

eHandbook document

Guideline

Summary and overview of measures promoting equality at OUS

1. Changes from previous versions

This is a new guideline. External links are added under point 3 and 4.1

2. Purpose and scope

This guideline is a summary of rules and guidelines regarding gender equality and non-discrimination at Oslo University Hospital. The guideline is particularly prepared in relation to research proposals to Research Council Norway (RCN) and EU in response to these funding bodies' requirements for a Gender and Equality Plan – GEP. RCN and the European Commission will now require action plans for gender equality (GEP) officially published by the institutions before a research project contract can be signed. The requirement for a GEP applies to all calls published from 2022 and further on. The GEP must show specific indicators for equality making it possible to monitor changes. Such indicators are provided in this guideline

Several national laws and regulations have paragraphs on equality and discrimination:

- **The Constitution - Article 98.** All people are equal under the law. No human being must be subject to unfair or disproportionate differential treatment.
- **Equality and Anti-Discrimination Act (Likestillingsloven)** that shall promote equality and non-discrimination
- **Working Environment Act chap. 13:** Protection against discrimination

3. Responsibilities

Applicants of funding are individually responsible for providing a link to this guideline - the eHandbook [Sammenstilling og oversikt over tiltak for likestilling \(ous-hf.no\)](#) or xxx, see also point 4.1.

4. Procedure

This applies regarding the GEP requirements from the research funding bodies

4.1.Publication: Formal document published on the institution's website

Applicants preparing a research application to a funding body, in particular to RCN or EC/ERC, that have specific requirements for a GEP should add a link/reference in their proposal to this guideline [Sammenstilling og oversikt over tiltak for likestilling \(ous-hf.no\)](#) or xxx. The document will serve as a confirmation to project partners and funding bodies that OUS has an active policy in promoting equality and preventing discrimination.

4.2. OUS resources on equality

OUS has a strong focus on gender equality and equal opportunities. This is embodied in our policies and strategies. The HR department has the main responsibility for developing and maintaining equality strategies and policies towards all employees.

The department Equal services – patient security, quality and cooperation (Likeverdige tjenester i Stab Pasientsikkerhet, kvalitet og samhandling) is responsible for giving advice and guidance regarding equal health services to all patients according to the Strategy for equal health services and diversity 2017-2021 ([Strategi for likeverdige helsetjenester og mangfold 2017-2021](#)).

More information on equal health services can be found at [DST PKS Likeverdige helsetjenester \(ous-hf.no\)](#).

4.3. Statistics and monitoring of measures on equality

OUS keep statistic records and have systems for monitoring developments in gender equality and equal opportunities. OUS keep annual records on the distribution of men and women in different job categories and monitor changes in employment in the categories regarding gender equality and diversity. The objectives towards having a personnel group that reflect the diversity of patient groups served at the hospital are also monitored.

4.4. Training

OUS has an extensive training programs directed toward new employees, leaders/managers, and employees in general. These training programs include modules of equal rights regardless of gender, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or other significant characteristics of a person. The training also focus on giving all patients respect and equal treatment regardless of background.

4.5. Gender equality and equal opportunities in recruitment and appointments

4.5.1. Announcement of vacancy at OUS

In all vacancy announcements, a declaration of diversity is included:

“Oslo University Hospital is a workplace with great diversity. We believe this is essential to perform the tasks required of us. Therefore, we pursue diversity among our job applicants and encourage everyone to apply regardless of who you are and what background you have.”

4.5.2. Pre assessment and review of incoming applications

In The guide for interview, reference checks and selection of candidates ([Veileder for intervju, referansesjekk og valg av kandidat](#)) point 2.1.3, 2nd paragraph there are provisions for leaders not to

do any form of discrimination in the review of incoming applications. Leaders must do a factual evaluation and basing decisions only on relevant information. In the same point, there is also provisions for inclusive recruitment and blind recruitment.

In the recruitment process, it shall not be obtained information about or in other ways taken into account the following issues about a candidate:

- Pregnancy, adoption, family planning
- Religious and cultural issues
- Sexual orientation, gender identity, and gender expression
- Political issues or memberships in workers' organizations
- Health information (that is not relevant for the position)
- Any issues not relevant for a job appointment

In the application process for vacancies, OUS has a policy that at least one applicant with a CV having blind spots, disabilities, or immigrant background should be invited to a job interview; given that the applicant himself/herself has indicated this in the application and that the applicant is qualified for the position.

4.6. Gender equality and equal opportunities – employees at OUS

OUS has as an overall objective to give all employees meaningful work conditions with equal opportunities and rights independent of sex/gender, religion, faith, ethnicity, sexual orientation, functional ability and age. The health trust actively encourage equal access to professional development, leader training and career opportunities.

In the same way as similar health institutions OUS is a workplace with a majority of female employees. Out of a the total person-years 71,9 percent is performed by women and 28,1 percent by men. In middle management, there is majority of female leaders. In top management, level one and two in the organisation, 9 of a total of 24 are women. The health trust board had in 2019 three female members and five male.

4.7. Equality in research

OUS had in 2021 approx. 1350 employees working in research positions as research fellows, postdocs, scientist, senior scientist and scientist without a PhD. Of these employees, 790 were female and 560 men. Approximately the same number of employees are engaged in research activities as a part of their engagement. However with a job appointment in other employment categories (medical doctors, nurses, psychologist, bio engineers and other support personnel).

OUS works to promote equal opportunities for all scientist to take leading positions in research and research projects.

OUS also works for, in the research itself and in the patient recruitment process, that sex/gender and other issues concerning equality are taken into account. To the extent possible research results shall be reported disaggregate on sex/gender making it possible to reveal differences between women and men relevant for impact and further research.

Other eHandbook documents:



[Forskningsstrategi 2021-2025](#)



[Veileder for intervju, referansesjekk og valg av kandidat](#)