

Gender Equality Plan – Norsk Treteknisk Institutt (NTI)

Background

NTI was established in 1949 as a research institute for the wood industry in Norway, and is an independent research association with approx. 120 member companies. NTI works with research and development within production processes, properties, processing and application of wood, and represents Norway's leading professional competence in wood and the use of wood. Through research, innovation, development, documentation and knowledge dissemination, we will contribute to competitive solutions in wood.

To achieve this it is important to have employees that represent a range of experiences and competence and a good gender balance is of essence in that respect.

NTI's ethical guidelines clearly states that: *Discrimination due to religious beliefs, gender, sexual orientation, ethnical or political background shall not take place in relations towards customers, suppliers or employees.*

NTI shall have identical treatment for both genders, and have established a routine for whistle blowing which also can be used to whistle on potential gender issues. Biannually Treteknisk also performs an employee survey covering all aspects of the working environment at Treteknisk including gender issues.

Present situation, gender equality

Today, NTI has 33 employees, of which 11 are women and 22 men. The same figures were 7 women and 21 men in the end of 2022, which shows a positive trend in recruiting women in to the staff at NTI in 2023. Traditionally the wood working industry of which NTI is a part is very male dominated as most traditional industries are. NTI sees it as a mission to include more female employees in to the industry and several former female employees at NTI have been recruited in to wood industry companies, often as the first of their gender in such positions.

An overview of the number of male and female employees in different groups and departments is shown in table 1 below.

Table 1. Gender distribution in different departments and groups at NTI

Job type/role	No of men	No of women	Proportion of women
Total	22	11	33 %
Dep FoU &R	11	5	31 %
Dep P&S	10	3	23 %
Dep Adm	1	3	75 %
Leader group	2	1	33 %
Senior researcher/advisor and Research leaders/Special advisors	7	3	30 %
Board of directors	4	2	33 %

The overview given in table 1 shows that NTI today has a decent gender balance, and shows an improvement toward recruiting more women as beforementioned. Since NTI is a small organization, it should be noted that small changes in the organization can give relatively large percentagewise changes in the gender balance.

Main goals and measures

NTI has the following goals for gender equality in the period 2023 – 2025:

- Gender equality shall be visible for all activities of NTI
- NTI has an ambition to increase the proportion of women employees in all departments and groups

To reach these goals, the following measures will be taken:

- NTI's Gender Equality Plan shall be publicly available at NTI's web pages
- NTI's annual reports shall have a separate section covering gender equality reporting the gender distribution as shown in table 1
- NTI shall secure that the gender equality perspective is included in employment processes
- Goals and measures will be subject to follow-up at the annual management review. The Gender Equality Plan shall be evaluated and updated every second year, first time in 2025.



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