



# **GENDER EQUALITY POLICY**

## Contents

1	Policy Statement	3
2	Policy Purpose	3
3	Policy Scope	3
4	Responsibilities and Implementation	3
5	SINs Commitments	3
6	SIN Equality Training	4
7	SIN Recruitment	4
8	SIN Professional Development	4
9	SIN Compliance	4
10	Gender Equality Action Plan	4
11	Policy Review	5
12	Policy Information	5

## **1 Policy Statement**

Smart Innovation Norway (SIN) believes in a work environment that respect human rights and wants to promote the advance of gender equality<sup>1</sup>. Discrimination on any ground is unacceptable for SIN. SIN believes in equal opportunities and fair treatment in our employment relations and recruitment process. At SIN we want to recruit talented people and welcome workers of different nationalities and gender. We recognize in a fair manner the efforts and contributions of every employee to achieve the goals of SIN. Fostering an organizational culture<sup>2</sup> of tolerance and respect, where all employees can enjoy equal benefits is part of our duties.

The Gender Equality Policy represents part of SINs responsibilities to help to promote gender equality and gender mainstreaming.<sup>3</sup> This policy is a general guidance to consolidate SINs views on gender equality. We abide in this document by the national and international regulatory framework on human rights and others gender equality legal instruments that covers this matter.<sup>4</sup>

## **2 Policy Purpose**

The Gender Equality Policy promote gender equality at SIN and assist in avoiding discrimination in all its forms towards employees or jobs applicants. SIN wants to ensure a good working environment and offer a fair career development for its employees. We believe in diversity, inclusion and enhancing of opportunities for everyone that wants to join us.

Employees and jobs applicants at SIN should be treated with dignity and respect. Same considerations should also be given to other persons in our working relations like when interacting with SIN partners/customers or when acting on behalf of SIN.

## **3 Policy Scope**

The Gender Equality Policy applies to job applicants, all employees (temporary or permanent), interns and guest researchers.

## **4 Responsibilities and Implementation**

The Board of Directors of SIN, will ensure that the Gender Equality Policy follows the regulatory framework<sup>5</sup> and that it is actively operating at SIN. The CEO and Head of Departments has the responsibility for its implementation, adhering to this policy and addressing of issues.

It is responsibility of all employees to follow and contribute to the realization of this policy in its purpose to achieve gender equality.

## **5 SINs Commitments**

At SIN we are committed to:

- Improve and promote gender equality not only as part of our process of recruitment but in our working environment.
- Promote gender equality as part of SIN's strategy.

- Contribute to employee's awareness and understanding of gender equality.
- Treat job's applicants and employees with dignity and respect.
- Offer equal opportunities to its employees.
- Use flex work practices to promote family friendly workplace. Contributing to create a balance between family and work.
- Use working from home options.
- Integrate gender perspectives in SIN's work.
- Recognize the equal importance of every job at SIN without discrimination. SIN do not tolerate discrimination based in the activity or job of the employees.
- Review employment practices when necessary and update of this policy.

At SIN we do not tolerate harassment. All the employees and managers at SIN can be held liable for these acts. -disciplinary measures will be taken if those incidents occur.

## **6 SIN Equality Training**

SIN will provide opportunities for all employees including head of departments to participate in seminar/webinars training on gender equality.

## **7 SIN Recruitment**

All jobs' applicants will be considered on merit and in a fair and transparent process without discrimination.

## **8 SIN Professional Development**

SIN appreciate the effort of its workers and look up for their professional development. SIN encourages employees to advance their careers and contribute with their knowledge, ideas, and initiatives to make SIN better.

## **9 SIN Compliance**

This Gender Equality Policy abides and follows the regulatory framework in Norway regarding human rights and employees' rights.<sup>6</sup>

## **10 Gender Equality Action Plan**

This Policy is complemented by an operative tool, a Gender Equality Action Plan. SINs Gender Equality Action Plan will be the instrument to put in practice the purposes and principles of this Gender Equality Policy. The Gender Equality Action Plan will identify the goals and actions that we should follow to achieve gender equality and gender mainstreaming. SIN wants to reflect in its policies and actions its respect for human rights and gender equality. The promotion of gender equality is a commitment that is embraced as part of our strategy.

## 11 Policy Review

This policy will be updated when changes in the legislation occurs. Amendments to the text can also be done accordingly to improve specific sections in this document. A programmed annual review should be done.

## 12 Policy Information

Version	Date	Approved by	Changed by	Changed log	Signature
V.1.0	02.06.2021	Revised	Luisa Teresa S Nordlander	Revised	LTSN
V .1.1	16.06.2021	Last Revision	Luisa Teresa S. Nordlander	Last Revision	LTSN

<sup>1</sup> **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.

<sup>2</sup>This is related in how we behave as employees internally.

<sup>3</sup>**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". Council of Europe. Available at : <https://www.coe.int/en/web/genderequality/what-is-gender-mainstreaming> Accessed 12 of April 2021.

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

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.

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.

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.

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.

Read also for further information "The Human Rights Framework in Norway". Available at: <https://www.nhri.no/en/2019/the-human-rights-framework-in-norway/> Accessed 12 of May 2021.

Sustainable Developments Goals : 5 Achieve gender equality and empower all women and girls, 8 Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all and 10 Reduce inequality within and among countries

<sup>5</sup> Read Supra footnote 4

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

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.

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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.

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.

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