

University of Agder and the four mandatory process related GEP requirements

The four mandatory process-related GEP requirements (building blocks) as well as the five recommended thematic areas are covered by the [Equality, Inclusion and Diversity - Plan of action for UiA 2021-2024 \(pdf\)](#) and the ongoing work of UiA on implementing this Plan of action, as described below.

Process-related building blocks

- **Publication** – UiA has issued a yearly public report on equality measures since 2015, both implemented and planned, that promotes the Equality and Anti-Discrimination Act's purpose of equality irrespective of ethnicity, religion, belief, disability, sexual orientation, gender identity and gender expression. Our yearly report includes the actual status of gender equality at the institution, the work we have done meeting the requirements of the activity duty and includes reporting of gender pay gap, involuntary part-time and gender distribution at different position levels.
- **Dedicated resources** – UiA has a 50% "Gender equality advisor" position, that functions as a resource for implementing the [Equality, Inclusion and Diversity - Plan of action for UiA 2021-2024 \(pdf\)](#) and acting as a secretary for Equality and Inclusion Committee (LiU). The committee LiU is appointed by the University Board according to the recommendation of the University Director. The chair of the Committee is the Rector or one of the Vice-Rectors. All faculties are represented, by a total of six persons, as well as two student representatives.
- **Data collection & monitoring** - As a fulfillment of The Norwegian Equality and Anti-discrimination Act, UiA annually reports to the University Board on status of the GEP, containing numbers, statistics and the status quo on the implemented measures on equality, diversity and inclusion. UiA uses this report as a basis for the report that is sent to the Ministry of Education and Research and other government bodies.
- **Training** – UiA arranges regular trainings on different topics regarding gender equality, inclusion, and diversity, for example course in leading diversity and intercultural communication. Both managers and employees are to follow specific courses on sexual harassment in academia – with a focus on relations with power asymmetries. UiA are currently working on implementing E-learning resources to give additional training opportunities for its employees. UiA has specific requirement in the recruitment process of managerial positions, where the candidate's competence on gender equality and diversity is a factor of consideration.

Content related building blocks

- **Work-life balance and organisational culture** - UiA is taking active measures to promote equality and prevent discrimination in the areas of work-life balance (Equality and Antidiscrimination Act, Section 26).
- **A gender balance in leadership and decisionmaking** – UiA is taking active, targeted and systematic actions to ensure gender equality in all categories of employment at the institution, working towards The Act relating to universities and university colleges states in Section 6-2 on Gender Equality, as described in our [Equality, Inclusion and Diversity - Plan of action for UiA 2021-2024 \(pdf\)](#).
- **Gender equality in recruitment and career progression** – UiA is taking active measures to promote equality and prevent discrimination in the areas of recruitment, pay and working conditions, promotion, development opportunities, and accommodation (Equality and Antidiscrimination Act, Section 26). Our annual report reflects this work and the progress we have. The Ministry of Education and Research has also issued a Strategy on research careers that addresses gender equality and diversity in recruitment and research careers, and UiA will work towards adhering to this strategy.
- **Integration of the gender dimension into research and teaching content** – UiA works to ensure gender mainstreaming in both development of research proposals and in research projects by fostering equality in scientific careers, securing gender balance in decision-making processes and bodies and by integrating the gender dimension in research content. Both EU and national research funding bodies has clear requirements related to gender balance and equality and UiA strives to meet these requirements every proposal and project.
- **Measures against gender-based violence, including sexual harassment** – UiA has a zero-tolerance to bullying and harassment, including sexual harassment. New employees and students are informed of this expectancy in the onboarding program and are being made familiar with our “Speak up” website with procedures to report incidents at UiA. Information on rights and obligations are stated clearly on these web pages. This is in accordance with Equality and Antidiscrimination Act, Section 26.