

DECISION

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Equal Opportunities Plan for Lund University, 2022–2027

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Foreword by the vice-chancellor

Lund University consists of the people who work or study here. We have various roles, we are in different locations, carrying out different duties but together, we form a successful university with great breadth. We are to be a world-class university that works to understand, explain and improve our world and the human condition. This is a vision that presupposes academic freedom but also a good work and learning environment. Our organisation is to safeguard democracy, legality, impartiality, freedom of opinion, respect for everyone's equal value, efficiency and service, and human rights and freedoms. Our organisation is also based – pursuant to the strategic plan and antidiscrimination legislation – on gender equality, equal opportunities and diversity. This entails, among other things, that employees, students and those who apply to work or study at Lund University are to be treated and assessed without irrelevant reference to sex, transgender identity, ethnicity, religion or other belief, disability, sexual orientation or age. Lund University is to be free from discrimination and we take a zero-tolerance approach to harassment, sexual harassment and victimisation. We also take a zero-tolerance approach to reprisals against those who report shortcomings or irregularities. Showing each other respect and understanding is crucial to achieving a good work and learning environment.

Lund University's plan for gender equality and equal opportunities applies over a six-year period. It is based on the University's Strategic Plan for 2017 – 2026. Its intent is to meet the requirements set by the government regarding gender mainstreaming, as well as the requirements for a gender equality plan set by the EU Commission for eligibility to apply for grants from Horizon Europe. Above all, the plan reflects the goals Lund University intends to work towards over the next few years.

The plan was drawn up under the leadership of pro vice-chancellor Jimmie Kristensson and is based on a constructive dialogue with representatives of staff and students. The goals set out in the plan strive to provide a clear direction without removing the possibility for the faculties or equivalents to specify and formulate local goals and measures based on their own circumstances or challenges. The plan is

to be a living tool and form the basis for local operational plans at the faculty level or equivalent. The work is to be followed up systematically and continuously. Responsibility for implementing the plan follows the University's decentralised model for decision-making and delegation. This means that the main responsibility for preventive work against discrimination lies with the vice-chancellor, but the responsibility is shared by all managers in the organisation. In addition, each manager, employee and student has a responsibility to contribute to the University's efforts to be a democratic and gender equal university, free from discrimination. This presupposes an attitude that gives each individual the opportunity to develop on the basis of their own experiences, that respect and consideration apply in all relationships and that we assume shared responsibility for the University's core values, remit and goals. We shape the University together.

Erik Renström

Starting points and documentation

Lund University has chosen to draw up a multi-year plan for gender equality and equal opportunities for 2022–2027. The plan contains goals and measures that meet the requirements for a gender mainstreaming plan pursuant to the public service agreement for the 2021 budget year regarding higher education institutions. The plan also meets the requirements for a gender equality plan set by the European Commission to enable researchers to apply for funding from the funding programme Horizon Europe, for research and innovation.

The following documents served as a starting point and basis for the goals and measures in the plan:

- Lund University’s Strategic Plan for 2017–2026 (Reg. no STYR 2015/1048), specifically based on the priority areas
 - “Continued development as an international university”,
 - “Well-developed leadership and collegiality are success factors”,
 - “Students, employees and visitors are to be offered attractive environments”, and
 - The core values and not least the vision: “A world-class university that works to understand, explain and improve our world and the human condition”.
- Lund University’s Work Environment Policy (Reg. no STYR 2018/2030), in particular the formulation:
 - “Respect and consideration are to apply in all relations, as is a joint assumption of responsibility for the University’s core values, tasks and aims. Within the University there is a zero-tolerance policy towards victimisation, harassment and sexual harassment.”
- General work environment goals for Lund University 2021–2023 (Reg. no STYR 2021/1995), in particular the following areas:
 - “Managers’ preparedness to enable prevention and management of risks of injury and illness at work.”
 - “The organisational and social work environment”.
- Results from the comprehensive charting by the Tellus project (Reg. no STYR 2018/662), the results report of May 2020, which

provides knowledge of the prevalence of victimisation, harassment and sexual harassment at Lund University.

