

# Gender Policy of Nordic Energy Research

## Background

Nordic Energy Research's (NEF's) Gender Policy NEF's Gender Policy complies with the commitment of the Nordic Council of Ministers to implement gender equality as a cross-sectoral theme to be implemented in all endeavours under their auspices. This directive is also specifically stated in the Strategic Mandate of NEF. As a basis, it is implicit that gender balance among researchers, as well as gender perspectives on research, are important aspects for the quality of research. NEF's Gender Policy abides to good research funding conduct and transparency. It does not waver from the principle that all scientific evaluation of applications should be impartial and emphasize the quality of the research.

## Aim

The aim is to make visible how gender awareness improves the quality of Nordic research and research collaboration. Both gender balance among researchers and gender perspectives on research topics increase the quality of research and of policy decisions with implications for the society.

Gender balance aims at a balance between men and women. Gender perspectives on research topics aim at exposing gender-based differences because they often impact the research results significantly.

## Implementation

Competitive funding processes should reflect this policy and all advisory groups, review panels, as well as the Nordic Energy Research Board and administration, should be gender balanced.

## Suggested monitoring

- All committees, groups and panels appointed by NEF should include at least 40% of each gender. They should also include gender expertise on the research topic.
- NEF will analyse how men and women perform in NEF's competitive funding processes (gendered success rate), what the gender balance is in such processes, and how the implementation of a gender perspective in the funded activities is achieved.
- NEF shall have a visual expression that is gender balanced and reflects the diversity of society.

## Reporting

NEF's administration will report to their Board once a year. These annual reports will evaluate NEF's activities and assess how gender balance and the implementation of a gender perspective on the research themes is implemented.