



Gender equality guidelines

for SNS annual networks, research projects 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 sector 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 has initiated several research projects, workshops and discussions on gender equality in the forest sector. SNS requires both genders to have at least 40% representation in funded networks.

As SNS realizes that gender equality can be difficult to address, we have developed these gender equality guidelines to facilitate the 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 consist of 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.



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 achieve a more gender equal network. The process consists of four steps: analysis, planning, action and monitoring, as illustrated below. Built like a staircase, you must assess the steps in order.

This document provides different action points for each step that you and your network can use to assess gender equality issues. SNS asks that you perform the full analysis step and planning step. Research projects and NordForNet should be able to complete at least five action points from the action step, the annual networks should complete at least one. You can use the evaluation scheme in appendix 1 to assess your progress.

Your annual and final reports to SNS should include your activities and outcome related to this gender equality work.

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

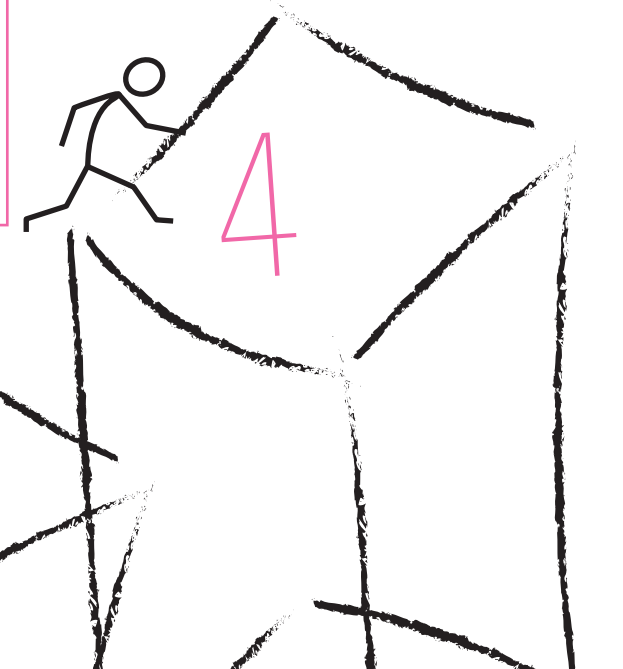
2.3 Action

- Undertake actions and activities.
- Take part in activities offered by SNS.

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 for you to address the 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?
- What parts of your network are gender imbalanced? Could female representation be increased in any specific part of your network?
- Have you worked with gender equality previously? 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



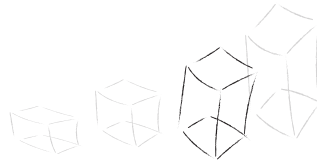
Once the analysis step has provided you with knowledge on which areas to assess, the planning step will help you plan your network's work on gender equality. The action points in this planning step are concrete initiatives that your network can take.

Action points

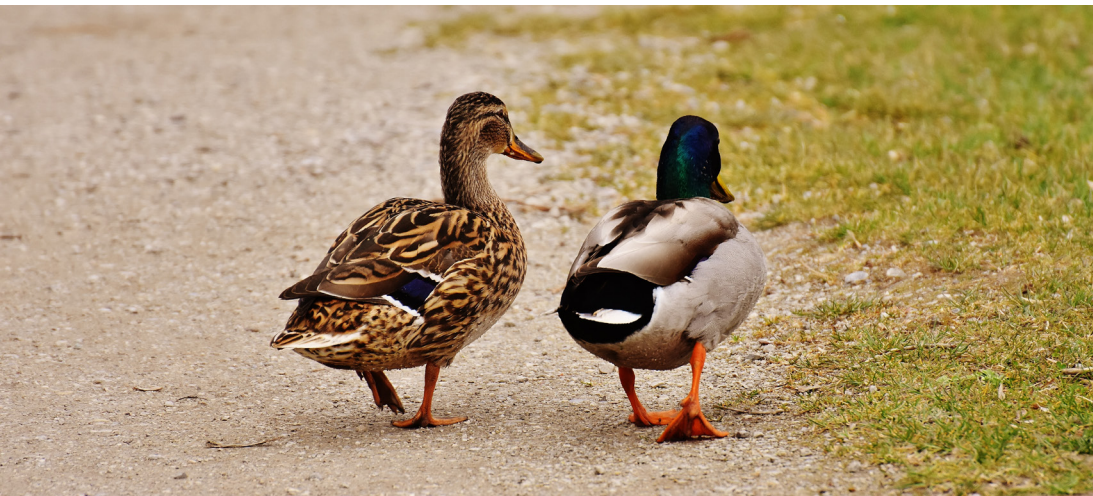
Here are some steps that your network can take to prepare your gender equality plan. It is important to conduct them in order:

- 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 steps, 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 actions 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 examples of 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
- 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.
- Measure the exact time men and women spend talking in meetings using "Time To Talk": 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 digital participation when family needs make meetings hard to join.
- Take part in SNS's gender equality-related activities. Contact the SNS secretariat 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.

