University of Oslo with 30 per cent of R&D within the higher education institutions and the Norwegian University of Science and Technology (NTNU) at 24 per cent. In total, 18 higher education institutions performed R&D within medical and health sciences in 2021. Several of these institutions are small, i.e., R&D connected to health sciences at state university colleges educating nurses.

3.3. R&D expenditures in the research institutes

If we exclude the group of other health trusts and private non-profit hospitals from the institute sector and only look at the research institutes, Figure 3.5 shows that medical and health sciences was the second smallest field of current expenditure on R&D in 2021, only humanities and the arts was smaller. In current prices, R&D expenditure amounted to 950 million NOK (830 in fixed prices) among the research institutes.

Figure 3.5 Current expenditure on R&D in the research institutes by major fields of R&D. 2007-2021. Mill. NOK, 2015-prices.

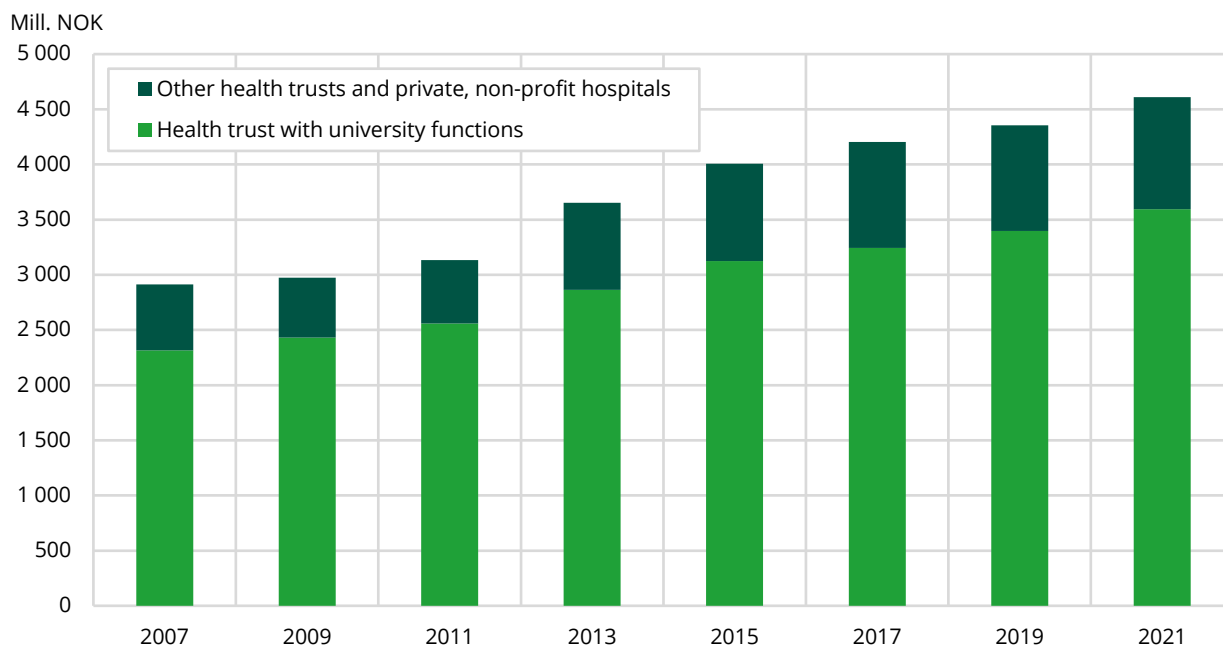


Source: Statistics Norway, [Table 13516](#)

3.4. R&D expenditures in the health trusts

According to international guidelines on R&D statistics health trusts are divided to two different R&D performing sectors. Health trusts with university hospital services are included in the higher education sector, while other health trusts and private, non-profit hospitals are included in the institute sector. From 2007 we can present total figures for the Norwegian health trusts. All R&D within the health trusts are within medical and health sciences, contributing to over 50 per cent of current expenditure on medical and health sciences R&D in 2021. In current prices, the expenditure amounted to 5,3 billion NOK in 2021 (4.6 billion NOK in fixed prices). R&D within university hospitals amounted to almost 80 per cent of R&D within the health trusts.

Figure 3.6 Current expenditure on R&D in the health trusts. 2007-2021. Mill. NOK, 2015-prices

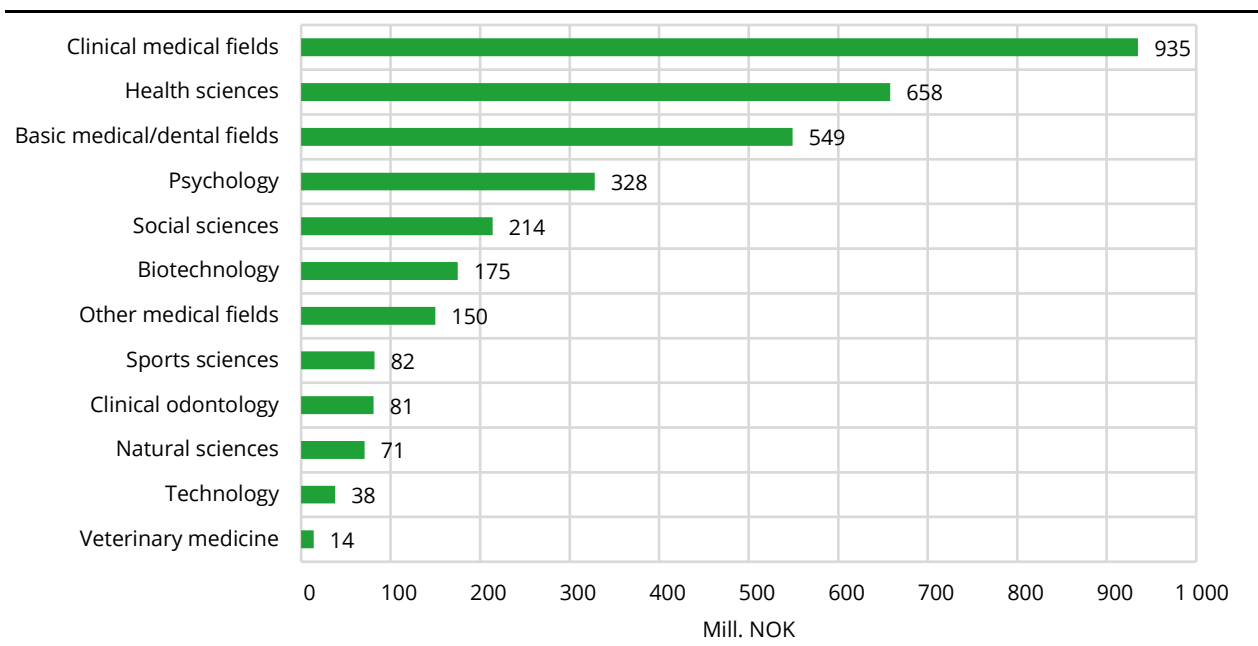


Source: Statistics Norway

3.5. R&D expenditure in the evaluated higher education units by specific field of R&D

Among higher education institutions in this evaluation the current expenditure on R&D amounted to 2.9 billion NOK in 2021. In Figure 3.7, R&D expenditure are distributed by the specific field classification. See further explanation about field classification in Chapter 2.4. Naturally most of the R&D the units have conducted was within medical and health sciences, about 75 per cent, with clinical medical fields as the largest, followed by basic medical/dental fields and health sciences. Social science/psychology was also a large category at 16 per cent. 6 per cent was within engineering and technology, while natural sciences and agricultural sciences together amounted to less than 3 per cent of total R&D among the evaluated units.

Figure 3.7 Current expenditure on R&D by specific field of R&D. Units in the evaluation of medical and health sciences. 2021. Mill. NOK



Source: Statistics Norway

4. R&D personnel in the higher education institutions

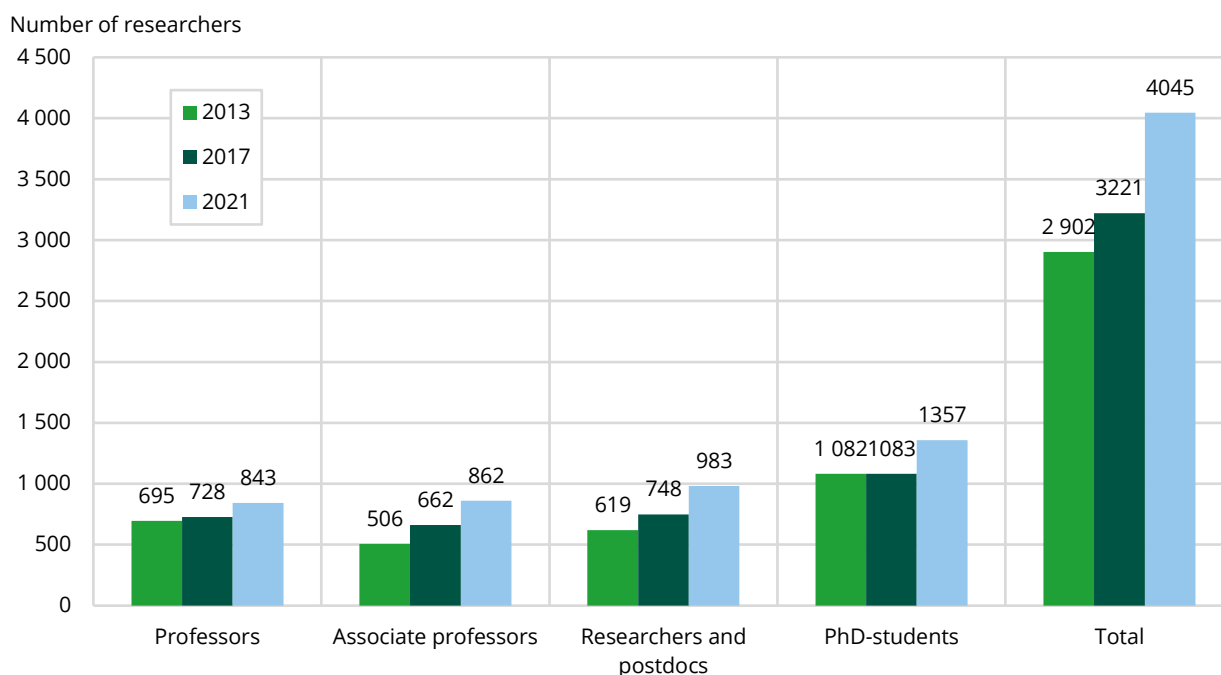
This chapter includes R&D personnel statistics for higher education units. The first tables contain aggregated data and summary tables for the units included in the evaluation. Then statistics for each evaluation unit (i.e., university department or faculty) are presented.

4.1. Overall R&D personnel figures in higher education institutions

R&D personnel or researchers within the evaluation units included more than 4 000 people working in the higher education institutions in 2021, as shown in Figure 4.1. From 2013 to 2021 there was an increase in the number of researchers within these units of 39 per cent. There was a larger increase from 2017 till 2021 than from 2013 till 2017. It is important to bear in mind that some units present an institute or department, while others consist of a whole faculty. The evaluating units differs in size ranging from less than 20 people to a faculty with more than 700 people. The average number of researchers among the evaluated units was 83 in 2013 and by 2021 it had increased to 116 persons.

In total, there were 843 professors, 862 associate professors, 832 researchers/postdocs and 1 357 PhD-students included in the evaluated higher education institutions in 2021. The increase from 2013 to 2021 of a bit more than 1 100 researchers comprised all positions. The percentage growth was largest for associate professors (70%) and in absolute numbers for researchers/postdocs with 364 people.

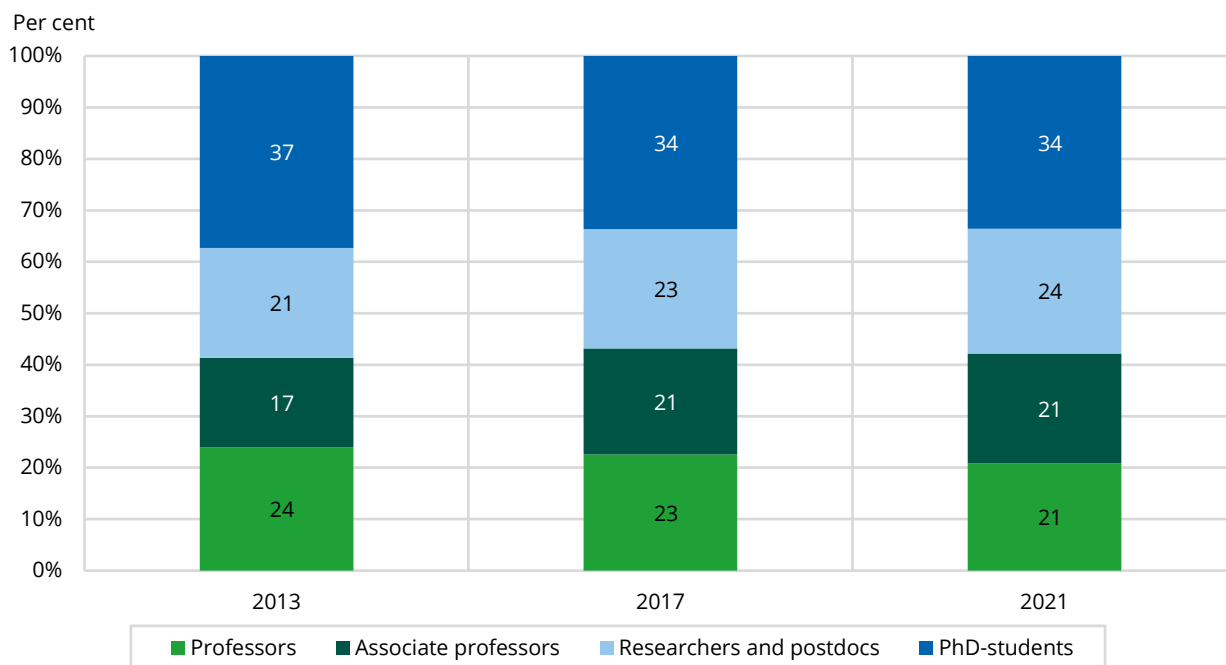
Figure 4.1 Total number of researchers in the higher education institutions by academic position in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



Source: Statistics Norway

The share of position groups varies among the evaluated units (Table 3.2 later in the report). In 2021, the total share of professors and associated professors accounted for 21 per cent each of the researchers, while researchers/postdocs accounted for 24 per cent and PhD-students were the largest group at 34 per cent, as shown in Figure 4.2.

Figure 4.2 Share of researchers by academic position at university departments in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



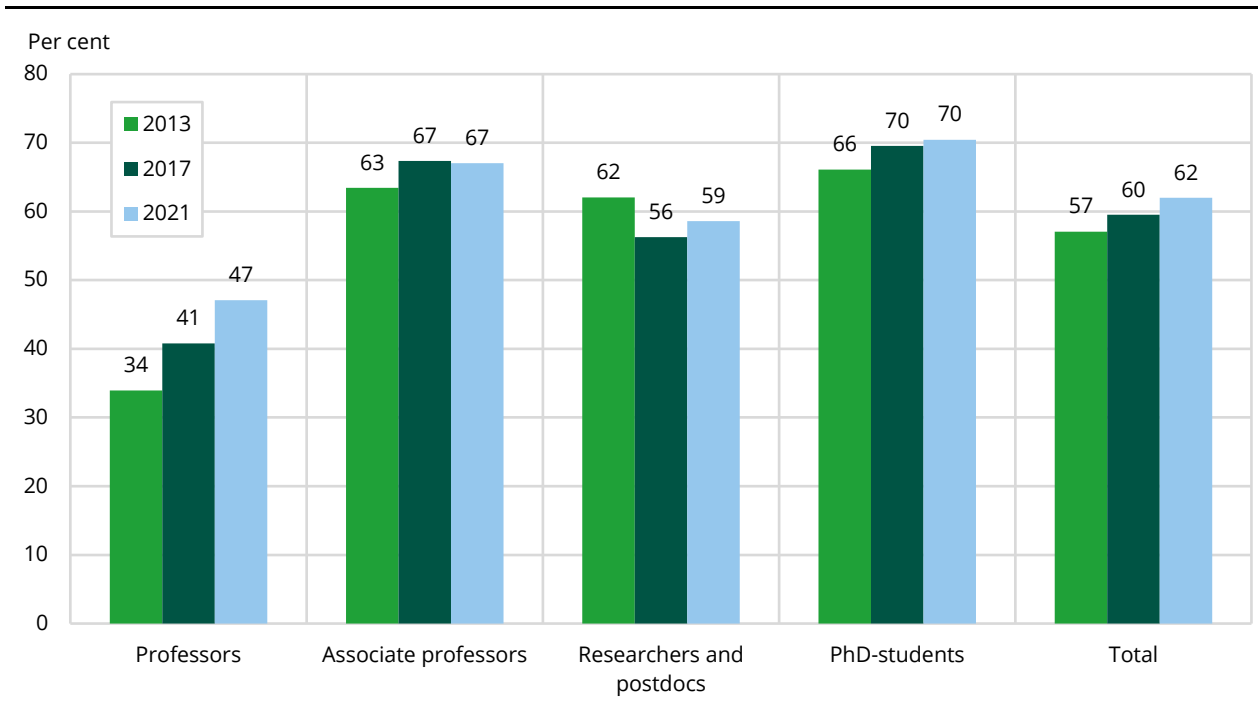
Source: Statistics Norway

It is common to refer to proportions of each gender between 40 and 60 per cent as gender balance. Overall, the gender balance among the evaluated higher education units in 2021 were at 62 per cent in favor of women (Figure 4.3). From 2013 to 2021 the proportion of female researchers increased from 57 to 62 per cent.

At professor level there is gender balance at 47 per cent women, which is above the overall share of women at 34 per cent among higher education institutions in 2021 and this represents the strongest increase in the share of female researchers among the different positions in Figure 4.2.

For all positions except among researchers/postdocs the proportion of female researchers increased in the period. The highest level of female researchers was among PhD-students at 70 per cent in 2021, indicating that the gender balance within medical and health sciences will be affected even more in the future.

