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Stockholm School of Economics

Institute for Research (SIR)

Gender Equality Plan

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1 INTRODUCTION

The Stockholm School of Economics Institute for Research (SIR) is an independent research institute founded by the Stockholm School of Economics (SSE) to promote and manage externally funded research in economics, business administration, and related disciplines. The overall aim of SIR is to contribute to the advancement of science through both basic and applied research within a social science context. The Institute consists of 20 research centers with researchers from SIR, SSE, and external universities.

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

Researchers employed by SIR have project-based employment corresponding to the duration of their external funding, and a large majority of employees leave SIR within a few years. Most employees work on SSE premises, while a minority work at external locations.

The career path for a SIR employee is, therefore, primarily outside the organization. SIR facilitates this by:

- Giving researchers time and opportunities to develop their academic qualifications.
- Taking a positive approach to transferring research funds to prospective new employers, where possible.
- Usually, allowing employees who have found new employment to remain affiliated with their research center.

SIR has a zero-tolerance policy regarding discrimination and harassment. This means that all employees shall be able to influence their work and feel included; that there shall be no unfair differences in salaries; that equal opportunities for professional development shall exist; that employees shall have good opportunities to combine work and family life; and that no harassment shall occur on the basis of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age.

SIR aims to provide a creative and stimulating work environment in which people from different backgrounds are given equal opportunities, rights, and responsibilities.

2 ORGANIZATION AND DIVISION OF RESPONSIBILITY FOR EQUAL OPPORTUNITIES AND DIVERSITY ACTIVITIES

The overarching responsibility for equal opportunities and diversity of work at SIR rests with the Board. The Board is SIR's highest governing body and is responsible for the overall direction, governance, and financial oversight of the foundation. The Board adopts the Equal Opportunities and Diversity Plan and appoints responsible staff members to implement it.

The Director of SIR is responsible for promoting equal rights and opportunities and for preventing and addressing harassment and degrading treatment, in accordance with applicable legislation and the adopted Equal Opportunities and Diversity Plan.

In general, salary levels are discussed at SIR center level, but usually the salary level is specified in the funding application. SIR's Director provides advice on appropriate salary levels upon request from the center manager/project leader submitting the application.

3 GENERAL GUIDELINES AND INSTRUCTIONS

This section sets out ongoing responsibilities and principles that should be considered and addressed on a regular basis.

- Working conditions shall be designed to be suitable for all employees, regardless of gender.
- When a vacant position is advertised, it shall be described in gender-neutral terms, and individuals of the underrepresented gender shall be actively encouraged to apply. In the recruitment and selection process, discrimination on the grounds of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age is prohibited.
- The circumstances of employees with young children shall be taken into consideration when decisions are made regarding working hours, internal information meetings, training sessions, other meetings, and travel.
- SIR has zero tolerance for discrimination and harassment. Any concerns regarding discrimination, harassment, or degrading treatment within a research group should be taken seriously and addressed promptly.
- Employees who experience or become aware of harassment or discrimination within their research group should report the matter to the Director of SIR. If the matter concerns the Director, or if for any reason it is not appropriate to report the matter to the Director, it should instead be reported to the Chair of the SIR Board.
- All employees shall know the reporting channels and that reported cases shall be handled promptly, confidentially, and impartially.

4 ACTIVITIES DURING THE PERIOD 2025-2027

Working Conditions

Objective 1:

Working conditions shall be designed to be suitable for all employees, regardless of gender. They shall also promote social, ethnic, religious, and international diversity within the academic environment. This applies to both the physical and psychosocial work environment.

Action A:

Issues relating to the work environment shall be addressed as part of the annual performance and development review.

Accountable person:

Center Managers, as part of the annual performance and development reviews.

Status as of January 2026: **In progress.**

Harassment and Discrimination

Objective 2:

SIR employees shall be familiar with the SIR Equal Opportunities and Diversity Plan, which shall be provided to all new employees. Information about SIR's procedures for preventing and addressing discrimination and harassment shall be easily accessible and clearly communicated to all employees.

Action A:

Information about relevant procedures and reporting channels shall be included in the introduction of new employees.

Accountable person:
Director of SIR.

Status as of January 2026: **Completed.**

Recruitment and Employment

Objective 3:

SIR shall strive for a balanced gender distribution among its researchers.

Action A:

The gender distribution among SIR employees shall be reviewed and documented annually.

Accountable person:
Director of SIR.

Status as of January 2026:

Completed. Results for 2022–2025 are included in this document.

Salary Issues

Objective 4:

SIR shall ensure that there are no unjustified differences in salaries, including differences related to gender or parental leave.

Action A:

SIR shall ensure that employees on parental leave receive salary increases on the same basis as comparable employees who are not on parental leave.

Accountable person:
Director of SIR.

Status as of January 2026: **Completed.**

Objective 5:

Strengthen resources for HR and equal opportunities and diversity of work.

Action A:

SIR shall appoint an administrative manager with responsibility for HR and equal opportunities and diversity work.

Accountable person:
Director of SIR.

Status as of January 2026: **Completed.**

5 FOLLOW-UP AND REVIEW

The Equal Opportunities and Diversity Plan shall be reviewed annually by the Director of SIR. The review shall include an assessment of the actions set out in the Plan, relevant available statistics, and any identified areas requiring further attention.

The results of the annual review shall be reported to the SIR Board. Based on the review, objectives and actions for the following year shall be updated as necessary.

The Plan shall be made easily accessible to all employees and shall be introduced to all new employees as part of their onboarding.

6 GENDER STATISTICS 2022-2025

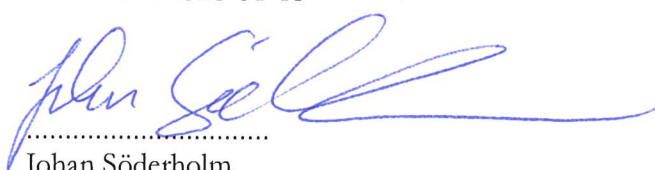
Employment – Equivalent to full-time employments

	2022		2023		2024		2025	
Women	16,9	62%	18,1	60%	16,2	62%	18,1	67%
Men	10,27	38%	11,91	40%	10,13	38%	8,73	33%
Total	27,17	100%	30,01	100%	26,33	100%	26,83	100%

Sexual harassment claims

	2022	2023	2024	2025
Claims	0	0	0	0

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