- The results of the comprehensive examination of university-wide work to promote gender equality, equal treatment and equal opportunities (University-wide initiative for gender equality and equal treatment Reg. no STYR 2021/568).
- Assignment to the HR Division and Student Affairs against the background of the Tellus project and the project University-wide initiative for gender equality and equal treatment (STYR 2021/465).
- Public service agreement remit on gender mainstreaming for higher education institutions.
- The Discrimination Act (2008:567), in particular Chapter 3 Active measures.
- Work environment legislation (1977:1160), in particular AFS 2015:4.
- Lund University's work to meet the targets established to retain the HR Excellence in Research Award (Reg. no SAMV 2018/444), which includes clarifying the recruitment process for teaching staff and improving the introduction of new employees, in particular new international employees.
- The need for a gender equality plan for the University that meets the requirements set by the European Commission's funding programme Horizon Europe to enable researchers to apply for funding.

Background

Work on gender equality and equal opportunities at Lund University takes place in several parts and at several levels within the organisation. The University has worked actively on these issues for many years and in various ways. The University's organisation has university-wide parts (the University Management, the central administration, the University Library) and decentralised parts (the faculties, the University's cultural and public centres, and other organisational units).

Organisation of university-wide work

The University has a Council for Gender Equality and Equal Opportunities, whose members represent the management of the faculties/equivalents together with the university director, the HR director, Lund University Students' Unions (LUS) and the trade unions. The council is chaired by the pro vice-chancellor responsible for gender equality and equal opportunities, among other things, on behalf of the vice-chancellor.

The remit of the Council for Gender Equality and Equal Opportunities includes being a driving force in the University's strategic work to combat discrimination and promote gender equality, equal treatment, equal rights and opportunities in compliance with both internal regulations and current applicable legislation. The council is also responsible for drawing up strategy documents and updating policy documents in this area. The council is an advisory body for the vice-chancellor who holds the decision-making power.

The council can appoint working groups to prepare current issues. These working groups may, for example, consist of experts on various perspectives of gender equality and equal opportunities, who provide the council with the best possible conditions to submit proposals to the vice-chancellor, based on evidence and proven experience.

The university-wide work for equal opportunities has varied through the years but, since January 2021, the central administration has a team dedicated to systematic preventive work against discrimination (SFAD), amounting to two full-time equivalents, whose tasks include the coordination of SFAD work and efforts to promote gender equality and equal opportunities. The team members have expertise in anti-discrimination legislation and work environment legislation, including the parts concerning the learning environment and labour law. The team coordinates the university-wide initiatives for gender equality and equal opportunities as well as supporting managers and HR among others on issues concerning discrimination, victimisation, harassment and sexual harassment.

The SFAD team collaborates with several parts of the organisation, such as the Occupational Health Service, the Student Health Centre, the Education Board, the Research Programmes Board, Lund

University Students' Unions (LUS) and the employee organisations. The SFAD team is represented on the Council for Gender Equality and Equal Opportunities and there is collaboration to some extent between the council and the SFAD team.

One of the tasks of the SFAD team is to coordinate a SFAD network for coordinators from the faculties/equivalents. The network is to work to implement the university-wide goals and measures in the best possible way. The SFAD coordinator network, together with the SFAD team, is to work to create common structures and a consensus on how to run and follow up the systematic preventive work against discrimination.

Both the council and the SFAD team will work on several of the activities in the goals of this plan over the entire period, from a university-wide perspective.

Organisation of the work at the faculties/equivalents

The University has nine faculties which vary in size, specialisation and resources. Common to all of them is comprehensive work for gender equality and equal opportunities.

Most of the organisational units at the University currently have a board or committee at the faculty level/equivalent which regularly deals with gender equality and equal opportunities issues at the faculty level. The larger faculties may also have an equivalent board/committee at the departmental level. The faculties have one or several people who act as local support functions on issues concerning gender equality and equal opportunities and who have the role of SFAD coordinator. These coordinators are part of the university-wide SFAD coordinator network. The scope that each appointed SFAD coordinator can dedicate to working with coordination of gender equality and equal opportunities issues at their own faculty/equivalent may vary, but in total, all faculties/equivalent have resources set aside for work on gender equality and equal opportunities issues including the Equal Opportunities Plan. The SFAD coordinators support the operational work at the faculties, whereas the SFAD coordinator network enables the exchange of knowledge and works to foster collaboration across faculty boundaries.

University-wide training initiatives

Through the years, the University has had various specialisations for the university-wide training initiatives focusing on gender equality and equal opportunities. The current university-wide range of training initiatives includes gender equality as part of the leadership programmes New to Leadership and Experienced Leader, for example.

The University also trains managers and HR to know about victimisation, harassment and sexual harassment and how they are to be addressed. In addition, there is an e-course which managers can use as a starting point for discussion with their work groups on victimisation, harassment and sexual harassment.

