

Action Plan for Gender Equality and Diversity 2023-2027

Faroe Marine Research Institute

March 2023

Index

Preamble	3
Legal and Policy Framework	4
Baseline Analysis	5
Objectives	5
Areas of Intervention	6
Measures	7
Timeline	7
Division of Responsibility	7
Annex I	8

Preamble

The Action Plan for Equality of the Faroe Marine Research Institute (FAMRI) formulates the key principles, objectives, and measures to promote equal opportunities for women and men. The aim of the Action Plan is to achieve equal participation of women and men in the professional life at the FAMRI. This includes the promotion of equal representation of women and men, the avoidance of gender-specific disadvantages, the filling of job openings on equal terms oriented on the quality of the applicants at all qualification and employment levels, and the optimization of the reconciliation of work and family for the employees of the FAMRI. Specific training modules shall also raise awareness for gender aspects in research.

The results of the data collection, the objectives and measures are to be incorporated into the ongoing efforts at the FAMRI to reach equality at our institution.

This first Action Plan for Equality of FAMRI covers the period 2023-2027. By April 2026, the Action Plan will be revised and updated according to a new baseline analysis.

The Action Plan for Equality is available to all employees and to the general public in Faroese and English on our webpage, hav.fo.

Legal and Policy Framework

The Faroe Islands have put in place anti-discrimination legislation and policies designed to protect individuals and particular groups of people against discrimination based on gender, race, ethnicity, colour, age, disability, religion, sexual orientation, national or social origin, political, philosophical, or other opinion, union or other organisational affiliation, association, or other status.

The legislation and policies, which are rooted in the principle of equality, include the laws, directories, and regulatory bodies enclosed, which all apply to public institutions, such as FAMRI. *Please see Annex I.*

There is no legislation regarding gender equality in the area of research or research funding organizations in particular. FAMRI is however committed to live up to and comply with the highest of European standards on the issue of gender equality and indeed to promote equal opportunity in general.

Baseline Analysis

To ensure a targeted effort and valid monitoring of the effects of initiatives made, it is important to base the gender and diversity effort on qualified knowledge and data. The following indicators for gender equality and diversity form the basis for our baseline analysis and provide the background for our Action Plan objectives. The data included below are the most recent available as of October 2022.

Staff according to ability/responsibility	2022					2021				
	N=	♀	♂	%♀	%♂	N=	♀	♂	%♀	%♂
Staff Total	38	19	19	50	50	36	17	19	47	53
Management	6	2	4	33	67	6	1	5	17	83
Scientists with a PhD	13	5	8	38	62	12	4	8	33	67
Scientists	8	5	3	63	38	7	5	2	71	29
Scientific Assistants	12	6	6	50	50	12	6	6	50	50
Other Assistants	3	2	1	67	33	3	2	1	67	33
PhD-Students	1	1	0	100	0	0	0	0		

Special data for the FAMRI	2022					2021				
	N=	♀	♂	%♀	%♂	N=	♀	♂	%♀	%♂
Part-time Employed	7	7	0	100	0	7	7	0	100	0
Applicants for Different Jobs	7	5	2	71	29	19	5	14	26	74
Safety Committee	5	4	1	80	20	0	0	0		
Staff Representatives	2	1	1	50	50	2	1	1	50	50

Publications from the FAMRI	2020-21					2018-19				
	N=	♀	♂	%♀	%♂	N=	♀	♂	%♀	%♂
Participation in scientific publications	28.5	8.5	20	30	70	21	7.5	13.5	36	64
Main author in scientific publications	2.5	1.5	1	60	40	4	2	2	50	50

Objectives

In the long term, the organizational and scientific culture at the FAMRI shall be designed to be family friendly and to provide equal opportunities for both genders.

With the Action Plan for Gender Equality and Diversity, the FAMRI seeks to implement the following objectives:

- Ensure equal opportunities through equal treatment of women and men regarding work and career.
- Promote the respective underrepresented gender.
- Facilitate the compatibility of work and family for women and men.
- Continue raising awareness about the FAMRI gender policy among potential applicants.
- Continue identifying and removing any potential gender bias in the FAMRI funding evaluation procedure.
- Embed gender awareness within all levels of the FAMRI processes - from creating awareness about the FAMRI to grant signing - while keeping the focus on excellence.
- Strive for gender balance among the FAMRI peer reviewers and other relevant decision-making bodies, aiming at a minimum participation of the underrepresented gender while considering the situation in the field of the action.
- Ensure broad involvement of the entire organisation in relation to goals and direction of the gender equality and diversity effort.
- Verify and improve data quality and knowledge base with a view to promoting gender equality and diversity.
- Set ambitious quantitative and qualitative performance targets for the next action plan period (2025-2028), in relation to recruitment, retention and promotion of employees.
- Expand the data base beyond binary gender definitions, including other possible discrimination markers.
- Lift organisational knowledge about gender equality and unconscious bias, and boost organisational culture, particularly in relation to the prevention and handling of offensive behaviour.
- Support equal opportunities in recruitment and promotion.

Areas of Intervention

Based on the analysis, the compiled data, and legal requirements, we have identified the following areas of intervention to be addressed to achieve our objectives:

- Structures to support gender equality work.
- Awareness-raising and competence development.
- Engaging stakeholders.
- Organizational culture and work-life balance.
- Recruitment, selection, and career progression support.
- Leadership and decision-making.
- Combating sexual and gender-based harassment.
- Integrating gender in research and education content.
- Analytical measures, targets, indicators, monitoring and evaluation.
- Incentives to promote gender equality.

