

granskingar  ráðið

RESEARCH COUNCIL FAROE ISLANDS

Action Plan for Gender Equality and Diversity

2022-2025

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This Action Plan for Gender Equality and Diversity for the period from 2022 to 2025
was acknowledged by the Director on 17 October 2022.

A handwritten signature in blue ink, appearing to read 'A. Sølvará', with a stylized, flowing script.

Annika Sølvará

Preamble

The Action Plan for Equality and Diversity of the Research Council Faroe Islands (RCFI) formulates the key principles, objectives, and measures to promote equal opportunities for women and men. The aim of the Action Plan is to achieve equal participation of women and men in the professional life at the RCFI. This includes the promotion of equal representation of women and men, the avoidance of gender-specific disadvantages, the filling of job openings on equal terms oriented on the quality of the applicants at all qualification and employment levels, and the optimization of the reconciliation of work and family for the employees of the RCFI. Specific training modules shall also raise awareness for gender aspects in research.

In addition to the gender aspect, the RCFI's Action Plan also highlights the residency of its employees, applicants, external reviewers, and other individuals with a professional relation to the Council. This is to highlight the EU's principle of reciprocity in research and research funding.

The results of the data collection, the objectives and measures are to be incorporated into the ongoing efforts at the RCFI to reach equality and diversity at our institution.

This first Action Plan for Equality and Diversity of the RCFI covers the period 2022-2025. By April 2025, the Action Plan will be revised and updated according to a new baseline analysis.

The Action Plan for Equality and Diversity is available to all employees and to the public in Faroese and English on our webpage, gransking.fo.

Legal and Policy Framework

The Faroe Islands have put in place anti-discrimination legislation and policies designed to protect individuals and particular groups of people against discrimination based on gender, race, ethnicity, colour, age, disability, religion, sexual orientation, national or social origin, political, philosophical, or other opinion, union or other organisational affiliation, association, or other status.

The legislation and policies, which are rooted in the principle of equality, include the laws, directories, and regulatory bodies enclosed, which all apply to public institutions, such as the RCFI. Please see Annex I.

There is no legislation regarding gender equality in the area of research or research funding organizations in particular. The RCFI is however committed to live up to and comply with the highest of European standards on the issue of gender equality and indeed to promote equal opportunity in general.

Baseline Analysis

To ensure a targeted effort and valid monitoring of the effects of initiatives made, it is important to base the gender and diversity effort on qualified knowledge and data. The following indicators for gender equality and diversity form the basis for our baseline analysis and provide the background for our Action Plan objectives. The data included below are the newest available as of October 2022.

Disaggregated data 2022	N=	Gender				Residence					
		♀	♂	%	%	FO	EU	O	%	%	%
Staff and representatives in decision-making positions (boards, committees, juries)	93	48	45	52	48	38	55	0	41	59	0
- Administration	5	5	0	100	0	5	0	0	100	0	0
- Strategic Council members	7	4	3	57	43	7	0	0	100	0	0
- National Programme Committee (Funds for Research)	5	2	3	40	60	5	0	0	100	0	0
- National Programme Committee (Marine Research in the North Atlantic Ocean)	5	3	2	60	40	1	4	0	20	80	0
- Horizon Europe NCP members	4	4	0	100	0	4	0	0	100	0	0
- Horizon Europe PC members	17	10	7	59	41	16	1	0	94	6	0
- External reviewers	50	20	30	40	60	0	50	0	0	100	0
Candidates applying for distinct job positions	3	2	1	67	33	3	0	0	100	0	0
Candidates applying for research funds	40	23	17	58	43	26	13	1	65	33	3
- Funds for Research	32	20	12	63	38	24	7	1	75	22	3
- Marine Research in the North Atlantic Ocean	8	3	5	38	63	2	6	0	25	75	0
Principal investigators in submitted and funded projects	9	6	3	67	33	9	0	0	100	0	0
- Funds for Research	9	6	3	67	33	9	0	0	100	0	0
- Marine Research in the North Atlantic Ocean	...	...	...	...	...	...	...	...	...	...	...

