



# Gender equality guidelines

for SNS research networks and NordForNet



# Gender equality guidelines

Meeting the demands of sustainability in a growing forest sector is one of the main strategic areas of the Nordic Council of Ministers. Because gender equality is one of the UN's 17 Sustainable Development Goals, promoting it in the forest sector is a clear priority for Nordic Forest Research (SNS).

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

SNS have initiated many research projects, workshops and discussions on gender equality in the forest sector. SNS require both genders to have at least 40% representation in funded networks.

As SNS realize that gender equality can be difficult to address in funded networks, we have developed guidelines to facilitate this process in your network. These guidelines help provide SNS-funded networks with knowledge and practical tools to identify and handle gender issues in their network and within the forest sector.. The guidelines have three sections

- The first section provides background on the issue of gender imbalance in the forest sector.
- The second section is a guide for implementing a gender equality plan in your network.
- The last section provides links to supplementary materials if you want to work further with the subject.

This document targets SNS-funded networks lasting two or more years.



# 1. Background

## Gender inequality in the bioeconomy sector

The forest sector is becoming more important in society and is expected to demand more employees and innovation. The sector must be diversified to meet these needs. As a male-dominated sector, the increasing importance of the bioeconomy may benefit men disproportionately compared to women.

It can be argued that socio-historical processes have led agricultural professions, especially forestry, to become male dominated. Today, these processes perpetuate high gender imbalance, especially in leadership positions. Due to this inequality, growth potential is limited, and economic and social outcomes and opportunities are not equally distributed, making the bioeconomy socially unsustainable.



# 2. Equality plan

## How to implement a gender equality plan

A gender equality plan is a set of actions aiming to achieving gender equality. The process consists of four steps: analysis, planning, acting and a monitoring step, illustrated below. Built like a staircase, you must assess the steps in order.

This document provides different action points that you and your network can use to assess gender equality issues. SNS ask that you perform the analysis and planning action points, and are able to complete at least five action points in your final report which should contain the filled-in evaluation sheet from Appendix 1. This refers to the action points in the guidelines.

1

### 2.1 Analysis

- Understand the structure of your network in relation to gender equality

2

### 2.2 Planning

- Define objectives and plans
- Distribute responsibility

3

### 2.3 Action

- Undertake actions and activities.
- Use offers from SNS; workshops, seminars etc.

4

### 2.4 Monitoring

- Use evaluation schemes for assessing progress
- Revise your work - set new goals every year



## 2.1 Analysis



The analysis step is about understanding the structure of your network in relation to gender. This step will clarify what actions and interventions are needed in your network, to ensure that men and women are given equal opportunities in your network. Together with your network, discuss the action points in the green box.



### Action points

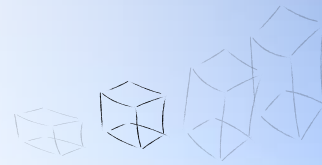
To help analyse your network structure in relation to gender, here are some reflective questions to address your current status of, and work with, gender equality:

- Are you fulfilling the requirements of SNS on the share of men and women in your network?
- Have you worked with gender equality previously in your network? If so, in what way?
- How is the purpose of your network related to gender equality? Is, for example, your research gender inclusive?
- Is gender equality an objective in your network? If so, have you initiated any actions on the subject?





## 2.2 Planning



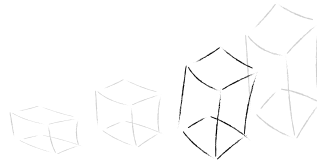
Once the analysis step has provided you with knowledge on which areas to assess, the planning step will help you plan your network's work on gender equality. The action points in this planning step are concrete initiatives that your network can take.

### Action points

Here are some steps that your network can take to prepare your gender equality plan. It is important to conduct them in order:

- Define the objectives and measures of your gender equality plan. Set the most specific goals possible.
- Define a realistic time frame to implement the plan.
- Set clear actions to take. Be specific on who you are going to involve, the subjects you are covering etc. This will simplify the action step.
- Try to identify any obstacles that might impede the initiatives.
- Think once again whether the actions you propose will challenge or confirm established gender prejudices in your network, sector and society.

## 2.3 Action



After completing the analysis and planning stages, the next step is to enact your gender equality plan within your network. It is important to maintain focus on your goals during this step, and institutionalize the actions in your network to ensure success. You can meet your goals in many ways. In the green box to the right, we list different concrete initiatives that you can take in your network. It is important to choose actions that work for your network; these points may help inspire you.



