



The Norwegian University  
of Life Sciences

# Annual report on gender equality, diversity and inclusion NMBU 2020



## Summary

NMBU aims to have an inclusive and diverse working and study environment where everyone is valued and offered equal opportunities. NMBU therefore works to achieve a culture characterised by transparency, fellowship, gender equality and diversity in line with the UN Sustainable Development Goals.

In 2018, NMBU adopted an action plan for the period 2018-2021, aimed at increasing the proportion of women appointed to permanent academic positions and actively raising awareness among managers, boards and committees of how to address gender equality, diversity and inclusion.

A sum of NOK 1.4 million was earmarked for gender equality and diversity work in 2020.

NMBU did not reach its long-term target of at least 30 per cent female professors by 2020. However, two of the faculties achieved this ambition by a good margin. With the exception of one other university, the other Norwegian universities reached this target.

Efforts to increase the proportion of female professors will still be given high priority going forward. The outcome of the tailored measures that have been implemented relating to female associate professors who aspire to apply for promotion to professor is not likely to materialise until 2021/2022. In 2020, the faculties were offered funds to hire search specialists to increase the share of women among applicants for vacant or new associate professor and professor positions. The Gender equality and Diversity Committee also distributed funds on the basis of applications for start-up grants, qualification grants, offers of pre-evaluation and buy-outs of female associate professors to work on their application for promotion.

The proportion of female associate professors is still well above the target of 40 per cent. This is positive since associate professors form the recruitment basis for promotion to professor.

This annual report also satisfies NMBU's reporting obligation as a state body in relation to its work on gender equality. The overview of gender balance and pay comparisons shows that the internal pay gaps are relatively small in the various position categories. The biggest difference is found in the administrative groups.

A gender comparison has also been prepared of NMBU employees in part-time positions, temporary positions, on parental leave and on sickness absence with a medical certificate. Women are slightly overrepresented in terms of part-time positions, but somewhat under-represented in terms of temporary positions. The proportion of women with sickness absence with a medical certificate is higher than that of men, and has grown somewhat in the recent year. Women take significantly more parental leave than men.

With reference to the Government's initiative to promote inclusion, NMBU appointed 279 new members of staff in 2020, of whom 0.71 per cent were persons with functional impairments or gaps in their CVs (these in temporary positions). This is a slight improvement from last year, but NMBU must enhance measures to meet the expectations of the initiative of 5 per cent. In 2020, NMBU established contact with a local NAV (Norwegian Labour and Welfare Administration) office, in the hope that closer

collaboration may improve results, and this collaboration will be continued. It is unfortunately likely that the pandemic, during which many staff members have worked from home, has removed some of the focus on the initiative to promote inclusion.

NMBU will continue its work on inclusion and diversity in all of the above-mentioned areas in 2021. NMU will also carry out a mapping of involuntary part-time work.

## 1. Introduction

NMBU's strategy states that the university must have an ambitious gender equality and inclusiveness plan. NMBU's focus on an inclusive and diverse working and study environment will help to ensure good recruitment processes and strengthen the university's position as a research and educational institution of a high international standard.

The annual report has been prepared for the purpose of meeting the reporting obligation described in the Gender equality and Anti-Discrimination Act. The annual report describes NMBU's activities and goal attainment in 2020, as well as its plans going forward. It also describes NMBU's contribution to realising the goals of the Government's initiative to promote inclusion.

NMBU's main priority in 2020, as in the years going back to 2014, has been to increase the proportion of women in permanent academic positions. NMBU's goal is that the proportion of female professors exceeds 30 per cent by the end of 2020, and that the proportion of female adjunct professors, associate professors and researchers exceeds 40 per cent. Table 1 shows the development in relation to this target.

