

Equal Futures

2023-3-DK01-KA210-YOU-000174979

GenderLAB	
SECTION A – IDENTIFICATION	
Country	Denmark & Finland & Sweden
Name of the organization/Institution implementing practice	GenderLAB was developed by KVINFO and Copenhagen Business School (CBS) from Denmark in collaboration with The Royal Institute of Technology (KTH) in Stockholm and The GODESS Institute at the Hanken School of Economics in Helsinki.
SECTION B – DESCRIPTION	
Target group / Beneficiaries	Organisations, companies
The main objectives	<p>GenderLAB is a workshop process during a short time frame analyses, develops ideas and formulates solutions, while training the participants in visualising, co-creating and changing limiting bias.</p> <p>The main objective is creating gender equality and diversity in the workplace. The issue you face may be about something completely different, but gender and equality may prove to be a key to creating change. Diversity is both a goal and a tool in the process.</p>
Experts/staff	
The description of the practice (<i>Up to 10 sentences</i>)	<p>GenderLAB is a laboratory combining Design Thinking and norm critical practices to create innovative, tangible and durable solutions to complex challenges and problems.</p> <p>Your company or organisation will take part in a carefully planned process which takes into account your needs, uses the latest research and guides you through brainstorming, analysis, design, testing and a solution ready for implementation tomorrow.</p>
Methodology/Didactic tools	<p>First, challenges and problems are scrutinised, discussed and analysed. Then follows the development of solutions that can be scaled, implemented and measured. Both parts take place in the interplay between knowledge and practice.</p> <p>You will be trained in visualising and exploring new possibilities. At the same time, experts and other actors with differing backgrounds and from different sectors are involved. This is to ensure diversity in perspectives, identities and roles and thus creativity and quality in development of ideas and solutions.</p>



	In the short term, you will get a solution or change that is ready to be implemented. In the long term, you will gain tools and skills to work continuously with the norms that shape and limit or develop your everyday life and your organisation.
Additional materials /Equipment needed	
SECTION C – CONCLUSION	
Conclusion	GENDERLAB is a digital tool used to create a more inclusive work environment for all employees in your company
Recommendation and guidelines	https://kvinfo.dk/wp-content/uploads/2022/05/GenderLab_A-digital-guide_KVINFORM-March-2022_English.pdf

Resources:

- <https://kvinfo.dk/genderlab/>

Tools: It's a digital tool

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GENDER EQUALITY / MORE WOMEN IN RESEARCH: Blind Assessment	
SECTION A – IDENTIFICATION	
Country	Denmark
Name of the organization/Institution implementing practice	Villum Foundation It supports research and education in technical and natural science, as well as environmental, social, and cultural purposes in Denmark and internationally. In 2024, Villum Foundation allocated approximately 1 billion DKK in grants.
SECTION B – DESCRIPTION	
Target group / Beneficiaries	Researchers
The main objectives	Distribute the research funding across genders, nationalities, research fields and academic hierarchies Avoid assessment committee consensus based on academic profiles There is ample scientific evidence to suggest that diversity within research leads to more creativity and innovation. VILLUM FONDEN seeks to support an increasingly diverse and inclusive scientific community within the technical and natural sciences at Danish universities, and focus mainly on addressing female representation. <ul style="list-style-type: none"> •
Experts/staff	
The description of the practice (<i>Up to 10 sentences</i>)	Reviewers are asked to prioritise the ideas they perceive as real breakthroughs and are invited to flag one idea they judge to be genuinely extraordinary, regardless of the Board of Directors' rejection of the idea.
Methodology/Didactic tools	VILLUM is committed to: <ul style="list-style-type: none"> • Promote gender balance within Danish Science • Support the advancement of talented women in university research careers • Motivate female researchers to apply for funding • Act on reducing career barriers for female researchers • Support initiatives that promote a more inclusive research environment. • committees should include at least 30-40% women.
	Funding instruments