### Action points

Here are some example actions your network can take to promote gender mainstreaming:

- Arrange a “killmiddag”, preferably in nature. It is really simple! [http://www.killmiddag.se/index\\_eng.html](http://www.killmiddag.se/index_eng.html)
- Arrange network activities about gender equality. You can apply for funding through SNS and other research institutions.
- Be vocal about gender equality in your network outreach – for example using hashtags promoting gender balance like #Nordicequality, #Womeninforesstry or #Womeninagriculture.
- Critically reflect on gender equality in your network. This involves for example the subject studied and identity of your respondents.
- Use the Respect Ladder in your network. <https://www.respekttrappan.se/#/>

There is a lot still to do – go on to the next page! ➔



Go on here: →



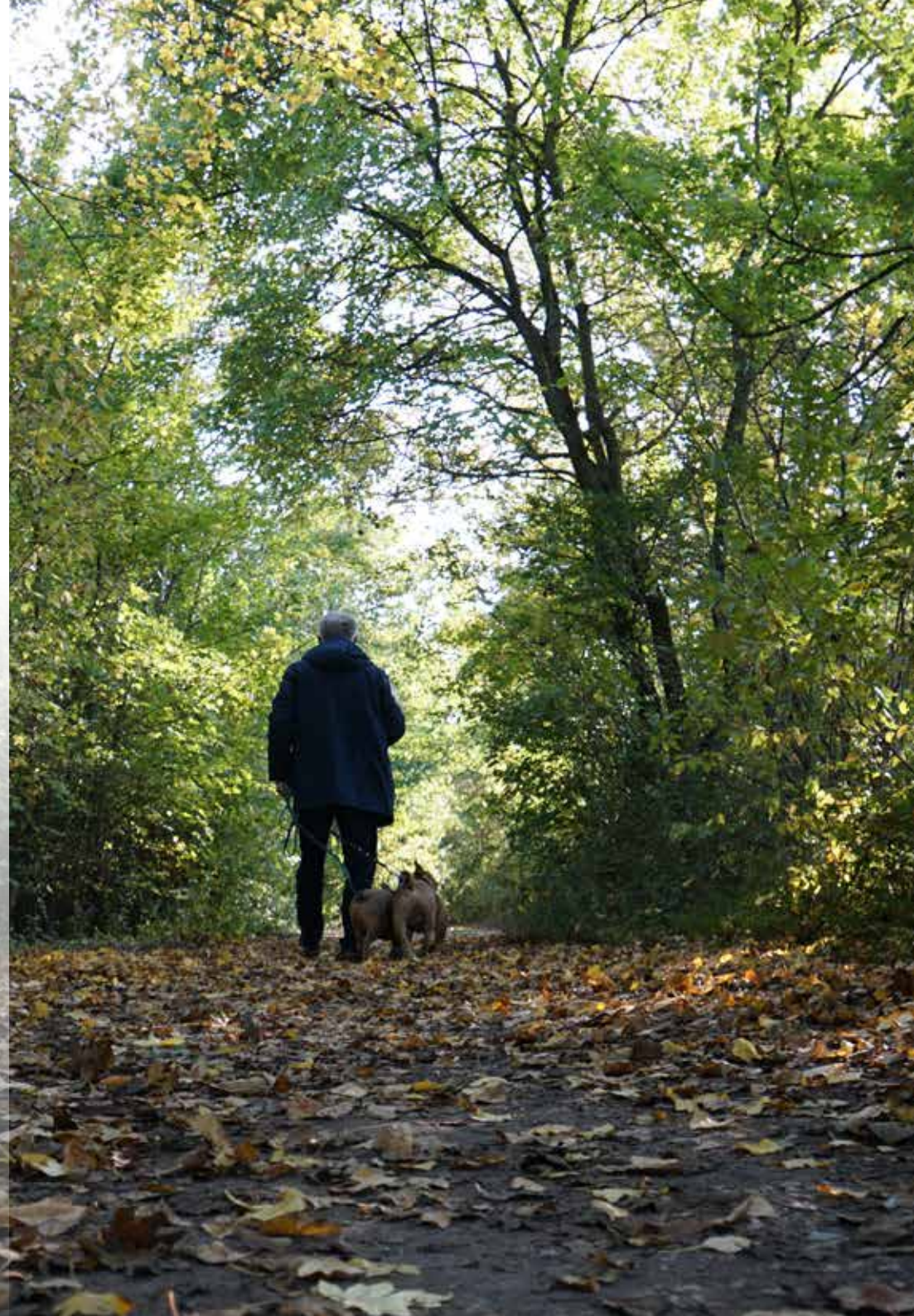
- Formally agree on the division of responsibilities in your network. Ensure that both men and women perform often-overlooked tasks like providing coffee, taking notes etc.
- Have a “gender equality” point on the agenda for every meeting.
- Inventory gender equality of who is talking at your meetings: [www.lookwhostalking.se](http://www.lookwhostalking.se).
- Actively reflect on the physical distribution of people in meetings.
- Reserve leadership roles for women.
- Support parents through flexible meeting times and promote telepresence when family needs make meetings hard to join.
- Take part in SNS’ gender equality-related workshops, seminars etc. Contact the SNS Council to see what is on the current agenda.
- Use gender-neutral language in your internal and external communications.
- When involving new people in your network, emphasize your wish for gender balance.
- Arrange your own initiative on gender equality.