Table 1. Development and targets for the proportion of women in academic positions at NMBU

Position category	2014	2015	2016	2017	2018	2019	2020	Target 2020*
Professor	21%	21%	22%	24%	26% (25.9%)	26% (25.7%)	26% (25.6%)	>30%
Associate professor	42%	46%	46%	47%	49% (49.0%)	51% (51.2%)	52% (52.4%)	>40%
Researcher	42%	36%	41%	41%	44% (43.5%)	47% (46.6%)	44% (44.1%)	>40%
Adjunct professor	32%	37%	33%	35%	34% (34.1%)	37% (37.0%)	34 (34.0%)	>40%

Source: NMBU's data warehouse, 2018–2020 *adjusted after reporting to the Database for Statistics on Higher Education (DBH)*, (the figures for the period 2014–2017 are DBH's reporting figures, rounded up to whole numbers). \* Targets stipulated for UMB/NMBU

As seen in Table 1, the proportion of FTEs performed by women in professor positions at NMBU has not improved in recent years, and the target for 2020 has not been reached. The proportion of female associate professors has continued its positive development and meets the target by a good margin. The proportion of women in researcher II and adjunct professor positions has also seen a positive development,

except in the past year. The proportion of women in research positions is above the target for 2020.

As regards the year's gender balance in academic positions, there is major variation between the faculties. Further details about this can be seen in Table 3 in section 3.2.

NMBU's work on gender equality and diversity at the organisational level is in accordance with the applicable action plan for gender equality, diversity and inclusion.

## 2. Activities in 2020

The Gender equality and Diversity Committee has continued its work on gender equality, diversity and inclusion in accordance with the action plan for 2018–2021 (Gender equality, diversity and inclusion at NMBU 2018–2021) The committee has been chaired by the vice rector for research and, as previously, the budget for gender equality, diversity and inclusion work has amounted to NOK 1.4 million.

In 2018, NMBU identified female associate professors whose academic qualifications put them in a position to apply for promotion to professor by the end of 2020. Based on a pre-evaluation of their academic CVs and individual action plans, funding was awarded for tailored measures in 2019. Qualification projects of this kind take time. The results of this initiative are therefore unlikely to materialise until 2021/2022.

To strengthen the work on including foreign staff, NMBU organised a number of Norwegian language courses in 2020 and covered the fee for staff who wished to take the Norwegian Language Test. New this year was a higher-level (C1/C2) top-up course for permanent academic staff to further professionalise their Norwegian language skills. A course in intercultural competence was also organised.

In 2020, the faculties were offered funds to hire search specialists to increase the share of women among applicants for vacant or new associate professor and professor positions. Two faculties availed themselves of this offer. The results of this initiative will manifest in 2021.

The Gender equality and Diversity Committee also distributed funds on the basis of applications for start-up grants, qualification grants, offers of pre-evaluation and buy-outs of female associate professors to work on their application for promotion.

In 2020, NMBU continued its work on realising the goals of the inclusion initiative, which aims to ensure that persons with functional impairments or significant gaps in their CV make up at least 5 per cent of appointments to state institutions. NMBU, established contact with a local NAV (Norwegian Labour and Welfare Administration) office, in the hope that closer collaboration may improve results, and this collaboration will be continued. It is unfortunately likely that the pandemic, during which many staff members have worked from home, has removed some the focus on the initiative to promote inclusion.

All of NMBU's job advertisements state the intention of a working environment characterised by diversity, and encourage qualified candidates to apply regardless of gender, functional ability, cultural background or period outside the labour market.

### 3. Results

#### 3.1 Gender balance and pay comparisons for different position categories (permanent and temporary)

Table 2 on the next page shows the gender balance and pay comparisons for different categories of positions. The internal pay gaps are relatively small in the various position categories. The biggest difference is found in the administrative groups.

The number of professor FTEs has dropped by 11 per cent, and the proportion of women remains unchanged (26%). The stagnation in the proportion of professor FTEs filled by women resulted in failure to achieve the target for 2020. The proportion of female associate professors has continued its positive development and meets the target by a good margin. The proportion of female researchers still exceeds the target, but NMBU has not reached its target for 2020 in relation to adjunct professor positions. The targets are presented in Table 11.