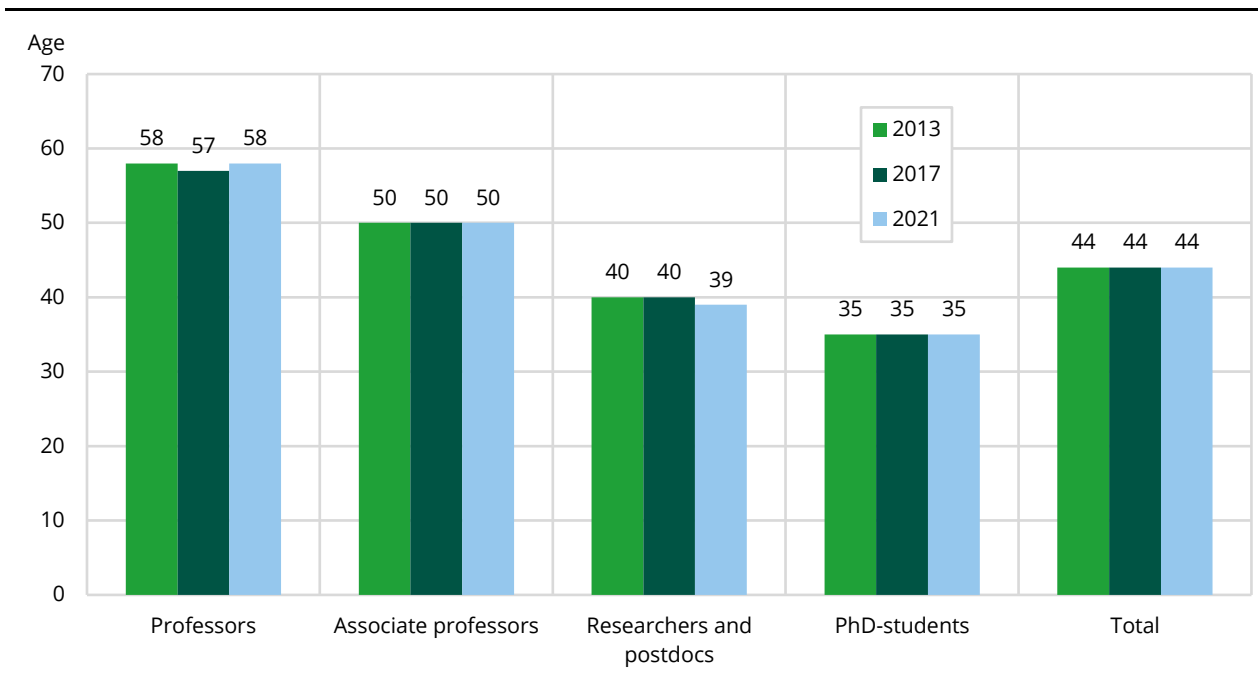
Figure 4.3 Share of female researchers by academic position in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



Source: Statistics Norway

Among the evaluated higher education institutions, the average age has been stable at 44 years for all years (Figure 4.4). The average age within the different positions has also been stable. Professors are the oldest at 58 years, followed by associate professors at 50 years, researchers and postdocs at 39 years (down from 40 years in 2013 and 2017) and PhD-students at 35 years for all evaluation years.

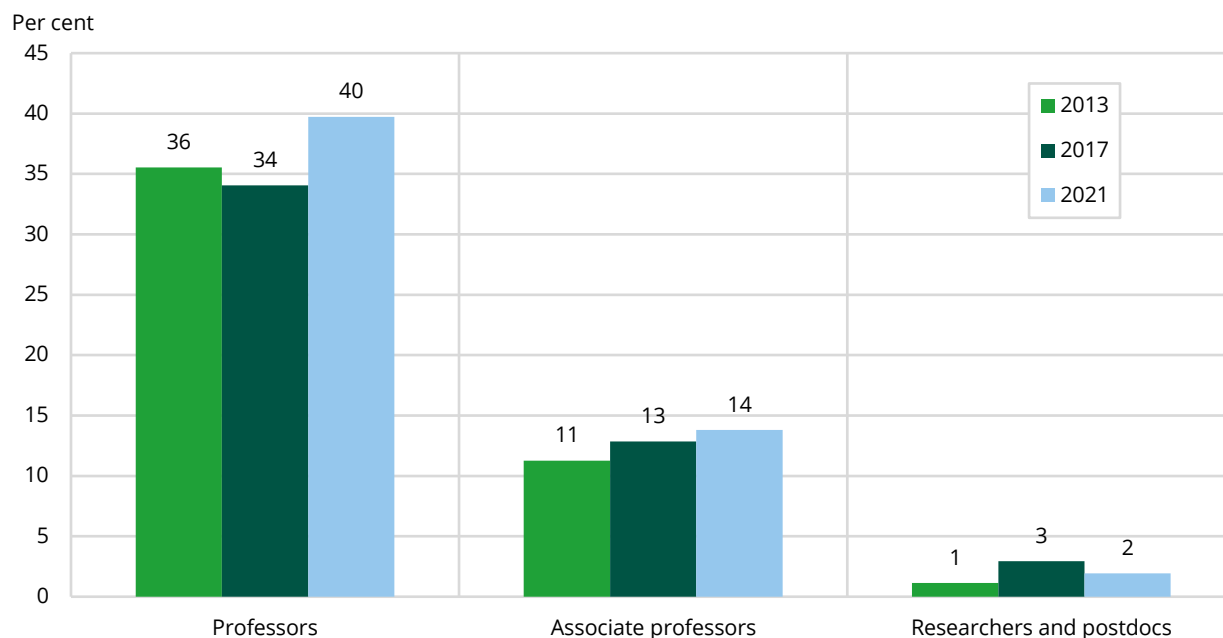
Figure 4.4 Average age of the researchers by academic position in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



Source: Statistics Norway

The official age of retirement is 67 years of age in Norway, in the government sector it is possible to work until you are 70 years if you have a special agreement with your employer. However, it is also possible to retire when you are 62 years. Figure 4.5 show that 40 per cent of the professors were over 62 years in 2021, a share that has increased from 36 per cent in 2013. The share of associate professors increased from 11 till 14 per cent in the period.

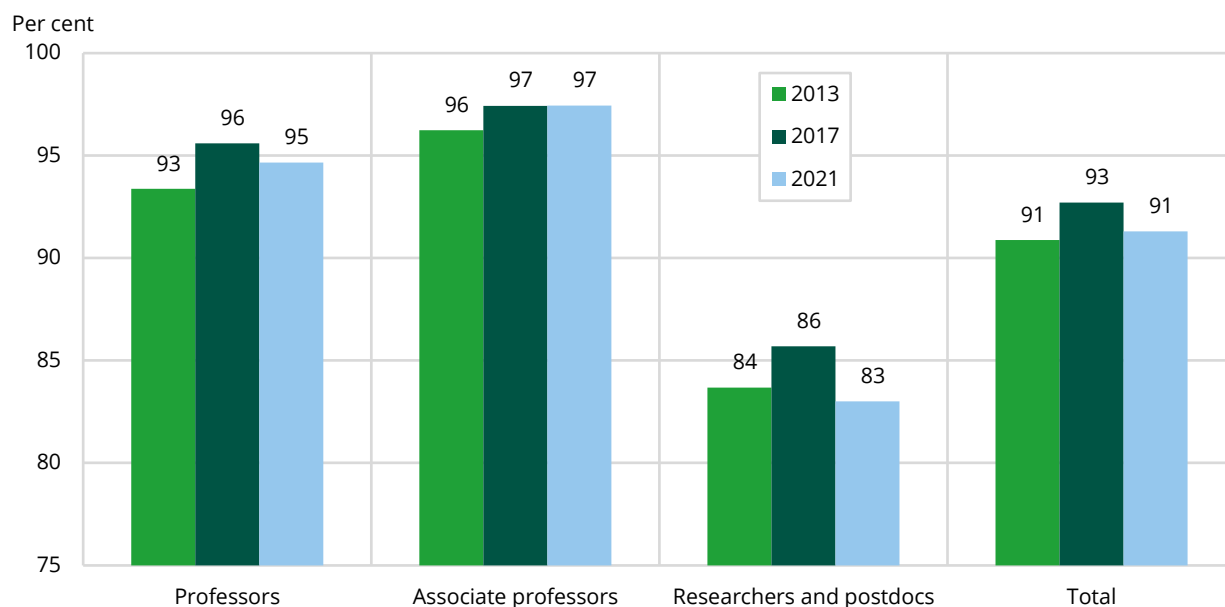
Figure 4.5 Share of researchers aged 62 years and older by academic position in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



Source: Statistics Norway

Among the evaluated higher education institutions almost all professors and associate professors had a PhD in 2021. Overall, the share of researchers with a PhD was 91 per cent, the same level as in 2013, down from 93 per cent in 2017. At professor level 95 per cent had a PhD and among associate professors 97 per cent had a PhD in 2021. Among researchers/postdocs the share with a PhD decreased from 86 per cent in 2017 till 83 per cent in 2021.

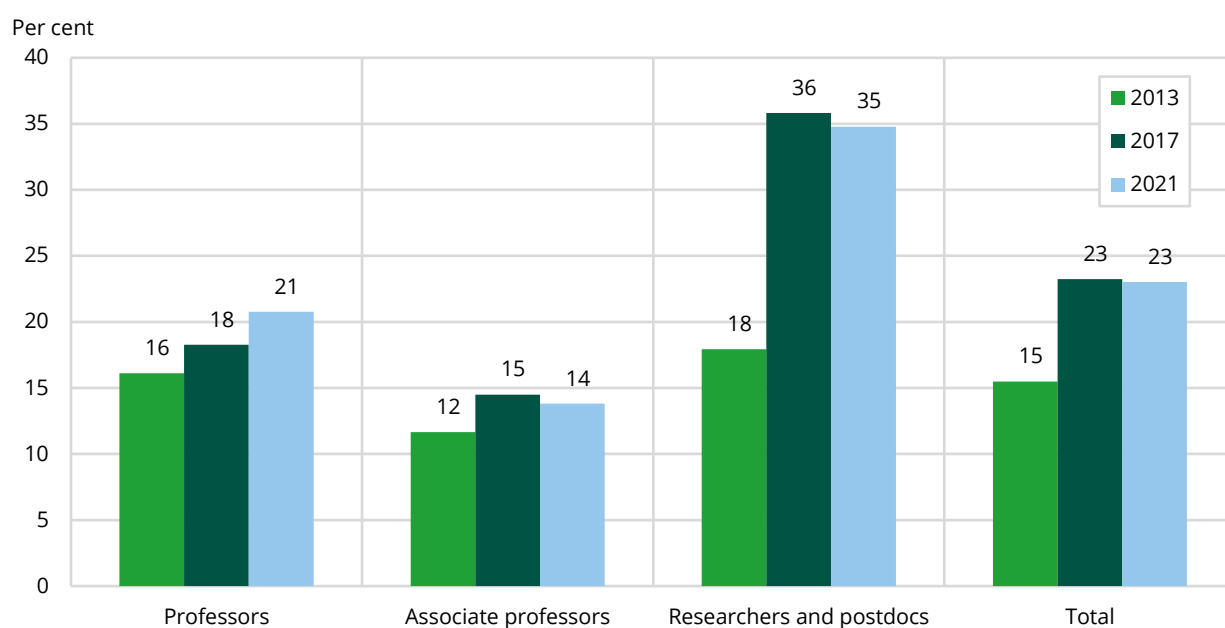
Figure 4.6 Share of researchers with PhD-degree by academic position in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



Source: Statistics Norway

Most of the foreign PhD-holders are foreign researchers. Based on this we assume that 23 per cent of all researchers among the evaluated higher education units were foreign researchers in 2021, up from 15 per cent in 2013 and the same as in 2017. The share with a foreign PhD was highest among researchers/postdocs at 35 per cent and it is within this group there has been the strongest increase from 18 per cent in 2013. Among professors 21 per cent were foreign researchers and 14 per cent among associate professors. As foreign PhD is used as an indicator for foreign citizenship, we are not able to estimate the share of foreign PhD students. From official statistics on awarded doctoral degrees, we know that 44 per cent were foreigners in 2021, within medical and health sciences the share was 26 per cent which is about the same level as among the evaluated higher education units.

Figure 4.7 Share of researchers with foreign PhD-degree by academic position in 2013, 2017 and 2021. Higher education units in the evaluation of medical and health sciences



Source: Statistics Norway

4.2. R&D personnel per higher education institution

In the following tables data for each of the higher education units included in the evaluation of medical and health sciences are presented. Some units present an institute or department, while others present a faculty. Tabel 3.1 shows the number of researchers in the evaluated units for 2013, 2017 and 2021. The growth from 2013 to 2021 at 35 per cent among evaluated units is the same as total growth in the number of researchers among all higher education institutions from 2013 till 2021.

Table 3.1 also show the unit's main field of R&D in 2021 based on the maximum classification area (see section 2.4). Most of the units in this evaluation is naturally within medical and health sciences, including nutrition and pharmacy. This goes for 30 of the 35 units. In addition there are units with R&D activity within social sciences (psychology and social work) and technology (biotechnology and unspecified technology).

Table 4.1 Researchers in units included in evaluation of medical and health sciences by main field of R&D. Higher education units. 2013, 2017, 2021

Institution, department (administrative unit)	Main field of R&D 2021	2013	2017	2021
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	Health sciences	30	45	79
Molde University College, Faculty of Health and Social Care	Health sciences	15	24	38
Nord University, Faculty of Nursing and Health Sciences	Health sciences	6	50	70
Norwegian School of Sport Sciences, Department of Physical Performance	Sport medicine	18	23	29
Norwegian School of Sport Sciences, Department of Sport Medicine	Sport medicine	25	29	31
NTNU, Department of Psychology	Psychology	60	84	92
NTNU, Faculty of Medicine and Health Sciences	Basic medical sciences	584	362	741
Oslo Metropolitan University, Faculty of Health Sciences	Health sciences	115	211	244
UiT The Arctic University of Norway, Department of Clinical Dentistry	Clinical odontology	22	22	19
UiT The Arctic University of Norway, Department of Clinical Medicine	Clinical medicine	55	68	79
UiT The Arctic University of Norway, Department of Community Medicine	Health sciences	75	80	88
UiT The Arctic University of Norway, Department of Health and Care Sciences	Health sciences	48	58	63
UiT The Arctic University of Norway, Department of Medical Biology	Basic medical sciences	91	95	94
UiT The Arctic University of Norway, Department of Pharmacy	Unspecified technology	42	43	50
UiT The Arctic University of Norway, Department of Psychology	Psychology	38	53	61
UiT The Arctic University of Norway, Department of Social Education	Social work	6	7	11
UiT The Arctic University of Norway, RKBU North	Unspecified social sciences	22	28	29
UiT The Arctic University of Norway, School of sport sciences	Sport medicine	10	13	20
University of Agder, Faculty of Health and Sport Sciences	Health sciences	39	72	111
University of Bergen, Department of Biomedicine	Basic medical sciences	110	98	102
University of Bergen, Department of Clinical Dentistry	Clinical odontology	44	49	54
University of Bergen, Department of Clinical Medicine	Clinical medicine	68	73	87
University of Bergen, Department of Clinical Science	Clinical medicine	136	161	148
University of Bergen, Department of Global Public Health and Primary Care	Health sciences	100	120	115
University of Bergen, Faculty of psychology	Psychology	139	160	189
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	Biotechnology		50	45
University of Oslo, Department of Psychology	Psychology	118	141	168
University of Oslo, Department of Pharmacy	General pharmacy	82	90	88
University of Oslo, Faculty of Dentistry	Basic medical sciences	108	106	96
University of Oslo, Institute of Basic Medical Sciences	Basic medical sciences	183	196	229
University of Oslo, Institute of Clinical Medicine	Clinical medicine	252	232	306
University of Oslo, Institute of Health and Society	Health sciences	127	164	154
University of Stavanger, Faculty of Health Sciences	Health sciences	37	52	92
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	Health sciences	77	134	154
Østfold University College, Faculty of Health Welfare and Organisation	General medicine	20	28	69
Total		2 902	3 221	4 045

Source: Statistics Norway

Table 3.2 presents the total number of researchers at the evaluated institutions by position group, some are evaluated by institute/department, others at faculty level. On average one third of the personnel were PhD-students among the evaluated units, ranging from 17 per cent at the Regional Centre for Child and Youth Mental Health and Child Welfare (RKBU North at /UiT The Arctic University of Norway) to over 50 per cent of the research staff at Department of Social Education (UiT The Arctic University of Norway). The highest share of full professors can be found at University of Bergen, Department of Clinical Dentistry, at 33 per cent as shown in Table 3.3.

Table 4.2 Number of researchers by academic positions and university department. Higher education units. 2021

Institution, department (administrative unit)	Profes- sors	Associate professors	Researchers and postdocs	PhD- students	Total
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	21	33	9	16	79
Molde University College, Faculty of Health and Social Care	8	19	2	9	38
NTNU, Department of Psychology	24	23	14	31	92
NTNU, Faculty of Medicine and Health Sciences	123	117	214	287	741
Nord University, Faculty of Nursing and Health Sciences	15	32	4	19	70
Norwegian School of Sport Sciences, Department of Physical Performance	7	5	9	8	29
Norwegian School of Sport Sciences, Department of Sport Medicine	9	2	4	16	31
Oslo Metropolitan University, Faculty of Health Sciences	43	109	17	75	244
UiT The Arctic University of Norway, Department of Clinical Dentistry	1	9	2	7	19
UiT The Arctic University of Norway, Department of Clinical Medicine	17	8	21	33	79
UiT The Arctic University of Norway, Department of Community Medicine	23	14	18	33	88
UiT The Arctic University of Norway, Department of Health and Care Sciences	13	25	5	20	63
UiT The Arctic University of Norway, Department of Medical Biology	20	15	25	34	94
UiT The Arctic University of Norway, Department of Pharmacy	6	10	14	20	50
UiT The Arctic University of Norway, Department of Psychology	15	19	10	17	61
UiT The Arctic University of Norway, Department of Social Education	2	3	0	6	11
UiT The Arctic University of Norway, RKBU North	6	9	9	5	29
UiT The Arctic University of Norway, School of sport sciences	4	3	3	10	20
University of Agder, Faculty of Health and Sport Sciences	27	37	9	38	111
University of Bergen, Department of Biomedicine	31	4	32	35	102
University of Bergen, Department of Clinical Dentistry	18	8	8	20	54
University of Bergen, Department of Clinical Medicine	22	7	19	39	87
University of Bergen, Department of Clinical Science	33	10	52	53	148
University of Bergen, Department of Global Public Health and Primary Care	33	20	23	39	115
University of Bergen, Faculty of psychology	54	68	22	45	189
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	1	0	30	14	45
University of Oslo, Department of Psychology	45	33	46	44	168
University of Oslo, Department of Pharmacy	22	9	16	41	88
University of Oslo, Faculty of Dentistry	24	23	10	39	96
University of Oslo, Institute of Basic Medical Sciences	37	23	103	66	229
University of Oslo, Institute of Clinical Medicine	40	13	152	101	306
University of Oslo, Institute of Health and Society	27	29	41	57	154
University of Stavanger, Faculty of Health Sciences	20	21	20	31	92
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	34	65	20	35	154
Østfold University College, Faculty of Health Welfare and Organisation	18	37	0	14	69
Total	843	862	983	1 357	4 045

Source: Statistics Norway

Table 4.3 Share of researchers by academic positions and university departments. Higher education units. 2021, per cent

Institution, department (administrative unit)	Professors	Associate professors	Researchers and postdocs	PhD-students
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	27	42	11	20
Molde University College, Faculty of Health and Social Care	21	50	5	24
NTNU, Department of Psychology	26	25	15	34
NTNU, Faculty of Medicine and Health Sciences	17	16	29	39
Nord University, Faculty of Nursing and Health Sciences	21	46	6	27
Norwegian School of Sport Sciences, Department of Physical Performance	24	17	31	28
Norwegian School of Sport Sciences, Department of Sport Medicine	29	6	13	52
Oslo Metropolitan University, Faculty of Health Sciences	18	45	7	31
UiT The Arctic University of Norway, Department of Clinical Dentistry	5	47	11	37
UiT The Arctic University of Norway, Department of Clinical Medicine	22	10	27	42
UiT The Arctic University of Norway, Department of Community Medicine	26	16	20	38
UiT The Arctic University of Norway, Department of Health and Care Sciences	21	40	8	32
UiT The Arctic University of Norway, Department of Medical Biology	21	16	27	36
UiT The Arctic University of Norway, Department of Pharmacy	12	20	28	40
UiT The Arctic University of Norway, Department of Psychology	25	31	16	28
UiT The Arctic University of Norway, Department of Social Education	18	27	-	55
UiT The Arctic University of Norway, RKB North	21	31	31	17
UiT The Arctic University of Norway, School of sport sciences	20	15	15	50
University of Agder, Faculty of Health and Sport Sciences	24	33	8	34
University of Bergen, Department of Biomedicine	30	4	31	34
University of Bergen, Department of Clinical Dentistry	33	15	15	37
University of Bergen, Department of Clinical Medicine	25	8	22	45
University of Bergen, Department of Clinical Science	22	7	35	36
University of Bergen, Department of Global Public Health and Primary Care	29	17	20	34
University of Bergen, Faculty of psychology	29	36	12	24
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	2	-	67	31
University of Oslo, Department of Psychology	27	20	27	26
University of Oslo, Department of Pharmacy	25	10	18	47
University of Oslo, Faculty of Dentistry	25	24	10	41
University of Oslo, Institute of Basic Medical Sciences	16	10	45	29
University of Oslo, Institute of Clinical Medicine	13	4	50	33
University of Oslo, Institute of Health and Society	18	19	27	37
University of Stavanger, Faculty of Health Sciences	22	23	22	34
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	22	42	13	23
Østfold University College, Faculty of Health Welfare and Organisation	26	54	-	20
Total	21	21	24	34

Source: Statistics Norway

Table 3.4 presents gender balance at the different institutions by share of female researchers among the different position groups. For the higher education sector in total, the share of women among full professors was 34 per cent in 2021. Within medical and health sciences the gender balance is more even with 49 per cent female full professors in the higher education sector in 2021. Among the units in the evaluation the share is slightly lower at 47 per cent.