	<ul style="list-style-type: none"> • Villum International Postdoc Programme is earmarked for women (5 years): we give women with academic career ambitions an international experience. • Family packages support family related needs of researchers. <p>Calls</p> <ul style="list-style-type: none"> • Adjust calls for all programmes, encouraging women to apply, and ensure that the wording of all calls is gender neutral • All family related leaves of absence are considered, and the eligibility window is expanded accordingly. <p>Application and evaluation</p> <ul style="list-style-type: none"> • Monitor the gender distribution at interviews with applicants • Introduce targets for female representation among applicants and female share of grantees • Introduce targets for female representation in committees, panels and external reviewers • Present gender data for selection committees when evaluating proposals • Regularly review evaluation procedures to detect gender bias: e.g. by inviting an external observer to participate in committee meetings and by setting up specific gender balance guidelines. <p>Follow up/Monitoring</p> <ul style="list-style-type: none"> • Monitor gender data and targets • Introduce gender data on foundation website • Discuss gender distribution at follow-up meetings with grantees.
Additional materials /Equipment needed	
SECTION C – CONCLUSION	
Conclusion	Villum grants encourage and support women (including mothers) researchers to continue their career. It's a method to counter the leaky pipeline of women in STEM research.
Recommendation and guidelines	https://villumfonden.dk/en/content/villum-fonden-earmarks-research-funding-women https://ufm.dk/publikationer/2023/filer/maend-og-kvinder-pa-de-danske-universiteter-danmarks-talentbarometer-2022.pdf

Resources:

- <https://villumfonden.dk/en/article/gender-policy>
- <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/legislative-policy-backgrounds/denmark>

Tools: grants

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GENDER BALANCE IN MANAGEMENT POSITIONS	
SECTION A – IDENTIFICATION	
Country	Denmark
Name of the organization/Institution implementing practice	Parliament
SECTION B – DESCRIPTION	
Target group / Beneficiaries	Danish companies and financial institutions
The main objectives	Create more equal representation in management and raise awareness of gender diversity in all parts of the organization.
Experts/staff	
The description of the practice (<i>Up to 10 sentences</i>)	<p>As of May 10, 2022, a new legislative amendment (Act No. 568) was introduced that requires Danish companies and financial institutions to take steps towards gender equality between men and women in their governing bodies.</p> <p>From January 1, 2023, companies are also required to set targets for gender diversity at other management levels.</p> <p>Although targets and policies are required, companies still have the flexibility to adapt these to their specific circumstances and needs. The central governing body must create a policy to increase gender diversity at other levels of management, but there is room for variation and adaptation to ensure policies are effective and relevant to each company.</p>
Methodology/Didactic tools	<p>Gender balance is understood as a distribution of 40/60% women and men respectively or the number that comes closest to 40% without exceeding 40%. <i>The company is not obliged to set targets or policies when it has achieved gender balance.</i></p> <p>Reporting ensures accountability and transparency on gender composition.</p> <p>To ensure transparency and accountability, companies must report on their targets and policies in their annual reports. This step is essential to ensure that companies are held accountable for</p>

	<p>meeting their commitments and to give stakeholders insight into the company's efforts to promote gender diversity.</p> <p>The target figures should reflect a percentage for the underrepresented gender and a timeframe for achievement. This gives companies clear goals to work towards and allows for an objective assessment of progress over time.</p> <p><i>The targets must be ambitious and realistic for each company.</i></p> <p>It's not enough to set targets and policies - they must also be supported by concrete actions and initiatives. Companies have the opportunity to choose the procedures and methods they deem most appropriate to promote gender diversity in their organization.</p>
Additional materials /Equipment needed	
SECTION C – CONCLUSION	
Conclusion	Regulations as a tool used to increase awareness on the matter, encourage women and fight sexism.
Recommendation and guidelines	https://www.ft.dk/samling/20231/almdel/liu/spm/13/svar/2024428/2828069.pdf https://www.cbs.dk/en/cbs-agenda/areas/news/women-improve-boards-but-still-not-enough-women-are-in-top-management-in-denmark

Resources:

- https://www.lexology.com/library/detail.aspx?g=b8284cd5-6c0e-4288-9786-1b7f4a3e_dba0
- <https://denmark.dk/society-and-business/gender-equality>

Tools: rules and laws