## 2.4 Monitoring

To ensure progress, it is important to regularly monitor your gender equality work and set new goals for your network. For example, if you worked a lot on gender representation in the network, maybe next year's goal should be attending an SNS workshop or arranging a killmiddag? Besides your own annual monitoring, SNS ask that your final network report contain the completed evaluation sheet from Appendix 1.





# 3 If you want more

## Relevant links

If you would like to learn more about gender equality, check out these links:

- SNS Nordic Forest Research. (2020). Redefining Digital Bioeconomy – Reviewing how the digital transformation affects gender inequalities in the Nordic bioeconomy. Available at <https://nordicforestresearch.org/wp-content/uploads/2021/01/BioEquality-report-2.pdf>
- SNS Nordic Forest Research. (2020). Gender Balance in the Nordic Forest Sector. Available at <https://nordicforestresearch.org/wp-content/uploads/2020/09/200917-gender-web.pdf>.
- European Institute for Gender Equality, EIGE. (2016). Gender Equality in Academia and Research – GEAR tool. Available at [https://cdn4.euraxess.org/sites/default/files/domains/nl/gear\\_tool.pdf](https://cdn4.euraxess.org/sites/default/files/domains/nl/gear_tool.pdf)

## Funding

Here are some opportunities to fund network activities, projects and research on gender equality:

- [Nordic Forest Research \(SNS\)](#) and the Forest Bioeconomy Network open call for network activities.
  - Funding for network activities in forestry and/or gender equality in the Nordic region.
  - Once a year, springtime
- [Nordisk jämställdhetsfond](#)
  - Funding for network activities promoting gender equality in the Nordic region.
  - Once a year, springtime
- [The Rannís Gender Equality Fund](#) (Jafnréttissjóður Íslands)
  - Funding for projects and research related to gender equality in the Nordic region.
  - Once a year, springtime