For associate professors the share of women for the total higher education sector was 51 per cent and among the evaluated units it was 67 per cent. For medical and health sciences at national level the share of women among associate professors was 71 per cent.

Table 4.4 Share of female researchers by academic positions and university department. Higher education units. 2021, per cent

Institution, department (administrative unit)	Profes- sors	Associate professors	Researchers and postdocs	PhD- students	Total
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	43	49	78	75	56
Molde University College, Faculty of Health and Social Care	63	74	50	100	76
NTNU, Department of Psychology	33	65	64	74	60
NTNU, Faculty of Medicine and Health Sciences	42	74	57	67	61
Nord University, Faculty of Nursing and Health Sciences	60	72	100	90	76
Norwegian School of Sport Sciences, Department of Physical Performance	-	40	44	25	28
Norwegian School of Sport Sciences, Department of Sport Medicine	56	50	75	63	61
Oslo Metropolitan University, Faculty of Health Sciences	74	81	65	84	80
UiT The Arctic University of Norway, Department of Clinical Dentistry		44	50	71	53
UiT The Arctic University of Norway, Department of Clinical Medicine	35	50	38	61	48
UiT The Arctic University of Norway, Department of Community Medicine	65	71	67	79	72
UiT The Arctic University of Norway, Department of Health and Care Sciences	77	76	60	70	73
UiT The Arctic University of Norway, Department of Medical Biology	50	80	48	62	59
UiT The Arctic University of Norway, Department of Pharmacy	50	0	43	60	54
UiT The Arctic University of Norway, Department of Psychology	33	63	90	47	56
UiT The Arctic University of Norway, Department of Social Education	50	100		83	82
UiT The Arctic University of Norway, RKBU North	67	67	78	100	76
UiT The Arctic University of Norway, School of sport sciences	25			40	25
University of Agder, Faculty of Health and Sport Sciences	56	62	78	66	63
University of Bergen, Department of Biomedicine	32	25	41	63	45
University of Bergen, Department of Clinical Dentistry	56	63	13	55	50
University of Bergen, Department of Clinical Medicine	27	86	63	74	61
University of Bergen, Department of Clinical Science	42	50	71	76	65
University of Bergen, Department of Global Public Health and Primary Care	42	70	61	67	59
University of Bergen, Faculty of psychology	52	66	64	71	63
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	100		57	64	60
University of Oslo, Department of Psychology	36	46	52	82	54
University of Oslo, Department of Pharmacy	59	78	69	73	69
University of Oslo, Faculty of Dentistry	50	61	70	82	68
University of Oslo, Institute of Basic Medical Sciences	30	44	51	67	51
University of Oslo, Institute of Clinical Medicine	30	39	59	68	58
University of Oslo, Institute of Health and Society	48	52	66	60	58
University of Stavanger, Faculty of Health Sciences	80	81	75	84	80
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	59	79	85	91	78
Østfold University College, Faculty of Health Welfare and Organisation	61	62		79	65
Total	47	67	59	70	62

Source: Statistics Norway

Table 3.5 shows that in sum 92 per cent of the professors, associate professors and postdoc/researchers holds a PhD-degree in 2021. All these academic positions normally require a PhD nowadays, so the high share is somehow expected. For total R&D personnel in the Norwegian higher education sector, including PhD-students, in total the share is 50 per cent.

Table 4.5 Share of professors, associate professors, and postdoc/researchers with a PhD-degree. Higher education units. 2021, per cent

Institution, department (administrative unit)	Professors	Associate professors	Researchers and postdocs	Total
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	81	94	89	89
Molde University College, Faculty of Health and Social Care	75	84	-	76
NTNU, Department of Psychology	96	96	100	97
NTNU, Faculty of Medicine and Health Sciences	94	100	82	90
Nord University, Faculty of Nursing and Health Sciences	87	97	50	90
Norwegian School of Sport Sciences, Department of Physical Performance	100	100	100	100
Norwegian School of Sport Sciences, Department of Sport Medicine	100	100	100	100
Oslo Metropolitan University, Faculty of Health Sciences	93	98	65	94
UiT The Arctic University of Norway, Department of Clinical Dentistry	100	67	50	67
UiT The Arctic University of Norway, Department of Clinical Medicine	100	100	86	94
UiT The Arctic University of Norway, Department of Community Medicine	96	93	89	93
UiT The Arctic University of Norway, Department of Health and Care Sciences	77	96	80	88
UiT The Arctic University of Norway, Department of Medical Biology	100	100	96	98
UiT The Arctic University of Norway, Department of Pharmacy	100	100	86	93
UiT The Arctic University of Norway, Department of Psychology	100	100	80	96
UiT The Arctic University of Norway, Department of Social Education	100	100	-	100
UiT The Arctic University of Norway, RKBU North	100	100	11	67
UiT The Arctic University of Norway, School of sport sciences	50	67	100	70
University of Agder, Faculty of Health and Sport Sciences	78	100	100	92
University of Bergen, Department of Biomedicine	100	100	97	99
University of Bergen, Department of Clinical Dentistry	100	100	88	97
University of Bergen, Department of Clinical Medicine	100	100	79	92
University of Bergen, Department of Clinical Science	100	100	89	94
University of Bergen, Department of Global Public Health and Primary Care	100	100	78	93
University of Bergen, Faculty of psychology	100	97	77	97
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	100	-	90	90
University of Oslo, Department of Psychology	100	97	94	97
University of Oslo, Department of Pharmacy	100	100	75	92
University of Oslo, Faculty of Dentistry	100	100	90	98
University of Oslo, Institute of Basic Medical Sciences	97	100	81	87
University of Oslo, Institute of Clinical Medicine	98	100	82	86
University of Oslo, Institute of Health and Society	96	100	83	92
University of Stavanger, Faculty of Health Sciences	90	86	90	89
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	82	100	55	87
Østfold University College, Faculty of Health Welfare and Organisation	89	97	-	95
Total	95	97	83	92

Source: Statistics Norway

As mentioned above (Chapter 2.1) a foreign PhD-degree can be considered an indicator of foreign citizenship, since most of the researchers with a foreign PhD-degree, are foreigners. Among the evaluation units, 16 per cent of the research personnel had a foreign doctoral degree. This is just above the level for total higher education where 14 per cent have a foreign doctoral degree, but higher as within medical and health sciences in total at 8 per cent. Among professors working within the evaluated units, 21 per cent had a foreign doctoral degree, among postdocs the share was 36 per cent in 2021.

Table 4.6 Share of professors, associate professors, and postdoc/researchers with foreign PhD-degree. Higher education units. 2021, Per cent

Institution, department (administrative unit)	Profes- sors	Associate professors	Researchers and postdocs	Total
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	43	21	33	30
Molde University College, Faculty of Health and Social Care	13	11	-	10
NTNU, Department of Psychology	29	13	36	25
NTNU, Faculty of Medicine and Health Sciences	18	15	29	23
Nord University, Faculty of Nursing and Health Sciences	40	19	50	28
Norwegian School of Sport Sciences, Department of Physical Performance	29	20	22	24
Norwegian School of Sport Sciences, Department of Sport Medicine	11	-	-	7
Oslo Metropolitan University, Faculty of Health Sciences	7	12	18	11
UiT The Arctic University of Norway, Department of Clinical Dentistry	-	22	-	17
UiT The Arctic University of Norway, Department of Clinical Medicine	18	13	48	30
UiT The Arctic University of Norway, Department of Community Medicine	9	-	11	7
UiT The Arctic University of Norway, Department of Health and Care Sciences	23	4	-	9
UiT The Arctic University of Norway, Department of Medical Biology	15	7	32	20
UiT The Arctic University of Norway, Department of Pharmacy	17	10	64	37
UiT The Arctic University of Norway, Department of Psychology	33	47	30	39
UiT The Arctic University of Norway, Department of Social Education	-	-	-	-
UiT The Arctic University of Norway, RKBU North	-	-	-	-
UiT The Arctic University of Norway, School of sport sciences	-	-	67	20
University of Agder, Faculty of Health and Sport Sciences	15	8	11	11
University of Bergen, Department of Biomedicine	36	25	47	40
University of Bergen, Department of Clinical Dentistry	33	13	-	21
University of Bergen, Department of Clinical Medicine	18	-	26	19
University of Bergen, Department of Clinical Science	27	-	25	23
University of Bergen, Department of Global Public Health and Primary Care	3	-	17	7
University of Bergen, Faculty of psychology	17	13	41	14
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	100	-	83	84
University of Oslo, Department of Psychology	29	12	39	28
University of Oslo, Department of Pharmacy	9	22	19	15
University of Oslo, Faculty of Dentistry	17	4	40	16
University of Oslo, Institute of Basic Medical Sciences	27	22	51	41
University of Oslo, Institute of Clinical Medicine	18	15	43	37
University of Oslo, Institute of Health and Society	11	10	24	17
University of Stavanger, Faculty of Health Sciences	35	19	25	26
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	6	17	-	11
Østfold University College, Faculty of Health Welfare and Organisation	78	24	-	42
Total	21	14	35	16

Source: Statistics Norway

In the evaluation units the average age for full professors was 57.3 years, for associate professors it was 49.8 years and 39 years for researchers and postdocs. For the higher education sector in total, the corresponding figures were respectively 56.0, 47.8 and 44.7 years old. The R&D personnel in the evaluated units are younger than for the total of the higher education sector: They are around a year younger at the professor levels and for the group of researchers and postdocs about 6 years younger.

Table 4.7 Average age of researchers by professors, associate professors, researchers, and postdoc, and share of professors 62 years and older. Higher education units. 2021

Institution, department (administrative unit)	Profes- sors	Associate professors	Researchers and postdocs	Share of full professors 62 years and older
Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences	58	55	46	43
Molde University College, Faculty of Health and Social Care	59	54	63	38
NTNU, Department of Psychology	55	46	40	29
NTNU, Faculty of Medicine and Health Sciences	59	49	40	46
Nord University, Faculty of Nursing and Health Sciences	59	50	49	53
Norwegian School of Sport Sciences, Department of Physical Performance	50	45	37	29
Norwegian School of Sport Sciences, Department of Sport Medicine	60	48	43	33
Oslo Metropolitan University, Faculty of Health Sciences	59	53	48	49
UiT The Arctic University of Norway, Department of Clinical Dentistry	65	49	43	100
UiT The Arctic University of Norway, Department of Clinical Medicine	58	52	41	41
UiT The Arctic University of Norway, Department of Community Medicine	58	51	45	35
UiT The Arctic University of Norway, Department of Health and Care Sciences	57	54	45	31
UiT The Arctic University of Norway, Department of Medical Biology	60	48	39	50
UiT The Arctic University of Norway, Department of Pharmacy	51	46	39	0
UiT The Arctic University of Norway, Department of Psychology	54	45	36	27
UiT The Arctic University of Norway, Department of Social Education	57	56		50
UiT The Arctic University of Norway, RKBU North	52	45	52	17
UiT The Arctic University of Norway, School of sport sciences	55	54	40	50
University of Agder, Faculty of Health and Sport Sciences	56	48	45	26
University of Bergen, Department of Biomedicine	59	49	38	39
University of Bergen, Department of Clinical Dentistry	60	50	39	56
University of Bergen, Department of Clinical Medicine	59	47	38	50
University of Bergen, Department of Clinical Science	55	49	39	33
University of Bergen, Department of Global Public Health and Primary Care	58	51	41	48
University of Bergen, Faculty of psychology	56	47	40	13
University of Oslo, Centre for Molecular Medicine Norway (NCMM)	55		38	0
University of Oslo, Department of Psychology	53	49	35	24
University of Oslo, Department of Pharmacy	57	48	35	36
University of Oslo, Faculty of Dentistry	60	53	42	54
University of Oslo, Institute of Basic Medical Sciences	57	45	36	24
University of Oslo, Institute of Clinical Medicine	59	49	37	40
University of Oslo, Institute of Health and Society	60	50	42	44
University of Stavanger, Faculty of Health Sciences	58	52	42	50
Western Norway University of Applied Sciences, Faculty of Health and Social Sciences	59	52	50	53
Østfold University College, Faculty of Health Welfare and Organisation	57	49		33
Total	57	50	39	40

Source: Statistics Norway

5. R&D personnel in the health trusts

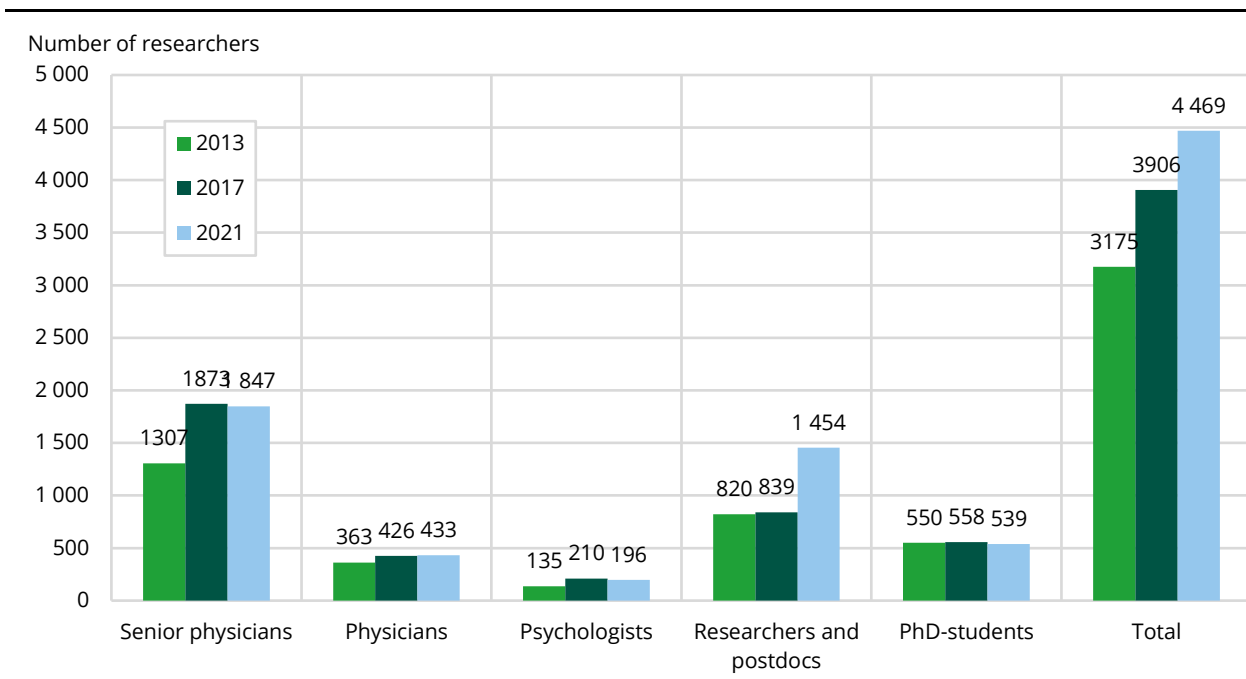
In R&D statistics, the R&D activity within health trusts is divided in the higher education sector (health trusts with university hospital services) and the institute sector (health trusts not conducting education and private non-profit hospitals). This part of the report presents total R&D personnel statistics for all units in the health trusts.⁴ The first figures and tables contain aggregated data and summary tables for all health trust units included in the evaluation. Then statistics for each unit are presented.

5.1. Overall R&D personnel figures in health trusts

R&D personnel or researchers within the evaluated the health trusts included almost 4 500 people in 2021. From 2013 there was an increase in in the number of researchers of over 40 per cent. The increase was larger from 2013 to 2017 than from 2017 to 2021, as shown in Figure 5.1.

In total there were about 1,850 senior physicians, 433 physicians, almost 200 psychologists near 1,500 researchers/postdocs, and about 540 PhD students working at health trust units included in the evaluation. In general, the number of senior physicians had the largest increase from 2013 to 2017, while the group of researchers/postdocs had the largest increase from 2017 to 2021. We will look closer at where this growth has taken place when we present more detailed tables below.

Figure 5.1 Total number of researchers in the health trusts by academic positions in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences



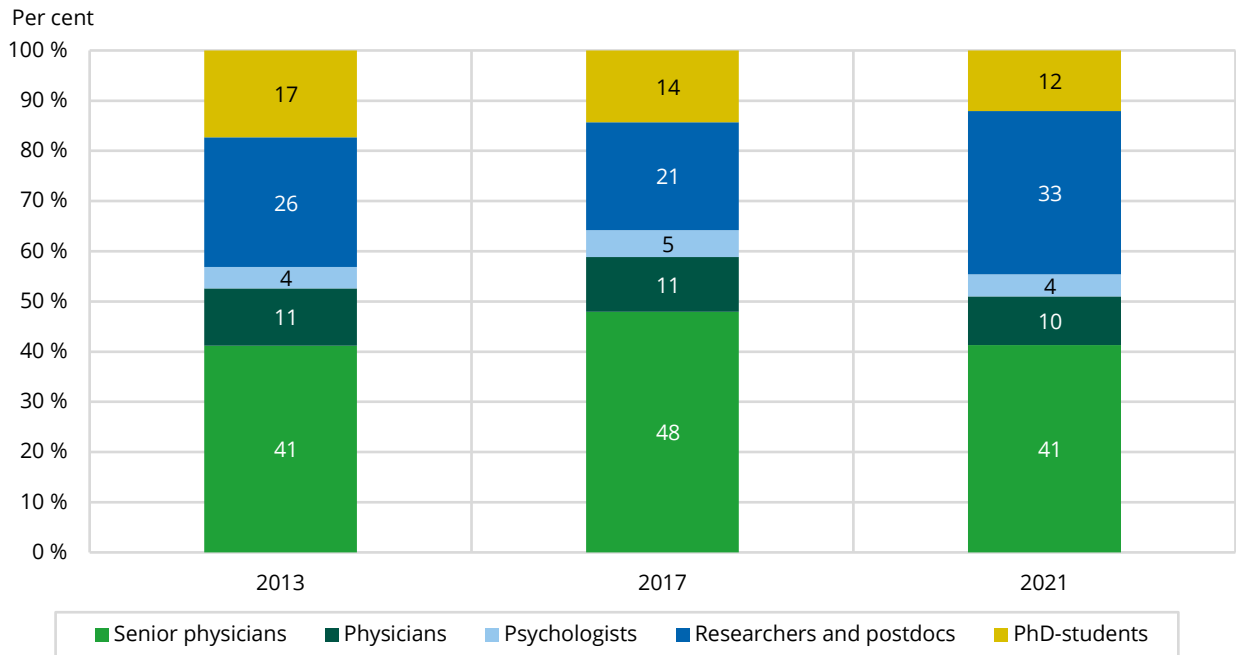
Source: Statistics Norway

The share of position groups varies among the evaluated units as shown in Figure 5.2. The senior physicians have been the largest group in all three years and constitutes 41 per cent in 2021. The group of researchers/postdocs has increased most and make up a third of all researchers in 2021.

