



## CONFIRMATION THAT NHH SATISFIES THE FOUR MANDATORY PROCESS-RELATED REQUIREMENTS FOR THE GENDER EQUALITY PLAN

NHH works actively and strategically to promote diversity and equality and prevent discrimination. Gender equality forms a key part of NHH's [strategy](#), and active work on gender equality is aligned with the school's mission statement: 'Together for sustainable value creation'. This work should form an integral part of NHH's core activities: research, teaching and dissemination.

### 1. Public document

The Board of NHH has adopted the [Action Plan for Improved Gender Equality in Academic Positions](#), which is the school's principal document in this work. The Action Plan is available to the public in Norwegian and English on [NHH's website](#). Together with the [Action Plan on Sexual Harassment](#), this means that NHH satisfies the EU's Gender Equality Plan (GEP) requirement.

NHH is also subject to Norwegian legislation that regulates a number of areas covered by the GEP requirement, such as guidelines for appointment, requirements for equal pay for equal work, parental leave, the proportion of women on boards and committees (including assessment committees), rules against discrimination, requirements for equality reporting etc.

### 2. Dedicated resources

Prime responsibility for gender equality in academic positions is assigned to the Vice Rector for Faculty Affairs, who also chairs NHH's appointment committee for academic staff. NHH has appointed an equality adviser with particular responsibility for day-to-day implementation and follow-up of the plan.

Prime responsibility for student recruitment is assigned to the Vice Rector for Academic Affairs. Two members of the administrative staff work on student recruitment, and gender equality and diversity form an integral part of this work.

In other respects, duties and responsibilities in this area follow NHH's organisation, and are assigned to managers at all levels. The heads of departments have a special responsibility for integrating this work with the department's work and ensuring support for it among academic staff, and for the goals being attained within their subject areas. The Office of Human Resources has particular responsibility for following up the Action Plan on Sexual Harassment and the school's personnel policy in general, including management training.

NHH has a separate budget for following up key measures in the Action Plan for Improved Gender Equality in Academic Positions. Other measures are included in relevant budgets at the central and local levels.

### 3. Data collection and monitoring

[The Status Report on Gender Equality in Academic Positions](#) is part of NHH's [Annual Report](#). Both the annual report and the status report are considered by the Board every year and then made public on the school's website in Norwegian and English. Follow-up and evaluation is an institutionalised part of the regular dialogue between the Rector's team and the heads of department. Their reporting satisfies both the Norwegian authorities' stringent statutory requirements for equality reporting and the EU's reporting requirements.

### 4. Training and capacity-building

Training is integrated in the implementation of the Action Plan for Improved Gender Equality in Academic Positions. This includes training in and raising awareness of unconscious gender bias. Examples include the annual equality seminar for NHH's academic staff and sections on the NHH culture in the onboarding programme for new employees. Training also forms part of NHH's competence and leadership development in general, including the 'everyday management' programme. Training is also ensured by supporting local projects for the development and implementation of measures. There are currently three ongoing projects; one at the Department of Business and Management Science, one at the Department of Finance and one at the Department of Professional and Intercultural Communication. The Board of NHH initiated a strategic project for gender equality in academic positions in 2021, which will initially run until June 2022. The project is managed by the Vice Rector for Faculty Affairs. All heads of department, the two managers of NHH's two externally-funded equality projects (the BALANSE projects '[WomEN](#)' and '[Challenge](#)' funded by the Research Council of Norway) and NHH's gender equality adviser are also involved in the project. The way in which the project is organised also ensures that gender equality is actively communicated, with the support of the management, throughout the organisation.

With our action plans, the above-mentioned measures and organisation, NHH satisfies the EU's four mandatory process-related requirements for the Gender Equality Plan and the five recommended thematic areas for the content of the plan.

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