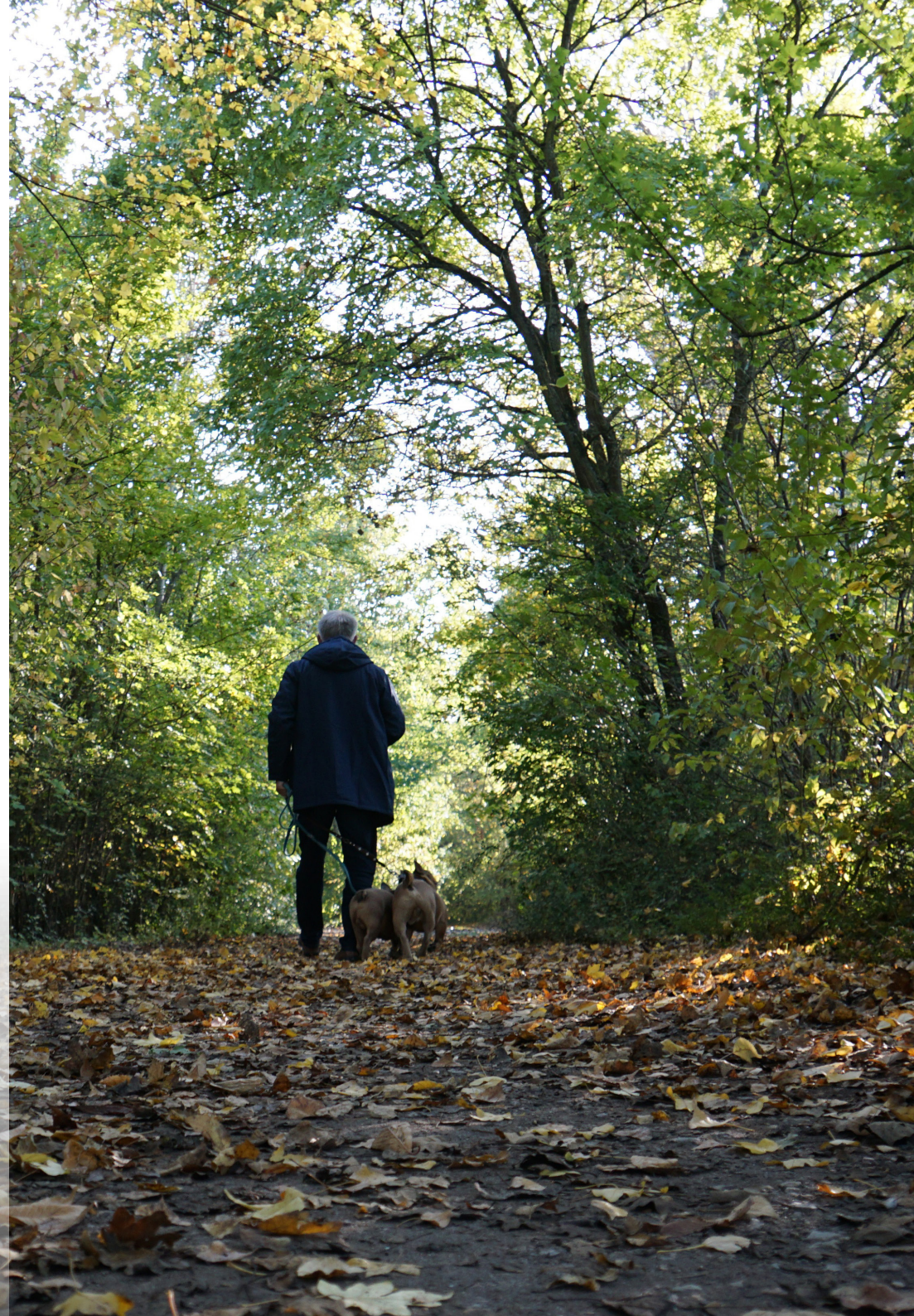


2.4 Monitoring

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 focusing on a gender-neutral language or arranging a killmiddag? SNS asks that you, during the network period, perform the full analysis step and planning step. Research projects and NordForNet should be able to complete at least five action points from the action step, whereas the annual networks should complete at least one.

In this monitoring step you can use the evaluation scheme in appendix 1 to track your activities and assess your progress.

Your annual and final reports to SNS should include your activities and outcome related to this gender equality work, reporting on the action points you have completed.



