

## Gender Equality Plan 2022

This document contains the Gender Equality Plan (GEP) of the Institute of Transport Economics (TØI). The plan was adopted as company policy by TØI's management on June 26<sup>th</sup>, 2022. The document describes TØI's ambitions and goals for the work to develop a proper gender balance, as well as important measures to achieve these ambitions. TØI values the EU's initiative to strengthen the gender balance and diversity in the research community, and in 2021 TØI was given the status "[HR Excellence in Research](#)" [by the European Commission's expert panel](#). In order to fulfil the mission of Institute, deliver the best results and respond to the major societal challenges of our time, TØI needs a diverse portfolio experiences, approaches, perspectives, professional backgrounds, and not least gender balance. TØI works to promote gender equality and prevent discrimination and has described this commitment to gender equality on [TØI's website](#).

### Goals

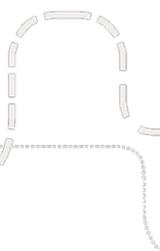
The work for gender equality is about ensuring that real and equal opportunities are provided at all levels for all of TØI's researchers. In order for us to meet the goal of a proper gender balance, we implement a number of measures described below.

### The context of TØI

TØI was established in 1958 and has over time developed in a positive direction towards a better gender balance, along with the rest of Norwegian society. In the first decades, however, TØI recruited from a talent pool that was relatively unbalanced gender-wise, with men making up the vast majority in most disciplines. This picture has changed, with the share of women increasing in most parts of higher education, which has given us opportunities to achieve a better gender balance. We have worked actively to recruit women and we have now achieved a female share of 50% at TØI in total and in TØI's management. We are an attractive employer, and we are getting more and more female applicants.

### Measures

- TØI works to ensure a proper gender balance through [TØI's recruitment policy](#). Both genders must be represented in all positions at the Institute. This allows for the development of a wider range of role models that in turn can attract a wider range of employees, creating a varied and well-performing scientific community. We still have work to do when it comes to raising the proportion of women among Chief researchers, Senior researchers, and Senior advisors. Both recruitment and internal mobilization are important measures to achieve this.



- Women contribute on average to somewhat fewer publication points compared to men. This may be related to the point above.
- To ensure gender-neutral pension payouts, women have 5.1% higher pension contributions through TØI's Hybrid Pension Agreement.
- TØI makes it easy to choose to work from a home office, and the possibility to permanently work remotely if necessary. This helps many employees achieve a good balance between work and family life, and it benefits both men and women.
- TØI has a zero-tolerance policy towards all types of bullying, gender-based violence and sexual harassment. We have established routines for reporting misconduct. TØI shall ensure high levels of worker satisfaction and a good, safe, and cooperative working environment for all employees.
- The Institute emphasizes the importance of continuously enhancing the competence of the employees. TØI has several large projects where doctoral degrees for our researchers are included. Currently, 18 % of women at TØI has a PhD, compared 23 % among men. However, the female share of employees with PhDs will greatly increase over the next few years, as 12 of our female employees are currently pursuing their doctoral degrees.
- In the first quarter of 2022, we conducted an employee survey about the working environment. The survey included gender-related issues, which will help identify focus areas for improving the gender balance at the Institute.

### **Responsibilities and resources**

The management at the Institute has the main responsibility for building a working environment with a proper gender balance at TØI. Department managers will have the overall responsibility to support and follow up the implementation and continuous work with achieving the Institute's goals to promote gender equality and prevent discrimination. HR will ensure that we develop and adapt systems and tools in support of managers and employees in the work on improving the gender balance.

HR will take responsibility as an advisor to the Institute. This entails providing advice and support to the Institute's managers and employees, identifying needs and opportunities, and sharing these experiences. HR will also take responsibility for annually documenting the status and goal achievements at the Institute level, and reporting the gender balance developments over time to management and employee representatives. The forum for this reporting is the co-operation committee, SU.