Measures

To achieve our objectives as laid out above, the FAMRI will:

- Publish the FAMRI Action Plan on the web.
- Monitor submission rates of women and men by country of residence, and age.
- Take active part in gender equality networks and workshops.
- Make targeted visits to scientific meetings and workshops addressing gender topics, to inform about open FAMRI calls. Also promoting the importance of taking into consideration gender differences from the earliest stages of the research project.
- Include gender statistics and FAMRI's work to achieve gender balance in all general presentations on the FAMRI.
- Include successful grantees of both genders as role models in communication activities, such as brochures, posters, videos etc.
- Ensure eligibility and evaluation criteria are designed to encompass the situation of both women and men in research.
- Monitor success rates and granted amounts for women and men and publish gender statistics from FAMRI evaluations in long term time series. Submission rates and requested amounts should be compared to granting rates and granted amounts for women and men respectively.
- Sensitise FAMRI staff and panel members to gender balance.
- Raise gender awareness during briefings of the FAMRI panel chairs and at the beginning of the evaluation panel meetings.
- Continue collecting and analysing gender data on PhD students, post docs and any other researchers funded through FAMRI grants.
- Address gender-related topics during visits to Principal Investigators in the course of their project.
- Address gender-related topics during visits to Host Institutions (e.g., childcare, moving with a family etc). Highlight good practice and 'role model' host institutions.

Timeline

This Action Plan for Gender Equality was adopted by the Research Council Faroe Islands on 13. april 2023.

Effects from the measurements and other developments regarding gender equality will be assessed on an annual basis in January from 2024 until 2027.

A new baseline analysis is scheduled to be carried out in April 2027, when the FAMRI's Action Plan will be reviewed, revised, and updated for the next action plan period (2027-2030).

Division of Responsibility

In charge of implementing the stated measures: FAMRI's Director, Marita Rasmussen

In charge of statistics, annual assessments, and reporting: FAMRI Adviser, Erling í liða....

Annex I

The Faroe Islands anti-discrimination legislation and policies include the following laws, directories, and regulatory bodies:

- 1. Law of the Løgting No. 52 of 3 May 1994 on equality between women and men, which:**
 - Outlaws all gender-based discrimination with the exception of positive discrimination aiming to reach gender equality. The law specifies that women and men are to be provided with equal opportunity regarding education, employment, and professional and cultural development.
 - Specifically prohibits any direct or indirect gender-based discrimination with respect to employment and all related aspects such as discharge, work assessment, wage, relocation, promotion, leave, work conditions, and privileges.
 - Stipulates equal pay and benefits for equal work and equal career development opportunities, including education, training, re-education, participation in courses, and other skills development.
 - Provides for the right of absence during pregnancy, childbirth, and post-childbirth without any loss of seniority.
 - Prescribes all material for the education and upbringing of children to be consistent with the principle of equality, including equal selection of learning materials.
 - Commands equal gender representation in all public committees, councils, representations etc. appointed by national authorities.
 - Appoints the Gender Equality Council, which is tasked with:
 - Monitoring compliance with this law.
 - Advising authorities, institutions organizations and individuals on gender-equality issues.
 - Making recommendations regarding gender-equality issues.
 - Collecting and resolving any complaints concerning gender-based discrimination.
- 2. Law of the Løgting No. 48 of 3 April 2001 on parental leave, which:**
 - Prohibits the discharge of any worker for making use of their right to parental leave, or due to pregnancy, birth, or child-adoption.
- 3. Law of the Løgting No. 63 of 26 May 2011 on disability discrimination in the labour market, which:**
 - Prohibits all disability-based discrimination, positive or negative, by employers against employees or job applicants in the context of employment, discharge, transfer, promotion, wage, or employment conditions;
 - Prohibits the mentioning of disability in job postings, whether it be an advantage or otherwise.
- 4. Law of the Løgting No. 132 of 10 June 1993 on administrative law, which:**
 - Prohibits any disclosure of information on race, religion, colour, political or other organisational affiliation, gender, sexual orientation or any punishable circumstance to other administrative bodies.
- 5. Law of the Løgting No. 80 of 7 June 2020 on data protection, which:**
 - Prohibits the processing of information regarding colour, race, or ethnicity, political, religious, or philosophical belief, union affiliation, genetic or biometric data for personal identification, medical information, information on gender, sexual orientation, punishable circumstances or information on significant social issues and other private affairs.

6. **Directory No. 8000 of 15 January 2020 on public employment discharge, which:**
 - Prohibits discrimination based on gender, ethnicity, age, etc.
7. **Circular No. 9001 of 26 November 2018 on law-making, which:**
 - Prescribes gender-neutral language to all legal texts and public promulgations.
8. **The European Convention on Human Rights, which in article 14:**
 - Prohibits all discrimination on the ground of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, or other status.
9. **The Convention on the Rights of Persons with Disabilities, which in article 3 promotes inter alia:**
 - Non-discrimination.
 - Full and effective participation and inclusion in society.
 - Equality of opportunity.
 - Equality between men and women.

In addition to said legislation and conventions, the Faroe Islands Government has appointed:

10. **The Committee for the promotion of gender equality in politics, Democratia, composed of:**
 - One member from each political party
 - One from the Municipalities' Association
 - One from the National Woman's Association, and
 - One from the Gender Equality Council

Democratia is tasked with:

- Organizing cross-party initiatives to promote a more equal representation of the sexes in politics.
- Enhancing women's influence in political decision-making, and
- Increasing the number of women in parliament and in local government, so that women's representation in the Faroe Islands will resemble that of the rest of the Nordic countries more.

Lastly, all public institutions of the Faroe Islands have signed:

11. **The "Active Staff Policy Agreement", which expands institutions' options regarding measures to improve their policies regarding:**
 - Skills development
 - Elderly staff
 - Work-life balance (family policy)
 - Gender equality