

## Checklist for Performance Indicator 9

### Does the employer have a Gender Equality Plan of Action pursuant to Sections 2, 4-11

The answer is obtained with the aid of a checklist containing 16 questions. Maximum points are scored if the reply to all 16 questions is "On the whole, yes". NB The answer to Question 16 is entered directly on the performance indicator form.

The checklist represents a simple way of determining whether the annual Gender Equality Plan lives up to the minimum requirements of the Equal Opportunities Act concerning the full range of active, goal-oriented measures that employers must take. The checklist cannot ascertain the quality of the plan, however, which means that the Equal Opportunities Ombudsman may have cause to criticise its contents although it has met the basic requirements under the law, e.g. concerning the choice of specific measures and objectives.

The Equal Opportunities Act does not call for a survey of the situation prior to the formulation of a Gender Equality Plan or for a presentation of such a survey in connection with the various measures and objectives, as such a procedure is considered self-evident. A plan can only be relevant and realistic, however, if the employer properly understands what action is needed and what goals are reasonable.

On the whole, Yes	On the whole, No

#### Section 13. Evaluation

1. Does the plan for the present year include an evaluation of last year's plan with respect to all the areas set out below?

#### Section 4. The employer shall ensure that (the physical, psychosocial and organisational) working conditions are suitable for both women and men.

2. Does the present plan contain measurable goals, or explain why such goals are not included?

3. Does the plan describe any specific measures, or explain why such measures are not included?

#### Section 5. The employer shall facilitate the combination of gainful employment and parenthood

4. Does the present plan contain measurable goals, or explain why such goals are not included?

5. Does the plan describe any specific measures, or explain why such measures are not included?

#### Section 6. The employer shall take measures to prevent and preclude an employee being subjected to sexual harassment (of a sexual nature or involving gender abuse, e.g. generalisations) or harassment resulting from a complaint about sex discrimination.

6. Is there a policy or are there specific measures in place for dealing with existing problems concerning sexual harassment/gender abuse?

7. Is there a contingency plan containing goals and measures for dealing with any employee complaints of sexual harassment/gender abuse?

#### Section 7. The employer shall (through internal mobility, etc) promote an equal distribution

8. Does the present plan contain measurable goals, or explain why such goals are not included?

9. Does the plan describe any specific measures, or explain why such measures are not included?

#### Section 8-9. The employer shall endeavour to ensure that both women and men apply for vacant positions, and, in respect of new positions, especially endeavour to recruit applicants of the underrepresented sex and seek a gradual increase in the proportion of employees of that sex.

10. Does the present plan contain measurable goals, or some account of why such goals are not included?

11. Does the plan describe any specific measures, or explain why such measures are not included?

#### Section 10. With the purpose of discovering, rectifying and preventing unwarranted pay differentials and other terms of employment between women and men, the employer shall annually survey and analyse regulations and practice in this area

12. Has the employer surveyed and analysed provisions and practices concerning pay and other terms of employment?

13. Has the employer described which jobs dominated by women may be considered equal in value to jobs dominated by men?

14. Does the employer maintain up-to-date sex-disaggregated pay statistics and analyse pay differentials between women and men performing *equal work* or *work of equal value*?

#### Section 11. The employer shall each year prepare a plan of action for equal pay

15. Has the employer presented a time frame (of a maximum three years) containing a cost estimate and an account of how the presence or absence of pay differentials was discovered?

#### Calculation

Add up the number of 'On the whole, Yes' replies, and enter this figure against Performance Indicator 9

#### Section 2. Cooperation

16. Has the employer cooperated with the employees or their union in connection with the annual review of the Gender Equality Plan?

The answer to Question 16 is entered directly on the form where the performance indicators are added up.