

BI's Statement 2021 - Gender equality and diversity

Gender balance - part-time employees

Gender distribution

Sum of FTE faculty	F	M

- Increased diversity will improve BI's opportunities for achieving its strategic goals.
- All BI Norwegian Business School employees must have the same rights, obligations and opportunities, regardless of their gender, age or national/ethnic origin.

BI has chosen to focus on SDG #5 – Gender Equality as one of three targeted areas within sustainability.

1. Goals

BI's organization, administrative systems and practices shall be neutral with respect to gender.

BI Norwegian Business School is committed to obtaining equal gender distribution within each position category and in the different sections, units and departments. This also applies to the top management and governing bodies of the school, as well as for Deans and Heads of Department.

The gender distribution among the employees shall be evened out within the 40-60-interval. To the extent possible, this shall also apply to the different sections and within the different position categories across BI.

Both genders are entitled to equal pay for equal work. Any systematic differences in pay due to gender are to be levelled out.

Irrespective of gender the employees of BI Norwegian Business School shall have equal rights and opportunities for development in their jobs. This includes both formal competence development and competence development related to responsibilities connected with and participation in national and international projects and forums.

2. Key indicators – gender diversity – per 31.12.2019

(in % of FTE)

- Total
 - 34% female
 - 66% male
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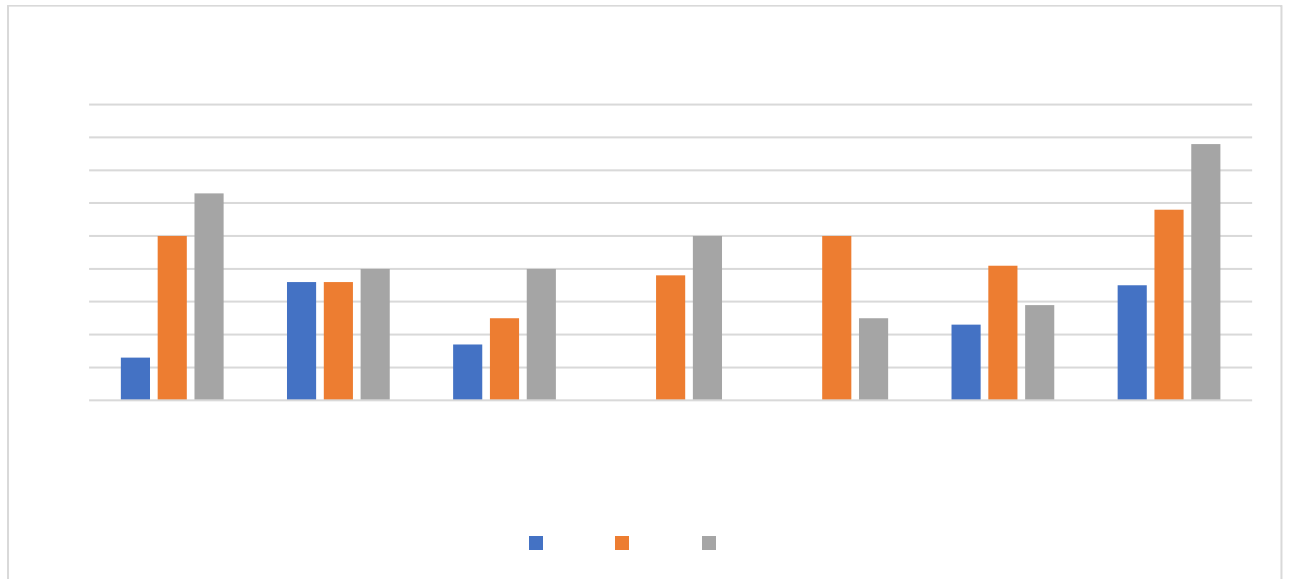
Department of Law and Governance – 39%
 Department of Leadership and Organizational Behaviour – 44%
 Department of Marketing – 38 %
 Department of Strategy and Entrepreneurship – 49%
Campus Bergen – 15%
Campus Stavanger – 20%
Campus Trondheim – 18%

- Total (in% of FTE)
 - 66% female
 - 34% male
- Per position category (in% of FTE)
 - Category II – 82% female
 - Category III – 68% female
 - Category IV – 79% female
 - Category V – 60% female
 - Category VI – 64% female
 - Category VII – 50% female
- Per division (head-count)
 - Full-time programmes – 76% female
 - Executive programmes – 66% female
 - Research and Academic Resources – 81% female
 - Academic Programmes – 73% female
 - Innovation and Outreach – 74% female
 - Digital – 33% female
 - Finance – 46% female
 - Organization and HR – 83% female
 - Communications – 50% female

- Head of Departments – 50 % female
- Deans – 25 % female
- Associate Deans – 29 % female
- Administrative Managers – level 3 – 78% female
- Administrative Managers – level 4 – 69% female

(1.1.20)

- Board of Trustees – 62,5% female (5 of 8)
- Senate – 40 % female



November 2019)

Female wage in % of male

- Professor – 89%
- Associate Professor – 97%
- Assistant Professor – 93%
- Dosent – 100%
- Senior lecturerer – 114%
- Lecturer – 102%
- PHD students – 100%

Female wage in % of male

- Category II – 108%
- Category III – 102%
- Category IV – 96%
- Category V – 94%
- Category VI – 95%

- 2018 working environment survey

3. Action plan 2020-2022

Based on an analysis of the main challenges with regard to gender equality, BI has chosen to focus its efforts on the following areas:

- Targeted recruitment efforts in Finance and Economics – Provost/HoD/HR
- Targeted recruitment efforts at campuses outside Nydalen – Provost/EVP fulltime/HR

