

Kristiania University College Equality Report

2022



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Contents

1	Introduction	3
2	State of gender equality	3
3	Our work to promote equality and anti-discrimination	7

1 Introduction

Kristiania University College has prepared an equality and diversity action plan for the period 2020-2023.

The purpose of the action plan is to contribute to the university college's vision, mission, strategy and goals being achieved by actively promoting diversity, having an inclusive, attractive and stimulating psycho-social work environment, and by preventing discrimination in the workplace.

Through various measures, Kristiania University College wants to use employee's resources in the best possible way, give employees equal opportunities, be an attractive workplace and ensure access to the best qualified people.

Kristiania University College aims to work continuously for diversity and equality. The goal is based on legislation and is also rooted in Kristiania University College's vision, mission and values, where a holistic and inclusive view of humanity is emphasised. Kristiania University College does not accept discrimination based on gender, pregnancy, leave of absence due to childbirth or adoption, caregiving duties, ethnicity, religion, life stance, disability, sexual orientation, gender identity, gender expression or age.

Kristiania University College's view and attitude is that differences are a resource and source of diversity. Diversity and equality lead to departments being strengthened and better decisions being made when an employee's individuality and their contributions are accommodated. Individual differences create cognitive diversity that leads to different approaches to problem solving, increased creativity and the strengthening of cultural values and languages. Diversity can also help build a positive reputation.

In order for Kristiania University College to achieve its ambition of becoming Norway's first private university, we need to attract the best qualified candidates. Well-established equality and diversity efforts will help to ensure that Kristiania University College is perceived as an attractive workplace. This work will also help ensure that competent employees and candidates are seen and recognised for their expertise regardless of gender, background or functional ability, and ensure that challenges related to differences are not an obstacle.

The action plan will be evaluated in 2023 and a new action plan for the period 2024-2027 will be prepared.

2 State of gender equality

The total number of employees was 702 (total of 586 full-time equivalents). Number of women: 360 (51%) and 316 full-time equivalents. Number of men: 342 (49%) and 270 full-time equivalents. There were 123 temporary employees (17.5%). The number of temporarily employed women was 59 (41.4 full-time equivalents) and the number of temporarily employed men was 64 (35.8 full-time equivalents).

The average salary for women (in total) was 10% below the men's average salary.

152 employees worked part-time. Distribution is (%/number): 10-20%/61, 25-33%/10, 40-50%/48, 60-75%/18, 80-90%/15

Part-time positions are a natural consequence of the company operating within academia and it is common for employees to have several employers within their area of expertise. In addition, the company has positions that are adapted to part-time jobs alongside studies. Annual status meetings are planned between the HR Department and employee representatives to discuss the scope/use of temporary positions/part-time work. If it is found that part-time employees wish to extend their position and their expertise coincides with increased need, the preferential right to an extended position pursuant to Section 14-3 of the Working Environment Act is exercised.

The distribution between genders and the distribution between permanent and temporary employees in academic positions are shown in the table below.¹

KATEGORI	Tot antall	Antall Menn	% Menn	Antall Kvinner	% Kvinner	Fast ansatte	Midlertidig ansatte	Laveste alder	Høyeste alder	Snittalder	Årsverk
Professor	57	45	79 %	12	21 %	45	12	39	72	55,8	44
Dosent	7	5	71 %	2	29 %	6	1	53	66	57,9	6,2
1. am	118	65	55 %	53	45 %	99	19	32	69	46,9	92
Førstelektor	31	18	58 %	13	42 %	15	3	38	71	52,6	26,1
Høyskolelektor	137	72	53 %	65	47 %	119	18	25	69	48	107,2
Høyskolelærer	23	12	52 %	11	48 %	15	8	29	65	47,2	14,4
Forsker	3	2	67 %	1	33 %	0	3	37	63	52	2,2
Stipendiat	14	7	50 %	7	50 %	0	14	26	55	32,1	14
Fagansvarlig HK	4	2	50 %	2	50 %	4	0	30	62	46	4
ANT FAGLIGE	395	229	58 %	166	42 %	304	78				310,5

The table below shows the pay gap in the different categories, with women's proportion of men's salary given as a percentage.

Stillingsnivåer	Lønnsforskjeller Kvinnerns andel av menns lønn oppgitt i prosent
Professor	95,4 %
Dosent	101,8 %
1. am	98,9 %
Førstelektor	85,8 %
Høyskolelektor	97,5 %
Høyskolelærer	98,3 %
Stipendiat	98,6 %
Fagansvarlig HK	82,2 %

Over the years, Kristiania University College has bought and taken over schools where the salary level among the employees who have been transferred has in part been substantially below the average salary of Kristiania University College employees. Over the past three years, salary negotiations have focused heavily on managing/evening out unintended pay gaps. Some of the funds have been used to close pay gaps between women and men. Kristiania University College is aware that there are still pay gaps between women and men that should be closed and will focus on this going forward.

This year, we have gone more in depth with regard to pay gaps between female and male professors. Age differences do not provide a good explanation for pay gaps. The average age in total is 55.8 years. Average age/

¹ The table shows an overview of those that were regulated in connection with the pay settlement in -22.

The median age of male professors is 56/58. The average age/median age of female professors is 54.4/52.

Professorial seniority seems to explain much of the pay gap between female and male professors.

Among women, the range in seniority is between 4 months and 4 years/8 months (as of 31.12.22). Among the women, 3 have professorial seniority between 0-1 year, 4 have between 1-2 years seniority, 1 has between 2-3 years seniority, 3 have between 3-4 years seniority and 1 has over 4 years seniority as professor.