⁴ Some researchers have positions that are shared between universities and university hospitals. In our register of research personnel individuals with shared positions are allocated to the institution where they have the highest position share.

Physicians account for about 10 per cent for all the years. The share of PhD students has declined from 17 to 12 per cent in the period. The smallest group are the psychologist at about 4–5 per cent.

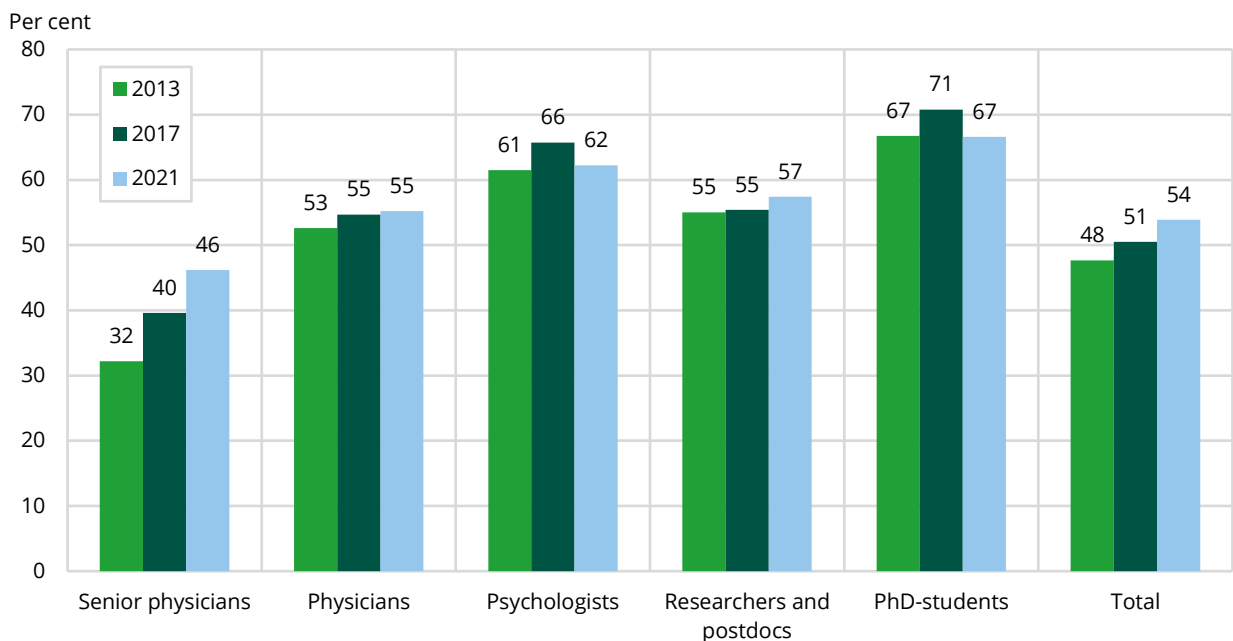
Figure 5.2 Share of researchers by academic positions at health trusts in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences.



Source: Statistics Norway

Overall, there were 54 per cent female researchers within the health trusts in 2021, up from 48 per cent in 2013 (Figure 5.3). As we have seen the numbers for the higher education institutions, the share of female researchers was even higher at 62 per cent.

Figure 5.3 Share of female researchers by academic position at health trusts in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences

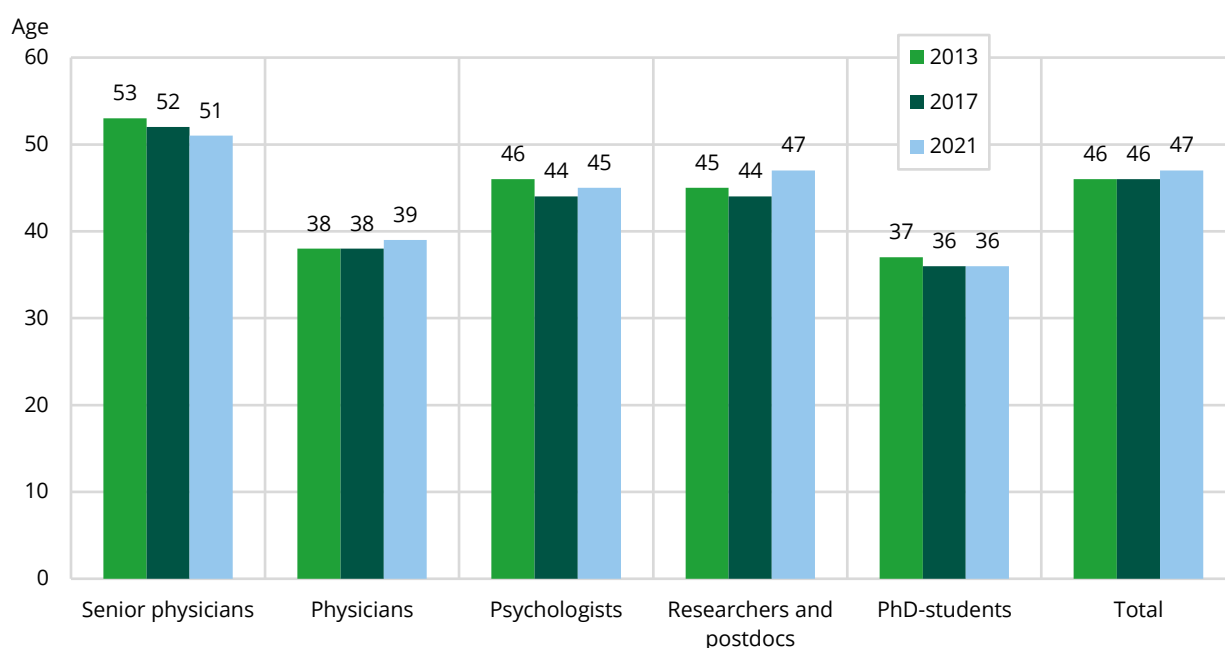


Source: Statistics Norway

The gender balance varies among the research groups. The highest percentage of female researchers we find among PhD students at 67 per cent in 2021, the same level as in 2013 and down from 71 per cent in 2017. Among psychologists there is also a high share at 62 per cent, the share shows some variation between the years, but this is a small group. At the highest position level, among senior physicians, we find the strongest increase in the share of female researchers from 32 per cent in 2013 to 46 per cent in 2021. Among physicians and researchers/postdocs there is also a majority of women in all evaluation years.

Among health thrust (in this evaluation) the average age was 47 years in 2021 up from 46 years in previous years (Figure 5.4). Naturally the PhD students is the youngest group at 36 years in average in 2021, but also the physicians have a quite low average age at 39 years. Senior physician was the oldest group at 51 years in 2021, here the average age has declined from 53 years in 2013.

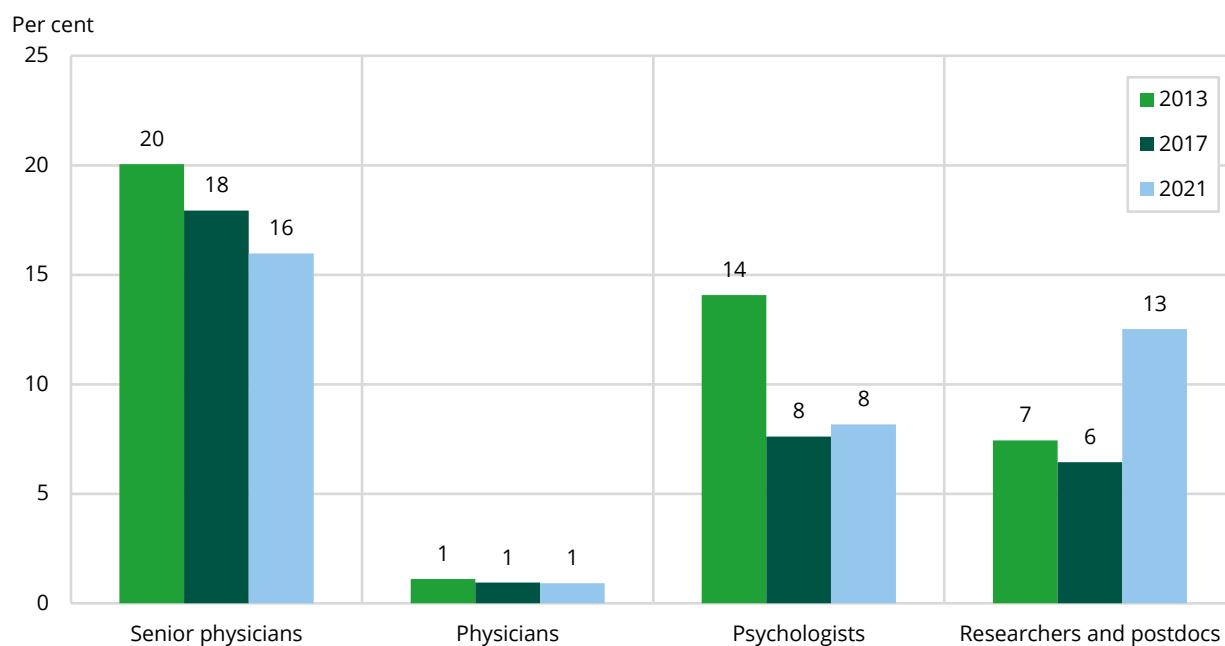
Figure 5.4 Average age of the researchers by academic position at health trusts in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences



Source: Statistics Norway

As described in Chapter 4.1 the general retirement age is 67 years in Norway. However, it is possible to retire at 62 years. In total 500 researchers at the evaluated health thrusts were 62 years and older in 2021. Figure 5.5 show the share of researchers at 62 years and older. For senior physicians the share has declined from 20 to 16 per cent from 2013 to 2021. Only one per cent of physicians belong to this group. For the psychologists the share of researchers at 62 years and older has declined from 14 to 8 per cent over the evaluation years, and it has increased from 7 to 13 per cent for researchers/postdocs.

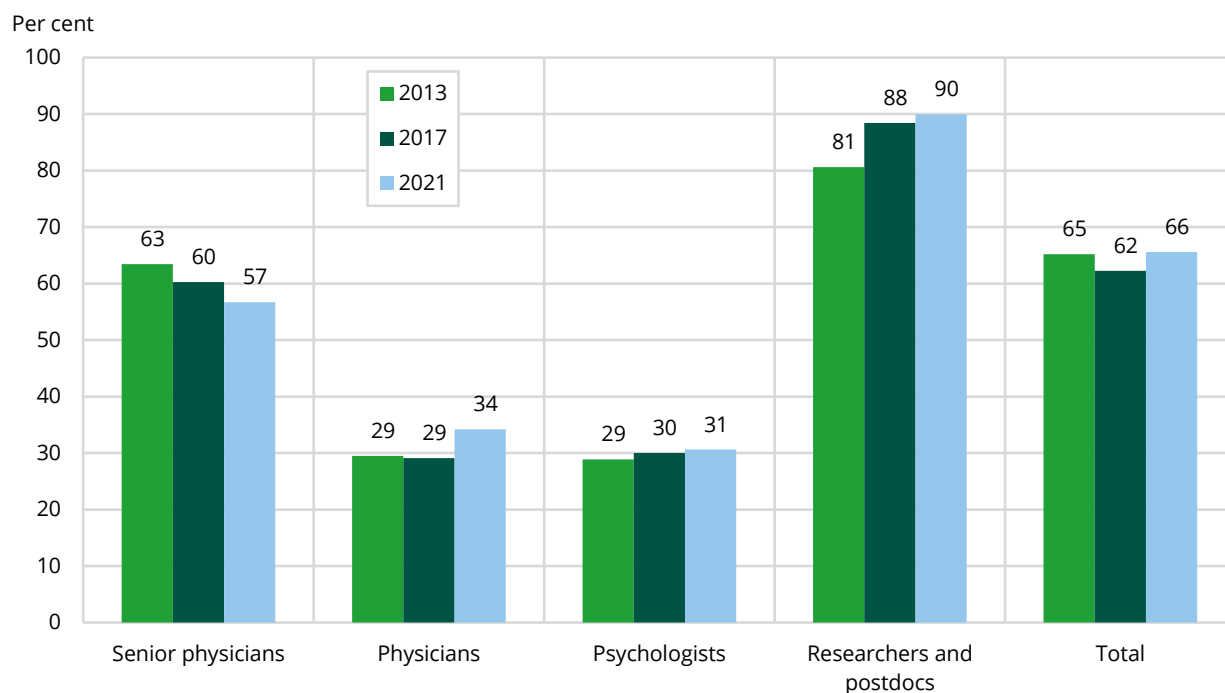
Figure 5.5 Share of researchers aged 62 years and older by academic position at health trusts in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences



Source: Statistics Norway

Figure 5.6 show the PhD-density among the evaluated health trust units. In 2021 a total of 66 per cent of the researchers had a PhD. The share is highest among researchers/postdocs at 90 per cent, while only around a third of physicians and psychologists had a PhD in 2021. The share of senior physicians with a PhD declined from 63 to 57 per cent over the evaluation years.

Figure 5.6 Share of researchers with PhD-degree by academic position at health trusts in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences

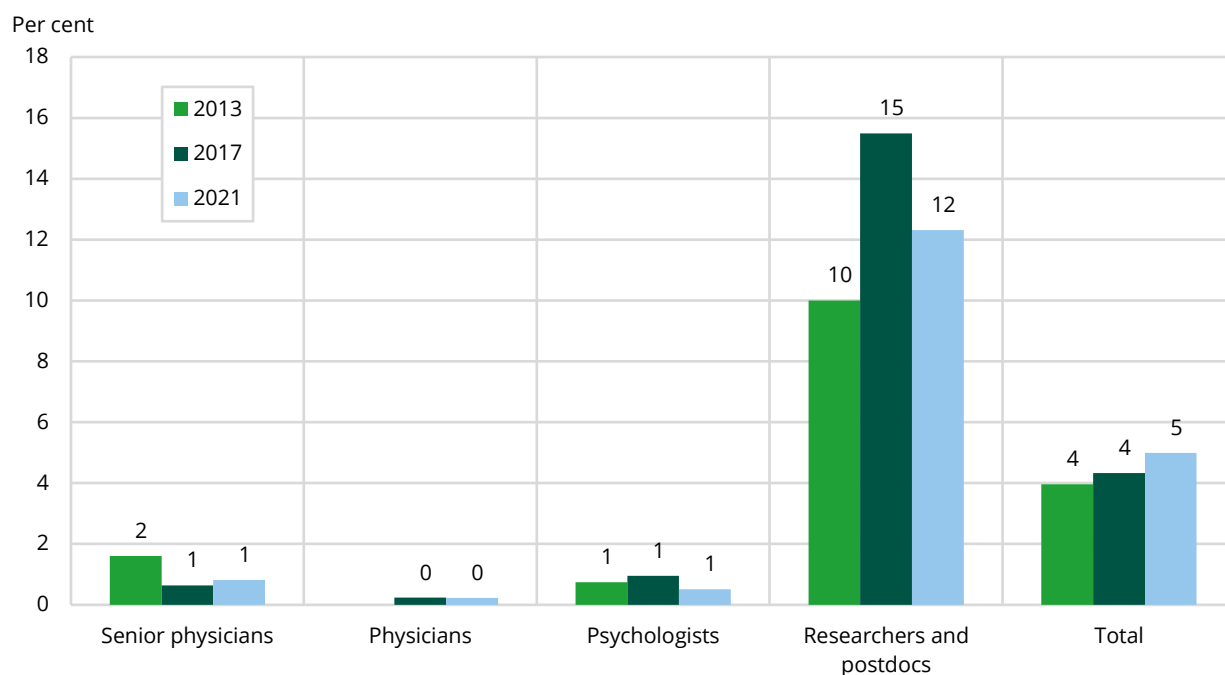


Source: Statistics Norway

Based on the assumption that a foreign PhD degree indicate that the researcher is foreign, the share of foreign researchers was 5 per cent in 2021. This corresponds to a total of about 180 foreign PhD-holders in 2021. The share is low compared to higher education institutions at 23 per cent in the same year.

Researchers/postdocs had the highest share of foreign PhD-degrees in 2021 at 12 per cent, down from 15 per cent in 2017.

Figure 5.7 Share of researchers with foreign PhD-degree at health trusts by academic position in 2013, 2017 and 2021. Health trust units in the evaluation of medical and health sciences



Source: Statistics Norway

5.2. R&D personnel per health trust units

In the following Tables 5.1–5.6 data for each of the health trust units included in the evaluation of medical and health sciences. Table 5.1 show the number of researchers by position group and the 27 evaluated health trust units. Some health trusts have signed up the whole health trust (i.e. Bergen Hospital Trust, St. Olav's University Hospital, University Hospital of North Norway, Stavanger Hospital Trust, and Akershus University Hospital), while others have signed up several subunits, among these Oslo University hospital (OUS) is the largest unit, and it is within units at this hospital we find the largest increase in the period.

Hence, the number of the R&D personnel/researchers varies a lot between the assigned units; from 11 people both at Modum Bad and the Division of Prehospital Services at Oslo University Hospital to 833 at Bergen Hospital Trust. The average size of the units in 2021 is 166 researchers.

Table 5.1 Number of researchers by academic position. Health trust units in 2021

Health trust (administrative unit)	Senior physicians	Physicians	Psycho- logists	Researchers and postdocs	PhD- students	Total
Akershus University Hospital	114	30	17	72	34	267
Bergen Hospital Trust	461	47	39	213	73	833
Diakonhjemmet Hospital	28	6	27	41	25	127
Førde Hospital Trust	19	7	4	5	3	38
Lovisenberg Diakonale Hospital	5	7	7	19	2	40
Martina Hansens Hospital	13	2	0	1	0	16
Modum Bad	0	0	3	2	6	11
Møre og Romsdal Hospital Trust	22	3	2	5	3	35
Oslo University Hospital, Division of Mental Health and Addiction	30	8	29	47	17	131
Oslo University Hospital, Division of Cancer Medicine	56	6	2	215	71	350
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases	44	9	0	34	23	110
Oslo University Hospital, Division of Emergencies and Critical Care	44	3	2	22	24	95
Oslo University Hospital, Division of Gynecology and Obstetrics	12	5	0	27	14	58
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery	28	6	0	14	8	56
Oslo University Hospital, Division of Laboratory Medicine	75	26	0	227	32	360
Oslo University Hospital, Division of Medicine	51	16	0	44	23	134
Oslo University Hospital, Division of Neuroscience	97	25	7	42	33	204
Oslo University Hospital, Division of Orthopedic Surgery	41	3	0	14	1	59
Oslo University Hospital, Division of Paediatric and Adolescent Medicine	47	8	10	45	26	136
Oslo University Hospital, Division of Prehospital Services	9	0	0	0	2	11
Oslo University Hospital, Division of Radiology and Nuclear Medicine	76	6	0	50	12	144
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation	66	20	0	40	21	147
Oslo University Hospital, Division of Technology and Innovation	4	0	0	25	12	41
St. Olav's University Hospital	284	101	23	83	4	495
Stavanger Hospital Trust	84	51	9	60	27	231
Sunnaas Rehabilitation Hospital	8	0	6	13	12	39
University Hospital of North Norway	129	38	9	94	31	301
Total	1 847	433	196	1 454	539	4 469

Source: Statistics Norway

Table 5.2 show the relative share of different position groups of the evaluation, and we see a large variety. At Martina Hansens Hospital, Division of Orthopaedic Surgery (OUS), and St. Olavs University Hospital have the smallest share of PhD students at 0–2 per cent. The highest share of senior physicians is at Martina Hansens Hospital and Division of Prehospital Services (OUS) at over 80 per cent. High shares of psychologist can be found at Modum Bad, Division of Mental Health and Addiction (OUS), and Diakonhjemmet Hospital all with more than 20 per cent of their total number of researchers. Several units within Oslo University Hospital have high shares of researchers/postdocs, these contributes to the overall growth within this group as seen in Figure 5.1.

