



Norwegian University
of Life Sciences

Minimum process-related requirements and recommended areas to be covered in the Gender Equality Plan as described in Horizon Europe (and by RCN)

A brief description to how NMBU is working with the minimum process-related requirements and the recommended areas to be covered and addressed in the Gender Equality Plan ("Gender Equality, Diversity and Inclusion – Plan of Action for NMBU 2022-2025").

Process-related building blocks

- **Publication** – The "Gender Equality, Diversity and Inclusion – Plan of Action for NMBU 2022 – 2025" is available on NMBU's website, signed by the top management. Since 2015, NMBU has issued a yearly public report on equality measures. Our yearly report includes the actual status of gender equality at the institution, the work we have done meeting the requirements of the activity duty and includes reporting of gender pay gap, and gender distribution at different position levels. NMBU will investigate involuntary part-time.
- **Dedicated resources** –
 - **Project leader "Gender Equality, Diversity and Inclusion"**: NMBU has a 100% position with expertise in gender equality, that functions as a resource for implementing the "Gender Equality, Diversity and Inclusion – Plan of Action for NMBU 2022 – 2025".
 - **Diversity, Equity and Inclusion Committee (DEI)**: The committee is chaired by the Pro-Rector Research and is represented by all faculty Deans, Director of HR, an Employee Representative, as well as two students and one PhD candidate.
 - **Gender Equality Coordinator**: The officer acts as a secretary for the "Diversity, Equity and Inclusion Committee (DEI)".
 - **Gender Equality and Diversity advisor**: Gender equality and diversity specialist.
 - **Gender Equality and Diversity Contacts**: All faculties have appointed a Gender Equality and Diversity Contact – to contribute with faculty-specific knowledge regarding the work and implementation of actions on Gender Equality, Diversity and Inclusion.
- **Data collection & monitoring** - As a fulfillment of "The Norwegian Equality and Anti- discrimination Act", NMBU annually reports to the University Board on status of the action plan (GEP), containing numbers, statistics and the status quo on the implemented measures on equality, diversity and inclusion. NMBU uses this report as a basis for the report that is sent to the Ministry of Education and Research and other government bodies.
- **Training** – NMBU arranges trainings on different topics regarding gender equality, inclusion, and diversity, for example courses on intercultural interaction. Both managers and employees are to follow specific courses on sexual harassment in academia – with a focus on relations with power asymmetries. NMBU are currently working on identifying needs to develop trainings/e-learning modules to give additional training opportunities for its employees. NMBU has specific requirements in the recruitment process of managerial positions, where the candidate's competence on gender equality and diversity is a factor of consideration.

Recommended areas covered and addressed

- **Work-life balance and organizational culture** – NMBU is working towards recognizing and develop guidelines for accommodating flexible and distance work both for academic and administrative staff, to make it easier to combine family life and career.
- **A gender balance in leadership and decision-making** – NMBU is taking active, targeted and systematic actions to ensure gender equality in all categories of employment at the institution. While also identifying and implement measures to improve gender balance in leadership and decision-making bodies.
- **Gender equality in recruitment and career progression** – NMBU is taking active measures to promote equality and prevent discrimination in the areas of recruitment, pay and working conditions, promotion, development opportunities, and accommodation (Equality and Antidiscrimination Act, Section 26). Our annual report reflects this work and the progress we have. The Ministry of Education and Research has also issued a Strategy on research careers that addresses gender equality and diversity in recruitment and research careers, and NMBU will work towards adhering to this strategy.
- **Integration of the gender dimension into research and teaching content** – NMBU will organize webinars/courses for awareness raising related to the relevance of gender and diversity perspectives in curricula and research. NMBU works to ensure gender mainstreaming in both development of research proposals and in research projects by fostering equality in scientific careers, securing gender balance in decision-making processes and bodies and by integrating the gender dimension in research content. Both the EU and national research funding bodies has clear requirements related to gender balance and equality and NMBU will strives to meet these requirements in every proposal and project.
- **Measures against gender-based violence, including sexual harassment** – NMBU has a zero-tolerance to bullying and harassment, including sexual harassment. New employees and students are informed of this expectancy in the onboarding program and are being made familiar with our sikresiden.no (safe side) website with procedures to report incidents at NMBU. Information on rights and obligations are stated clearly on these web pages. This is in accordance with Equality and Antidiscrimination Act, Section 26.