Note that the number of research fellow FTEs has increased somewhat, whereas the proportion of women is high and unchanged (61%). The proportion of women in post-doctoral researcher positions is decreasing.

Table 2. Gender balance and pay comparisons (permanent and temporary combined)

		Gender balance		Pay		
		% of women	Total number of FTEs	Average pay women	Average pay men	Women's pay as a % of men's
Total at the institution	2020	55	1,647	588	651	90
	2019	55	1,638	579	647	90
	2018	55	1,611	555	628	88
Administrative positions	2020	74	339	618	707	88
	2019	73	327	607	707	86
	2018	73	321	584	683	85
<i>Management positions</i>	2020	53	19	1,092	1,076	102
	2019	53	19	1,083	1,067	102
	2018	58	19	1,079	1,001	108
<i>Middle-manager positions</i>	2020	61	50	761	845	90
	2019	61	48	741	825	90
	2018	54	43	738	819	90
<i>Case officers/ Review officers</i>	2020	78	268	581	619	94
	2019	78	259	571	626	91
	2018	77	258	546	504	90
Operational and maintenance positions	2020	85	41	424	426	100
	2019	82	40	420	420	100
	2018	80	45	402	405	99
Support staff for teaching, research and dissemination (incl. engineers)	2020	52	374	499	544	92
	2019	53	378	491	535	92
	2018	55	366	469	513	91
<i>Associate professors</i>	2020	52	165	704	718	98

	2019	51	164	694	710	98
	2018	49	154	674	687	99
<i>Professors</i>	2020	26	187	861	860	100
	2019	26	198	856	860	100
	2018	26	198	833	835	100
<i>Researchers</i>	2020	44	117	611	634	96
	2019	47	120	608	605	101
	2018	44	110	596	588	101
<i>PhD research fellows</i>	2020	61	235	499	500	100
	2019	60	228	488	487	100
	2018	61	224	471	470	100
<i>Post-doctoral researchers</i>	2020	40	77	564	564	100
	2019	43	72	564	560	101
	2018	51	89	547	547	100

Source: NMBU's data warehouse, October 2020 (adjusted after reporting to DBH and rounded up to whole numbers. Pay in NOK 1,000).

### 3.2 Gender balance by faculty

Table 3. Proportion of women of the total number of FTEs in different position categories by faculty

	Associate professor		Post-doctoral researcher		Professor		PhD research fellow	
	% female FTEs	Total FTEs	% female FTEs	Total FTEs	% female FTEs	Total FTEs	% female FTEs	Total FTEs
Faculty of Biosciences	50.0	10.0	50.0	16.0	37.2	36.6	48.0	32.7
School of Economics and Business	42.7	12.4	63.0	2.7	8.2	12.2	50.9	16.7
Faculty of Chemistry, Biotechnology and Food Science	47.4	9.5	39.4	19.8	19.0	21.0	65.8	38.0
Faculty of Landscape and Society	53.4	38.4	83.3	6.0	36.2	30.1	70.9	36.6
Faculty of Environmental Sciences and Natural Resource Management	37.3	14.8	24.4	17.2	27.0	37.1	63.7	39.5
Faculty of Science and Technology	25.7	31.1	14.3	7.0	20.6	25.3	43.3	32.3
Faculty of Veterinary Medicine	77.3	48.5	37.5	8.0	18.2	33.0	74.0	49.3
Grand total*	51.4	164.6	40.0	76.7	25.4	185.3	61.1	235.1

Source: NMBU's data warehouse, October 2020 (adjusted after reporting to DBH). \*At the faculties

As shown in Table 3, the proportion of women in the various positions varies greatly between the faculties. This also applies to professor positions.

Since associate professors form the recruitment basis for professor positions, it is important to make systematic efforts to increase the proportion of female associate professors in the academic environments where this is a challenge.

NMBU generally has a reasonably high proportion of women in recruitment positions.