Table 5.2 Share of researchers by academic position. Health trust units in 2021, per cent

Health trust (administrative unit)	Senior physicians	Physicians	Psycho- logists	Researchers and postdocs	PhD- students
Akershus University Hospital	43	11	6	27	13
Bergen Hospital Trust	55	6	5	26	9
Diakonhjemmet Hospital	22	5	21	32	20
Førde Hospital Trust	50	18	11	13	8
Lovisenberg Diakonale Hospital	13	18	18	48	5
Martina Hansens Hospital	81	13		6	-
Modum Bad	-	-	27	18	55
Møre og Romsdal Hospital Trust	63	9	6	14	9
Oslo University Hospital, Division of Mental Health and Addiction	23	6	22	36	13
Oslo University Hospital, Division of Cancer Medicine	16	2	1	61	20
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases	40	8		31	21
Oslo University Hospital, Division of Emergencies and Critical Care	46	3	2	23	25
Oslo University Hospital, Division of Gynecology and Obstetrics	21	9		47	24
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery	50	11		25	14
Oslo University Hospital, Division of Laboratory Medicine	21	7		63	9
Oslo University Hospital, Division of Medicine	38	12		33	17
Oslo University Hospital, Division of Neuroscience	48	12	3	21	16
Oslo University Hospital, Division of Orthopedic Surgery	69	5		24	2
Oslo University Hospital, Division of Paediatric and Adolescent Medicine	35	6	7	33	19
Oslo University Hospital, Division of Prehospital Services	82				18
Oslo University Hospital, Division of Radiology and Nuclear Medicine	53	4		35	8
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation	45	14		27	14
Oslo University Hospital, Division of Technology and Innovation	10			61	29
St. Olav's University Hospital	57	20	5	17	1
Stavanger Hospital Trust	36	22	4	26	12
Sunnaas Rehabilitation Hospital	21	-	15	33	31
University Hospital of North Norway	43	13	3	31	10
Total	41	10	4	33	12

Source: Statistics Norway

Table 5.3 presents gender balance at the different institutions by share of female researchers among the different position groups. Overall, the share of female researchers varies between 17 per cent at the Division of Technology and Innovation (OUS) to 85 per cent at Division of Gynecology and Obstetrics (OUS). As seen in Figure 5.3 the female share is particular high among PhD students in two units: Division of Gynecology and Obstetrics (OUS) and at St. Olav's University Hospital alle PhD students are female.

Table 5.3 Share of female researchers by academic position. Health trust units in 2021

Health trust (administrative unit)	Senior physicians	Physicians	Psycho- logists	Researchers and postdocs	PhD- students	Total
Akershus University Hospital	36	60	53	60	71	51
Bergen Hospital Trust	49	51	59	57	63	53
Diakonhjemmet Hospital	46	67	67	68	64	62
Førde Hospital Trust	21	43	75	40	67	37
Lovisenberg Diakonale Hospital	0	43	57	74	50	55
Martina Hansens Hospital	31	100	-	100	-	44
Modum Bad	-	-	-	50	67	46
Møre og Romsdal Hospital Trust	41	33	-	40	67	40
Oslo University Hospital, Division of Mental Health and Addiction	70	50	66	62	82	66
Oslo University Hospital, Division of Cancer Medicine	61	33	100	65	62	63
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases	14	22	-	35	65	32
Oslo University Hospital, Division of Emergencies and Critical Care	30	100	50	46	71	46
Oslo University Hospital, Division of Gynecology and Obstetrics	67	80	-	85	100	85
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery	29	50	-	43	50	38
Oslo University Hospital, Division of Laboratory Medicine	68	77	-	54	75	61
Oslo University Hospital, Division of Medicine	39	63	-	61	61	53
Oslo University Hospital, Division of Neuroscience	44	40	57	62	58	50
Oslo University Hospital, Division of Orthopaedic Surgery	29	33	-	43	0	32
Oslo University Hospital, Division of Paediatric and Adolescent Medicine	70	88	90	49	92	70
Oslo University Hospital, Division of Prehospital Services	0	-	-	-	50	9
Oslo University Hospital, Division of Radiology and Nuclear Medicine	68	33	-	38	50	55
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation	32	30	-	48	67	41
Oslo University Hospital, Division of Technology and Innovation	0	-	-	12	33	17
St. Olav's University Hospital	47	57	74	69	100	55
Stavanger Hospital Trust	39	51	33	72	59	52
Sunnaas Rehabilitation Hospital	75	-	67	92	83	82
University Hospital of North Norway	49	68	67	50	65	54
Total	46	55	62	57	67	54

Source: Statistics Norway

Table 5.4 is showing that 57 per cent of the R&D personnel holds a PhD-degree. We have seen in Figure 4.6 that for the higher education institution this share was higher at 91 per cent, the lower share of PhD holders among health trust physicians and psychologists contributes to the lower overall share among health trusts. For senior physicians the share of PhD-holders is also relatively low at 57 per cent, while researchers/postdocs have a high PhD-density at 90 per cent on average. It is not unexpected that researchers and postdocs and university staff are having a higher PhD-density than physicians, since the research intensity is higher among these positions. For the health trusts research is one of the four main tasks of hospital trusts. The three other main tasks are to ensure good treatment, education and training of patients and relatives.

Table 5.4 Share of academic positions with a PhD-degree. Health trust units in 2021

Health trust (administrative unit)	Senior physicians	Physicians	Psycho- logists	Researchers and postdocs	Total
Akershus University Hospital	53	27	18	93	59
Bergen Hospital Trust	50	21	28	79	55
Diakonhjemmet Hospital	46	83	7	95	58
Førde Hospital Trust	16	14	25	80	26
Lovisenberg Diakonale Hospital	60	-	57	68	53
Martina Hansens Hospital	62	-	-	100	56
Modum Bad	-	-	67	100	80
Møre og Romsdal Hospital Trust	41	33	-	100	47
Oslo University Hospital, Division of Mental Health and Addiction	43	38	45	100	67
Oslo University Hospital, Division of Cancer Medicine	79	33	-	97	91
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases	80	44	-	91	81
Oslo University Hospital, Division of Emergencies and Critical Care	64	33	-	96	70
Oslo University Hospital, Division of Gynaecology and Obstetrics	50	-	-	100	75
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery	64	17	-	86	65
Oslo University Hospital, Division of Laboratory Medicine	51	31	-	95	80
Oslo University Hospital, Division of Medicine	80	50	-	91	80
Oslo University Hospital, Division of Neuroscience	65	32	29	91	65
Oslo University Hospital, Division of Orthopaedic Surgery	51	33	-	93	60
Oslo University Hospital, Division of Paediatric and Adolescent Medicine	70	25	40	98	76
Oslo University Hospital, Division of Prehospital Services	67	-	-	-	67
Oslo University Hospital, Division of Radiology and Nuclear Medicine	26	17	-	74	44
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation	71	65	-	93	77
Oslo University Hospital, Division of Technology and Innovation	50	-	-	88	83
St. Olav's University Hospital	60	41	39	84	59
Stavanger Hospital Trust	57	31	44	90	60
Sunnaas Rehabilitation Hospital	38	-	33	92	63
University Hospital of North Norway	64	37	33	85	67
Total	57	34	31	90	57

Source: Statistics Norway

As mentioned above a foreign PhD-degree is an indicator of foreign citizenship. Among the evaluated health trust units 5 per cent of the research personnel have a foreign PhD and are most likely foreign citizens most of them are in the group of researchers/postdocs.

Table 5.5 Share of academic positions with foreign PhD-degree. Health trust units in 2021

Health trust (administrative unit)	Senior physicians	Physicians	Psycho- logists	Researchers and postdocs	Total
Akershus University Hospital	3	-	-	18	7
Bergen Hospital Trust	0	-	-	4	1
Diakonhjemmet Hospital	-	-	-	5	2
Førde Hospital Trust	-	-	-	-	-
Lovisenberg Diakonale Hospital	-	-	-	16	8
Martina Hansens Hospital	-	-	-	-	-
Modum Bad	-	-	-	-	-
Møre og Romsdal Hospital Trust	-	-	-	20	3
Oslo University Hospital, Division of Mental Health and Addiction	-	-	-	11	4
Oslo University Hospital, Division of Cancer Medicine	-	-	-	20	15
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases	2	-	-	12	6
Oslo University Hospital, Division of Emergencies and Critical Care	-	-	-	5	1
Oslo University Hospital, Division of Gynaecology and Obstetrics	-	-	-	11	7
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery	4	-	-	7	4
Oslo University Hospital, Division of Laboratory Medicine	-	-	-	21	15
Oslo University Hospital, Division of Medicine	-	-	-	9	4
Oslo University Hospital, Division of Neuroscience	1	-	-	12	4
Oslo University Hospital, Division of Orthopaedic Surgery	2	-	-	-	2
Oslo University Hospital, Division of Paediatric and Adolescent Medicine	-	-	-	9	4
Oslo University Hospital, Division of Prehospital Services	-	-	-	-	-
Oslo University Hospital, Division of Radiology and Nuclear Medicine	-	-	-	16	6
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation	-	-	-	20	6
Oslo University Hospital, Division of Technology and Innovation	-	-	-	-	-
St. Olav's University Hospital	1	-	-	5	1
Stavanger Hospital Trust	1	2	11	5	3
Sunnaas Rehabilitation Hospital	-	-	-	8	4
University Hospital of North Norway	2	-	-	10	4
Total	1	0	1	12	5

Source: Statistics Norway

Table 5.6 present average age among different positions for the evaluated health trust units. Senior physicians are on average 51 years old, differing from 48 years at Førde Hospital and Division of Technology and innovation (OUS) to 56 years at Lovisenberg Diakonale Hospital. In average the group of researchers/postdocs were about the same age as senior physicians at 50 years.

Table 5.6 Average age of researchers by academic position and share of senior physicians 62 years and older. Health trust units in 2021

Health trust (administrative unit)	Senior physicians	Physicians	Psychologists	Researchers and postdocs	Share of senior physicians over 62
Akershus University Hospital	50	38	43	47	12
Bergen Hospital Trust	51	37	45	46	14
Diakonhjemmet Hospital	51	41	44	45	11
Førde Hospital Trust	48	37	39	47	5
Lovisenberg Diakonale Hospital	56	42	41	46	40
Martina Hansens Hospital	52	45		64	8
Modum Bad			52	57	
Møre og Romsdal Hospital Trust	49	39	35	55	5
Oslo University Hospital, Division of Mental Health and Addiction	52	37	47	48	13
Oslo University Hospital, Division of Cancer Medicine	50	36	37	46	9
Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases	55	38		48	32
Oslo University Hospital, Division of Emergencies and Critical Care	55	42	38	52	27
Oslo University Hospital, Division of Gynaecology and Obstetrics	48	38		49	8
Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery	49	35		49	11
Oslo University Hospital, Division of Laboratory Medicine	50	38		47	17
Oslo University Hospital, Division of Medicine	52	38		53	24
Oslo University Hospital, Division of Neuroscience	52	37	49	49	19
Oslo University Hospital, Division of Orthopaedic Surgery	52	42		56	22
Oslo University Hospital, Division of Paediatric and Adolescent Medicine	52	39	48	51	17
Oslo University Hospital, Division of Prehospital Services	50				11
Oslo University Hospital, Division of Radiology and Nuclear Medicine	49	36		45	11
Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation	52	40		46	18
Oslo University Hospital, Division of Technology and Innovation	48			47	0
St. Olav's University Hospital	52	40	50	49	18
Stavanger Hospital Trust	52	41	47	49	21
Sunnaas Rehabilitation Hospital	54		40	56	0
University Hospital of North Norway	53	37	45	46	15
Total	51	39	44	50	16

Source: Statistics Norway

6. R&D personnel in the research institutes

In this evaluation of medical and health sciences, the following five research institutes from the Norwegian institute sector are included:

- Cancer Registry of Norway
- NORCE Norwegian Research Centre - Health
- Norwegian Institute of Public Health
- RBUP East and South (Region Centre for children and young people's mental health)
- STAMI The National Institute of Occupational Health in Norway

In this part of the report, the personnel statistics of these research institutes will be presented aggregated for the group of institutes (Table 6.1-6.3) and for each institute separately (Table 6.4-6.8). The presented indicators are the same as for groups of higher education institutions and health trusts, except that for the research institutes we will present the researchers in one group only, as the research institutes do not have a standard classification of research positions.

6.1. R&D personnel in research institutes (institute sector)

In 2021, about 700 researchers were employed at the five research institutes included in the evaluation of medical and health sciences. There has been a growth of 100 researchers since 2013, after a dip to 575 in 2017. Almost all the growth since 2013 has taken place at the Norwegian Institute of Public Health, for the other institutes there has only been small changes in the number of researchers, except for the RBUP East and South where the number of researchers were almost halved from 2013 to 2021.

Like the higher education and health trust units, there was a high proportion of women in the research staff at 63 per cent in total for the research institutes in 2021. The lowest share of women we find at STAMI The National Institute of Occupational Health in Norway with 54 per cent and the highest share at the Cancer registry of Norway at 70 per cent in 2021. For the institute sector in total there were 51 per cent men and 49 per cent women in the same year.

Figure 6.1 Number of researchers and share of female researchers. Research institutes in 2013, 2017 and 2021

Institute	Number of researchers			Share of female researchers		
	2013	2017	2021	2013	2017	2021
Cancer Registry of Norway	88	97	94	74 %	73 %	70 %
NORCE Norwegian Research Centre - Health	47	50	53	64 %	72 %	64 %
Norwegian Institute of Public Health	363	353	465	65 %	63 %	62 %
RBUP East and South	34	22	18	71 %	64 %	61 %
STAMI The National Institute of Occupational Health in Norway	69	53	68	38 %	49 %	54 %
Total	601	575	698	64 %	65 %	63 %

Source: Statistics Norway

Table 6.2 show the share of researchers with a PhD-degree and the share with a foreign PhD-degree, for each institute and the average number. In average 72 per cent of all researchers are doctoral degree holders. The intensity of PhD-degrees has increased especially since 2013, when 54 per cent of the researchers had a PhD-degree.

Since researchers with foreign PhD-degrees are most likely foreigners, so this indicator is also an indicator of foreign researchers. Among the research institutes in the evaluating 13 per cent hold a foreign PhD-degree. This is a bit lower than at the higher education units in the evaluation at 23 per cent in 2021. The share is highest at the Norwegian Institutes of Public Health at 14 per cent and lowest RBUP East and South at 6 per cent.

Figure 6.2 Share of researchers with PhD-degree and share of researchers with foreign PhD-degree. Research institutes in 2013, 2017 and 2021

Institute	Researchers with PhD-degree			Researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Cancer Registry of Norway	26 %	40 %	43 %	5 %	9 %	12 %
NORCE Norwegian Research Centre - Health	57 %	70 %	60 %	9 %	10 %	9 %
Norwegian Institute of Public Health	60 %	76 %	79 %	8 %	12 %	14 %
RBUP East and South	62 %	73 %	72 %	15 %	14 %	6 %
STAMI The National Institute of Occupational Health in Norway	55 %	79 %	79 %	6 %	13 %	10 %
Total	54 %	70 %	72 %	7 %	12 %	13 %

Source: Statistics Norway

The average age of researchers at the research institutes was 46 years old for 2013, 2017 and 2021. In 2021, they were youngest at the Cancer Registry of Norway at 43 years and oldest at the Norwegian Institute of Public Health at 47 years. The share of researchers over 62 years (earliest possible retirement age) decreased among the research institutes in the evaluation from 13 per cent in 2013 and 2017 to 10 per cent in 2021. At the Cancer Registry only 4 per cent were 62 years or more in 2021, while the corresponding share at STAMI The National Institute of Occupational Health in Norway was 15 per cent in 2021.

Table 6.1 Average age of researchers and share of researchers that are 62 years and older. Research institutes in 2013, 2017, 2021

Institute	Average age			Researchers 62 years or older		
	2013	2017	2021	2013	2017	2021
Cancer Registry of Norway	42	42	43	7 %	7 %	4 %
NORCE Norwegian Research Centre - Health	46	48	45	13 %	12 %	13 %
Norwegian Institute of Public Health	46	47	47	11 %	13 %	11 %
RBUP East and South	48	46	45	21 %	9 %	6 %
STAMI The National Institute of Occupational Health in Norway	50	48	45	26 %	23 %	15 %
Total	46	46	46	13 %	13 %	10 %

Source: Statistics Norway

6.2. R&D personnel data per research institute (institute sector)

More detailed statistics for each institute are provided in the following tables.

