



GENDER EQUALITY ACTION PLAN

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The Gender Equality¹ Action Plan, is part of the executor tool of the Gender Equality Policy of Smart Innovation Norway (SIN). This document aims to strengthen the implementation of gender mainstreaming² as a Research Institution. In addition, it represents the practice of SIN's commitments to respect human rights and advance the goals of equality as established in the different International Instruments of Human Rights,³ like the *Convention on the Elimination of All Forms of Discrimination Against Women*⁴ and the *Platform for Action* as proposed in the *Beijing Declaration*⁵. This Gender Equality Action Plan follows and abides by the regulations contained in the *Working Environment Act*⁶ and the *Norwegian Equality and Anti-Discrimination Act*⁷. It is also part of SIN efforts to contribute to achieve the *Sustainable Developments Goals (SDGs)*, in particular Goals 5⁸, 8⁹ and 10¹⁰.

The focus of this Gender Equality Action Plan is to further develop equality in working conditions for employees at SIN.

Responsibility

The responsibility for the implementation of this Gender Equality Action Plan is held by the Management Team and Board of Directors at SIN.

Goals:

In this document, each of the following sections refers to those goals and actions that should pave the way for SIN in achieving gender equality:

1 Gender equality to improve the work environment and SINs organisational culture¹¹

At SIN we believe in having a harmonious working environment of tolerance and respect for each other. This is also part of our company policies effort to improve the labour relations between employees. We believe that part of the development of our organizational culture must be supported by the regulatory pillars on working environment. The actions that should be taken to achieve this goal are based on those precepts.

Actions:

- 1.1 A gender equality approach is part of the strategic plan of SIN.
- 1.2 Equal treatment for employees.
- 1.3 Raising awareness for Board of Directors, Management Team and employees about gender equality and making this Gender Equality Action Plan available, known and published.
- 1.4 Raising awareness for Management Team and employees about the Gender Equality Policy of SIN.
- 1.5 Networking with organizations that could contribute to the improvement of our work environment.
- 1.6 Once yearly review of the regulatory framework on gender equality, anti-discrimination laws and working environment law to do necessary adjustments.
- 1.7 Promoting the participation in educational seminars/teleconferences on gender equality for SINs employees.
- 1.8 Promoting a working balance between family and work using flexi time. This will be done without discrimination.

2 Gender balance in leadership positions

We support gender equality at all levels in SIN, and the Board of Directors and Management Team offer the opportunity to fill the positions to qualified members without discrimination. This also applies when evaluating employees to occupy low-level management positions to lead specific teams at SIN.

Actions:

- 2.1 Awareness on gender equality for the Board of Directors and Management Team through this Gender Equality Action Plan and Gender Equality Policy.
- 2.2 Extended invitation for the Board of Directors and Management team to participate in the educational Seminars/webinars on gender Equality.
- 2.3 Diversification in gender (when possible), for the candidates to be considered for Board of Director and management positions.
- 2.4 Evaluation based on merits for promotions in low-level management positions.

3 Gender balance in recruitment and career development

From the outset of the recruitment process, fair treatment should be dispensed to all the applicants. The selected candidates should be considered and evaluated based on their merits.

Actions:

- 3.1 Avoid a language that could be perceived as discriminatory during the process of recruitment.
- 3.2 Offer equal employment opportunities.
- 3.3 Welcome the participation of women for research positions in the application process.
- 3.4 Equal treatment for employees regarding payment.
- 3.5 Equal treatment on working conditions without discrimination.
- 3.6 A diverse panel for the process evaluation for the short-listed candidates in jobs openings.
- 3.7 Equal opportunities for employees regarding training and other forms of competence development.

- 3.8 The Gender Equality Policy of SIN and the Gender Equality Action Plan should be used as guidance during the recruitment process.
- 3.9 Inclusion of disaggregated data in the administration system. This will allow the monitoring of gender equality regarding- women and men different roles in the different departments.

4 Gender approach in research

SIN recognize the importance of gender equality as part of the SDGs 5¹², 8¹³, and 10¹⁴. Environmental and sustainable development projects should lookup for a gender-sensitive approach and participation of women.

Actions:

- 4.1 Engendering research: for International and National Funded Projects we seek to encourage the participation of women researchers from the first stage of the project.¹⁵
- 4.2 Gender balance in the research team composition.
- 4.3 When analysing calls for Projects: Evaluate the benefits that a project can have in gender equality and how it can be inclusive for women. We should also seek for a durable implementation in the results and its application for gender mainstreaming.

