

Gender Equality Plan (GEP) – NCE Manufacturing

1. Purpose and scope

This Gender Equality Plan (GEP) sets out the commitments, objectives and measures of NCE Manufacturing to promote gender equality, diversity and inclusion, and to prevent discrimination and harassment. The plan applies to all employees, management, board members and activities carried out within NCE Manufacturing, including project development, cluster activities, research and innovation collaboration, and competence development initiatives.

The GEP is aligned with EU requirements for participation in Horizon Europe, Interreg and other EU-funded programmes, and is endorsed by the top management of NCE Manufacturing.

2. Public commitment and governance

This GEP is a formal policy document approved and signed by the top management of NCE Manufacturing and published on the organisation's website.

Overall responsibility for implementation lies with the Managing Director, supported by the Board and relevant administrative and project staff. Gender equality considerations shall be integrated into strategic planning, operational activities and project governance where relevant.

NCE Manufacturing commits to:

- Actively promoting gender equality and equal opportunities within the cluster
- Ensuring non-discrimination and respectful collaboration across all activities
- Reviewing and updating the GEP on a regular basis

3. Dedicated resources

NCE Manufacturing commits dedicated resources to implement this GEP, including:

- Clear management responsibility for gender equality issues
- Allocation of staff time for follow-up, monitoring and reporting
- Access to relevant competence on gender equality and inclusion, internally or through external expertise when needed

Gender equality is considered in the planning and execution of cluster activities, projects and events.

4. Data collection and monitoring

NCE Manufacturing collects and monitors sex- and gender-disaggregated data where relevant and appropriate, including:

- Staff and management composition
- Board and working group participation
- Participation in projects, events and competence development activities

Data are reviewed annually to identify trends and areas for improvement. Reporting is carried out in aggregated form and in compliance with applicable data protection regulations.

5. Training and awareness raising

NCE Manufacturing promotes awareness of gender equality and unconscious bias through:

- Internal discussions and knowledge sharing
- Inclusion of gender equality topics in relevant meetings, workshops and leadership forums
- Encouraging participation in external training and competence development when relevant

Particular attention is given to decision-makers, project leaders and representatives in governance bodies.

6. Priority areas, measures and targets

6.1 Work-life balance and organisational culture

Measures:

- Flexible work arrangements where feasible
- Promotion of an inclusive, respectful and collaborative organisational culture

Targets:

- Equal opportunities for participation and engagement regardless of gender

6.2 Gender balance in leadership and decision-making

Measures:

- Awareness of gender balance when appointing boards, working groups and committees
- Transparent processes for selection and nomination

Targets:

- Improved gender balance in leadership roles and decision-making bodies over time

6.3 Gender equality in recruitment and career development

Measures:

- Gender-neutral and inclusive recruitment processes
- Equal access to professional development opportunities

Targets:

- Fair and transparent recruitment and development practices

6.4 Integration of the gender dimension into research, innovation and competence activities

Measures:

- Consideration of gender perspectives where relevant in project development and innovation activities

- Encouraging reflection on gender aspects in competence development and dissemination activities

Targets:

- Increased awareness of gender perspectives in projects and cluster activities where relevant

6.5 Measures against gender-based violence and sexual harassment

Measures:

- Zero tolerance for gender-based violence, harassment and discrimination
- Clear procedures for reporting and handling incidents
- Confidential support and follow-up for affected individuals

Targets:

- A safe and respectful working and collaboration environment for all

7. Monitoring, reporting and review

The implementation of this GEP is monitored annually by management. The plan is reviewed and updated as needed to ensure continued relevance, effectiveness and compliance with EU requirements.

8. Approval

This Gender Equality Plan is approved by the top management of NCE Manufacturing and enters into force on the date of signature.

Approved by:

Managing Director, NCE Manufacturing



Date:

Raufoss 01.01.2026

Norwegian Centres of Expertise

NCE Manufacturing

