

Equality statement

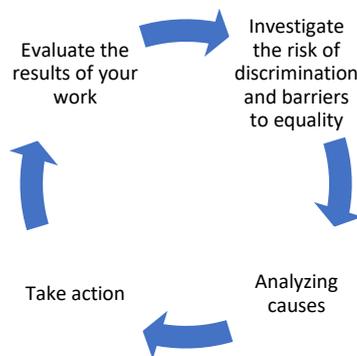
CICERO Centre for International Climate Research

SUC, CLG and AMU 15.03.21

Presented for CICEROs Board, April 9th, 2021

We work for equality and against discrimination on grounds of gender, pregnancy, parental leave at birth or adoption, caring responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity and gender expression and any combination of these..

Four-step method for equality work



[Read more about the follow-up of the activity and reporting obligations here \(only available in Norwegian from the Directorate\).](#)

What should we think about when examining risk for the reporting and what topics should we have thought about?

- Gender
- Pregnancy, parental leave at birth or adoption, caring responsibilities
- Ethnicity, religion, beliefs
- Disability
- Sexual orientation, gender identity and gender expression
- Combination of any or all of the aforementioned

Part 1: State of gender equality at CICERO

CICERO has annually monitored wage statistics with regards to gender equality. An equality policy was adopted in 2017 and it is assessed annually. This work is carried out in dialogue with representatives from the employees (unions, AMU and safety representatives). With new requirements for reporting and activity, we have recently reviewed this more thoroughly than in previous years.

For several years, CICERO has had quite an equal distribution in the number of men and women employed. In 2016, the number of men was slightly higher than women with 52.2% men and 48.8% women. From 2017 to 2020, the distribution has reversed, and the female share has increased. In 2020, CICERO's employees comprised of 58.6% women and 41.4% men. In 2019, the numbers were 55.1% women and 44.9% men.

We have thus increased the female share from the year 2019. These developments are not due to the gender equality policy measures but the result of more and stronger candidates among female applicants than among male applicants. Of the ten new employees in 2020, eight were women and two were men (one in a secondary position). In recent years, until 2020, CICERO's management has been gender-balanced, both in the senior management (CLG) and among the research leaders. CLG consisted of three women and two men, and four out of seven research leaders were women. However, in 2020, a female research director and a female research leader resigned and a female research leader is on parental leave. By the end of 2020, the picture was reversed, and we had five male and two female research leaders. CLG now consists of three men and two women.

According to the new guidelines, the categories in Table 1 below must be reported annually.

Table 1. Key figures regarding gender balance 31.12.2020:

	Gender balance at CICERO (number) in 2020	Share of total %	Temporary employees by gender 31.12.20* (number)	Persons employed in part-time positions by gender 2020 (number)	Average number of weeks of parental leave in 2020 (number)
Men	35 (29.32 person-years)	41,4%	0	1	6,4
Women	52 (41.57 person-years)	58,6 %	3	3**	10,0

* CICERO's part-time employees are in sub-positions (Adjunct professorships) and are not considered regular part-time positions

** CICERO also has employees in *secondary positions* (10% and 20%), who are not included as they are in full employment elsewhere. This number comprises only real part-time positions (i.e. reduced positions due to caring responsibilities). All employees have an employment contract with a 100% position.

In addition, CICERO shall at least every second year report on the following:

- wage differences at different position levels/groups (gender differences in NOK or per cent)
- total wage disparity in the organisation (gender difference in NOK or per cent)
- gender distribution at different position levels/groups (gender differences in number or per cent)
- employees who involuntarily work part-time (gender difference in number or per cent)

Table 2. Overview of salary levels for selected positions and distribution of men/women. CICERO 2020.

Position category	Gender distribution at different position levels/groups (number)		Wage differences: Women's share of men's salary (as a percentage)
	Men	Women	
Researcher I	6	8	98.5%
Researcher II	9	19	98.69 %
Senior Adviser	4	3	88.24%
Senior Communications Adviser	0	5	(only women in this category)
Professors (Assistant Positions)	4	1	-
Associate Professor etc (assistant positions)	0	2	-

For 2020, Table 2 shows that there are small wage differences at the overall level (for the positions for which it can be reported). The table does not contain data on positions with fewer than five people. We find that the wage difference between genders can be explained by the fact that the male employees have somewhat greater seniority than the female employees.

In the 2020 wage settlement, the individual salary increases was distributed to 19 women and 15 men. The share added in NOK was distributed with 52.6% to women and 47.4% to men. If we consider that the proportion of female employees was 58.6% and 41.4%, men have had a somewhat better salary outcome in 2020. However, this must be seen in the context of the fact that a large proportion of the new employees were women who due to their recent employment were not prioritised in the distribution of individual salary increases.

CICERO facilitates flexibility during working hours, which is important for many employees, but perhaps especially for families with young children. CICERO gives part time leave according to. AML § 10-2 (right to reduced working hours if you have a *health, social or welfare justification*). This means that employees with children under the age of 10 can reduce their working hours if necessary. The fact that CICERO has extra time off between Christmas and New Year is also an appreciated perk for employees with children, as schools, day cares and after school programs often have reduced hours.

