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# Gender Equality Plan (GEP)

## Introduction

IVL Swedish Environmental Research Institute is an independent research body with a broad environmental profile combining applied research and development with close collaboration with the business sector and the public sphere. IVL's mission is to contribute to ecological, economical, and social sustainability. IVL's vision is a sustainable society. The path towards a sustainable society needs to entail well-functioning and pro-active work with gender equality.

Gender equality work can include both work for equal opportunities in the organisation for all genders as well as the integration of gender perspectives in research, which in turn can improve the quality of R&I and its future benefits. In short, gender equality work and gender analyses help to make gendered structures that affect and shape organisations, societies, and phenomenon visible.

This document summarizes the gender equality work at IVL and constitutes IVL's Gender Equality Plan (GEP) in line with the requirements of the European Commission's Horizon Europe framework.

This document is accessible on IVL's public website. This and further information is also disseminated within the organization by means of internal web pages and internal fora.

### What is a GEP?

Within the Horizon Europe framework (2021-2027), the European Commission addresses issues on gender equality, by for example, introducing Gender Equality Plans (GEPs), as an eligibility criterion for applying organisations. In addition to having a GEP in place, the gender dimension shall be integrated into research and innovation; a target is set for 50% women in Horizon Europe related boards, expert groups, and evaluation committees; and gender balance within research groups will be a ranking criterion for proposals otherwise ranked similar.

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## Gender Equality Work at IVL

IVL works for increased gender equality within a number of different areas.

IVL works against discrimination and harassment in the workplace in accordance with national legislation such as the Discrimination Act (2008:567). This work includes “Active Measures”, i.e., prevention and promotion measures aimed at preventing discrimination and serving in other ways to promote equal rights and opportunities. It focuses in particular on seven grounds of discrimination: gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. This includes measures aimed at promoting equality between women and men, measures against gender-based violence including sexual harassment and performing an annual salary survey. The work with Active Measures at IVL takes place in collaboration with local trade unions. Descriptions of the work against discrimination and harassment as well as responsibilities and where to turn in case of questions and issues that arise are available for employees on our internal web page.

Our work against discrimination and harassment through Active Measures means that we conduct preventive and promotional work which includes arrangements for data collection and monitoring. We:

- Continuously work with working conditions by annually following up and investigating whether there are risks of discrimination; on areas of working conditions, salaries and terms of employment, recruitment and promotion, education and skills development and parenting, based on the grounds of discrimination. We analyze the reasons behind detected risks, take action to prevent the risks and evaluate the work.
- Conduct Annual Systematic Pay analysis to detect and remedy any unreasonable wage differences based on gender, in equal and equivalent jobs.
- Continuously during the year conduct pulse Employee Surveys with automated analysis, which includes subjects relating to discrimination and harassment based on the grounds of discrimination. The results are followed up in each unit, team and company-wide and action plans are made for issues that arise. Possibility of anonymous pulse survey responses in a secure chat portal, with direct response from management or HR.

We promote an even gender distribution in different types of work, within different categories of employees and in leading positions, through education and competence development and by paying regards to even gender distribution when recruiting.

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IVL's Work Environment Policy includes zero tolerance towards abusive treatment such as discrimination, bullying or harassment. Furthermore, we have guidelines and routines for how to proceed if an employee has been subjected to harassment, discrimination, or discriminatory treatment.

IVL's Code of Conduct is based on the ten principles of the UN Global Compact and on IVL's core values: credibility, holistic approach and foresight. It governs IVL's conduct in relation to our employees, suppliers, business partners and other stakeholders. IVL works in accordance with the UN's Guiding Principles on Business and Human Rights. Gender in work-life balance and organizational culture at IVL is covered in our Code of Conduct, stating that "We promote diversity and non-discrimination. IVL will be an inclusive workplace and provide employees with equal rights and opportunities regardless of gender, religion, age, disability, sexual orientation, nationality, political opinion or outlook, trade union membership, social or ethnic origin." (...) "At IVL, it is important to have a balance in one's life – in regards to both private time and working hours, and this must be respected."

At IVL it should be possible to combine work and parenthood, regardless of gender. IVL offers all employees flexible work hours and the possibility of extended shortened working hours for parents, until the child reaches the age of 12 and parental leave compensation supplement according to collective agreement.

IVL has developed an internal support material for integrating equality perspectives, including gender equality, in research project proposals. The aim of this material, a checklist, is to be a support for our employees when formulating research questions or the objective of a project, when planning for a project organisation, when planning for how to include equality perspective in data collection and analysis, and when planning dissemination activities. It was developed within the Horizon 2020 project GRACE (Grounding RRI Actions to Achieve Institutional Changes in European Research Funding and Performing Organisations, 2019-2021, Grant Agreement No. 824521), aimed at strengthening the inclusion of gender equality in research. The GRACE project also included training and capacity building regarding gender equality through interviews, surveys and workshops. A road map for pursuing the objectives within GRACE during the following five years after the project period was produced. IVL continues to implement the results in the organization, by for example creating a module focused on gender equality issues in research within our internal project manager training programme, as well as adding gender equality to our project process.

