

CSDI's Gender Equality Plan

CSDI has developed its Gender Equality Plan (GEP) aligned to the requirements of the eligibility criteria in the Horizon Europe work programme. The GEP has entered into force since 01 January 2022.

Our objective of the GEP is to develop CSDI a gender equality organization.

CSDI has been working to recruit people according to their scientific background and qualifications. One can observe the gender equality from its management level to research, and its daily operation. CSDI has employed a female CEO since it is established. Especially, CSDI gives priority to female researchers when they have the same competence as males. In our current employees, 60% are male and 40% female employees. All full-time and part-time employees have Master and PhD degrees. We also encourage female research candidates to participate in our research and innovation activities, provide opportunity for their career development.

In the future, our goal is to achieve gender balance in research and innovation activities within CSDI. Our GEP will fulfil the requirements set out in the General Annexes to Horizon Europe. In addition, CSDI is subject to the Norwegian Equality and Anti-discrimination Act. We make efforts to create an open, competitive, and collaborative environment regardless their gender, age and regions, thus, to promote equality and prevent discrimination in our organization.