

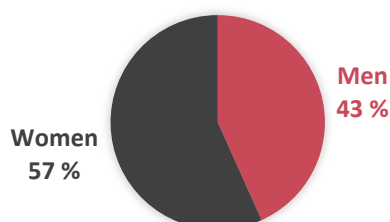
Gender Equality Plan – NIFU 2024

Objective: NIFU shall promote equality and diversity among the institute's employees and oppose all forms of discrimination.

NIFU has a good gender balance, and it is an important goal for the institute to pursue its gender equality objectives. This also includes equal opportunities for all employees and a working environment that discourages discrimination and harassment. Responsible for compliance: Managing Director, Personnel Advisor, Head of Research and Head of Administration.

| Aim / Objective | Activity |
|---|--|
| Ensure that employees and managers are familiar with NIFU's measures for equality, diversity and inclusion | Equality, diversity and inclusion must be an ongoing theme in NIFU's management team. All new employees must receive information about NIFU's work for equality, diversity and inclusion. There must be room to discuss measures that can contribute to promoting equality and inclusion, as well as counteracting discrimination in employee interviews. |
| Maintain the gender balance at institute level and strengthen it at lower level if there is an imbalance | Where positions are to be advertised in research areas with gender imbalance, particular emphasis is placed on the possibility of recruiting the underrepresented gender. If there are qualified applicants of both sexes, at least one female and one male applicant must be called for an interview. When recruiting for research areas with a gender imbalance, the applicant of the underrepresented gender must be ranked first if two candidates are approximately equally qualified. |
| Recruit from across the spectrum of diversity in society | Encourage all qualified candidates to apply regardless of age, functional ability, gender, sexual orientation, religion and ethnic background. In the case of recruitment where there are qualified applicants with a minority background, at least one of these must be called for an interview. |
| Ensure equal opportunities for career development | An overview of women's and men's careers is prepared, i.e. how long it takes on average from a PhD to a Research Professor position. Individual follow-up and development plans are included as an important part of employee interviews. Here, career development is to be encouraged and any need for facilitation addressed. |
| Promote a working environment that counteracts discrimination and harassment | NIFU must map and risk assess opportunities for discrimination, cf. the activity and reporting obligation in accordance with Section 24 of the Equality and Discrimination Act. NIFU must make arrangements to avoid discrimination in everyday life. This includes, among other things, offering Norwegian language training for employees who do not speak Norwegian, further developing NIFU's sponsorship scheme and having universally designed premises as far as possible. NIFU's guidelines against unacceptable behavior are made known in the company. |

Gender balance 2024



Oslo, 15.04.2024

CLAES LAMPI
Head of Administration, NIFU