By these activities, we monitor gender equality at IVL and ensure that no discrimination occurs due to gender or other grounds for discrimination.

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### What are the objectives, actions and timelines for activities within the GEP at IVL?

The specific objectives, actions and timelines for IVL's ongoing process to work with and improve gender equality are summarized below (table 1). More information is found in internal documents, and Active Measures).

### Annual review

Annual reviews with progress reports and planning for further activities are conducted. The annual review is a part of the annually updated GEP, published on [ivl.se](http://ivl.se) and accompanied by dissemination of the results on IVL internal web pages.

### Responsible units and Contact persons

IVL Research unit and Human Resources unit have a joint responsibility and dedicated resources for the GEP. The GEP is approved by the IVL management team. Additional short efforts and contributions can be made by selected co-workers after approval by the IVL head of Research.

### Contact persons:

Hanna Oskarsson, Research Coordinator, [hanna.oskarsson@ivl.se](mailto:hanna.oskarsson@ivl.se)  
Camilla Lind, HR Partner, [camilla.lind@ivl.se](mailto:camilla.lind@ivl.se)

### Where can I find more information?

GENERAL INFORMATION ON GENDER EQUALITY IN HORIZON EUROPE

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/51704c8d-ca5f-11eb-84ce-01aa75ed71a1>

INFORMATION ON GEPs

[https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en)

Table 1. IVL key priority areas with objectives, actions, timeline and progress.

Objective	Actions	Updated timeline	Responsible unit / person	Progress 2024
A healthy work life for women and men	Self-leadership for work life balance - available for all employees	2024	HR	Implemented 2022. Extended availability during 2024.
	Ensure that statistics on gender can be extracted for key areas of the work	2023	HR	Completed
	Ensure that useful long-term indicators of gender for key areas are developed	2024	HR	Ongoing
	Produce statistics of gender for key areas	2024-	HR	Ongoing
Increased awareness of gender equality and gender in the research process, with regard to both project group and project content, in e.g., research proposals, research questions and set up	Training and competence development <ul style="list-style-type: none"> <li>• Training module for gender equality in project manager training programme</li> </ul>	2023-	Project management office	Implemented 2022 as a mandatory element of the training programme.
	<ul style="list-style-type: none"> <li>• Training module produced as a digital e-learning</li> </ul>	2024	Research + Project management office	Ongoing

	<ul style="list-style-type: none"> <li>Plan for gender equality training of project managers and management</li> </ul>	2024-	CEO	Deferred to 2024, ongoing discussion for suitable tool and coordination with PMO
	<ul style="list-style-type: none"> <li>Actively communicate positive examples of gender equality and norm criticism efforts within research and innovation.</li> </ul>	2023-	Research	Completed. The activity will continue during 2024 and onwards.
	Include support documentation with checklist and questions in our project process	2024	Research + Project management office	Ongoing, the documents will be incorporated into our updated internal processes and be made more easily accessible.
Equal opportunities in recruitment and in career progression	Update recruitment guidelines regarding equal opportunities	2023	HR	Completed
	Strive to invite both male and female to recruitment interviews.	2023-	Unit managers	Completed. A new modern recruitment tool implemented 2023, which reduce the risk of discrimination in the selection of candidates for recruitment.
Gender balance in different roles including decision making positions	Plan how to produce annual statistics and map gender in different roles (e.g. project	2023	HR	Completed

	manager, expert and administrative/ central roles)			
	Produce annual statistics and map gender in different roles (e.g. project manager, expert and administrative/ central roles)	2024	HR	Ongoing
Gender balance in external as well as internal speakers and panelists / first authors of scientific publications /authors of press releases and debate articles	Plan to produce annual statistics of gender in external communication, such as: <ul style="list-style-type: none"> <li>speakers at internal events</li> <li>first authors</li> <li>contact information in press releases and authors of debate articles</li> </ul>	2023-	Research	Completed. Data for 2022 produced and communicated internally in 2023. The activity will continue annually.
		2023-	Research	Completed. Data for 2022 produced and communicated internally in 2023. The activity will continue annually.
		2023-	Research	Completed. Data for 2022 produced and communicated internally in 2023. The activity will continue annually.

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Act on the results

2023-

Research +  
HR + Unit  
managers

The results for 2022 were  
communicated at internal fora  
during 2023. The activity will  
continue annually.

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Signature

Date

2024-04-26

*John Rune Nielsen*

John Rune Nielsen

CEO IVL Swedish Environmental Research Institute