Table 6.2 Cancer Registry of Norway

Indicator	2013	2017	2021
Total researchers	88	97	94
Female researchers	65	71	66
Male researchers	23	26	28
Share of female researchers	74	73	70
Share of researchers with PhD-degree	26	40	43
Share of female researchers with PhD-degree	18	32	36
Share of male researchers with PhD-degree	48	62	57
Share of researchers with foreign PhD-degree	5	9	12
Average age, all researchers	42	42	43
Average age, female researchers	41	42	44
Average age, male researchers	46	42	42
Share of researchers 62 years or older	7	7	4

Source: Statistics Norway

Table 6.3 NORCE Norwegian Research Centre - Health

Indicator	2013	2017	2021
Total researchers	47	50	53
Female researchers	30	36	34
Male researchers	17	14	19
Share of female researchers	64	72	64
Share of researchers with PhD-degree	57	70	60
Share of female researchers with PhD-degree	47	72	59
Share of male researchers with PhD-degree	76	64	63
Share of researchers with foreign PhD-degree	9	10	9
Average age, all researchers	46	48	45
Average age, female researchers	45	47	44
Average age, male researchers	48	50	48
Share of researchers 62 years or older	13	12	13

Source: Statistics Norway

Table 6.4 Norwegian Institute of Public Health

Indicator	2013	2017	2021
Total researchers	363	353	465
Female researchers	237	224	289
Male researchers	126	129	176
Share of female researchers	65	63	62
Share of researchers with PhD-degree	60	76	79
Share of female researchers with PhD-degree	54	75	78
Share of male researchers with PhD-degree	71	78	80
Share of researchers with foreign PhD-degree	8	12	14
Average age, all researchers	46	47	47
Average age, female researchers	45	47	47
Average age, male researchers	48	48	46
Share of researchers 62 years or older	11	13	11

Source: Statistics Norway

Table 6.5 RBUP East and South (Region Center for children and young people's mental health)

Indicator	2013	2017	2021
Total researchers	34	22	18
Female researchers	24	14	11
Male researchers	10	8	7
Share of female researchers	71	64	61
Share of researchers with PhD-degree	62	73	72
Share of female researchers with PhD-degree	67	71	73
Share of male researchers with PhD-degree	50	75	71
Share of researchers with foreign PhD-degree	15	14	6
Average age, all researchers	48	46	45
Average age, female researchers	48	46	47
Average age, male researchers	47	47	42
Share of researchers 62 years or older	21	9	6

Source: Statistics Norway

Table 6.6 STAMI The National Institute of Occupational Health in Norway

Indicator	2013	2017	2021
Total researchers	69	53	68
Female researchers	26	26	37
Male researchers	43	27	31
Share of female researchers	38	49	54
Share of researchers with PhD-degree	55	79	79
Share of female researchers with PhD-degree	50	73	68
Share of male researchers with PhD-degree	58	85	94
Share of researchers with foreign PhD-degree	6	13	10
Average age, all researchers	50	48	45
Average age, female researchers	48	45	41
Average age, male researchers	51	50	50
Share of researchers 62 years or older	26	23	15

Source: Statistics Norway

References

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Appendix A: R&D personnel statistics for higher education units

Table A1.1 University of Bergen, Department of Global Public Health and Primary Care, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	36	35	33	47	43	42
Associate professors	14	15	20	57	60	70
Researchers and postdocs	20	26	23	55	35	61
PhD-students	30	44	39	60	68	67
Total	100	120	115	54	52	59

Source: Statistics Norway

Table A1.2 University of Bergen, Department of Global Public Health and Primary Care, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	94	100	100	9	9	3
Associate professors	100	100	100	0	0	0
Researchers and postdocs	85	85	78	6	32	22
Total	93	95	93	6	13	7

Source: Statistics Norway

Table A1.3 University of Bergen, Department of Global Public Health and Primary Care, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	59	58	33	37	48	3
Associate professors	47	50	51	7	13	5	0
Researchers and postdocs	42	45	41	0	12	4	78
PhD-students	38	34	36	0	0	0	100
Total	47	46	46	13	15	16	30

Source: Statistics Norway

Table A2.1 University of Bergen, Department of Clinical Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	25	26	22	16	27	27
Associate professors	3	1	7	33	100	86
Researchers and postdocs	16	13	19	69	62	63
PhD-students	24	33	39	62	67	74
Total	68	73	87	46	52	61

Source: Statistics Norway

Table A2.2 University of Bergen, Department of Clinical Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	88	100	100	9	15	18
Associate professors	100	100	100	0	0	0
Researchers and postdocs	94	100	79	13	23	33
Total	91	100	92	9	18	19

Source: Statistics Norway

Table A2.3 University of Bergen, Department of Clinical Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	60	60	59	48	46	50	0
Associate professors	48	54	47	0	0	0	14
Researchers and postdocs	38	38	38	0	0	0	53
PhD-students	34	33	31	0	0	0	100
Total	45	43	41	18	16	13	21

Source: Statistics Norway

Table A3.1 University of Bergen, Department of Clinical Dentistry, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	16	19	18	38	42	56
Associate professors	10	9	8	90	67	62
Researchers and postdocs	9	3	8	44	67	12
PhD-students	9	18	20	100	50	55
Total	44	49	54	64	51	50

Source: Statistics Norway

Table A3.2 University of Bergen, Department of Clinical Dentistry, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	94	95	100	27	28	33
Associate professors	100	100	100	0	0	12
Researchers and postdocs	67	100	88	0	0	0
Total	89	97	97	11	16	21

Source: Statistics Norway

Table A3.3 University of Bergen, Department of Clinical Dentistry, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	57	58	60	25	37	56	0
Associate professors	50	49	50	10	11	0	12
Researchers and postdocs	46	35	39	0	0	0	62
PhD-students	36	36	34	0	0	5	100
Total	49	47	46	11	16	20	19

Source: Statistics Norway

Table A4.1 University of Bergen, Department of Clinical Science, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	37	40	33	14	22	42
Associate professors	4	10	10	0	40	50
Researchers and postdocs	43	52	52	65	67	71
PhD-students	52	59	53	77	66	75
Total	136	161	148	54	54	65

Source: Statistics Norway

Table A4.2 University of Bergen, Department of Clinical Science, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	95	100	100	11	15	27
Associate professors	100	100	100	0	30	0
Researchers and postdocs	98	88	88	19	39	28
Total	96	94	94	14	26	23

Source: Statistics Norway

Table A4.3 University of Bergen, Department of Clinical Science, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	58	55	49	42	33	0
Associate professors	55	48	49	0	20	10	30
Researchers and postdocs	38	39	39	0	2	0	63
PhD-students	34	33	35	0	0	2	100
Total	42	42	42	13	12	9	16

Source: Statistics Norway

Table A5.1 University of Bergen, Department of Biomedicine, number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	24	33	31	33	33	32
Associate professors	7	2	4	29	50	25
Researchers and postdocs	35	38	32	54	37	41
PhD-students	44	25	35	73	64	63
Total	110	98	102	55	43	45

Source: Statistics Norway

Table A5.2 University of Bergen, Department of Biomedicine, PhD statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	97	100	29	28	35
Associate professors	100	100	100	0	0	25
Researchers and postdocs	91	95	97	47	64	48
Total	95	96	99	33	44	40

Source: Statistics Norway

Table A5.3 University of Bergen, Department of Biomedicine

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	56	55	59	17	27	39	0
Associate professors	44	51	49	0	0	25	0
Researchers and postdocs	34	36	38	0	0	0	62
PhD-students	30	31	31	0	0	0	100
Total	38	42	42	4	9	13	8

Source: Statistics Norway

Table A6.1 University of Bergen, Faculty of psychology

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	32	41	54	34	41	52
Associate professors	40	52	68	78	65	66
Researchers and postdocs	19	20	22	58	55	64
PhD-students	48	47	45	67	79	71
Total	139	160	189	61	62	63

Source: Statistics Norway

Table A6.2 University of Bergen, Faculty of psychology

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	97	100	100	23	17	17
Associate professors	100	100	97	8	17	14
Researchers and postdocs	89	90	77	41	22	53
Total	97	98	100	19	18	19

Source: Statistics Norway

Table A6.3 University of Bergen, Faculty of psychology

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	57	56	56	34	24	31	0
Associate professors	48	46	47	8	6	9	4
Researchers and postdocs	36	38	40	0	0	5	0
PhD-students	34	34	33	0	0	2	100
Total	44	44	46	10	8	13	11

Source: Statistics Norway

Table A7.1 University of Oslo, Department of Psychology, number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	31	34	45	32	35	36
Associate professors	30	33	33	43	55	45
Researchers and postdocs	15	27	46	53	59	52
PhD-students	42	47	44	57	62	82
Total	118	141	168	47	53	54

Source: Statistics Norway

Table A7.2 University of Oslo, Department of Psychology, PhD statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	90	100	100	25	24	29
Associate professors	93	94	97	21	13	12
Researchers and postdocs	93	96	93	7	31	42
Total	92	97	97	18	21	28

Source: Statistics Norway

Table A7.3 University of Oslo, Department of Psychology, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	56	53	45	35	24	0
Associate professors	47	49	49	10	9	12	6
Researchers and postdocs	40	36	35	0	0	0	85
PhD-students	33	33	32	0	0	0	100
Total	44	43	42	14	11	9	22

Source: Statistics Norway

Table A8.1 University of Oslo, Institute of Basic Medical Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	44	41	37	30	34	30
Associate professors	10	13	23	40	46	43
Researchers and postdocs	51	88	103	55	47	50
PhD-students	78	54	66	54	61	67
Total	183	196	229	48	48	51

Source: Statistics Norway

Table A8.2 University of Oslo, Institute of Basic Medical Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	95	100	97	17	27	28
Associate professors	100	100	100	10	15	22
Researchers and postdocs	92	84	81	34	65	63
Total	94	90	87	23	43	41

Source: Statistics Norway

Table A8.3 University of Oslo, Institute of Basic Medical Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	56	55	57	36	20	24	0
Associate professors	49	45	45	10	8	4	4
Researchers and postdocs	39	36	36	0	0	1	75
PhD-students	31	31	31	0	0	0	100
Total	40	39	39	9	5	5	13

Source: Statistics Norway

Table A9.1 University of Oslo, Institute of Clinical Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	51	39	40	25	33	30
Associate professors	5	11	13	40	45	38
Researchers and postdocs	58	91	152	62	51	59
PhD-students	138	91	101	61	65	68
Total	252	232	306	54	53	58

Source: Statistics Norway

Table A9.2 University of Oslo, Institute of Clinical Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	98	100	98	10	26	18
Associate professors	100	100	100	20	0	15
Researchers and postdocs	81	86	82	28	56	53
Total	89	91	86	17	38	37

Source: Statistics Norway

Table A9.3 University of Oslo, Institute of Clinical Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	56	59	43	23	40	5
Associate professors	51	50	49	0	9	8	8
Researchers and postdocs	38	37	37	0	1	0	78
PhD-students	35	36	35	0	0	0	100
Total	41	41	40	9	5	6	14

Source: Statistics Norway

Table A10.1 University of Oslo, Institute of Health and Society, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	38	37	27	37	38	48
Associate professors	17	25	29	53	48	52
Researchers and postdocs	43	46	41	67	65	66
PhD-students	29	56	57	86	84	60
Total	127	164	154	61	63	58

Source: Statistics Norway

Table A10.2 University of Oslo, Institute of Health and Society, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	95	97	96	6	8	12
Associate professors	100	100	100	0	4	10
Researchers and postdocs	65	85	83	4	36	29
Total	83	93	92	3	17	16

Source: Statistics Norway

Table A10.3 University of Oslo, Institute of Health and Society, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	59	58	60	45	43	44	0
Associate professors	48	51	50	12	16	7	3
Researchers and postdocs	45	44	42	9	4	5	88
PhD-students	38	38	39	0	2	0	100
Total	48	46	45	18	14	10	40

Source: Statistics Norway

Table A11.1 University of Oslo, Centre for Molecular Medicine Norway (NCMM), Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	0	1	1	0	0	100
Associate professors						
Researchers and postdocs	0	38	30	0	45	57
PhD-students	0	11	14	0	73	64
Total	0	50	45	0	50	60

Source: Statistics Norway

Table A11.2 University of Oslo, Centre for Molecular Medicine Norway (NCMM), PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	0	100	100	0	0	100
Associate professors						
Researchers and postdocs	0	100	90	0	76	93
Total	0	100	90	0	74	84

Source: Statistics Norway

Table A11.3 University of Oslo, Centre for Molecular Medicine Norway (NCMM), Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	0	52	55	0	0	0	0
Researchers and postdocs	0	36	38	0	0	0	43
PhD-students	0	28	30	0	0	0	100
Total	0	35	35	0	0	0	16

Source: Statistics Norway

Table A12.1 University of Oslo, Department of Pharmacy, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	18	21	22	56	52	59
Associate professors	9	12	9	67	92	78
Researchers and postdocs	12	19	16	83	53	69
PhD-students	43	38	41	72	66	73
Total	82	90	88	70	63	69

Source: Statistics Norway

Table A12.2 University of Oslo, Department of Pharmacy, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	17	10	9
Associate professors	100	100	100	0	8	22
Researchers and postdocs	83	100	75	20	26	25
Total	95	100	91	13	15	15

Source: Statistics Norway

Table A12.3 University of Oslo, Department of Pharmacy, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	54	55	57	17	14	36	0
Associate professors	45	44	48	0	8	0	0
Researchers and postdocs	35	34	35	0	0	0	81
PhD-students	29	29	30	0	0	0	100
Total	37	38	39	4	4	9	9

Source: Statistics Norway

Table A13.1 University of Oslo, Faculty of Dentistry, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	35	30	24	49	47	50
Associate professors	19	26	23	68	54	61
Researchers and postdocs	11	13	10	55	62	70
PhD-students	43	37	39	53	81	82
Total	108	106	96	55	62	68

Source: Statistics Norway

Table A13.2 University of Oslo, Faculty of Dentistry, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	14	13	17
Associate professors	95	100	100	6	8	4
Researchers and postdocs	91	92	90	10	25	44
Total	97	99	98	11	13	16

Source: Statistics Norway

Table A13.3 University of Oslo, Faculty of Dentistry, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	61	60	34	60	54	0
Associate professors	53	53	53	26	27	26	0
Researchers and postdocs	46	42	42	0	0	0	90
PhD-students	33	35	36	0	0	0	100
Total	46	47	47	16	24	20	21

Source: Statistics Norway

Table A14.1 UiT The Arctic University of Norway, Department of Psychology, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	10	10	15	20	20	33
Associate professors	11	16	19	36	56	63
Researchers and postdocs	0	5	10	0	60	90
PhD-students	17	22	17	82	68	47
Total	38	53	61	53	55	56

Source: Statistics Norway

Table A14.2 UiT The Arctic University of Norway, Department of Psychology, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	40	30	33
Associate professors	91	100	100	40	44	47
Researchers and postdocs	0	100	80	0	80	38
Total	95	100	95	38	45	39

Source: Statistics Norway

Table A14.3 UiT The Arctic University of Norway, Department of Psychology, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	57	58	54	30	40	27	0
Associate professors	45	41	45	18	0	5	5
Researchers and postdocs	0	35	36	0	0	0	80
PhD-students	32	34	33	0	0	0	100
Total	42	41	42	13	8	8	5

Source: Statistics Norway

Table A15.1 UiT The Arctic University of Norway, Department of Social Education, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	1	1	2	100	0	50
Associate professors	4	4	3	50	100	100
Researchers and postdocs						
PhD-students	1	2	6	100	100	83
Total	6	7	11	67	86	82

Source: Statistics Norway

Table A15.2 UiT The Arctic University of Norway, Department of Social Education, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	0	0	0
Associate professors	100	100	100	0	0	0
Researchers and postdocs						
Total	100	100	100	0	0	0

Source: Statistics Norway

Table A15.3 UiT The Arctic University of Norway, Department of Social Education, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	41	61	57	0	0	50	0
Associate professors	54	50	56	25	25	33	0
PhD-students	58	35	41	0	0	17	100
Total	52	47	48	17	14	27	0

Source: Statistics Norway

Table A16.1 UiT The Arctic University of Norway, RKBU North, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	4	4	6	75	75	67
Associate professors	5	11	9	40	64	67
Researchers and postdocs	8	8	9	62	62	78
PhD-students	5	5	5	100	100	100
Total	22	28	29	68	71	76

Source: Statistics Norway

Table A16.2 UiT The Arctic University of Norway, RKBU North, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	0	0	0
Associate professors	100	100	100	0	0	0
Researchers and postdocs	25	25	11	0	0	0
Total	65	74	67	0	0	0

Source: Statistics Norway

Table A16.3 UiT The Arctic University of Norway, RKBU North, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	60	58	52	50	50	17	0
Associate professors	42	47	45	0	0	0	0
Researchers and postdocs	51	48	52	12	12	11	22
PhD-students	35	36	31	0	0	0	100
Total	47	47	46	14	11	7	10

Source: Statistics Norway

Table A17.1 UiT The Arctic University of Norway, Department of Pharmacy, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	6	5	6	33	40	50
Associate professors	14	13	10	50	54	60
Researchers and postdocs	7	11	14	29	36	43
PhD-students	15	14	20	60	71	60
Total	42	43	50	48	53	54

Source: Statistics Norway

Table A17.2 UiT The Arctic University of Norway, Department of Pharmacy, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	83	100	100	20	20	17
Associate professors	100	92	100	0	17	10
Researchers and postdocs	100	100	86	29	73	75
Total	96	97	93	11	38	37

Source: Statistics Norway

Table A17.3 UiT The Arctic University of Norway, Department of Pharmacy, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	49	47	51	17	0	0	0
Associate professors	40	43	46	0	0	10	0
Researchers and postdocs	37	38	39	0	0	0	43
PhD-students	32	32	33	0	0	0	100
Total	38	38	39	2	0	2	6

Source: Statistics Norway

Table A18.1 UiT The Arctic University of Norway, Department of Health and Care Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	8	13	13	62	77	77
Associate professors	20	25	25	80	72	76
Researchers and postdocs	5	6	5	80	83	60
PhD-students	15	14	20	67	79	70
Total	48	58	63	73	76	73

Source: Statistics Norway

Table A18.2 UiT The Arctic University of Norway, Department of Health and Care Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	63	69	77	40	33	30
Associate professors	95	92	96	21	9	4
Researchers and postdocs	100	100	80	0	0	0
Total	88	86	88	18	11	9

Source: Statistics Norway

Table A18.3 UiT The Arctic University of Norway, Department of Health and Care Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	62	58	57	38	38	31	0
Associate professors	54	55	54	20	24	28	8
Researchers and postdocs	54	45	45	20	17	0	80
PhD-students	42	42	41	0	0	0	100
Total	51	52	50	17	21	17	13

Source: Statistics Norway

Table A19.1 UiT The Arctic University of Norway, Department of Medical Biology, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	23	22	20	26	36	50
Associate professors	14	20	15	64	70	80
Researchers and postdocs	30	17	25	53	59	48
PhD-students	24	36	34	58	53	62
Total	91	95	94	49	54	59

Source: Statistics Norway

Table A19.2 UiT The Arctic University of Norway, Department of Medical Biology, PhD-statistics, Age statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	22	14	15
Associate professors	100	100	100	21	10	7
Researchers and postdocs	100	100	96	7	29	33
Total	100	100	98	15	17	20

Source: Statistics Norway

Table A19.3 UiT The Arctic University of Norway, Department of Medical Biology, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	59	60	35	32	50	0
Associate professors	46	47	48	0	5	0	7
Researchers and postdocs	38	37	39	0	0	0	68
PhD-students	30	32	31	0	0	0	100
Total	42	42	42	9	8	11	3

Source: Statistics Norway

Table A20.1 UiT The Arctic University of Norway, Department of Clinical Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	24	23	17	17	22	35
Associate professors	4	9	8	50	56	50
Researchers and postdocs	7	9	21	57	33	38
PhD-students	20	27	33	45	63	61
Total	55	68	79	35	44	48

Source: Statistics Norway

Table A20.2 UiT The Arctic University of Norway, Department of Clinical Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	8	9	18
Associate professors	100	100	100	25	22	12
Researchers and postdocs	86	67	86	0	17	56
Total	97	93	93	9	12	30

Source: Statistics Norway

Table A20.3 UiT The Arctic University of Norway, Department of Clinical Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	55	59	58	25	30	41	6
Associate professors	48	50	52	25	11	12	0
Researchers and postdocs	42	44	41	0	11	0	86
PhD-students	36	35	33	0	0	0	100
Total	46	46	42	13	13	10	13

Source: Statistics Norway

Table A21.1 UiT The Arctic University of Norway, Department of Community Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	17	16	23	29	56	65
Associate professors	11	15	14	64	60	71
Researchers and postdocs	28	18	18	79	67	67
PhD-students	19	31	33	63	68	79
Total	75	80	88	61	64	72

Source: Statistics Norway

Table A21.2 UiT The Arctic University of Norway, Department of Community Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	96	6	12	9
Associate professors	100	100	93	0	0	0
Researchers and postdocs	79	72	89	9	0	12
Total	89	90	93	5	4	7