Professorial seniority among the men is between 8 months and 16 years/ 7 months (as of 31.12.22). Among the men, 5 have professorial seniority between 0-1 year, 10 have between 1-2 years seniority, 5 have between 2-3

years seniority, 4 have between 3-4 years seniority, 4 have between 4-5 years seniority, 6 have between 5-6 years

seniority, 1 has between 6-7 years of seniority, 2 have between 7-8 years seniority, 1 has between 8-9 years seniority, 2 have between 9-10 years seniority and 5 have over 10 years seniority as professors.

The distribution between gender and the distribution between permanent and temporary employees in administrative positions is shown in the tables below.

KATEGORI	Tot antall	Antall Menn	% Menn	Antall Kvinner	% Kvinner	Fast ansatte	Midlertidig ansatte	Laveste alder	Høyeste alder	Snittalder	Årsverk
Rådgiver	78	16	21 %	62	79 %	69	9	24	65	35,9	76,4
Seniorrådgiver	50	13	26 %	37	74 %	50	0	29	68	44,8	49,5
Avdelingsleder	19	8	42 %	11	58 %	18	1	27	58	43,4	19
Konsulent	15	9	60 %	6	40 %	11	4	22	42	27,9	15
ANT ADMINISTRATIVE	162	46		116		148	14				159,9

Administrative employees are a more heterogeneous group of employees in terms of job titles compared to the academic employees. There are several categories with very few employees, so statistics for these groups will be of limited value.

The table below shows pay gaps in the four largest categories, with women's proportion of men's salary given as a percentage.

Stillingsnivåer	Lønnsforskjeller Kvinner andel av menns lønn oppgitt i prosent
Rådgiver	98,7 %
Seniorrådgiver	89,1 %
Avdelingsleder	100,0 %
Konsulent	98,2 %

Over the years, Kristiania University College has bought and taken over schools where the salary level among the employees who have been transferred has in part been substantially below the average salary of Kristiania University College employees. Over the past three years, salary negotiations have focused heavily on managing/evening out unintended pay gaps. Some of the funds have

been used to close pay gaps between women and men. Kristiania University College is aware that there are still pay gaps between women and men that should be closed and will focus on this going forward. In the 2022 salary negotiations, for example, a pot of NOK 100,000 was negotiated to deal with unintended pay gaps between female and male senior advisers. The pot contributed to a positive change in the difference in average salaries of NOK 10,000.

Kjønnsbalanse			Lønn	
Antall kvinner	Antall menn		Grunnlønn	Bonus, tillegg og goder
			Forskjell mellom kvinner og menn oppgis i kroner eller prosent	Forskjell mellom kvinner og menn oppgis i kroner eller prosent
Total	Antall: 344	341	Snittlønn kvinner totalt kr 681398	Høyskolen Kristiania opererer ikke med bonussystem. Enkelte faglig ansatte har funksjonstillegg for rolle/ ansvar. Funksjonstilleggene er kjønnsuavhengige
	Årsverk: 316	Årsverk: 271	Snittlønn menn totalt kr 723204 Kvinner andel av menns lønn er 94,2%	
Nivå 1	Antall: 1 (100%)	Antall: 0	Oppgis ikke	
Nivå 2	Antall: 2 (100%)	Antall: 0	Oppgis ikke	
Nivå 3	Antall: 3 (33%)	Antall: 6 (67%)	Kvinner andel av menns lønn er 95,1%	Funksjonstillegg for ulike roller (kjønnsuavhengig); Prorektor 450K, Dekan 400K, Prodekan 300K

Kristiania University College has no bonus schemes. Salary stated in the overview is basic salary. Some of our managers and academic staff are employed in basic academic positions, e.g. associate professor, and may have different roles (fixed-term position) for which supplements are given. When the fixed-term is over, the person in question returns to their academic position (without the functional supplement). Some of our academic staff also receive supplements for roles such as programme of study coordinator or having responsibility for developing a programme of study or subject for which supplements are given. All supplements are gender independent.

Midlertidig ansatte		Foreldrepermisjon		Faktisk deltid		Ufrivillig deltid		Rekruttering, forfremmelse, videreutd, arbeidstid og sykefravær	
Oppgis i antall eller prosentandel av alle ansatte		Oppgis i gjennomsnitt antall uker		Oppgis i antall eller prosentandel av alle ansatte		Oppgis i antall eller prosentandel av alle ansatte			
Kvinner	Menn	Kvinner	Menn	Kvinner	Menn	Kvinner	Menn	Kvinner	Menn
59 ans 41,4 årsverk	64 ans 35,8 årsverk			%-vis ant: 4,8%	%-vis ant: 7,3%	N/A	N/A	N/A	N/A
%-vis årsverk: 7,1%	%-vis årsverk: 6,1%	20,3 uker	11,3 uker	%-vis årsverk 2,8%	%-vis årsverk 4,0%				

The number of men on parental leave was 3 and the number of women was 27. In total, 33.8 weeks of parental leave were taken for men. For women, a total of 547 weeks of parental leave were taken.

We have no indication that any of our employees work part-time involuntarily. Annual status meetings are held between the HR Department and employee representatives to discuss the scope/use of temporary positions/part-time work.

3 Our work to promote equality and anti-discrimination

Kristiania University College has prepared an action plan for equality and diversity for the period 2020-2023. The action plan will be evaluated in 2023 and a new action plan for the period 2024-2027 will be prepared.

The current action plan is available on the university college website:

https://www.kristiania.no/contentassets/c8f61a0a3d114f258cbf6b29043232fd/2020-06-18-handlingsplan-for-likestilling-og-mangfold-ved-hk_godkjent-i-hl-180620_.pdf