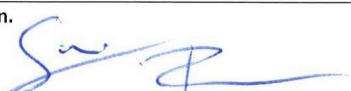
	<b>Ruralis' Gender Equality Plan (GEP)</b>	<b>Responsible:</b> Director	<b>Decided:</b> <u>30.11.21</u>
		<b>Decided by:</b> Management	<b>Versjon</b> 1.0
		<b>Sign.</b> 	<b>Next revision:</b> <u>31.01.23</u>

## Purpose

The Gender Equality Plan (GEP) is a document that will ensure that Ruralis works actively and systematically to promote equality and non-discrimination. The plan is revised annually.

In 2020 new rules were introduced that give private companies a duty to work with equality and non-discrimination. Ruralis is a private foundation with fewer than 50 employees. For Ruralis, this includes: (1) a duty to work actively to promote equality and prevent discrimination and (2) an obligation to provide in-company documentation of how this work is applied.

Gender balance and an inclusive working life with diversity have value in themselves, regardless of regulatory requirements. Ruralis has therefore, even before it became a regulatory requirement in 2020, worked actively to strive for gender balance, and equal pay for equal work. And it has reported on the state of gender equality to the board, NIFU statistics and the Research Council of Norway.

## Status 2021: Equality and gender balance

Job type/role	Number of women	Number of men	Proportion of women
Steering group	6	3	67%
Management	2	2	50%
Project leader*	30	47	39%
Researcher 1	0	2	0%
Researcher 2	9	7	56%
PhD candidate	1	2	33%
Researcher 3	1	0	100%
Research assistant	0	1	0%
Administration	2	1	67%
Part-time positions	2	1	67%
Temporary positions	1	1	50%

\*based on the number of projects not their size

Of Ruralis' 35 employees at the turn of the year 2020/2021, 17 were women and 18 men. Of the FTE or "Full-Time Equivalent" person years, 51 per cent were performed by women. Historically, Ruralis' top scientific positions have largely been held by women. Due to turnover and generational change, there is now a skewed gender balance in the other direction when it comes to top scientific

positions. Efforts are being made to improve this – among other ways through the mapping of limiting factors for female employees who are close to qualifying for top scientific positions. The institute’s management team consists of two women and two men. The director is a man, the financial manager is a woman and the two research leaders are a man and a woman. The chair of the board/steering group is a woman. There are currently no employees with disabilities.

## **Binding principles for Ruralis’ work with equality and non-discrimination**

Ruralis shall actively work to promote equality and non-discrimination according to the following principles:

- Ruralis shall have a safe and good working environment where employees feel at home and are given opportunities, recognized and heard regardless of gender, ethnicity, orientation and functional ability.
- Ruralis shall strive for gender balance at all levels in the organization (board, management, project management and employees) and in scientific job categories.
- Ruralis will, when we have the opportunity, contribute to providing work training for people with NAV-defined needs for work training.
- Regardless of gender, there must be equal pay for equal work, equal responsibility, equal experience, equal competence and equal scientific production.
- The work with gender equality and non-discrimination shall involve the union representatives and a health and safety officer.
- The director shall report annually to the board on the gender equality situation at the institute

The following fixed points of action shall ensure that Ruralis works actively with equality and non-discrimination:

- Working environment and gender equality is a priority strategy area in the next strategy plan (2022-2027)
- Ruralis shall annually monitor the gender balance in the company, and identify and implement mitigating measures if necessary. The mapping and identification of measures is done in connection with the annual revision of the Gender and Equality Plan (GEP) and the action plans in the strategy plan (2022-2027).
- There shall be an annual meeting between the director, the union representative and the health and safety representative held early in the fourth quarter, where the gender balance in the company and the need for any mitigating measures will be discussed. This meeting will form the basis for the annual revision of the Gender and Equality Plan (GEP).
- Ruralis participates in the NAV scheme “IA company”, and through this has meetings with NAV about work training measures for people on such NAV measures.
- Ruralis shall, as a minimum, carry out a working environment survey every four years. The next working environment survey will be conducted in 2022.
- The board’s annual report shall include a description and assessment of the gender equality situation at Ruralis.