3 If you want more

Relevant links

If you would like to learn more about gender equality, check out this work:

- 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

Funding

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

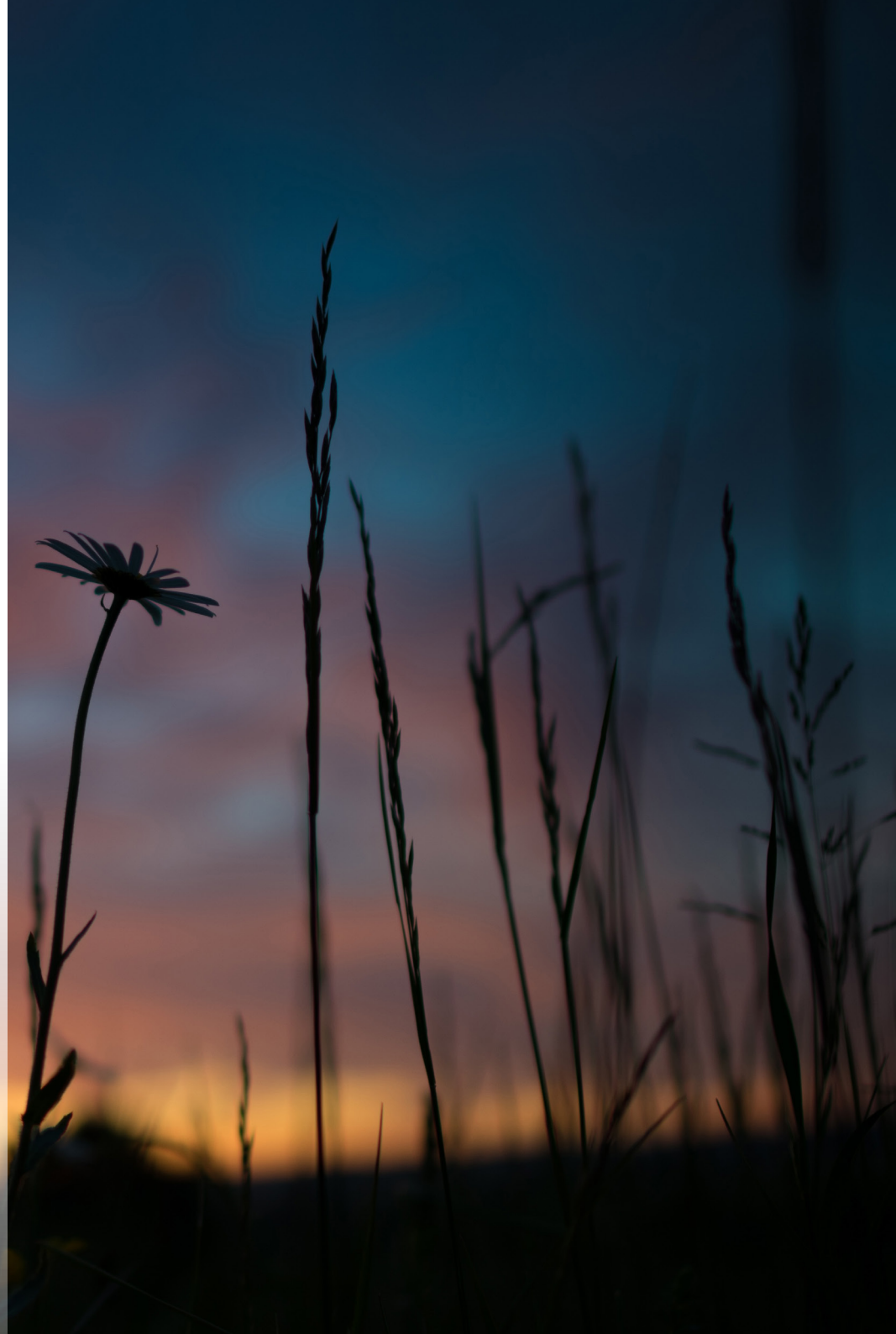
- [Nordic Forest Research \(SNS\)](#) and the Forest Bioeconomy Network's open call for network activities.
 - Funding for network activities in forestry and/or gender equality in the Nordic region.
 - Once a year, springtime
- [Nordisk jämställdhetsfond](#)
 - Funding for network activities promoting 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 to track your progress on gender equality. It can be performed by the network coordinator, the established gender equality representatives of the network or by all network members if preferred. The evaluation scheme is a checklist of what your network has been working on. SNS asks that you, during the network period, perform the full analysis step and planning step. Research projects and NordForNet should be able to complete at least five action points from the action step, whereas the annual networks should complete at least one.

There is room for additional action points at the network's initiative. When checking a box, we ask you to explain what you have done and how the outcome has been.



Evaluation scheme

	Yes	No	Outcome
1. Completed the analysis step	<input type="checkbox"/>	<input type="checkbox"/>	Outcome
2. Completed 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. Measured the exact time men and women spent talking in meetings using "Time To Talk"	<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 activities arranged by 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			