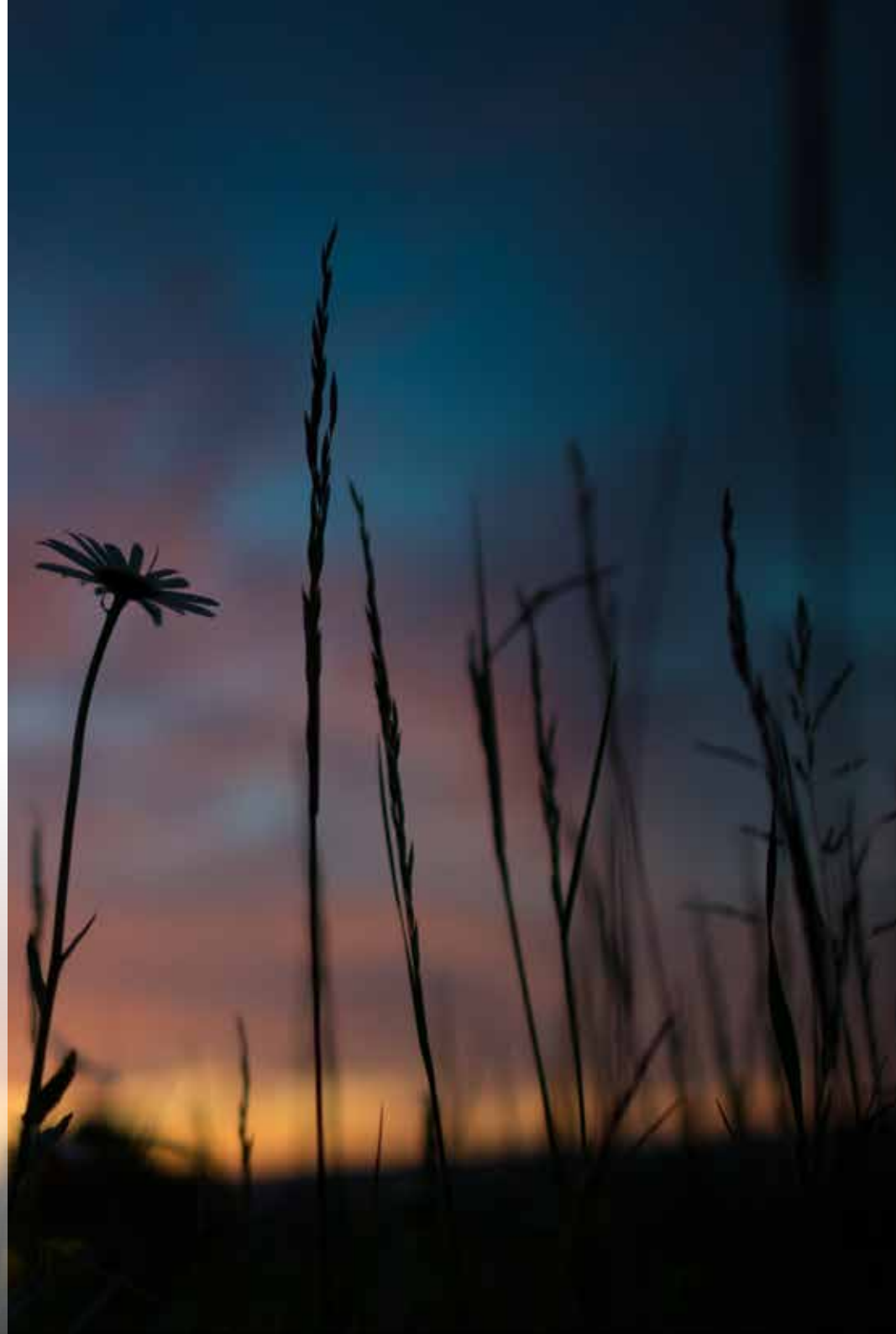


# Appendix 1

## Evaluation scheme

This evaluation scheme is a way for your network and SNS to track your progress on gender equality. It can be performed by one or several leaders, the established gender equality representatives of the network, or with all network members if preferred. The evaluation scheme is a checklist of what your network has been working on in the past year. SNS ask that you perform the analysis and planning action points, and can check at least five points in the action step of your final report. There is room for additional action points at the network's initiative. For every question, we ask you explain what you have done or would like to pursue next year when checking a box.

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



# Evaluation scheme

|   | Yes                      | No                       | Outcome |
|---|--------------------------|--------------------------|---------|
| 1. Completed the analysis step                            | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 2. Completee the planning step                            | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 3. Arranged network activities related to gender equality | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 4. Arranged a "killmiddag"                                | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 5. Been vocal on gender equality                          | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |



|   | Yes                      | No                       | Outcome |
|---|--------------------------|--------------------------|---------|
| 6. Used the Respect Ladder  | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 7. Formally agreed on the division of responsibilities in the network, considering gender | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 8. Had a gender equality point on meeting agendas   | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 9. Inventoried gender equality by using one or more observers                             | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 12. Reflected and decided actively on people's physical distribution in meetings          | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 13. Reserved leadership roles for women   | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 14. Supported parents through flexible meeting times                                      | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 15. Took part in gender-equality programs from SNS  | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |

|  | Yes                      | No                       | Outcome |
|--|--------------------------|--------------------------|---------|
| 16. Used gender-neutral language in communication                                    | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| 17. Emphasized your wish for gender balance when involving new people in the network | <input type="checkbox"/> | <input type="checkbox"/> | Outcome |
| Own action points  |                          |                          |         |
| 1. Answer  |                          |                          |         |
| 2. Answer  |                          |                          |         |
| 3. Answer  |                          |                          |         |
| 4. Answer  |                          |                          |         |
| 5. Answer  |                          |                          |         |
| Total number of boxes ticked: XX   |                          |                          |         |