Disaggregated data (2021)	N=	Gender				Residence					
		♀	♂	%	%	FO	EU	O	%	%	%
Staff and representatives in decision-making positions (boards, committees, juries)	95	50	45	53	47	31	62	2	33	65	2
- Administration	5	5	0	100	0	5	0	0	100	0	0
- National Programme Committee (Funds for Research)	5	2	3	40	60	5	0	0	100	0	0
- National Programme Committee (Marine Research in the North Atlantic Ocean)	5	3	2	60	40	1	4	0	20	80	0
- Horizon Europe NCP members	4	4	0	100	0	4	0	0	100	0	0
- Horizon Europe PC members	17	10	7	59	41	16	1	0	94	6	0
- External reviewers	59	26	33	44	56	0	57	2	0	97	3
Candidates applying for distinct job positions	21	11	10	52	48	17	4	0	81	19	0
Candidates applying for research funds	50	26	24	52	48	33	16	1	66	32	2
- Funds for Research	34	20	14	59	41	26	7	1	76	21	3
- Marine Research in the North Atlantic Ocean	16	6	10	38	63	7	9	0	44	55	0
Principal investigators in submitted and funded projects	14	9	5	64	36	12	2	0	86	14	0
- Funds for Research	10	8	2	80	20	10	0	0	100	0	0
- Marine Research in the North Atlantic Ocean	4	1	3	25	75	2	2	0	50	50	0

Objectives

In the long term, the organizational and scientific culture at the RCFI shall be designed to be family friendly and to provide equal opportunities for both genders.

With the Action Plan for Gender Equality and Diversity, the RCFI seeks to implement the following objectives:

- Ensure equal opportunities through equal treatment of women and men regarding work and career
- Promote the respective underrepresented gender
- Facilitate the compatibility of work and family for women and men
- Continue raising awareness about the RCFI gender policy among potential applicants
- Continue identifying and removing any potential gender bias in the RCFI funding evaluation procedure
- Embed gender awareness within all levels of the RCFI processes - from creating awareness about the RCFI to grant signing - while keeping the focus on excellence
- Strive for gender balance among the RCFI peer reviewers and other relevant decision-making bodies, aiming at a minimum participation of the underrepresented gender while considering the situation in the field of the action
- Ensure broad involvement of the entire organisation in relation to goals and direction of the gender equality and diversity effort
- Verify and improve data quality and knowledge base with a view to promoting gender equality and diversity
- Set ambitious quantitative and qualitative performance targets for the next action plan period (2025-2028), in relation to recruitment, retention and promotion of employees
- Expand the data base beyond binary gender definitions, including other possible discrimination markers
- Lift organisational knowledge about gender equality and unconscious bias, and boost organisational culture, particularly in relation to the prevention and handling of offensive behaviour
- Support equal opportunities in recruitment and promotion.

Areas of Intervention

Based on the analysis, the compiled data, and legal requirements, we have identified the following areas of intervention to be addressed to achieve our objectives:

- Structures to support gender equality work
- Awareness-raising and competence development
- Engaging stakeholders
- Organizational culture and work-life balance
- Recruitment, selection, and career progression support
- Leadership and decision-making
- Combatting sexual and gender-based harassment
- Integrating gender in research and education content
- Analytical measures, targets, indicators, monitoring and evaluation
- Incentives to promote gender equality

Measures

To achieve our objectives as laid out above, the RCFI will:

- Publish the RCFI Action Plan on the web
- Monitor submission rates of women and men by country of residence, and age
- Take active part in gender equality networks and workshops
- Make targeted visits to scientific meetings and workshops addressing gender topics, to inform about open RCFI calls. Also promoting the importance of taking into consideration gender differences from the earliest stages of the research project
- Include gender statistics and RCFI's work to achieve gender balance in all general presentations on the RCFI
- Include successful grantees of both genders as role models in communication activities, such as brochures, posters, videos etc.
- Ensure eligibility and evaluation criteria are designed to encompass the situation of both women and men in research
- Monitor success rates and granted amounts for women and men and publish gender statistics from RCFI evaluations in long term time series. Submission rates and requested amounts should be compared to granting rates and granted amounts for women and men respectively
- Sensitise RCFI staff and panel members to gender balance
- Raise gender awareness during briefings of the RCFI panel chairs and at the beginning of the evaluation panel meetings
- Continue collecting and analysing gender data on PhD students, post docs and any other researchers funded through RCFI grants
- Address gender-related topics during visits to Principal Investigators in the course of their project
- Address gender-related topics during visits to Host Institutions (e.g., childcare, moving with a family etc). Highlight good practice and 'role model' host institutions

Timeline

This Action Plan for Gender Equality and Diversity was adopted by the Research Council Faroe Islands on 17 October 2022.

Effects from the measurements and other developments regarding gender equality and diversity will be assessed on an annual basis in January 2023, 2024, and 2025.