Source: Statistics Norway

Table A21.3 UiT The Arctic University of Norway, Department of Community Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	60	60	58	41	44	35	0
Associate professors	52	50	51	18	20	29	14
Researchers and postdocs	43	44	45	0	6	6	56
PhD-students	38	36	33	0	0	0	100
Total	47	45	45	12	14	15	17

Source: Statistics Norway

Table A22.1 UiT The Arctic University of Norway, Department of Clinical Dentistry, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	9	7	1	33	29	0
Associate professors	4	9	9	75	67	44
Researchers and postdocs	2	0	2	50	0	50
PhD-students	7	6	7	100	33	71
Total	22	22	19	64	45	53

Source: Statistics Norway

Table A22.2 UiT The Arctic University of Norway, Department of Clinical Dentistry, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	78	86	100	71	67	0
Associate professors	100	78	67	50	29	33
Researchers and postdocs	50	0	50	0	0	0
Total	80	81	67	47	38	17

Source: Statistics Norway

Table A22.3 UiT The Arctic University of Norway, Department of Clinical Dentistry, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	63	64	65	67	57	100	0
Associate professors	47	48	49	0	33	22	11
Researchers and postdocs	39	0	43	0	0	0	100
PhD-students	39	36	38	0	0	0	100
Total	50	50	46	27	32	16	16

Source: Statistics Norway

Table A23.1 UiT The Arctic University of Norway, School of sport sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	3	2	4	67	0	25
Associate professors	7	5	3	43	20	0
Researchers and postdocs	0	0	3	0	0	0
PhD-students	0	6	10	0	33	40
Total	10	13	20	50	23	25

Source: Statistics Norway

Table A23.2 UiT The Arctic University of Norway, School of sport sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	0	100	50	0	50	0
Associate professors	71	80	67	40	25	0
Researchers and postdocs	0	0	100	0	0	67
Total	50	86	70	20	29	20

Source: Statistics Norway

Table A23.3 UiT The Arctic University of Norway, School of sport sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	63	65	55	67	100	50	0
Associate professors	53	53	54	0	20	33	0
Researchers and postdocs	0	0	40	0	0	0	67
PhD-students	0	39	35	0	0	0	100
Total	56	48	43	20	23	15	10

Source: Statistics Norway

Table A24.1 Norwegian School of Sport Sciences, Department of Sport Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	5	7	9	40	57	56
Associate professors	3	3	2	100	67	50
Researchers and postdocs	5	5	4	60	80	75
PhD-students	12	14	16	75	43	62
Total	25	29	31	68	55	61

Source: Statistics Norway

Table A24.2 Norwegian School of Sport Sciences, Department of Sport Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	100	20	14	11
Associate professors	100	100	100	0	0	0
Researchers and postdocs	80	80	100	0	0	0
Total	92	93	100	8	7	7

Source: Statistics Norway

Table A24.3 Norwegian School of Sport Sciences, Department of Sport Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	56	58	60	20	14	33	0
Associate professors	43	49	48	0	0	0	0
Researchers and postdocs	42	36	43	0	0	0	100
PhD-students	33	33	32	0	0	0	100
Total	41	41	43	4	3	10	19

Source: Statistics Norway

Table A25.1 Norwegian School of Sport Sciences, Department of Physical Performance, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	5	5	7	0	0	0
Associate professors	4	6	5	0	17	40
Researchers and postdocs	2	4	9	0	0	44
PhD-students	7	8	8	29	50	25
Total	18	23	29	11	22	28

Source: Statistics Norway

Table A25.2 Norwegian School of Sport Sciences, Department of Physical Performance, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	80	100	40	50	29
Associate professors	100	100	100	50	17	20
Researchers and postdocs	50	100	100	100	25	22
Total	91	93	100	45	27	24

Source: Statistics Norway

Table A25.3 Norwegian School of Sport Sciences, Department of Physical Performance, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	54	53	50	20	0	29	0
Associate professors	38	43	45	0	0	0	0
Researchers and postdocs	36	33	37	0	0	0	78
PhD-students	34	34	31	0	0	0	100
Total	41	40	40	6	0	7	14

Source: Statistics Norway

Table A26.1 University of Stavanger, Faculty of Health Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	8	16	20	62	88	80
Associate professors	10	16	21	80	94	81
Researchers and postdocs	8	6	20	88	67	75
PhD-students	11	14	31	73	86	84
Total	37	52	92	76	87	80

Source: Statistics Norway

Table A26.2 University of Stavanger, Faculty of Health Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	81	90	25	31	39
Associate professors	100	100	86	30	19	22
Researchers and postdocs	88	83	90	14	40	28
Total	96	89	89	23	24	26

Source: Statistics Norway

Table A26.3 University of Stavanger, Faculty of Health Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	57	56	58	50	38	50	0
Associate professors	51	53	52	10	31	19	19
Researchers and postdocs	52	44	42	0	0	5	85
PhD-students	43	38	39	0	0	0	97
Total	50	49	47	14	21	16	29

Source: Statistics Norway

Table A27.1 University of Agder, Faculty of Health and Sport Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	9	15	27	44	60	56
Associate professors	18	27	37	78	70	62
Researchers and postdocs	4	7	9	100	86	78
PhD-students	8	23	38	75	74	66
Total	39	72	111	72	71	63

Source: Statistics Norway

Table A27.2 University of Agder, Faculty of Health and Sport Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	67	80	78	17	25	19
Associate professors	100	96	100	6	4	8
Researchers and postdocs	50	86	100	0	33	11
Total	84	90	92	6	12	11

Source: Statistics Norway

Table A27.3 University of Agder, Faculty of Health and Sport Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	55	55	56	22	40	26	7
Associate professors	49	51	48	0	7	11	0
Researchers and postdocs	55	47	45	0	29	0	100
PhD-students	40	36	36	0	0	0	100
Total	49	47	45	5	14	10	19

Source: Statistics Norway

Table A28.1 Molde University College, Faculty of Health and Social Care, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	3	5	8	33	60	62
Associate professors	4	9	19	25	67	74
Researchers and postdocs	1	2	2	100	50	50
PhD-students	7	8	9	86	88	100
Total	15	24	38	60	71	76

Source: Statistics Norway

Table A28.2 Molde University College, Faculty of Health and Social Care, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	100	75	0	20	17
Associate professors	100	89	84	0	12	12
Researchers and postdocs	0	0	0	0	0	0
Total	88	81	76	0	12	10

Source: Statistics Norway

Table A28.3 Molde University College, Faculty of Health and Social Care, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	60	62	59	67	60	38	0
Associate professors	58	56	54	0	33	32	11
Researchers and postdocs	48	59	63	0	50	50	0
PhD-students	44	39	43	0	0	0	100
Total	51	52	53	13	29	26	11

Source: Statistics Norway

Table A29.1 Western Norway University of Applied Sciences, Faculty of Health and Social Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	11	28	34	55	64	59
Associate professors	35	48	65	71	75	78
Researchers and postdocs	10	25	20	100	84	85
PhD-students	21	33	35	76	82	91
Total	77	134	154	74	76	78

Source: Statistics Norway

Table A29.2 Western Norway University of Applied Sciences, Faculty of Health and Social Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	73	82	82	25	9	7
Associate professors	100	98	100	3	13	17
Researchers and postdocs	10	32	55	0	0	0
Total	79	77	87	5	8	11

Source: Statistics Norway

Table A29.3 Western Norway University of Applied Sciences, Faculty of Health and Social Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	60	60	59	45	43	53	6
Associate professors	57	52	52	29	12	15	8
Researchers and postdocs	52	51	50	0	12	10	40
PhD-students	42	40	42	0	0	3	100
Total	52	51	51	19	16	20	20

Source: Statistics Norway

Table A30.1 NTNU, Faculty of Medicine and Health Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	109	73	123	33	37	42
Associate professors	68	32	117	66	75	74
Researchers and postdocs	152	116	214	59	60	57
PhD-students	255	141	287	66	72	67
Total	584	362	741	58	62	61

Source: Statistics Norway

Table A30.2 NTNU, Faculty of Medicine and Health Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	94	96	93	14	13	19
Associate professors	93	97	100	8	10	15
Researchers and postdocs	90	91	82	25	27	36
Total	92	94	90	16	19	22

Source: Statistics Norway

Table A30.3 NTNU, Faculty of Medicine and Health Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	58	57	59	33	26	46	2
Associate professors	52	49	49	13	9	11	6
Researchers and postdocs	39	40	40	1	2	3	56
PhD-students	35	36	34	0	1	0	100
Total	42	43	42	8	7	10	25

Source: Statistics Norway

Table A31.1 NTNU, Department of Psychology, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	19	22	24	32	23	33
Associate professors	19	21	23	58	67	65
Researchers and postdocs	5	13	14	80	69	64
PhD-students	17	28	31	59	57	74
Total	60	84	92	52	52	60

Source: Statistics Norway

Table A31.2 NTNU, Department of Psychology, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	95	100	96	33	36	30
Associate professors	84	86	96	12	11	14
Researchers and postdocs	80	85	100	50	45	36
Total	88	91	97	23	27	25

Source: Statistics Norway

Table A31.3 NTNU, Department of Psychology, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
	53	55	55	5	27	29	0
	45	46	46	0	5	4	4
	38	39	40	0	0	0	50
	32	31	32	0	0	0	100
	43	42	43	2	8	9	7

Source: Statistics Norway

Table A32.1 Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	9	12	21	56	42	43
Associate professors	13	17	33	62	59	48
Researchers and postdocs	4	4	9	100	75	78
PhD-students	4	12	16	100	100	75
Total	30	45	79	70	67	56

Source: Statistics Norway

Table A32.2 Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	78	83	81	43	30	53
Associate professors	92	100	94	33	29	23
Researchers and postdocs	25	25	89	0	0	38
Total	77	85	89	27	24	30

Source: Statistics Norway

Table A32.3 Inland Norway University of Applied Sciences, Faculty of Social and Health Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
	Professors	58	60	58	44	50	43
Associate professors	50	51	55	8	12	42	6
Researchers and postdocs	51	54	46	0	50	11	89
PhD-students	43	43	42	0	0	0	100
Total	52	51	52	17	22	30	20

Source: Statistics Norway

Table A33.1 Østfold University College, Faculty of Health Welfare and Organisation, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
	Professors	4	7	18	50	43
Associate professors	12	18	37	50	72	62
Researchers and postdocs						
PhD-students	4	3	14	75	67	79
Total	20	28	69	55	64	65

Source: Statistics Norway

Table A33.2 Østfold University College, Faculty of Health Welfare and Organisation, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
	Professors	25	43	89	0	100
Associate professors	92	100	97	55	61	25
Researchers and postdocs						
Total	75	84	95	38	56	42

Source: Statistics Norway

Table A33.3 Østfold University College, Faculty of Health Welfare and Organisation, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
	Professors	62	60	57	75	57	33
Associate professors	50	50	49	17	6	5	11
PhD-students	45	42	42	0	0	0	100
Total	51	52	50	25	18	12	13

Source: Statistics Norway

Table A34.1 Oslo Metropolitan University, Faculty of Health Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
	Professors	19	30	43	37	63
Associate professors	56	102	109	82	82	81
Researchers and postdocs	9	15	17	78	73	65
PhD-students	31	64	75	81	75	84
Total	115	211	244	74	77	80

Source: Statistics Norway

Table A34.2 Oslo Metropolitan University, Faculty of Health Sciences, PhD-statistics, Age statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	95	93	93	22	11	8
Associate professors	96	99	98	11	16	12
Researchers and postdocs	33	67	65	0	30	27
Total	89	95	93	12	15	11

Source: Statistics Norway

Table A34.3 Oslo Metropolitan University, Faculty of Health Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	57	59	59	26	40	49	2
Associate professors	53	52	53	14	16	17	6
Researchers and postdocs	41	46	48	0	0	6	29
PhD-students	41	37	39	0	0	0	100
Total	49	48	49	11	13	17	17

Source: Statistics Norway

Table A35.1 Nord University, Faculty of Nursing and Health Sciences, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Professors	2	8	15	50	50	60
Associate professors	2	27	32	50	78	72
Researchers and postdocs	0	3	4	0	100	100
PhD-students	2	12	19	100	100	89
Total	6	50	70	67	80	76

Source: Statistics Norway

Table A35.2 Nord University, Faculty of Nursing and Health Sciences, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Professors	100	88	87	50	43	46
Associate professors	100	96	97	50	27	19
Researchers and postdocs	0	67	50	0	100	100
Total	100	92	90	50	32	27

Source: Statistics Norway

Table A35.3 Nord University, Faculty of Nursing and Health Sciences, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Professors	57	58	59	0	12	53	0
Associate professors	59	52	50	0	19	16	6
Researchers and postdocs	0	53	49	0	33	0	75
PhD-students	60	42	44	0	0	0	100
Total	58	51	50	0	14	19	17

Source: Statistics Norway

Appendix B: R&D personnel statistics for health trusts

Table B1.1 Akershus University Hospital, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	85	126	114	33	44	36
Physicians	29	23	30	38	43	60
Psychologists	5	43	17	60	67	53
Researchers and postdocs	37	54	72	65	50	60
PhD-students	38	44	34	87	73	71
Total	194	290	267	51	53	51

Source: Statistics Norway

Table B1.2 Akershus University Hospital, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	64	56	53	6	3	5
Physicians	21	17	27	0	0	0
Psychologists	40	5	18	0	0	0
Researchers and postdocs	84	91	93	6	12	19
Total	60	51	59	3	3	7

Source: Statistics Norway

Table B1.3 Akershus University Hospital, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	51	50	50	9	15	12	2
Physicians	37	35	38	0	0	3	7
Psychologists	37	43	43	0	5	6	0
Researchers and postdocs	44	44	47	0	4	14	3
PhD-students	36	36	36	0	0	0	3
Total	44	45	46	4	8	10	20

Source: Statistics Norway

Table B2.1 Bergen Hospital Trust, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	276	444	461	34	40	49
Physicians	75	102	47	60	47	51
Psychologists	27	32	39	63	66	59
Researchers and postdocs	114	83	213	58	60	57
PhD-students	94	86	73	59	69	63
Total	586	747	833	47	48	53

Source: Statistics Norway

Table B2.2 Bergen Hospital Trust, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	61	51	50	3	1	1
Physicians	23	22	21	0	5	0
Psychologists	19	44	28	0	0	0
Researchers and postdocs	72	73	79	9	8	5
Total	55	49	55	2	1	1

Source: Statistics Norway

Table B2.3 Bergen Hospital Trust, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	53	50	51	17	13	14	0
Physicians	38	35	37	0	0	0	0
Psychologists	47	44	45	11	16	8	0
Researchers and postdocs	43	43	46	6	5	9	0
PhD-students	37	37	37	0	0	0	1
Total	45	45	47	10	9	10	27

Source: Statistics Norway

Table B3.1 Stavanger Hospital Trust, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	79	100	84	33	38	39
Physicians	30	37	51	37	54	51
Psychologists	16	16	9	50	44	33
Researchers and postdocs	28	30	60	54	53	72
PhD-students	42	16	27	55	81	59
Total	195	199	231	43	47	52

Source: Statistics Norway

Table B3.2 Stavanger Hospital Trust, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	53	57	57	0	0	2
Physicians	27	30	31	0	0	6
Psychologists	31	44	44	20	29	25
Researchers and postdocs	68	60	90	5	11	6
Total	48	51	60	1	2	3

Source: Statistics Norway

Table B3.3 Stavanger Hospital Trust, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	52	50	52	15	14	21	6
Physicians	39	40	41	3	0	0	4
Psychologists	43	45	47	6	12	11	0
Researchers and postdocs	43	44	49	0	3	15	0
PhD-students	41	44	37	2	6	0	7
Total	46	46	47	8	9	12	16

Source: Statistics Norway

Table B4.1 St. Olav's University Hospital, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	199	249	284	35	43	47
Physicians	63	82	101	56	63	57
Psychologists	20	21	23	65	81	74
Researchers and postdocs	43	46	83	58	63	69
PhD-students	16	12	4	44	83	100
Total	341	410	495	44	52	55

Source: Statistics Norway

Table B4.2 St. Olav's University Hospital, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	53	54	60	6	3	2
Physicians	21	28	41	0	0	0
Psychologists	30	33	39	0	0	0
Researchers and postdocs	79	85	84	3	8	6
Total	49	51	59	2	2	1

Source: Statistics Norway

Table B4.3 St. Olav's University Hospital, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	51	52	52	17	21	18	6
Physicians	35	38	40	0	1	2	7
Psychologists	48	45	50	25	10	13	0
Researchers and postdocs	47	49	49	9	11	17	7
PhD-students	39	44	39	0	8	0	50
Total	47	48	49	13	15	14	23

Source: Statistics Norway

Table B5.1 University Hospital of North Norway, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	127	175	129	29	41	49
Physicians	48	44	38	60	59	68
Psychologists	14	14	9	64	79	67
Researchers and postdocs	90	74	94	59	55	50
PhD-students	38	22	31	50	68	65
Total	317	329	301	46	50	54

Source: Statistics Norway

Table B5.2 University Hospital of North Norway, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	61	62	64	3	1	2
Physicians	31	39	37	0	0	0
Psychologists	7	14	33	0	0	0
Researchers and postdocs	70	91	85	11	13	11
Total	56	64	67	3	3	4

Source: Statistics Norway

Table B5.3 University Hospital of North Norway, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	51	52	53	15	13	15	0
Physicians	39	38	37	0	2	0	0
Psychologists	47	44	45	21	7	11	0
Researchers and postdocs	47	48	46	9	7	3	0
PhD-students	41	37	40	0	0	0	0
Total	46	48	47	9	9	8	13

Source: Statistics Norway

Table B6.1 Oslo University Hospital, Division of Technology and Innovation, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	3	3	4	0	0	0
Physicians	0	1	0	0	0	0
Psychologists						
Researchers and postdocs	26	18	25	31	6	12
PhD-students	10	15	12	20	40	33
Total	39	37	41	26	19	17

Source: Statistics Norway

Table B6.2 Oslo University Hospital, Division of Technology and Innovation, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	100	100	50	0	0	0
Physicians	0	100	0	0	0	0
Psychologists						
Researchers and postdocs	69	83	88	11	27	0
Total	72	86	83	7	18	0

Source: Statistics Norway

Table B6.3 Oslo University Hospital, Division of Technology and Innovation, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	63	65	48	67	100	0	0
Physicians	0	65	0	0	100	0	0
Researchers and postdocs	42	42	47	4	0	16	0
PhD-students	32	36	32	0	0	0	0
Total	41	42	43	8	11	10	5

Source: Statistics Norway

Table B7.1 Oslo University Hospital, Division of Radiology and Nuclear Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	56	44	76	38	43	68
Physicians	5	7	6	40	29	33
Psychologists						
Researchers and postdocs	2	14	50	50	50	38
PhD-students	0	5	12	0	40	50
Total	63	70	144	38	43	55

Source: Statistics Norway

Table B7.2 Oslo University Hospital, Division of Radiology and Nuclear Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	41	50	26	0	0	0
Physicians	0	0	17	0	0	0
Psychologists						
Researchers and postdocs	50	86	74	0	17	22
Total	38	52	44	0	3	6

Source: Statistics Norway

Table B7.3 Oslo University Hospital, Division of Radiology and Nuclear Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	52	53	49	18	23	11	0
Physicians	36	36	36	0	0	0	0
Researchers and postdocs	46	43	45	0	0	6	0
PhD-students	0	37	33	0	0	0	0
Total	51	48	46	16	14	8	8

