

ISF Action Plan for Gender Equality and Diversity 2018–2025

The ISF aims to promote equality and diversity among the Institute's employees and oppose all forms of discrimination.

The Institute for Social Research basically has a quite good gender balance, and it is an important goal for the Institute to continue this. At the same time, gender equality is not just about gender balance at position level, but also about everyone having equal opportunities and a working environment that counteracts discrimination and harassment. This is therefore particularly emphasized in this action plan.

It is important that the Institute is a good workplace for employees, regardless of gender, ethnicity, national origin, language, religion and outlook on life, functional ability, sexual orientation, gender identity, etc. The ISF has not compiled statistics about employees' backgrounds. However, it is reasonable to estimate that, although ISF employees come from a wide variety of countries, there is still quite a long way to go before ISF employees reflect the general population. As a small institute with a limited recruitment base, the Institute is not expected to reflect the population in all areas. However, it is a goal of the ISF that the share of employees from a minority background should be boosted during the planning period.

Goal: Uphold the gender balance at Institute level and enhance it at group level where there is an imbalance

Situation, 2017:

- Researchers, total: 45 researchers, 21 of whom are women and 24 men.
- Administration department, total: 10 employees, 6 of whom are women and 4 men.
- Expanded management team: 8 employees, 5 of whom are women and 3 men.
- Most groups are well-balanced in terms of gender among permanently employed researchers. The exception is PolDemSiv, which had a predominance of men in 2017.

Goal, 2025:

- The gender balance at institute level should be 60%/40% or even more balanced among full-time researchers.
- The gender balance at group/department level should be 60%/40% or even more among researchers in full-time positions, or permanent employees in the administration department. Somewhat wider gender differences are acceptable at group/department level, however, because they are small units, where one person can have a big impact on the overall percentage.

Initiatives:

- Before announcing positions, it must be assessed whether there are prospective candidates of both genders. Where positions in groups with a gender imbalance are to be advertised, particular emphasis is to be placed on the possibility of recruiting the underrepresented gender.
- Calls for proposals must appeal to applicants across gender and background.
- If there are qualified applicants of both sexes, at least one female and one male applicant must be invited to an interview.
- When recruiting groups with a gender imbalance, the applicant of the underrepresented gender must be ranked first if two candidates are almost equally qualified.

Goal: Promote ethnic diversity

Situation, 2017:

- The ISF has not compiled statistics on employees' backgrounds, but it is reasonable to assess that the percentage of employees from a minority background is low.

Goal, 2025:

- The ISF shall have a higher proportion of employees of ethnic minority background.

Initiatives:

- If, during recruitment, there are qualified applicants of ethnic minority background, at least one of them must be invited to an interview.

Goal: Ensure equal opportunities for career development

Situation, 2017:

- Researcher 1, total: 21 researchers, 10 of whom are women and 11 men.
- Researcher 2, total: 24 researchers, 11 of whom are women and 13 men.

Goal, 2025:

- All employees must have equal opportunities for career development regardless of gender or background.
- On average, it must take the same amount of time for women and men to be promoted to a Researcher 1 position.

Initiatives:

- Draw up an overview of the career paths of women and men, i.e. identify how long it takes on average from obtaining a PhD until being promoted to a Researcher 1 position.
- Individual follow-up and appraisal plans are an important part of the employee interviews. In these interviews, career development must be encouraged and any need for adaptation is addressed.
- The ISF expects both women and men to take parental leave and takes steps to facilitate this.

Goal: Promote a working environment that counteracts discrimination and harassment

Situation, 2017:

- Good working environment (jmf AMIS). Women and men respond that they have equal opportunities. Women and men respond that they experience varying degrees of stress, however.

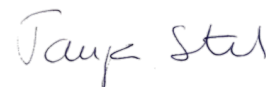
Goal, 2025:

- The ISF has a healthy, inclusive working environment documented through AMIS.
- The ISF has followed up on any whistleblowing and/or harassment cases with relevant initiatives.

Initiatives:

- The ISF's whistleblowing guidelines and routines for following up on whistleblowing cases are to be revised and made known in the organisation.
- Routines are to be developed for the handling of harassment cases. These are to be made known in the organisation.
- The ISF's management identifies any blind spots at the Institute in terms of diversity among its employees. Relevant measures are to be developed.
- The ISF's annual portfolio analysis monitors gender balance, career development and project management.

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