

## ARP Activity and reporting obligation 2021

### Akvaplan-nivas (APN) work for equality and against discrimination

*In Akvaplan-niva, everyone should have equal opportunities for development, equal conditions and good working conditions, regardless of gender, ethnicity, age and disability. We will actively work to ensure diversity in all phases of the employment relationship from recruitment, through career development and through different phases of life for all employees. No one should be subjected to harassment and violence.*

### Part 1: Condition for gender equality (§26.1 paragraph)

On an annual basis, we had 128 employees divided into 72 men and 56 women (including temporary employees). This gives a satisfactory gender distribution of 44% women and 56% men. We have a good gender balance in management and in the board, as well as in most professional positions. We have great diversity with 42% non-Norwegian employees of 21 nationalities and a good age spread that covers all age groups from 20 years and up to seniors of 70+.

#### Gender distribution and wage composition

Job level / group	Women	Men	Proportion of women	Total	Women's average salary as a percentage of men's salary
Level / Group 1	5	0	100.00%	5	100.00%
Level / Group 2	3	5	37.50%	8	98.32%
Level / Group 3	23	18	56.10%	41	96.62%
Level / Group 4	10	32	23.81%	42	104.29%
Level / Group 5	5	7	41.67%	12	97.57%
Level / Group 6	0	3	0.00%	3	0.00%
Level / Group 7	4	4	50.00%	8	100.35%
Level / Group 8	1	0	100.00%	1	100.00%
<b>Total</b>	<b>51</b>	<b>69</b>	<b>42.50%</b>	<b>120</b>	

*Table 1 gender distribution and wage composition*

#### Temporary employment and parental leave

Akvaplan-niva has no involuntary part-time employees. Of the 11 who work in reduced positions, there are reasons such as health conditions, completing education, age, or combination with another position, as well as care for children. 4 employees were in temporary positions related to the financing of projects of shorter duration.

Four employees were on maternity leave in 2021. Of these, 3 were men and 1 woman. The number of days on leave by gender was 103 days for men and 20 days for women.

	Part-time work			
	Temporary staff	Withdrawal of parental leave (days)	Voluntary	Involuntary
<b>Women</b>	2	20	3	0
<b>Men</b>	2	103	8	0

*Table 2 temporary employees, taking parental leave and part-time work*

## Part 2: Report on Akvaplan-niva's work for equality and against discrimination in accordance with the activity obligation (§26 part 2)

### Principles, procedures, and standards for equality and against discrimination

Akvaplan-niva has described guidelines in policy documents and has zero tolerance for all forms of discrimination, harassment and violence. We have notification procedures but want to focus even more on information about and simplification of notification routines. At safety inspections, questions related to these topics are addressed. Results from safety inspections are presented in the management group and in the Working Environment Committee.

During 2021, HR has worked to analyze issues related to gender equality and discrimination. We have used the recommended method (examining risk and obstacles - analyzing causes - implementing measures - assessing results) within the personnel areas described in the Act and reviewed our routines and available statistics and reports. Results have been reported to Akvaplan-niva's board, management team, Working Environment Committee and shop stewards.

## Part 3: Results from the work of uncovering risks and obstacles to gender equality, and examination of causal relationships

### Wage differences

The survey has not revealed any wage differences that can be linked to gender.

## **Gender distribution within different positions and work areas**

We have a female director, and the rest of the top management consists of 50-50 women and men. The middle management group also has a good gender balance with 5 women and 7 men. There is a predominance of male senior advisers, which is partly due to historical recruitment, low turnover and career development among them. In the last couple of years, we have recruited more female graduate advisers and researchers, so the statistics give more women than men at the level below the senior level. The gender balance of both senior researchers and researchers is good. The gender balance is also satisfactory for technicians and staff services.

In order to even out the gender imbalance in the group of senior advisers, we will focus on this in recruitment, as well as make development plans for younger female advisers in order to eventually lift them up to senior level.

## **Combination of work and family life**

Over time, Akvaplan-niva has had a personnel policy that provides great flexibility in the performance of work. Opportunities for home offices, flexible withdrawal of sick-child days, opportunities for leave related to the toddler phase and adaptations related to the life situation go beyond public minimum standards. We cover the pay gap between NAV over 6G for maternity leave.

The survey has revealed that we can become better at differentiating measures related to different phases of life. We will therefore further develop the life phase policy to ensure equal opportunities for all, regardless of gender, age, and social life situation.

## **Gender balance in recruitment and career development**

Akvaplan-niva has clear procedures for recruitment at all stages of the process. Requirement specifications are prepared before the announcement/active search, and we have defined criteria and methods for the selection of both professional qualifications and personal qualities. HR coordinates all recruitment processes and ensures that processes are carried out in accordance with guidelines and legislation.

We have defined criteria for promotion to senior positions within research and consulting. To ensure the promotion of more women, we will work with career development internally to lift more younger women up to the senior level.

## **Part 4: Goals and action plan for 2022-2025**

- 1) Further develop life phase policy with measures that facilitate a combination of work and family life
- 2) Increase the proportion of female advisers and researchers at senior level

1) Goal: Further develop life phase policy with measures that facilitate a combination of work and family life

Measures: Facilitate that woman in all types of positions can combine career and family life. In order to achieve the goal we must have flexibility in working hours, good facilitation and organization of work tasks, as well as financial incentives that do not discriminate against women's wage development and career development in the phase of caring for young children.

2) Goal: Increase the proportion of female advisers and researchers at senior level

Measures: Talent development of our younger female advisers and researchers. Career plan to develop more researchers and advisers to senior level. To achieve the goal, individual plans must be developed, developmental work assignments and mentoring provided. In the recruitment of senior advisers, female applicants should be given priority if they are as well qualified as male applicants.

The action plan will be regularly reported and evaluated in accordance with current rules for reporting to the board, management, and employee organizations.