Source: Statistics Norway

Table B8.1 Oslo University Hospital, Division of Orthopaedic Surgery, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	22	42	41	14	21	29
Physicians	5	2	3	20	50	33
Psychologists						
Researchers and postdocs	6	5	14	67	60	43
PhD-students	1	3	1	100	33	0
Total	34	52	59	26	27	32

Source: Statistics Norway

Table B8.2 Oslo University Hospital, Division of Orthopaedic Surgery, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	73	48	51	0	0	5
Physicians	0	0	33	0	0	0
Psychologists						
Researchers and postdocs	83	100	93	0	0	0
Total	64	51	60	0	0	2

Source: Statistics Norway

Table B8.3 Oslo University Hospital, Division of Orthopaedic Surgery, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	52	50	52	14	14	22	0
Physicians	39	37	42	0	0	0	0
Researchers and postdocs	49	59	56	17	40	43	0
PhD-students	35	38	33	0	0	0	0
Total	49	50	52	12	15	25	7

Source: Statistics Norway

Table B9.1 Oslo University Hospital, Division of Emergencies and Critical Care, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	20	55	44	20	22	30
Physicians	4	2	3	25	0	100
Psychologists	0	0	2	0	0	50
Researchers and postdocs	5	8	22	40	50	45
PhD-students	10	20	24	70	75	71
Total	39	85	95	36	36	46

Source: Statistics Norway

Table B9.2 Oslo University Hospital, Division of Emergencies and Critical Care, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	85	69	64	6	0	0
Physicians	25	100	33	0	0	0
Psychologists	0	0	0	0	0	0
Researchers and postdocs	100	75	95	0	0	5
Total	79	71	70	3	0	1

Source: Statistics Norway

Table B9.3 Oslo University Hospital, Division of Emergencies and Critical Care, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	53	52	55	20	11	27	0
Physicians	37	42	42	0	0	0	0
Psychologists	0	0	38	0	0	0	0
Researchers and postdocs	50	47	52	0	0	18	0
PhD-students	42	42	42	0	0	0	0
Total	48	49	50	10	7	17	36

Source: Statistics Norway

Table B10.1 Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	44	54	66	20	22	32
Physicians	8	9	20	50	11	30
Psychologists						
Researchers and postdocs	14	18	40	50	61	48
PhD-students	18	21	21	89	76	67
Total	84	102	147	43	39	41

Source: Statistics Norway

Table B10.2 Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	82	89	71	3	0	0
Physicians	88	44	65	0	0	0
Psychologists						
Researchers and postdocs	100	94	93	0	12	22
Total	86	85	77	2	2	6

Source: Statistics Norway

Table B10.3 Oslo University Hospital, Division of Surgery, Inflammatory Diseases and Transplantation, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	57	55	52	30	20	18	0
Physicians	42	38	40	0	0	0	0
Researchers and postdocs	46	48	46	7	17	12	0
PhD-students	35	33	34	0	0	0	0
Total	49	48	46	17	14	12	16

Source: Statistics Norway

Table B11.1 Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	29	42	44	3	21	14
Physicians	10	9	9	20	11	22
Psychologists						
Researchers and postdocs	19	20	34	26	35	35
PhD-students	12	26	23	33	50	65
Total	70	97	110	17	31	32

Source: Statistics Norway

Table B11.2 Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	90	88	80	0	3	3
Physicians	30	44	44	0	0	0
Psychologists						
Researchers and postdocs	100	85	91	11	18	13
Total	83	82	80	3	6	6

Source: Statistics Norway

Table B11.3 Oslo University Hospital, Division of Cardiovascular and Pulmonary Diseases, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	56	58	55	28	38	32	0
Physicians	45	41	38	0	0	0	0
Researchers and postdocs	45	40	48	5	0	12	0
PhD-students	38	35	35	0	0	0	0
Total	48	46	47	13	16	16	11

Source: Statistics Norway

Table B12.1 Oslo University Hospital, Division of Laboratory Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	47	90	75	38	57	68
Physicians	13	17	26	69	65	77
Psychologists						
Researchers and postdocs	134	139	227	46	49	54
PhD-students	43	60	32	70	68	75
Total	237	306	360	50	56	61

Source: Statistics Norway

Table B12.2 Oslo University Hospital, Division of Laboratory Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	79	67	51	0	0	0
Physicians	31	24	31	0	0	0
Psychologists						
Researchers and postdocs	94	91	95	25	25	22
Total	86	77	80	16	13	15

Source: Statistics Norway

Table B12.3 Oslo University Hospital, Division of Laboratory Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	55	52	50	32	21	17	0
Physicians	40	38	38	0	0	0	4
Researchers and postdocs	43	44	47	6	6	10	0
PhD-students	32	31	31	0	0	0	0
Total	43	44	46	10	9	10	11

Source: Statistics Norway

Table B13.1 Oslo University Hospital, Division of Cancer Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	45	60	56	36	43	61
Physicians	4	1	6	50	100	33
Psychologists	0	0	2	0	0	100
Researchers and postdocs	175	185	215	58	62	65
PhD-students	92	71	71	76	69	62
Total	316	317	350	60	60	63

Source: Statistics Norway

Table B13.2 Oslo University Hospital, Division of Cancer Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	93	88	79	2	0	0
Physicians	50	100	33	0	0	0
Psychologists	0	0	0	0	0	0
Researchers and postdocs	92	98	97	14	26	21
Total	92	96	91	10	19	15

Source: Statistics Norway

Table B13.3 Oslo University Hospital, Division of Cancer Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	56	54	50	36	28	9	0
Physicians	40	33	36	0	0	0	17
Psychologists	0	0	37	0	0	0	0
Researchers and postdocs	44	42	46	6	5	10	0
PhD-students	34	33	33	0	0	1	0
Total	42	42	44	8	8	8	13

Source: Statistics Norway

Table B14.1 Oslo University Hospital, Division of Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	51	67	51	18	33	39
Physicians	15	17	16	80	65	62
Psychologists	0	1	0	0	100	0
Researchers and postdocs	22	32	44	68	72	61
PhD-students	26	34	23	81	79	61
Total	114	151	134	50	56	53

Source: Statistics Norway

Table B14.2 Oslo University Hospital, Division of Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	78	82	80	2	0	0
Physicians	73	41	50	0	0	0
Psychologists	0	100	0	0	0	0
Researchers and postdocs	64	91	91	14	14	10
Total	74	79	80	3	3	4

Source: Statistics Norway

Table B14.3 Oslo University Hospital, Division of Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	56	56	52	25	31	24	2
Physicians	40	39	38	0	0	0	0
Psychologists	0	57	0	0	0	0	0
Researchers and postdocs	44	46	53	5	12	32	2
PhD-students	39	35	36	0	0	0	0
Total	48	47	48	12	17	19	21

Source: Statistics Norway

Table B15.1 Oslo University Hospital, Division of Mental Health and Addiction, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	15	19	30	33	47	70
Physicians	0	5	8	0	60	50
Psychologists	14	14	29	79	71	66
Researchers and postdocs	13	25	47	38	64	62
PhD-students	22	19	17	73	84	82
Total	64	82	131	58	66	66

Source: Statistics Norway

Table B15.2 Oslo University Hospital, Division of Mental Health and Addiction, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	100	84	43	0	0	0
Physicians	0	20	38	0	0	0
Psychologists	57	79	45	0	0	0
Researchers and postdocs	100	96	100	15	8	11
Total	86	83	67	5	3	4

Source: Statistics Norway

Table B15.3 Oslo University Hospital, Division of Mental Health and Addiction, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	57	55	52	40	37	13	0
Physicians	0	38	37	0	0	0	0
Psychologists	47	46	47	14	0	3	3
Researchers and postdocs	47	45	48	8	4	13	0
PhD-students	38	37	33	5	0	0	0
Total	46	45	46	16	10	8	13

Source: Statistics Norway

Table B16.1 Oslo University Hospital, Division of Prehospital Services, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	0	4	9	0	0	0
Physicians						
Psychologists						
Researchers and postdocs	0	1	0	0	0	0
PhD-students	0	3	2	0	67	50
Total	0	8	11	0	25	9

Source: Statistics Norway

Table B16.2 Oslo University Hospital, Division of Prehospital Services, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	0	75	67	0	0	0
Physicians						
Psychologists						
Researchers and postdocs	0	100	0	0	0	0
Total	0	80	67	0	0	0

Source: Statistics Norway

Table B16.3 Oslo University Hospital, Division of Prehospital Services, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	0	52	50	0	0	11	0
Researchers and postdocs	0	60	0	0	0	0	0
PhD-students	0	37	36	0	0	0	0
Total	0	47	48	0	0	9	36

Source: Statistics Norway

Table B17.1 Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	21	27	28	19	30	29
Physicians	6	3	6	67	100	50
Psychologists						
Researchers and postdocs	4	6	14	75	50	43
PhD-students	3	10	8	67	70	50
Total	34	46	56	38	46	38

Source: Statistics Norway

Table B17.2 Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	67	63	64	0	6	6
Physicians	33	33	17	0	0	0
Psychologists						
Researchers and postdocs	75	100	86	0	50	8
Total	61	67	65	0	11	4

Source: Statistics Norway

Table B17.3 Oslo University Hospital, Division of Head, Neck and Reconstructive Surgery, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	50	50	49	19	7	11	0
Physicians	39	37	35	0	0	0	0
Researchers and postdocs	50	44	49	25	0	7	0
PhD-students	40	38	36	0	0	0	0
Total	47	46	46	15	4	7	16

Source: Statistics Norway

Table B18.1 Oslo University Hospital, Division of Neuroscience, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	37	83	97	35	47	44
Physicians	9	13	25	44	69	40
Psychologists	2	5	7	50	80	57
Researchers and postdocs	14	14	42	57	43	62
PhD-students	17	27	33	71	70	58
Total	79	142	204	48	54	50

Source: Statistics Norway

Table B18.2 Oslo University Hospital, Division of Neuroscience, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	81	69	65	3	2	2
Physicians	67	77	32	0	0	0
Psychologists	50	40	29	0	0	0
Researchers and postdocs	71	93	90	10	15	13
Total	76	71	65	3	3	4

Source: Statistics Norway

Table B18.3 Oslo University Hospital, Division of Neuroscience, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	55	52	52	24	16	19	0
Physicians	36	37	37	0	0	0	0
Psychologists	49	43	49	0	20	29	0
Researchers and postdocs	46	47	49	7	7	12	0
PhD-students	36	33	37	0	0	0	0
Total	47	46	47	13	11	12	25

Source: Statistics Norway

Table B19.1 Oslo University Hospital, Division of Paediatric and Adolescent Medicine, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	34	48	47	38	50	70
Physicians	6	10	8	50	90	88
Psychologists	3	4	10	67	75	90
Researchers and postdocs	11	16	45	45	38	49
PhD-students	13	19	26	69	89	92
Total	67	97	136	48	61	70

Source: Statistics Norway

Table B19.2 Oslo University Hospital, Division of Paediatric and Adolescent Medicine, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	79	77	70	0	0	0
Physicians	33	40	25	0	0	0
Psychologists	33	50	40	0	0	0
Researchers and postdocs	55	75	98	0	25	9
Total	67	71	75	0	4	4

Source: Statistics Norway

Table B19.3 Oslo University Hospital, Division of Paediatric and Adolescent Medicine, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	57	56	52	38	27	17	0
Physicians	40	41	39	0	0	0	0
Psychologists	62	51	48	33	0	20	0
Researchers and postdocs	49	44	51	18	6	22	0
PhD-students	41	40	38	0	0	0	0
Total	51	49	48	24	14	15	35

Source: Statistics Norway

Table B20.1 Oslo University Hospital, Division of Gynaecology and Obstetrics, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	16	13	12	56	54	67
Physicians	5	8	5	40	88	80
Psychologists						
Researchers and postdocs	15	15	27	80	87	85
PhD-students	21	16	14	86	94	100
Total	57	52	58	72	81	84

Source: Statistics Norway

Table B20.2 Oslo University Hospital, Division of Gynaecology and Obstetrics, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	94	85	50	0	0	0
Physicians	20	13	0	0	0	0
Psychologists						
Researchers and postdocs	73	93	100	0	0	11
Total	75	72	75	0	0	7

Source: Statistics Norway

Table B20.3 Oslo University Hospital, Division of Gynaecology and Obstetrics, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	57	54	48	44	31	8	0
Physicians	41	39	38	0	0	0	0
Researchers and postdocs	49	50	49	20	20	11	0
PhD-students	43	41	41	0	0	0	0
Total	48	46	46	18	13	7	33

Source: Statistics Norway

Table B21.1 Lovisenberg Diakonale Hospital, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	28	27	5	29	33	0
Physicians	7	13	7	57	38	43
Psychologists	9	7	7	56	71	57
Researchers and postdocs	7	3	19	57	0	74
PhD-students	10	0	2	40	0	50
Total	61	50	40	41	38	55

Source: Statistics Norway

Table B21.2 Lovisenberg Diakonale Hospital, PhD-Statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	39	59	60	0	0	0
Physicians	71	23	0	0	0	0
Psychologists	11	29	57	0	0	0
Researchers and postdocs	71	100	68	0	0	23
Total	43	48	53	0	0	8

Source: Statistics Norway

Table B21.3 Lovisenberg Diakonale Hospital, Age Statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	55	55	56	32	30	40	0
Physicians	51	44	42	29	8	0	0
Psychologists	41	42	41	0	0	0	0
Researchers and postdocs	53	49	46	14	0	11	0
PhD-students	39	0	38	0	0	0	0
Total	50	50	45	20	18	10	53

Source: Statistics Norway

Table B22.1 Modum Bad, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	3	0	0	100	0	0
Physicians						
Psychologists	3	5	3	67	40	0
Researchers and postdocs	3	3	2	0	0	50
PhD-students	3	2	6	67	50	67
Total	12	10	11	58	30	45

Source: Statistics Norway

Table B22.2 Modum Bad, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	33	0	0	0	0	0
Physicians						
Psychologists	67	40	67	0	0	0
Researchers and postdocs	67	67	100	0	0	0
Total	56	50	80	0	0	0

Source: Statistics Norway

Table B22.3 Modum Bad, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	54	0	0	0	0	0	0
Psychologists	49	48	52	0	20	33	0
Researchers and postdocs	64	55	57	67	33	50	0
PhD-students	35	33	36	0	0	0	0
Total	51	47	44	17	20	18	18

Source: Statistics Norway

Table B23.1 Diakonhjemmet Hospital, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	20	38	28	40	37	46
Physicians	12	10	6	58	90	67
Psychologists	8	28	27	62	50	67
Researchers and postdocs	23	20	41	65	75	68
PhD-students	12	16	25	92	69	64
Total	75	112	127	61	56	62

Source: Statistics Norway

Table B23.2 Diakonhjemmet Hospital, PhD-Statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	55	50	46	0	0	0
Physicians	8	40	83	0	0	0
Psychologists	0	14	7	0	0	0
Researchers and postdocs	43	85	95	0	0	5
Total	35	46	58	0	0	2

Source: Statistics Norway

Table B23.3 Diakonhjemmet Hospital, Age Statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	54	52	51	5	11	11	0
Physicians	35	38	41	0	0	17	0
Psychologists	44	43	44	0	0	4	0
Researchers and postdocs	40	43	45	0	5	10	0
PhD-students	37	37	36	0	0	0	0
Total	43	45	44	1	4	7	15

Source: Statistics Norway

Table B24.1 Førde Hospital Trust, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	7	12	19	29	25	21
Physicians	0	3	7	0	33	43
Psychologists	3	5	4	67	60	75
Researchers and postdocs	6	4	5	50	50	40
PhD-students	2	1	3	0	0	67
Total	18	25	38	39	36	37

Source: Statistics Norway

Table B24.2 Førde Hospital Trust, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	43	17	16	0	0	0
Physicians	0	0	14	0	0	0
Psychologists	33	20	25	0	0	0
Researchers and postdocs	17	75	80	0	0	0
Total	31	25	26	0	0	0

Source: Statistics Norway

Table B24.3 Førde Hospital Trust, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	50	54	48	14	33	5	0
Physicians	0	34	37	0	0	0	0
Psychologists	45	35	39	0	0	0	0
Researchers and postdocs	43	48	47	0	25	20	0
PhD-students	38	31	43	0	0	33	0
Total	45	46	45	6	20	8	11

Source: Statistics Norway

Table B25.1 Møre og Romsdal Hospital Trust, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	25	27	22	40	41	41
Physicians	1	7	3	0	29	33
Psychologists	5	3	2	40	33	0
Researchers and postdocs	2	1	5	100	100	40
PhD-students	0	1	3	0	100	67
Total	33	39	35	42	41	40

Source: Statistics Norway

Table B25.2 Møre og Romsdal Hospital Trust, PhD-Statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	32	30	41	0	0	0
Physicians	100	0	33	0	0	0
Psychologists	60	33	0	0	0	0
Researchers and postdocs	50	100	100	100	100	20
Total	39	26	47	3	3	3

Source: Statistics Norway

Table B25.3 Møre og Romsdal Hospital Trust, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	50	49	49	12	7	5	0
Physicians	32	36	39	0	0	0	0
Psychologists	54	51	35	20	33	0	0
Researchers and postdocs	56	62	55	0	100	40	0
PhD-students	0	41	53	0	0	0	0
Total	51	47	49	12	10	9	3

Source: Statistics Norway

Table B26.1 Martina Hansens Hospital, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	8	11	13	38	9	31
Physicians	7	0	2	43	0	100
Psychologists						
Researchers and postdocs	0	0	1	0	0	100
PhD-students	0	5	0	0	80	0
Total	15	16	16	40	31	44

Source: Statistics Norway

Table B26.2 Martina Hansens Hospital, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	38	55	62	0	0	0
Physicians	29	0	0	0	0	0
Psychologists						
Researchers and postdocs	0	0	100	0	0	0
Total	33	55	56	0	0	0

Source: Statistics Norway

Table B26.3 Martina Hansens Hospital, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	56	54	52	25	18	8	0
Physicians	43	0	45	0	0	0	0
Researchers and postdocs	0	0	64	0	0	100	0
PhD-students	0	49	0	0	0	0	0
Total	50	53	52	13	12	12	0

Source: Statistics Norway

Table B27.1 Sunnaas Rehabilitation Hospital, Number of persons and share of women

	Number of researchers			Share of women		
	2013	2017	2021	2013	2017	2021
Senior physicians	10	13	8	70	69	75
Physicians	1	1	0	0	100	0
Psychologists	6	12	6	50	83	67
Researchers and postdocs	7	5	13	71	40	92
PhD-students	7	4	12	71	75	83
Total	31	35	39	65	71	82

Source: Statistics Norway

Table B27.2 Sunnaas Rehabilitation Hospital, PhD-statistics

	Share of researchers with PhD-degree			Share of researchers with foreign PhD-degree		
	2013	2017	2021	2013	2017	2021
Senior physicians	50	23	38	0	0	0
Physicians	0	0	0	0	0	0
Psychologists	50	42	33	0	0	0
Researchers and postdocs	100	60	92	14	0	8
Total	62	35	63	4	0	4

Source: Statistics Norway

Table B27.3 Sunnaas Rehabilitation Hospital, Age statistics

	Average age			Share of researchers 62 years or older			Share with temporary position
	2013	2017	2021	2013	2017	2021	2021
Senior physicians	51	55	54	10	31	0	0
Physicians	34	37	0	0	0	0	0
Psychologists	49	43	40	33	8	0	0
Researchers and postdocs	51	52	56	14	20	38	8
PhD-students	39	32	44	14	0	0	0
Total	47	47	50	16	17	13	10

Source: Statistics Norway

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