

Gender Equality Plan

2026–2030

1. Purpose

Oslo New University College shall be a workplace and a place of learning where gender does not affect an individual's opportunities for appointment, remuneration, professional development or influence.

This plan brings the institution's work on gender equality together in a single document. It sets out the principles that apply, how we work systematically, the objectives we set for the period and who is responsible.

The plan is based on knowledge of the actual situation at the institution. The underlying analysis, with gender-disaggregated statistics on staff, position categories and remuneration, is produced annually and reviewed by the management team together with the labour union representatives. The actual state of gender equality is reported in the institution's annual report in accordance with the Equality and Anti-Discrimination Act.

Basis of the plan

The plan does not introduce a separate body of rules. It draws together commitments that are already established at ONH through governing documents, procedures, and annual reporting, sets out how they are followed up, and adds objectives and actions for the period. The following sources have been used.

- Code of ethics for employees and contractors at Oslo New University College,
- Staff regulations and staff handbook
- Whistleblowing procedures for employees, health and safety handbook
- Whistleblowing procedures for students
- Local collective agreement between ONH, the Norwegian Association of Researchers and the Norwegian Association of Social Scientists
- Guidelines for appointment to teaching and research positions at ONH
- Guidelines for promotion at Oslo New University College
- Mandate for the working group on women's health
- Action plan of the Working Environment Committee, and its annual reports
- ONH strategy for organisation 2026–2030
- Annual quality report, including gender-disaggregated figures for academic staff
- Annual remuneration analysis by position category, age and gender

2. Legal framework

Section 7-1 of the Act relating to Universities and University Colleges requires the institution to work actively, purposefully, and systematically to promote gender equality and prevent discrimination. Where one gender is clearly under-represented in a category of teaching and research positions, applicants of that gender shall be specifically encouraged to apply, and where applicants are equally or almost equally qualified, weight shall be given to achieving gender equality.

Section 5-4 of the same Act provides that private university colleges are regarded as public bodies for the purposes of the rules on gender balance in public committees. Section 10-3 requires the institution to prevent and avert harassment and gender harassment in the learning environment.

Sections 26 and 26 a of the Equality and Anti-Discrimination Act require ONH as an employer to work actively to promote equality.

3. Principles that apply at ONH

The following is already established and applies to all employees and contractors.

Non-discrimination

The code of ethics states that everyone shall contribute to a working environment free from discrimination on the grounds of religion, , gender, gender orientation, age, national or ethnic origin or disability, and free from bullying, harassment and gender harassment. Conduct that may be perceived as degrading or threatening is not accepted. Breaches are followed up with guidance and if repeated by possible sanction. The staff handbook forms part of each employee's contract of employment, and all employees are required to familiarise themselves with its contents.

Boundaries and relationships of power

The code of ethics sets specific requirements for how staff conduct themselves towards students. Staff shall refrain from any form of unwanted gender attention. Unwanted gender attention shall be clearly addressed, and the immediate personnel manager notified without delay. Corresponding requirements apply between employees, together with rules on openness and impartiality where close personal relationships exist in the workplace.

Whistleblowing

ONH has separate whistleblowing procedures for staff and for students. Bullying, gender harassment, discrimination, threats, violence, abuse and other forms of harassment are expressly listed as censurable conditions. Employees have a duty to report harassment, bullying and discrimination, including on the grounds of gender and gender orientation. Reports may be made anonymously, and retaliation against a person who reports is prohibited.

Recruitment

Job advertisements shall emphasise diversity and be drafted broadly, so that the position is attractive to all applicants regardless of disability, gender, gender orientation, religion, or ethnicity. Where one gender is clearly under-represented within the position category, applicants of that gender shall be specifically encouraged to apply.

Both genders shall be represented on the screening committee and among the expert assessors. Where representation of both genders is not possible on an expert assessment committee, specific reasons must be given.

Where, following an overall assessment of academic, teaching and other qualifications, several applicants are considered to be almost equally qualified, the aim of achieving gender balance at the institute shall be decisive for the appointment.

Appointing a man to a male-dominated academic environment, or a woman to a female-dominated one, without advertising the position requires that it be demonstrated that only that particular person is a realistic candidate for the position.

Career development and promotion

Promotion at ONH is open to academic staff in both career tracks, with no application deadlines and applications processed continuously. Both sexes shall be represented on the expert committee that assesses promotion. ONH is committed to the DORA declaration and the CoARA commitments on responsible research assessment. A broad assessment of academic contributions reduces the risk that career interruptions, such as parental leave, are given undue weight.

