



Council for gender equality and equal opportunities

Background

Between November 2019 and February 2021, Lund University has been tasked by the vice-chancellor to implement the project University-wide initiative for gender equality and equal opportunities to reinforce the University's work on promoting gender equality, equal treatment and equal opportunities and. The objective was to identify and develop effective and usable working methods for the university-wide work in this area.

The project's efforts resulted in a proposal which was sent out for consultation on 27 October 2020 (Reg. no STYR 2020/1880). The responses received were taken into account in drawing up the proposal to change the council.

The orientation and conditions for Lund University's university-wide group for gender equality and equal treatment were previously defined in the decision on the *Council for gender equality and equal treatment* (Reg. no STYR 2019/95).

A change to the composition and assignment of the council for gender equality and equal treatment is proposed to create a clearer leadership mandate, a greater opportunity to push strategic issues forward and to create a clearer connection between the University management and the management at the faculties and equivalents. The proposed title for the group is the council for gender equality and equal opportunities.

Information pursuant to Section 19 of the Swedish Employment (Co-Determination in the Workplace) Act was provided on 24 November 2020 regarding the proposal on changes to the council.

Decision

The University decides that Lund University is to have a council for gender equality and equal opportunities with assignment and composition as follows.

Remit

The council for gender equality and equal opportunities is to:

- act as a driving force in the University's strategic work on combating discrimination and promoting gender equality, equal opportunities, equal

rights and possibilities in compliance with both internal regulations and current legislation and ordinances.

- draw up strategy documents and updated policy documents in the field.
- be responsible for proposing allocation of funding to the vice-chancellor, and following up on this allocation, annually analysing and following up on the university-wide work.
- where necessary, appoint and assign tasks to working groups with various areas of expertise.

The chair of the council reports directly to the vice-chancellor and the vice-chancellor's management council.

Composition

The council for gender equality and equal opportunities is to be composed as follows:

- A chair with a management role at the university-wide level. Appointed by the vice-chancellor.
- A member for each faculty from the faculty management: dean, pro dean or vice dean or equivalent. The faculty representatives are appointed by the vice-chancellor on a proposal from the relevant faculty.
- A joint member for USV and LUKOM, at the management level. The member for USV and LUKOM is appointed by the vice-chancellor on a proposal from the pro vice-chancellor responsible by delegation for USV and LUKOM.
- A member for MAX IV, at the management level. The member for MAX IV is appointed by the vice-chancellor on a proposal from the director of MAX IV.
- A member for the University Library, at the management level. The member for the University Library is appointed by the vice-chancellor on a proposal from the library director.
- The University director
- The HR director
- In addition to the above, three representatives of the employee organisations have the right to attend and to make statements and proposals at the council meetings. They are appointed as stated in the Staff Representatives Ordinance (1987:1101).
- Three representatives of the students. They are appointed according to the stipulations in Section 7 of the Ordinance on Student Unions (2009:769).

The term of office for the members is three years except for the student representatives, for whom it is one year. In order for the council's term of office to coincide with that of the university-wide boards, the first term of office will run from 1 April 2021 to 31 January 2024.

LU's Human Resources and Student Affairs divisions are responsible for administrative support for the council.

The present decision replaces the previous decision of 24 January 2019 regarding the *Council for gender equality and treatment* (Reg. no STYR 2019/95).

The decision on this matter was taken by the undersigned vice-chancellor in the presence of the University director Susanne Kristensson after consultation with a representative of the Lund University Students' Unions and a presentation by HR consultant Ellen Karlsson. HR consultant Lena Lindell, HR division, also contributed to processing the matter.

Erik Renström

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Council for gender equality and equal treatment

All faculties

All divisions

Internal audit

UL

USV

LUKOM

MAX IV

Research board

Education board

Research programmes board

Employee organisations

LUS