



NATIONAL FULFILMENT OF HORIZON EUROPE'S MANDATORY REQUIREMENTS FOR A GEP- NORWAY

MANDATORY REQUIREMENTS		
Process-related GEP building blocks.	Description of requirement	National fulfilment
The GEP should: Be a public document	The GEP should be a formal document signed by the top management and disseminated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.	<p>The activity and reporting duty in the Equality and Anti-Discrimination Act (section 24 and 26) requires all public employers and all private employers with more than 50 employees to make active, targeted and systematic efforts to ensure gender equality. This means that these undertakings shall issue a statement on equality measures, implemented or planned, to promote the Equality and Anti-Discrimination Act's purpose. The statement needs to include the actual status of gender equality at the institution, the work they have done meeting the requirements of the activity duty and every other year the institutions are required to issue a statement on the gender pay gap, involuntary part-time and gender distribution at different position levels</p> <p>The Act relating to universities and university colleges contains a gender equality section (section 6-2) that restates some of the contents of the activity and reporting duty.</p> <p>The Annual letters of Allocation from the Ministry of Education and Research to the higher education sector state that the ministry expects institutions to work actively to promote equal career opportunities for women and men in Norwegian academia and to facilitate greater diversity.</p> <p>The Research Council of Norway has introduced a Gender Equality Plan (GEP) as an eligibility requirement for applicants and partners that must be met when the grant agreement is signed. This applies to calls for proposals with a deadline for applications in 2022 or later.</p>
Have dedicated resources	Resources for the design, implementation, and monitoring of GEPs may include funding for specific positions such as Equality Officers or Gender Equality	There is no national budget dedicated to fulfilling the law at institutional level. However, there are national support structures funded by the state such as The Committee for Gender Balance and Diversity in Research, (KIF), the KIF-secretariat with two gender experts and the Equality and Antidiscrimination Ombud. The Research Council of

		Norway (RCN) has a task force with dedicated gender experts.
Include arrangements for data collection and monitoring	GEPs must be evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress	The Norwegian Equality and Anti-discrimination Act include the obligation to annually report on GEPs for any employer with over 50 employees (of which includes most HEIs). The Equality and Anti-Discrimination Ombud has in its duty to monitor and evaluate GEPs. Data on the status of gender equality and diversity in research is included in annual and biannual statistics reports such as The Report on Science and Technology indicators for Norway (annual) and Status report on higher education (biannual). The national database on statistics on higher education (DBH) has its own site on gender where gender disaggregated data on different parameters in Norwegian research can be accessed. A collection of all data on gender and diversity in research in Norway can be found at www.kifinfo.no . The Committee for gender balance and diversity in research (KIF) undertakes an annual review of which Norwegian HEIs have a GEP. All GEPs that are in place are posted on KIFs website www.Kifinfo.no
Be supported by training and capacity-building	Actions may include developing gender competence and tackling unconscious gender bias among staff, leaders and decision-makers, establishing working groups dedicated to specific topics, and raising awareness through workshops and communication activities.	The Committee for gender balance and diversity in research (KIF), the BALANSE-program (RCN) and Kilden genderresearch.no hold regular trainings on different topics regarding gender equality and diversity in research. The Equality and Anti-Discrimination Ombud and other state-funded competence centers on equality hold regular trainings and capacity-building.

RECOMMENDED MEASURES		
Content-related GEP building blocks	Description of recommendation	National fulfilment
Work-life balance and organisational culture	Work-life balance is relevant for both women and men and involves ensuring that all staff are properly supported to advance their career alongside personal responsibilities that they may hold outside of the workplace,	HEIs must take active measures to promote equality and prevent discrimination in the areas of work-life balance (Equality and Antidiscrimination Act, Section 26).

	including caring responsibilities.	
Gender balance in leadership and decision-making	Increasing the number and share of women in leadership and decision-making positions is a process that touches upon all aspects in the GEP; sex/gender-disaggregated data collection and analysis, identifying issues to gender sensitive training, organizational practices and the promotion of work-life balance.	The Act relating to universities and university colleges states in Section 6-2 on Gender Equality that RPOs must make active, targeted and systematic efforts to ensure gender equality in all categories of employment at the institution. Committee for gender balance and diversity in research (KIF) initiates and disseminates national statistics and European (She Figures) on gender balance and diversity in research.
Gender equality in recruitment and career progression	Recruitment, selection and career progression measures aim to ensure that women and men get equal chances to develop and advance their careers.	HEIs must take active measures to promote equality and prevent discrimination in the areas of recruitment, pay and working conditions, promotion, development opportunities, accommodation (Equality and Antidiscrimination Act, Section 26). In section 11 in the same Act Permitted positive differential treatment is allowed in recruitment processes in certain instances. The Ministry of Education and Research has issued a Strategy on research careers that addresses gender equality and diversity in recruitment and research careers.
Integration of the gender dimension into research and teaching content	The GEP should consider how the gender dimension will be incorporated in the contents of research or educational activities and outputs of the organization.	RCN adopted in 2019 a Policy for gender balance and gender perspective in research and innovation. Gender dimension is a selection criterion for RCN funding, if relevant. For more than 20 years RCN has an earmarked allocation to disseminate gender research through Kilden genderresearch.no.
Measures against gender-based violence, including sexual harassment	Through a GEP, organizations may wish to consider examining the prevalence of sexual harassment and other forms of gender-based violence and take further steps to ensure that they have clear organizational policies and measures on sexual harassment that address the following dimensions	HEIs shall seek to prevent harassment, sexual harassment and gender-based violence (Equality and Antidiscrimination Act, Section 26). In The Act relating to universities and university colleges it is stated that boards have the responsibility to work to prevent harassment and sexual harassment (§4.3). The Ministry of Education and Research call on the HEIs to work against harassment and sexual harassment in their annual letters of Allocation. In 2019 universities in Norway initiated a nationwide mapping of the prevalence of sexual harassment and bullying in Norwegian academia that has informed the HEIs on their initiatives work against sexual harassment.