Remuneration

Gender equality is one of the criteria to be taken into account when determining individual remuneration under the local collective agreement between ONH and the staff organisations, alongside other remuneration disparities not explained by market conditions or competence.

Systematic work on gender equality

Work on gender equality and non-discrimination is carried out on an ongoing basis and in cooperation with the representatives of the employees. The work consists of identifying risks of discrimination and other barriers to equality, analysing the causes of the conditions identified, implementing measures and assessing the results.

Where matters requiring dedicated effort are identified, the institution establishes joint working groups with their own mandate, a designated leader and a deadline for delivery.

Life stages and adjustments

Employees shall be able to combine work with pregnancy, breastfeeding, parental leave, and other life stages without this weakening their career prospects. The relevant rights follow from legislation, the staff regulations and the local collective agreement, and cover matters including leave, adjustments during pregnancy and breastfeeding, compassionate leave and flexible working hours.

Employee participation

The Working Environment Committee has compliance with the statutory duty to make active efforts and to report as a standing item on its agenda, with HR and the Committee responsible. The Cooperation Committee, where union representatives and management meet at least quarterly, is the forum for discussing questions of gender equality.

4. How we work systematically

This chapter sets out how the plan is anchored, resourced, monitored and communicated.

Element	How ONH works
Published document	The plan is published on oslonyehoyskole.no . It is made known to all staff through the staff handbook and management meetings.
Resources	The Head of Administration owns the plan, with HR as the implementing function. The Working Environment Committee has compliance with the statutory duty to make active efforts and to report as a standing item on its agenda, involving safety representatives and union representatives. Where matters requiring dedicated effort are identified, ONH establishes joint working groups with their own mandate, a designated leader

	and a delivery deadline. The working group on women's health is the group currently active.
Data and monitoring	ONH produces annual gender-disaggregated statistics on staff by position category, unit, form of employment, working hours and remuneration. The analysis is reviewed by the management team and shared with union representatives. The indicators in chapter 5 are followed up annually. The actual state of gender equality, and what the institution does to comply with its duty to make active efforts, is reported in the annual report pursuant to section 26 a of the Equality and Anti-Discrimination Act. The Working Environment Committee addresses equality and non-discrimination as a separate topic in its annual report.
Training	The staff regulations provide for an induction programme for new employees. The HR induction programme covers gender equality and a review of the institution's code of ethics, whistleblowing procedures and other relevant guidelines.

5. Objectives and actions 2026–2030

The institution has currently the following priority objectives for the period.

- The gender balance in senior academic positions shall be improved. Efforts are directed at the career path from first-level to top-level positions in both career tracks, and at the step from lecturer to first-level position in the teaching track.
- Remuneration differences between women and men within the same position group shall be objectively justified. Differences that cannot be objectively explained shall be followed up.
- The gender distribution in all councils and committees shall be mapped, and all bodies shall meet the requirement of gender balance.
- All managers with appointing authority shall have completed training in recruitment and unconscious bias.
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Indicators

The following indicators are monitored and reported to the management team and the Working Environment Committee.

Indicator	Reported
Gender distribution among staff overall and by position category	Annually
Proportion of women and men in first-level and top-level academic positions	Annually
Gender distribution in councils, committees and management positions	Annually
Results of the remuneration survey by gender	Every 2 years

Distribution of temporary employment, part-time work and involuntary part-time work by gender	Every 2 years
Number of whistleblowing cases concerning harassment and discrimination	Annually

6. Responsibility

The College Board has overall responsibility for ensuring that ONH complies with its obligations under the Act relating to Universities and University Colleges and the Equality and Anti-Discrimination Act. The Managing Director is responsible for implementing the plan.

The Head of Administration owns the plan on a day-to-day basis and is responsible for the data, for following up the actions and for reporting, with HR as the implementing function. Rector is responsible for actions concerning academic career development and the gender dimension in research. Heads of departments and section heads are responsible for implementation within their own units.

The Working Environment Committee follows the work and is informed of progress at least once a year. Safety representatives and union representatives take part in the ongoing work, and the Committee may assign tasks to joint working groups.

7. Monitoring and revision

Progress on actions and indicators is reported annually to the management team and to the Working Environment Committee. Gender-disaggregated remuneration statistics are produced annually and shared with the union representatives. The statement on the actual state of gender equality and on the work to comply with the duty to make active efforts is given in the institution's annual report.

The plan is revised at least every second year, and no later than 2030. Revision is based on the annual review of gender-disaggregated data and on experience from the actions implemented.

The plan is published on oslonyehoyskole.no.