

# Gender Equality Action Plan for NORSØK

Adopted by NORSØK's Cooperation Forum on 10 February 2022

## Introduction

Gender balance and diversity in all subject areas and position categories will increase the creativity, quality and relevance of knowledge development. NORSØK shall have a diverse working environment, where everyone is met with respect, regardless of gender, ethnicity, religion, belief, age, functional ability or sexual orientation. NORSØK aims to have a diverse workforce with different backgrounds and professional qualifications, with an output that meets high professional standards.

Appointments must be made in accordance with the so-called qualification principle, which states that the best qualified applicant shall be appointed to the position in question. NORSØK shall strive to attract well-qualified applicants of both genders. This is to be accomplished by qualifying staff already employed at NORSØK, but also by building a good reputation and thereby attracting external candidates.

Achieving gender equality is number five of the UN Sustainable Development Goals. One of the targets is to ensure that both genders have full and genuine participation, and equal opportunities for positions at all levels within an organization.

As of 2022, the EU will introduce a framework programme for research in which it will strengthen its focus on gender equality and gender balance in research. Having a binding gender equality action plan will be a qualifying requirement for receiving research funding. The Research Council of Norway (NFR) has adopted the same requirements as the EU, and as of 2022 all applicants from research institutions and the public sector must have a gender equality action plan in order to receive funding from the NFR.

NORSØK's gender equality policy is based on NORSØK's Strategic Plan, of which one of the targets is to achieve gender balance. In addition, NORSØK shall ensure equal opportunities regardless of religion, belief, ethnicity, sexual orientation or age.

The work on gender equality is endorsed by NORSØK's management and board. Implementing gender equality is a managerial responsibility and must be highlighted at management meetings, staff meetings and in NORSØK's Cooperation Forum. The Cooperation Forum consists of representatives from management, health and safety representatives and employee representatives.

NORSØK's director is responsible for following up and implementing the action plan, and ensuring that an action plan is available at all times.

## Gender distribution of employees and board at NORSØK

The table below shows the gender distribution among NORSØK's employees and its board of directors as of 1 January 2022.

<b>NORSØK employees</b>	<b>Male</b>	<b>Female</b>	<b>Share of females</b>
Director, Vice director		2	100 %
Administration and technicians	1	2	67 %
Researchers with PhD degrees	2	3	60 %
Researchers without PhD degrees and advisers	1	9	90 %
Research fellows	2	2	50 %
<b>Sum</b>	<b>6</b>	<b>18</b>	<b>75 %</b>
<b>NORSØK Board</b>			
Permanent members	5	2	29 %
Deputies to the Board	4	3	43 %
<b>Sum</b>	<b>9</b>	<b>5</b>	<b>36 %</b>

Of the 24 persons employed at NORSØK as of 01.01.22, six were male and 18 female. The share of males is thus 25 %. Of the 12 employees who were transferred from the previous enterprise to NORSØK at the time of its reestablishment as an independent institution in 2016, one was male and 11 female. This is part of the explanation for the gender imbalance.

A majority of the board members are men, including the chairman. NORSØK is a private foundation, and thus its board members are appointed by various private and public institutions. NORSØK therefore has little influence on the gender composition of its board.

## Goals for the period 2022-2025

### Goal 1: Achieving approximate gender balance in all position categories

#### Measures:

- Utilise multiple channels to market NORSØK and the professional community at Tingvoll Gard as a good and versatile working environment
- Profile men in the marketing of NORSØK as a workplace
- When considering candidates with equal qualifications, male applicants should be given priority over female applicants when hiring new employees
- Present both genders on various digital platforms
- Help ensure that researchers and advisers of both genders are given project management responsibilities and other tasks that contribute to strengthening their CVs
- Provide both genders with equal opportunities to build their skills through participation in training courses and conferences
- Ensure that all qualified staff of both genders who wish to do so are given the opportunity to pursue a doctoral degree

**Goal 2: Ensuring equal pay for equal work**

**Measures:**

- Pay increases in local wage negotiations shall ensure equal pay for equal work, equal responsibility, equal experience and equal qualifications.

**Goal 3: NORSØK shall enable accessibility and usability for employees with disabilities**

**Measures:**

- To the best of its ability, NORSØK shall adapt the working environment to promote accessibility and usability by employees who are or become disabled after illness or injury, thereby enabling the employees to continue their employment at NORSØK.
- When and if possible, NORSØK shall contribute to providing work training for persons with NAV-defined needs for occupational training.

**Goal 4: All applicants are to be treated equally, regardless of their cultural background**

- Applicants from foreign cultural backgrounds must not be treated differently from Norwegian applicants in the assessment of suitability for a position.
- Non-Norwegian speaking employees shall be offered Norwegian language tuition, which is paid for by NORSØK.

**Goal 5: All employees shall have the opportunity for full-time employment, if so desired**

- If there is a need for additional labour, NORSØK shall offer part-time employees who are qualified for vacant tasks an increase of their FTE percentage before appointing new employees.

**Goal 6: NORSØK shall create and maintain an inclusive working environment in which all employees are equally valued**

**Measures:**

- Established fora such as staff meetings, joint meetings, professional excursions and various welfare activities will be made available to all job categories
- When allocating tasks, respect must be shown for all employees' needs for planning and predictability in their work
- Conflicts must be resolved at the lowest possible level
- All employees must be familiar with NORSØK's action plan against bullying and harassment

## Implementation, reporting and funding

### Implementation

NORSØK's director is responsible for ensuring that the gender equality action plan is followed up. At the end of each year, the Cooperation Forum shall evaluate the measures implemented and the status of gender equality efforts. Based on the evaluation, the goals and measures in the gender equality plan will be revised as the basis for next year's work.

### Reporting

The work and status of the gender equality work shall be reported to the Board prior to the submission of NORSØK's annual report. The status of gender equality work shall be included as part of the Board's report in NORSØK's annual report.

### Funding

In NORSØK's internal projects for joint activities and capacity building, health, safety and environment issues and employee representation, time and resources are allocated to the implementation of the "Gender Equality Action Plan for NORSØK".

## Relevant legislation

[Act relating to equality and a prohibition against discrimination \(Equality and Anti-Discrimination Act\) - Lovdata](#)

[Act relating to foundations \(Stiftelsesloven\)](#)

English translation:

<https://lottstift.no/content/uploads/sites/2/2022/07/The-Foundation-act.pdf>