

	<h2>Gender and equality plan (GEP)</h2>	Owner: Director	Approved date <u>19.03.24</u>
		Approved by: Management group	Version 1.1
		Sign.	Next Audit Date <u>31.01.25</u>

## Purpose

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

In 2020, new rules were introduced that give private enterprises a duty to work to ensure equality and non-discrimination. Ruralis is a private foundation with fewer than 50 employees. For Ruralis, (1) a duty to work actively to promote equality and prevent discrimination and (2) an internal obligation to document this work applies.

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 for equal pay for equal work. The institute has also reported on the state of equality both to its own board and to the Research Council of Norway, as well as compiling research statistics.

## Status 2023: equality and gender balance

Position types/role	Number of women	Number of men	Proportion of women
Board of Directors	4	5	44%
Management	3	1	75%
Project Manager*	35	42	45%
Research professors	0	3	0%
Senior researcher	5	4	55%
Researcher, PhD	2	2	50%
PhD position	1	2	33%
Researcher (without PhD)	1	3	25%
Research assistant	3	0	100%
Administration	2	1	67%
Part-time positions	3	2	60%
Temporary positions**	2	0	100%

\*=number of projects | \*\* guest researchers and hourly contracts are not included

Of Ruralis's 33 employees at the end of 2023, 17 were women and 16 were men. 46% of the academic staff are women. Historically, Ruralis's scientific top positions have largely been held by women. However, due to turnover and generational change, there is now a skewed gender balance in the other direction when it comes to top scientific positions. There is a predominance of women at the level below researcher 1. Active work is being undertaken to identify female senior researchers who are close to qualifying as researcher 1. The institute's management team consists of three women and one man. The director is a man, the finance manager is a woman, and the two research leaders are women. The chair of the board of directors is a woman. There are currently no employees with disabilities.

## Binding principles for Ruralis's work with equality and non-discrimination

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

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

The following fixed measures will ensure that Ruralis works actively to promote equality and non-discrimination:

- Working environment and gender equality is a prioritized strategic area in the current strategy plan (2022-2027)
- Ruralis must annually monitor the gender balance in the business and identify and implement mitigating measures where necessary. The mapping and identification of measures is done in connection with the annual revision of the Gender and Equality Plan (GEP) and the work with action plans in the strategic plan (2022-2027).
- There must be an annual regular meeting – to be held early in quarter 4 – between the director, union representatives, and the safety representative, where gender balance in the business and the need for any mitigation measures are on the agenda. This meeting forms the basis for the annual revision of the Gender and Equality Plan (GEP).
- Ruralis participates in the NAV scheme 'IA-bedrift', and through it, has meetings with NAV about work training measures for people on such NAV measures.
- Ruralis must carry out a working environment survey at least every four years. The next ordinary working environment survey will be undertaken at the end of 2024.

- The board's annual report must include a description and assessment of the gender equality situation at the institute.