- 4.4 Gender-sensitive approach in the idea's proposal, implementation of the project and evaluation.
- 4.5 Project's work: The implementation of a gender approach (when possible), to promote gender equality in focal areas of projects.
- 4.6 The use of disaggregated data to have a better understanding of project results and future applications with a gender perspective.
- 4.7 Check for expected gender equality results in specific areas for environmental and sustainable development.
- 4.8 Specification of progress reached by projects in gender equality (annual or final report).

5 Measures and prevention of harassment

SIN will not tolerate harassment between employees. This conduct could be considered as misconduct from the employee that entails a disciplinary measure.

Actions:

- 5.1 Manager's awareness in how to deal in this situation.
- 5.2 Harassment from employees will lead to disciplinary measures by SIN respective head of department.
- 5.3 SIN will work in the creation of guidelines and reporting routines as part of the direct effort to prevent harassment.

6 Monitoring, resources and follow up

This section will regulate the administrative steps of the Gender Equality Action Plan :

- 6.1 SIN will allocate specific resources for the implementation, monitoring and follow up of this Gender Equality Action Plan.
- 6.2 The Department of Finances and Administration will keep disaggregated data in the administration system for monitoring the roles by gender in the different departments.
- 6.3 A gender audit should be implemented every 2 years to evaluate flaws and achievements.

¹ "Equality between women and men (gender equality): refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female". Available at: UN Women <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm> Accessed the 27 of April 2021.

² "Gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects. Women and men have different needs and living conditions and circumstances, including unequal access to and control over power, resources, human rights and institutions, including the justice system. The situations of women and men also differ according to country, region, age, ethnic or social origin, or other factors. The aim of gender mainstreaming is to take into account these differences when designing, implementing and evaluating policies, programmes and projects, so that they benefit both women and men and do not increase inequality but enhance gender equality. Gender mainstreaming aims to solve –sometimes hidden- gender inequalities. It is therefore a tool for achieving gender equality." Available at: Council of Europe <https://www.coe.int/en/web/genderequality/what-is-gender-mainstreaming> Accessed 12 of April 2021.

³ Read also UN General Assembly, Universal Declaration of Human Rights, 10 December 1948, 217 A (III). Available at: <https://www.refworld.org/docid/3ae6b3712c.html> Accessed 28 April 2021.

Council of Europe, European Convention for the Protection of Human Rights and Fundamental Freedoms, as amended by Protocols Nos. 11 and 14, 4 November 1950, ETS 5. Available at: <https://www.refworld.org/docid/3ae6b3b04.html> accessed 27 April 2021.

⁴ UN General Assembly, Convention on the Elimination of All Forms of Discrimination Against Women, 18 December 1979, United Nations, Treaty Series, vol. 1249, p. 13. Available at: <https://www.refworld.org/docid/3ae6b3970.html> Accessed 27 April 2021.

⁵ United Nations, Beijing Declaration and Platform of Action, adopted at the Fourth World Conference on Women, 27 October 1995, available at: <https://www.refworld.org/docid/3dde04324.html> Accessed 27 April 2021.

⁶ Working Environment Act. Available at <https://lovdata.no/dokument/NLE/lov/2005-06-17-62> Accessed 4 of May 2021.

⁷ Equality and Anti-Discrimination Act. Available at: <https://lovdata.no/dokument/NLE/lov/2017-06-16-51?q=antidiscrimination%20act> Accessed 4 of May 2021.

⁸ Achieve gender equality and empower all women and girls.

⁹ Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

¹⁰ Reduce inequality within and among countries.

¹¹ This is related in how we behave as employees internally at SIN.

¹² Achieve gender equality and empower all women and girls.

¹³ Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

¹⁴ Reduce inequality within and among countries

¹⁵ As it is encouraged in the Council Resolution of 20 May 1999 on women and science". Available at: [https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:31999Y0716\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:31999Y0716(01)) Accessed 03 May 2021. and Council Resolution of 26 June 2001 on science and society and on women in science. Available at: [https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32001G0714\(01\)&from=EN](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32001G0714(01)&from=EN) Accessed 03 May 2021 and the European Parliament resolution on the communication from the Commission entitled: "Women and science" - Mobilising women to enrich European research (COM(1999) 76 - C5-0103/1999 - 1999/2106(COS)). Available at: <https://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP/TEXT+TA+P5-TA-2000-0034+0+DOC+XML+VO//EN> Accessed 03 May 2021.