

## **1. INTRODUCTION**

The foundation SIR Stiftelsen Stockholm School of Economics Institute for Research, is a research institute founded by Stockholm School of Economics in 2010. The overall aim of SIR is to contribute to the advancement of the economic sciences through basic, as well as applied, research within a social science context. The institute consists of 16 centers with researchers from both SIR, SSE and external universities.

The institute is financed through research grants from both national and international public organizations, private companies and non-profit organizations. The grants are awarded to individual researchers or small research groups with SIR as the administrating organization for the grants.

The researchers employed by SIR has a project employment. In general SIR do not decide the salary levels of researchers. The salary level is usually prescribed in the application. SIR manager give advice on appropriate salary level upon request from the applying project leader. Most employees are working within the premises of SSE, Some employees are working within the premises of SCORE at Stockholm University. A few employees are working at external premises.

SIR has a zero tolerance policy regarding discrimination and harassment. This means that all employees shall be able to influence their work and to feel included; that no unfair differences in salaries exist; that equal opportunities exist regarding development; that good possibilities exist for combining work and family, and that no harassment occurs on the basis of gender, transgender identity or expression, ethnic belonging, religion or other religious faith, disability, sexual orientation, or age. SIR aims to be a creative and stimulating place for working, where people with different backgrounds are given the same opportunities, rights and responsibilities.

## **2. ORGANIZATION AND DIVISION OF RESPONSIBILITY FOR EQUAL OPPORTUNITIES AND DIVERSITY ACTIVITIES**

The overarching responsibility for equal treatment work at SIR rests with the Board. The Board adopts the equal treatment plan and appoints responsible staff members to implement it. At each center, the manager is responsible for promoting equal rights and opportunities and for preventing and combating harassment and degrading treatment in accordance with the current legislation and adopted equal treatment action plan.

## **3. GENERAL GUIDELINES AND INSTRUCTIONS**

This section covers continuous tasks for the management team, and heads of centers that should be dealt with on a regular basis.

- ☐ Working conditions shall be formed in a way appropriate regardless of gender of the employees.
- ☐ When a vacant position is advertised, it is to be described in a gender neutral way, and persons of the underrepresented gender shall be actively encouraged to apply. In the recruitment selection process, discrimination on the grounds of gender, transgender identity or expression, ethnic belonging, religion or other religious faith, disability, sexual orientation, or age is banned.
- ☐ The particular situation of parents of small children shall be taken into consideration when decisions are made of working hours, internal information meetings and training sessions, other meetings and travels.
- ☐ Zero tolerance regarding discrimination and harassment.
- ☐ Employees that feel harassed or discriminated against should report this to the board.

#### 4. ACTIVITIES DURING THE PERIOD 2021-2023

##### Working Conditions

**Objective 1:** *Working conditions shall be formed in a way appropriate regardless of gender. They should also promote the social, ethnic or religious, and international diversity of the academic environment. This goes for the physical as well as the psychosocial working conditions.*

**Action A:** In the regulated annual review discussion issues regarding work environment shall be addressed.

**Accountable person:** Center managers in annual review discussions

##### Harassment and discrimination

**Objective 2:** *Employees of SIR shall have knowledge of SIR Equal Opportunity Plan and it should be distributed to new employees of SIR. It should be easy and obvious to all employees and managers to find the information regarding how SIR handle discrimination and harassment.*

**Action A:** Information on routines should be included in the introduction package for new employees

**Accountable person:** The SIR manager

##### Recruitment and Employment Issues

**Objective 3:** *SIR benefits from an equal gender distribution of researchers.*

**Action A:** The gender distribution of SIR should be calculated each year.

**Accountable person:** The SIR manager

##### Salary issues

**Objective 4:** SIR will have no unwarranted differences in salaries, including unwarranted differences on the basis of gender or parental leave.

**Action A:** SIR will perform a salary survey the end of 2021 and it will be analyzed from gender and parental leave perspectives to ensure that no unwarranted differences exist.

**Accountable person:** SIR manager

The renewal of this General Equality Plan is to be discussed at the SIR Board meeting in spring 2023.

  
SIR Director