

Gender equality guidelines



for SNS annual networks

Gender equality guidelines

The forest sector continues to be an immensely gender segregated sector. Although the private sector employs more women than ever, female representation in governmental units and the forest sector remains very small.

SNS are the initiator of several research projects focusing on gender equality in the forest sector, as well as workshops and discussion groups on the topic. SNS require both genders to have at least 40% representation in funded networks. Realising that gender equality can be a difficult topic to address in networks we fund, we have developed guidelines to help you in this process.

This document specifically targets our one-year networks.

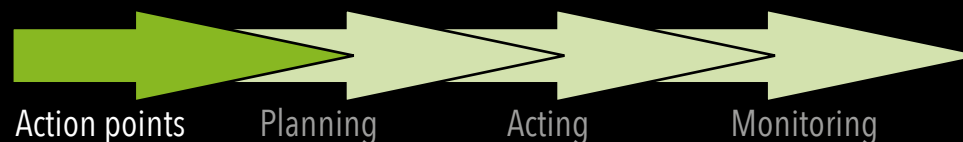


Action points

This document offers a set of action points to target gender equality within your network. Some are meant for early-stage gender equality planning. Others are more specific actions that your network might take to implement gender equality. Finally, the monitoring step provides a checklist to help track your network's progress on gender equality.

SNS ask that you be able to check at least one action point in each of the stages in the green box of your final report. To inspire your own action points, take a look at the gender equality guidelines for multi-year networks. [That document can be found here.](#)

For more information on what initiatives SNS offer on the topic of gender equality, please visit the SNS website www.nordicforestresearch.org.



Planning step

- **Agree on the division of gender equality responsibilities** in your network
- **Define the objectives** of your gender equality work. Set the most specific goals possible – people to involve, subjects to cover etc. Questions to reflect on at this point are for example:
 - ✓ What is the share of men and women in your network, and does this fulfill the requirements of SNS?
 - ✓ What parts of your network are gender imbalanced? Could female representation be increased in any specific part of your network?



Acting step

- Be vocal about gender equality in your network outreach – for example by using hashtags, like #Nordicequality, #Womeninforesstry or #Womeninagriculture.
- Use the [Respect Ladder](#) in your network.
- Appoint an observer of gender balance in who is talking and who is actually being heard in meetings.
- Actively reflect on the physical distribution of people in meetings.
- Take part in SNS's various gender equality-related activities – workshops, nature groups, mentoring programs etc. Contact the SNS council to see what is on the current agenda.
- Use gender-neutral language in your communication – both internally and externally
- Arrange your own gender-equality initiative



Monitoring step

- Use SNS's evaluation scheme found on the next page.

If you want to know more

- SNS Nordic Forest Research (2020). Redefining Digital Bioeconomy – Reviewing how the digital transformation affects gender inequalities in the Nordic bioeconomy. [Available here.](#)
- SNS Nordic Forest Research. (2020). Gender Balance in the Nordic Forest Sector. [Available here.](#)



Evaluation scheme

This evaluation scheme is a way for your network and SNS to track your progress on gender equality. For every question, we ask you to expand on what you have done when checking a box.

In the past year, our network has focused on the following issues and actions related to gender equality:

	Yes	No
1 Completing the planning step Outcome:	<input type="checkbox"/>	<input type="checkbox"/>
2 Completing the action step Outcome:	<input type="checkbox"/>	<input type="checkbox"/>
3 Completing the monitoring step Outcome:	<input type="checkbox"/>	<input type="checkbox"/>

Additional evaluation questions

What actions and/or tools seemed to work the best for you?

Answer:

How would you like SNS to support you in your work toward gender equality in the coming year?

Answer: