

Gender Equality Plan

Introduction

RISE contributes to sustainable development in business and society by creating innovations that are globally competitive. These can range from efficiency improvements to new technologies that help boost environmental, social and economic sustainability.

Part of our work includes proactive, well-functioning efforts around gender equality, inclusion and diversity, both from an ethical perspective and with a view towards profitability and efficiency improvements as an employer and as a research and innovation institute. Society is inequitable, and RISE has a responsibility to support positive change through active efforts both within and outside the organisation.

During the autumn of 2021, a situation analysis on gender equality was conducted at RISE in order to develop clear input for developing a plan for gender equality, diversity and inclusion. This analysis lays the groundwork for a long-term strategy at RISE and serves as the starting point for this plan.

The analysis revealed three priority areas for development: 1) Structured gender equality efforts, 2) Violations, harassment and sexual harassment, and 3) Gender equality and norm criticism in research and innovation. Below, we describe each priority area and related operational objectives.

Structured gender equality efforts

Operational objectives for 2022-2023:

- Develop a plan containing a related operational strategy for integrating gender equality, diversity and inclusion in RISE's operations. These efforts will be based on the analysis and other information about the current situation at RISE as well as on Swedish legislative requirements for actions and EU guidelines for gender equality plans in research and innovation organisations.
- Appoint resources based on strategic needs, with a first step being to secure the operational functions and competence needed to drive efforts in the long term.
- Ensure that statistics on gender and age are made available for key areas of the work and that useful long-term indicators are developed.
- Communicate on and quality-assure goals, commitment and access to practical tools across all management positions.

RISE should have a clear plan in place for gender equality, equity and inclusion by 2023, containing SMART goals, realistic strategies and assignment of responsibilities. The plan should address the following areas in accordance with Swedish discrimination legislation and EU directives:

- Salaries and benefits.
- Working conditions and work environment.
- Recruitment and promotion, with a special focus on career paths in research.
- Training and other skills development.
- Opportunities to achieve a work–life balance.
- Violations, harassment and sexual harassment.
- Perspectives on gender equality and norms in the core business, including within research and innovation as well as other activities conducted at RISE.

The plan must cover all grounds for discrimination in Swedish legislation: sex, gender identity and expression, sexual orientation, ethnicity, religion, age, and disability, as well as other characteristics that can be the basis of victimisation or exclusion in the workplace.

Indicators for area 1:

Indicator	Possible values	Objective	Date
Developed plan for gender equality, diversity and inclusion.	Yes/No/Partial	Yes	1 Dec. 2023

Violations, harassment and sexual harassment

Efforts to prevent and address violations, harassment and sexual harassment must be strengthened as part of the efforts to provide an inclusive and respectful workplace. This will be done in two stages: first, by reinforcing leadership qualities and organisational structures; and second, through broader efforts to improve the way employees treat each other.

Operational objectives for 2022-2023:

- Take inventory of tools at our disposal and adapt them to promote inclusive, respectful behaviours.
- Integrate these tools into structures for workplace culture efforts.
- Review, simplify and make available procedures for reporting incidents so that vulnerable employees feel safe reporting them.
- Secure the knowledge and ability of managers and other key staff needed to identify and respond to potentially abusive jargon, harassment and sexual harassment, to prevent incidents, and to promote an inclusive and respectful workplace characterised by diversity.
- After the above are implemented, develop and start working on employees' treatment of one another using a plan grounded in research and proven methods.

Indicators for area 2:

Indicator	Possible values	Objective	Date
Develop a toolbox for an inclusive workplace.	Yes/No/Partial	Yes	1 Dec. 2022
Clearer procedures for reporting and handling incidents.	Yes/No/Partial	Yes	1 Dec. 2022
Percentage of managers and other key staff who have been involved in efforts to strengthen the awareness and ability to promote an inclusive workplace and to prevent and address incidents.	0-100%	At least 70%	1 Dec. 2023
Percentage of employees who have been involved in efforts to promote an inclusive workplace.	0-100%	At least 70%	1 Dec. 2023

Gender equality and norm criticism in research and innovation

Integrating gender equality and norm criticism into research and innovation entails major business opportunities for RISE. Active efforts are already underway in parts of the organisation. These will be strengthened and disseminated through learning about the underlying theory and method and by highlighting positive examples.

Operational objectives for 2022-2023:

- Actively communicate positive examples of gender equality and norm criticism efforts within research and innovation. This should be done using clear guidelines to ensure quality and learning in the communication. Communication will take place through existing channels, such as Medarbetarportalen, Chefsportalen, any research programmes, and our business and innovation areas.
- Increase the level of knowledge in this area by adapting and disseminating online training on inclusive research and innovation.
- Make available discussion and learning forums that address gender equality and norm criticism in research and innovation.
- Develop statistics and indicators for representation and resource allocation in research and projects, both internally and for partners.

Indicators for area 3:

Indicator	Possible values	Objective	Date
Number of positive examples of norm-critical research or innovation communicated through existing channels.	-	10	1 Dec. 2023
Develop online training on inclusive research and innovation.	Yes/No/Partial	Yes	1 May 2022
Percentage of key employees who have completed this online training.	1-100%	30%	1 Dec. 2022
Percentage of key employees who have completed this online training.	1-100%	90%	1 Dec. 2023
Develop indicators for representation and allocation of resources in research and projects.	-	5	1 Dec. 2023


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