

The Finnish Innovation Fund Sitra's Gender Equality Plan

The Finnish Innovation Fund Sitra is strongly committed to promoting gender equality. Equality is one of the ideals that underpins our vision. Within the working community, we reinforce a culture in which everyone is treated equally, respectfully and inclusively, regardless of background.

The European Commission has prepared a gender equality strategy for 2020-2025 (GEP), committing itself to promoting gender equality in research and innovation activities. "The goal is a Union where women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our European society" ([Gender Equality Strategy | European Commission \(europa.eu\)](#)). As part of this strategy, the commission requires parties that apply for or take part in the EU's Horizon Europe programmes to have in place a gender equality plan (GEP) and strongly commit to it.

This document, signed by Sitra's senior management, crystallises the practices of promoting gender equality at Sitra in accordance with the GEP.

Sitra has a gender equality plan pursuant to the Equality Act (Act on Equality between Women and Men 609/1986). The plan is assessed and updated by representatives of the employer and employees. The plan is reviewed as part of the working community development plan by Sitra's employer-employee co-operation committee. The plan systematically addresses measures that promote equality and defines the goals, measures, indicators and parties responsible for equality.

Data collection and follow-up

We annually monitor the implementation of equality with separate statistics and as part of the annual staff survey. Reporting complies with the EU General Data Protection Regulation. The collected data includes statistics on:

- the relative share of men and women among staff;
- the gender breakdown and forms of employment;
- the supervisory roles and gender breakdown;
- gender breakdown by title;
- the duration of employment and gender breakdown;
- a salary survey on equal pay;
- experiences of equality from the annual staff survey.

Values and organisational culture

The following shared values form the basis of all of our work: togetherness, independence, respect and responsibility. The values are manifested in our day-to-day actions and guide our operations.

We define our values as follows.

Togetherness

We build a successful Finland for tomorrow together with Sitra's staff, the Finnish people across all parts of society and our international partners. Together we can achieve more. We participate and listen. We share and collaborate on an interactive basis. We connect others and engage them in our activities. We create cohesion.

Independence

Independence is one of the cornerstones of our operations. It not only gives us the responsibility, but also the freedom to take a bold, active and open-minded approach to our activities. We are innovative and inspiring. We challenge the existing ways of thinking and acting. We do not get stuck in the conventional ways of doing things. We have the courage to tackle difficult and emerging subjects and be open-minded in looking for solutions.

Respect

We respect every individual, every role and every perspective – both within Sitra and outside our organisation. We create an atmosphere of trust and respect. Our encounters are empowering, encouraging and respectful. We support each other, acknowledge everyone's input and celebrate each other's successes. We promote diversity and non-discrimination.

Responsibility

We take a responsible and sustainable approach to everything we do. Our operating practices are open, transparent and fair. We are efficient, productive and consistent in our work. Our approach is self-critical, flexible and learning-oriented. In our activities, we observe the same principles we recommend to others.

An organisational culture built on these values is vital to creating a working environment in which all employees feel good. We want to build a culture that promotes a sense of engagement and involves all Sitra employees actively in developing our working community.

Recruitment and pay

We promote equal pay through our recruitment, distribution of work tasks, diversification of work duties, training and management. The principles on pay are compiled in Sitra's payroll policy manual. Our goal is to promote equal and just practices and increase openness. At Sitra, pay is based on skill level, expertise and experience, comparative pay in different industries and for similar positions, and on Mandatum's Palkkavaaka system.

Fulfilling job vacancies in a way that promotes equality means ensuring that the required qualifications or selection criteria do not discriminate against gender and that gender-based under-representation is taken into consideration if the bases for applicants' qualifications and promotion are equal. We also ensure that the preparation and communication of the application procedure is open.

Equal opportunities for development

Equal opportunities for professional and career development are afforded to all employees. Everyone is encouraged to grasp development opportunities, regardless of gender, and the development and targets of each employee are appraised in feedback sessions every six months.