A new baseline analysis is due to be carried out in April 2025, when the RCFI's Action Plan will be reviewed, revised, and updated for the next action plan period (2025-2028).

Division of responsibilities

In charge of implementing the stated measures: RCFI's Director, Annika Sølvará

In charge of statistics, annual assessments, and reporting: RCFI Adviser, Rósa Heinesen

Annex I

The Faroe Islands anti-discrimination legislation and policies include the following laws, directories, and regulatory bodies:

1. **Law of the Løgting No. 52 of 3 May 1994 on equality between women and men**, which
 - ❖ outlaws all gender-based discrimination with the exception of positive discrimination aiming to reach gender equality. The law specifies, that women and men are to be provided with equal opportunity regarding education, employment, and professional and cultural development
 - ❖ specifically prohibits any direct or indirect gender-based discrimination with respect to employment and all related aspects such as discharge, work assessment, wage, relocation, promotion, leave, work conditions, and privileges
 - ❖ stipulates equal pay and benefits for equal work and equal career development opportunities, including education, training, re-education, participation in courses, and other skills development
 - ❖ provides for the right of absence during pregnancy, childbirth, and post-childbirth without any loss of seniority
 - ❖ prescribes all material for the education and upbringing of children to be consistent with the principle of equality, including equal selection of learning materials
 - ❖ commands equal gender representation in all public committees, councils, representations etc. appointed by national authorities
 - ❖ appoints the Gender Equality Council, which is tasked with:
 - monitoring compliance with this law
 - advising authorities, institutions organizations and individuals on gender-equality issues
 - making recommendations regarding gender-equality issues
 - collecting and resolving any complaints concerning gender-based discrimination.
2. **Law of the Løgting No. 48 of 3 April 2001 on parental leave**, which
 - ❖ prohibits the discharge of any worker for making use of their right to parental leave, or due to pregnancy, birth, or child-adoption.

3. **Law of the Løgting No. 63 of 26 May 2011 on disability discrimination in the labour market**, which
 - ❖ prohibits all disability-based discrimination, positive or negative, by employers against employees or job applicants in the context of employment, discharge, transfer, promotion, wage, or employment conditions;
 - ❖ prohibits the mentioning of disability in job postings, whether it be an advantage or otherwise.

4. **Law of the Løgting No. 132 of 10 June 1993 on administrative law**, which
 - ❖ prohibits any disclosure of information on race, religion, colour, political or other organisational affiliation, gender, sexual orientation or any punishable circumstance to other administrative bodies.

5. **Law of the Løgting No. 80 of 7 June 2020 on data protection**, which
 - ❖ prohibits the processing of information regarding colour, race, or ethnicity, political, religious, or philosophical belief, union affiliation, genetic or biometric data for personal identification, medical information, information on gender, sexual orientation, punishable circumstances or information on significant social issues and other private affairs.

6. **Directory No. 8000 of 15 January 2020 on public employment discharge**, which
 - ❖ prohibits discrimination based on gender, ethnicity, age etc.

7. **Circular No. 9001 of 26 November 2018 on law-making**, which
 - ❖ prescribes gender-neutral language to all legal texts and public promulgations.

Moreover, the Faroe Islands have ratified:

8. **The European Convention on Human Rights**, which in article 14
 - ❖ prohibits all discrimination on the ground of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, or other status.

9. **The Convention on the Rights of Persons with Disabilities**, which in article 3 promotes inter alia:

- ❖ non-discrimination
- ❖ full and effective participation and inclusion in society
- ❖ equality of opportunity
- ❖ equality between men and women

In addition to said legislation and conventions, the Faroe Islands Government has appointed

10. **The Committee for the promotion of gender equality in politics, *Demokratia***, composed of

- ❖ one member from each political party
- ❖ one from the Municipalities' Association
- ❖ one from the National Women's Association, and
- ❖ one from the Gender Equality Council.

Demokratia is tasked with:

- ❖ organizing cross-party initiatives to promote a more equal representation of the sexes in politics
- ❖ enhancing women's influence in political decision-making, and
- ❖ increasing the number of women in parliament and in local government, so that women's representation in the Faroe Islands will resemble that of the rest of the Nordic countries more.

Lastly, all public institutions of the Faroe Islands have signed

11. **The “Active Staff Policy Agreement”**, which expands institutions' options regarding measures to improve their policies regarding:

- ❖ skills development
- ❖ elderly staff
- ❖ work-life balance (family policy)
- ❖ gender equality.