### 3.3 Gender balance in different position categories – temporary positions

There has been a particular focus over time on reducing the proportion of temporary positions in the university and university college sector. Table 4 shows that the total number of temporary FTEs (both genders) has decreased somewhat since 2019. The proportion of women in temporary positions, which was particularly high in administrative and case officer/review officer positions in 2019, has seen a positive reduction in 2020.



Table 4. Proportion of women temporarily employed in different position categories

	2018		2019		2020	
	% of women	Total number of FTEs	% of women	Total number of FTEs	% of women	Total number of FTEs
<b>Total at the institution</b>	61	218	60	226	53	177
<b>Administrative positions</b>	82	45	81	39	68	28
<i>Case officers/Review officers</i>	81	44	81	39	68	28
<b>Operational and maintenance positions</b>	60	5	0	1	67	3
<b>Support staff for teaching, research and dissemination (incl. engineers)</b>	67	63	58	69	60	52
<b>Positions in teaching, research and dissemination<sup>1</sup></b>	52	93	57	107	47	85
<i>Associate professors</i>	28	5	48	7	60	8
<i>Professors</i>	67	2	40	3	0	1
<i>Researchers</i>	47	61	56	65	42	55
<i>Assistant professors</i>	58	15.3	64	29	54	20

Source: NMBU's data warehouse, October (adjusted after reporting to DBH and rounded up to whole numbers). Fixed-term and adjunct professor positions have not been included

### 3.4. Gender comparison of part-time and temporary positions, parental leave and sickness absence with a medical certificate

As part of NMBU's reporting obligation as a state body, a gender comparison has been prepared of NMBU employees in part-time positions, temporary positions, on parental leave and on sickness absence with a medical certificate.

Table 5. Gender comparison of part-time and temporary positions, parental leave and sickness absence with a medical certificate

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<sup>1</sup> All position codes in DBH's position category 1



	Part-time		Temporary employment*		Parental leave**		Sickness absence with a medical certificate	
Column	% of women	% of men	% of women	% of men	% of women	% of men	% of women	% of men
2020	18.5	17.0	13.3	14.3	72.4	27.6	4.3	1.7
2019	18.8	18.9	19.1	15.4	71.2	28.8	3.4	1.5
2018	18.4	18	19.7	14.8	84.6	15.4	3.3	1.5
2017	23.3	20.3	17.7	14.7	NA	NA	NA	NA

Source: NMBU's data warehouse/DBH, October (rounded up to whole numbers). \* Fixed-term and adjunct professor positions have not been included

\*\* Share of the total period of parental leave taken by each gender

Women are slightly overrepresented in terms of part-time positions, but somewhat under-represented in terms of temporary positions. The proportion of women with sickness absence with a medical certificate is higher than that of men, and has grown somewhat in the recent year. Women take significantly more parental leave than men.

### 3.5 NMBU compared to other Norwegian universities

Table 6 shows an overview of Norwegian universities and the gender balance between associate professors and professors.

Table 6. Proportion of female (%) associate professors and professors, Norwegian universities during the period 2017–2020