Work and family balance

Maintaining a balance between work and family life is promoted with flexible working-hour arrangements and opportunities for remote work. This guarantees every employee equal opportunities for allocating working hours, looking after children and using parental and care leave. The working-hour arrangements take account of different life situations and ensure that leave does not have a negative impact on career progress or pay.

Sitra employees have access to a range of services that promote comprehensive well-being, mental health and healthy lifestyles.

Resources allocated to promoting equality work

Sitra's senior management is strongly committed to promoting equality. At Sitra, equality-related matters are discussed by the employer–employee co-operation advisory board. Employees are represented by shop stewards, occupational health and safety representatives and advisory board representatives with whom questions pertaining to equality can be discussed. The employer is represented by the operations director, HR manager and representative of supervisors. Work on equality is supported by the team of HR experts.

Gender equality in management and decision-making

With regard to gender, our aim is to be an equal community whose members have equal opportunities for taking part in management and decision-making.

Of the members of Sitra's management team, 64 per cent are women and 36 per cent are men. Senior management positions are distributed equally between men and women. Of the members of Sitra's Board, 50 per cent are women and 50 per cent are men. Of the members of the Supervisory Board, 62 per cent are women and 38 per cent are men (correct as of 1 August 2022).

We also strengthen gender equality in the terms we use. Sitra uses the term supervisor. This is to strengthen gender neutrality in managerial positions.

Against gender-based violence and sexual harassment

Sitra has zero tolerance of harassment. The Criminal Code of Finland defines sexual harassment as an offence (Chapter 20, section 5a). Guidance and tools are in place to address and prevent harassment and inappropriate treatment in the workplace and to facilitate any interventions.

Sitra has an operating model for preventing inappropriate behaviour and harassment. All Sitra employees participate in an induction course on the operating model, especially those in a supervisory role.

We undertake to promote good behavioural interaction and a successful working culture at Sitra. We treat each other and our partners in a respectful way. We do not accept any form of inappropriate treatment or harassment. We operate responsibly and take Sitra's values into consideration in our operations.

We build and promote sustainable well-being at Sitra, together. Promoting and developing a good working community is the shared responsibility of every one of us. Appropriate and open discussion can prevent misunderstandings, misinterpretation, inappropriate behaviour and harassment.

We intervene in conflicts and investigate any experiences of inappropriate treatment and harassment appropriately and without delay.

We monitor the state of the working community and take action, if necessary, to ensure shared operating methods and a common direction. We emphasise the commitment to good behaviour and interaction in the induction course and provide training on preventing, detecting, investigating and eliminating any inappropriate treatment and harassment in our working community.

Measures to promote equality

The measures, actions and practices that have been developed and realised to promote gender equality are listed below. These measures are included in the diversity, equality and engagement framework that is strongly supported from the senior management downwards and continuously developed and supported with new measures.

Key current practices and actions to promote gender equality

- An operating model for preventing inappropriate behaviour and harassment
- Development of an engaging organisational culture
- Recruitment practices and principles on pay
- Work and family balance and support for it
- Equal opportunities for development
- Gender equality in management and decision-making
- Active co-operation in all advisory board work and occupational health and safety activities

Key development measures for 2022-2024:

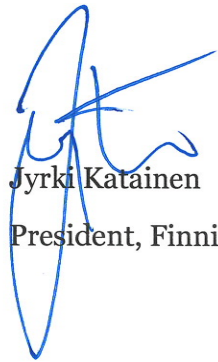
- The development of diversity, taking into account the analysis of the current state and specification of key goals

Commitment of Sitra's management to the gender equality plan

With these signatures, Sitra commits itself to implementing, developing, monitoring and allocating resources to the gender equality plan.

Signatures

Helsinki, 26 August 2022



Jyrki Katainen

President, Finnish Innovation Fund Sitra



Nina Honkala

Chief Operating Officer, Finnish Innovation Fund Sitra