

Table 1: Vinnova Europe GEP compliance

Criterion	Vinnova Compliance
<p>Formal public document</p> <p>Published on the organisation's website, signed by top management and actively communicated within the institution.</p>	<p>Vinnova's GEP is publicly available on the agency's external website.</p>
<p>Dedicated resources</p> <p>commitment to provide sufficient resources and expertise in gender equality for implementation.</p>	<p>Vinnova has 1.5 full-time equivalent positions dedicated to gender equality expertise.</p>
<p>Data collection or monitoring</p> <p>The GEP should be informed by collecting and analysing sex-disaggregated data on personnel, and organisations should report progress annually based on specific indicators.</p>	<p>Sex-disaggregated data on internal staff, funded recipients and evaluators is collected and analysed annually and reported to the Swedish Government.</p>
<p>Training and capacity building</p> <p>The GEP must include awareness-raising and training activities on gender equality for the whole organisation and training on unconscious gender bias for staff and decision-makers.</p>	<p>Vinnova's Gender Equality Team organises mandatory training for staff annually and upon request.</p>
Recommended Requirements	
<p>Work life balance and organisational culture</p> <p>Work-life balance ensures employees are supported in advancing their careers whilst managing personal responsibilities, including caregiving. Organisational culture measures aim to make staff feel valued and welcome.</p>	<p>Work-life balance policies and measures include parental leave policies, flexible working time arrangements, workload management and onboarding of new staff. Furthermore, all staff who leave or retire are invited to an exit conversation with HR to discuss whether policies and social practices are welcoming and inclusive for all staff.</p>
<p>Gender balance in leadership and decisionmaking</p> <p>Strategic policies and measures to close the gap regarding under-representation of women in academic and administrative leadership and decision-making positions internally at Vinnova and in externally funded projects.</p>	<p>Sex-disaggregated data is collected and analysed annually and reported to the Swedish Government.</p>
<p>Gender equality in recruitment and career Progression</p> <p>Recruitment, selection and career progression support measures aim to ensure that women and men have equal chances to develop and advance their careers at Vinnova and externally in the innovation ecosystem.</p>	<p>Underrepresented genders are encouraged to apply for open positions at Vinnova.</p> <p>Training is provided externally on how funded innovation projects affect project leaders' career progression.</p>
<p>Integrating gender into research and teaching</p> <p>Considering sex and gender differences in research enhances excellence, rigour and creativity, whilst deepening understanding of diverse needs and improving the societal relevance of research and</p>	<p>All applicants are required to acknowledge whether sex and/or gender aspects are relevant to take into account in the content of the project proposal.</p>

innovation.	
<p>Gender-based violence, including sexual harassment</p> <p>Measures to mitigate gender-based violence and sexual harassment, where policies and strategies aim to capture all forms of gender-based violence: physical violence, sexual violence, psychological violence, economic violence, sexual harassment, harassment on the grounds of gender, and environmental harassment in both online and offline contexts.</p>	<p>Swedish laws on sexual harassment and the Discrimination Act form the basis for Vinnova's work and policies on mitigating gender-based violence, including sexual harassment, and code of conduct and managers.</p>
Vinnovas Additional Requirement	
<p>Gender mainstreaming assignment</p> <p>Vinnova has a governmental assignment to work with gender mainstreaming as a strategy across the agency's activities. This includes social inclusion and widening participation in the research and innovation ecosystem.</p>	<p>Vinnova has gender-mainstreamed the entire funding process. Definitions and criteria for assessing social inclusion have been implemented.</p>
<p>Procurement</p> <p>Procurement procedures should also be covered by gender mainstreaming and seen as a tool to promote gender equality in society.</p>	<p>Procurement of services has been gender-mainstreamed. Providers must demonstrate how they ensure gender equal power and influence and secure the right competences regarding gender analyses, if necessary for the procured task, service or assignment.</p>
<p>Communication</p> <p>Norm-critical communication and inclusive language should be used when informing about funding programmes and open calls.</p>	<p>To promote an inclusive research and innovation ecosystem, Vinnova ensures the use of norm-critical language, including when texts are AI-translated.</p>