Part 2: CICERO's work for equality and against discrimination

Principles, procedures, and standards for equality and against discrimination

CICERO's gender equality work is rooted in CICERO's various documents and policy documents that deal with the topics of the work for equality. These must be assessed annually and adjustments made when needed. This applies to the following internal documents:

- Senior Policy
- Equality Policy
- Principle of employee co-ownership and management
- Reporting Procedures
- Welcome letter to all employees describing CICERO's zero tolerance for harassment

How we ensure equality and non-discrimination in practice and identify risk of discrimination and barriers to equality

At CICERO, a cooperation between union representatives and the management at CICERO (called SUC) and the Working Environment Committee (AMU) are involved in the internal work related to the identification of risk and to prevent discrimination. This work is a cooperation with the management, and the board of directors is also involved. In the years up to and including 2020, we have focused on wage statistics and gender gaps, and had less focus on other factors. This is because CICERO has had a good gender balance, and that we have not seen this as a major challenge.

SUC has meetings 6-8 times a year, and AMU meets 3-4 times per year. Efforts to identify risks and barriers to equality should receive greater attention in the years ahead. CICERO is an IA company (IA = "More inclusive working life") and shall facilitate for employees with disabilities.

Currently, CICERO has no employees in need of specific facilitation in their everyday work. However, CICERO focuses on the physical and ergonomic workplace for its employees. This has also been well taken care of during the corona period from March 2020 to the present.

The AMIS (Working Environment Survey in the Institute Sector) was last carried out in the spring of 2019 and will be carried out again in the autumn of 2021. The results from AMIS are important in the work on following-up any discrimination in different areas. We systematically review the results of the working environment survey to identify any differences in responses from women and men. We also have questions in AMIS to uncover any harassment. SUC and AMU should consider whether more mapping is necessary through the questions in AMIS.

We discovered the following risks of discrimination and barriers to equality

In the recruitment to research positions, strong emphasis is placed on applicants' qualifications. It is neither appropriate nor necessary to place emphasis on other matters with regard to these positions. We have a good gender balance among the researchers, and we also have a good mix of nationalities.

When it comes to the employees in the communication and administration department, we see that our employees do not reflect the diversity of the Norwegian society. When recruiting for these positions, we also hire the applicant who is best qualified. We need to raise our own awareness when reviewing applicants to see if we can increase diversity of our employees in these departments.

Today, we have a predominance of women among researchers with low seniority and an overweight of men among researchers with high seniority. We also have an overweight of men among the research leaders. We must focus on this in further recruitment and in conversations with employees who leave, we should identify whether there are gender equality issues at CICERO that should be addressed.

When it comes to career guidance and possible promotion for employees, we can pay special attention to encouraging and supporting female employees. The same applies to participation in courses and leadership development.

We found the following possible causes of risks and barriers, and initiated the following measures:

- SUC and the management agree that we should place emphasis on gender balance between the research leaders when changes are made to the research groups.
- SUC and management agree that emphasis should be placed on gender distribution between seniors and juniors among the researchers in recruitment work and career development.
- SUC and the management agree that one should try to increase the diversity of CICERO by being particularly aware of this in recruiting for positions in communication and administration.
- SUC and management agree that it must be made easier for employees to understand the procedures for reporting censurable conditions and that important documents must be available in both Norwegian and English. It has been adopted in CICERO's language policy that important documents concerning all employees should be translated into English, as this is an important measure to reach everyone with important information. CICERO has several foreign employees, who may be unfamiliar with important rules of working life in Norway and the regulations in the Working Environment Act (AML). It is important that foreign employees are followed up beyond the written information provided.

Results of the work and expectations for the work ahead

- SUC and management have systematised an overview of measures and prepared a draft action plan (see next page).
- SUC, management and AMU have joint responsibility for ensuring that this is followed up in a good way.

Overview and action plan *for* CICERO for 2021 - 2022

Human resources area The list is not exhaustive. Add other areas where you work for equality and against discrimination.	Background for measures What did the survey show about discrimination risks and barriers to equality? Is the measure related to one or more grounds for discrimination?	Description of actions What measures have been implemented?	Objectives of the measures How will the measures contribute to equality? How to measure success?	Responsible Who is responsible for following up and implementing various measures?	Deadline /Status Deadline? Postponed, started or finished?	Result How did the measure and the process work?
<i>Recruitment</i>	Desire for greater diversity	Greater attention in hiring processes.	Increased diversity among those invited to an interview	Management and representatives of the unions	All year round	
<i>Promotion and development opportunities</i>	Desire for more female group leaders	Recruit more female group leaders	Better gender balance among group leaders	Management	All year round	
<i>Pay and working conditions</i>						
<i>Facilitation</i>						
<i>Possibility to combine work and family life</i>						
<i>Harassment, sexual harassment and gender-based violence</i>	Better information and knowledge about whistleblowing routines.	Preparation of new routines in Norwegian and English.	Made known to all employees.	Management	All year round	
<i>Other relevant areas (e.g. working environment)</i>						

The grounds for discrimination we work with: gender, pregnancy, leave at birth or adoption, care tasks, ethnicity, religion, beliefs, disability, sexual orientation, gender identity and gender expression and combinations of these