	2017	2017	2018	2018	2019	2019	2020	2020
	Assoc. pr.	Professor	Assoc. pr.	Professor	Assoc. pr.	Professor	Assoc. pr.	Professor
<b>NMBU</b>	<b>47</b>	<b>24</b>	<b>49</b>	<b>26</b>	<b>52</b>	<b>26</b>	<b>53</b>	<b>26</b>
<b>UiB</b>	<b>46</b>	<b>27</b>	<b>49</b>	<b>29</b>	<b>47</b>	<b>30</b>	<b>46</b>	<b>30</b>
<b>UiO</b>	<b>48</b>	<b>32</b>	<b>49</b>	<b>33</b>	<b>49</b>	<b>33</b>	<b>49</b>	<b>33</b>
<b>UiS</b>	<b>50</b>	<b>26</b>	<b>50</b>	<b>30</b>	<b>52</b>	<b>34</b>	<b>52</b>	<b>34</b>
<b>UiT</b>	<b>48</b>	<b>33</b>	<b>48</b>	<b>35</b>	<b>48</b>	<b>38</b>	<b>48</b>	<b>40</b>
<b>UiA</b>	<b>46</b>	<b>27</b>	<b>48</b>	<b>27</b>	<b>49</b>	<b>29</b>	<b>48</b>	<b>31</b>
<b>NI</b>	<b>46</b>	<b>26</b>	<b>49</b>	<b>30</b>	<b>51</b>	<b>28</b>	<b>50</b>	<b>32</b>
<b>NTNU</b>	<b>42</b>	<b>25</b>	<b>44</b>	<b>26</b>	<b>45</b>	<b>26</b>	<b>45</b>	<b>26</b>
<b>OsloMet</b>	<b>NA</b>	<b>NA</b>	<b>62</b>	<b>56</b>	<b>61</b>	<b>52</b>	<b>61</b>	<b>53</b>
<b>USN</b>	<b>NA</b>	<b>NA</b>	<b>52</b>	<b>31</b>	<b>54</b>	<b>28</b>	<b>55</b>	<b>31</b>

Source: Figures for the DBH, October. (All figures rounded up to whole numbers.)

At 26 per cent, unchanged since 2018, NMBU is still behind when it comes to the proportion of female professors. Of Norway's ten universities, 80 per cent are at 30 per cent or more. OsloMet remains in the lead with 53 per cent female professors.

The table also shows that the proportion of female associate professors at NMBU is somewhat higher than the average when compared to the other universities. OsloMet is also ahead here, with 61 per cent female associate professors.

### 3.6 Initiative to promote inclusion

In the same way as other state institutions, NMBU has started systematic work on realising the goals of the Government's inclusion initiative, which states that persons with functional impairments or gaps in their CV shall make up at least 5 per cent of appointments to state institutions. NMBU appointed 279 new members of staff in 2020, of whom 0.71 per cent were persons with functional impairments or gaps in their CVs (these were appointed to temporary positions). This is a slight improvement from last year, but NMBU must enhance measures to meet the expectations of the initiative of 5 per cent. In 2020, NMBU established contact with a local NAV (Norwegian Labour and Welfare Administration) office, in the hope that closer collaboration may improve results, and this collaboration will be continued. It is unfortunately likely that the pandemic, during which many staff members have worked from home, has removed some of the focus on the initiative to promote inclusion.

## 4. Gender equality and diversity work going forward

NMBU's work on gender equality and diversity going forward will be in accordance with NMBU's own action plans for gender equality and diversity, currently the action plan for 2018–2021, in addition to requirements set by the public authorities. Measures to raise awareness among managers, boards and committees of how to address gender equality, diversity and inclusion have been initiated and will continue in this period.

Furthermore, the target of at least 30 per cent female professors by 2020 will also be maintained.

Although NMBU does not have a large internal gender pay gap, efforts to even out the differences should continue.

NMBU will also continue its work on the inclusion initiative. The amendments to the Regulations pertaining to the Government Employee Act, which provide for the possibility of deviating from the qualification principle also for applicants with gaps in their CV, may have a positive effect. NMBU's recruitment system also allows applicants to tick off 'gap in CV' in the same way as 'functional impairment', which will make it easier to identify applicants from this target group. NMBU will use tools and e-learning courses from the Norwegian Agency for Public and Financial Management (DFØ)'s employer portal (*Arbeidsgiverportalen*) to enhance its inclusion efforts. In 2020, NMBU established contact with a local NAV (Norwegian Labour and Welfare Administration) office, in the hope that closer collaboration may improve results, and this collaboration will be continued.

In addition to mapping pay, NMBU will carry out a mapping of involuntary part-time work in 2021 to accommodate the Norwegian parliament's (the Storting) decision to step up employers' activity and reporting duty.

We will work on a new action plan for the next period in 2021. The plan is to give greater priority to this work going forward.