Data collection

Every year, the University collects data for its annual report, including data according to sex¹ on employees and students reported in annual series. Data is presented in the annual report in compliance with the Ordinance (2000:605) on annual reports and budget documentation, among other things. In the annual report, employees are divided according to sex and professional category, with a further division regarding full-time equivalents and quantity. Absence due to illness among employees is also reported according to sex. Furthermore, the number of professors per faculty and the number of women who are professors are also reported. The annual report also provides data on the current targets set by the government as to the proportion of newly recruited professors who are to be women. The proportion of recruited professors for 2021–2023 is to be 49 % women pursuant to the recruitment targets in the public service agreement.

The annual report also presents data concerning students. A division is made according to sex and subsequently full-time students and full-time performance. The number of applicants and enrolled

¹ Sex in this context means woman or man, in compliance with the definition in the Discrimination Act (SFS 2008:567), Section 18 of the Population Registration Act (SFS 1991:481).

students on each programme is divided according to sex and according to first and second cycle studies, and free-standing courses are also reported. In addition, the degrees awarded and type of degree are also divided according to sex.

The Tellus project aimed to reinforce the preventive work against sexual harassment and to contribute to a safe learning and work environment for all those involved with the University. The Tellus project has contributed knowledge about how perceived sexual harassment occurs in the organisation, and how common it is to feel harassed or victimised.

Follow-up

The plan is to form the basis for the faculties'/equivalents' work on gender equality and equal opportunities and to be converted into local operational plans to be followed up annually as part of the systematic preventive work against discrimination.

The plan is followed up annually by the vice-chancellor via the Council for Gender Equality and Equal Opportunities. After two years, the plan is to be evaluated with regard to goal formulations. A deeper evaluation is to be conducted during 2027 before work begins on a new plan.

Goals and measures

Lund University strives to be an organisation and activity that is gender equal, free from discrimination and works to promote the equal rights and opportunities of employees and students, regardless of their background, sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or other factors not connected with merit and skill.

For the period 2022–2027, Lund University intends to achieve the following goals:

Goal 1 – Recruitment processes and career paths are to be free from discrimination

Lund University's recruitment and promotion processes are to be free from discrimination. All assessments are to be based on the applicant's merits and skills.

During the period 2022-2027, Lund University shall therefore:

- Ensure that all recruitments of professors are preceded by a gender equality analysis² of qualified applicants to a professorial position. The starting point is to be that there are qualified applicants of both sexes. The University is to reach the recruitment targets in the public service agreement applicable at the time in question.
- Ensure that all recruitments of adjunct professors and visiting professors are preceded by a gender equality analysis³.
- Draw up procedures for equivalent gender equality analysis⁴ for indefinite term employment for positions other than that of professor, including technical and administrative staff.
- Create a clear and current picture of the obstacles to gender equality and equal opportunities in the University's career paths.
- Develop a university-wide system for assessment and evaluation of qualifications, in which merit and skills are assessed without risk of discrimination and where gender equality and equal opportunities are taken into account.
- Develop recruitment and promotion processes that raise the awareness of recruitment staff as to the risk of irrelevant and unconscious factors and structures which can negatively impact the processes.

² Gender equality analysis refers here to the procedure described in STYR 2021/2363: that the faculty board, or by delegation the dean, is to go through submitted applications to ensure that there are qualified applicants of both sexes, before the applications are passed on to the experts for assessment. In cases where there are no qualified applicants of one or other sex, the faculty board is to notify the vice-chancellor in writing.

³ Ibid.

⁴ Ibid.

Goal 2 – There is to be a high level of knowledge and understanding of gender equality and equal opportunities in the organisation

The goal entails Lund University's employees and students having respect for, and knowledge and understanding of, Lund University's efforts to be a gender equal organisation which is free from discrimination and promotes equal treatment, rights and opportunities for all employees and students.

During the period 2022-2027, Lund University shall therefore:

- Create a common conceptual framework with clear definitions.
- Create the conditions for the dissemination of knowledge and experiences in gender equality and equal opportunities within the organisation.
- Ensure that leadership training is designed to equip managers and leaders to meet the requirements set in an academic organisation that safeguards gender equality, equal opportunities and diversity.
- Ensure that training in teaching and learning in higher education is designed to equip teaching staff to meet the requirements set in an academic organisation that safeguards gender equality, equal opportunities and diversity.
- Develop processes in connection with assessment and validation of prior learning that are free from discrimination and that raise awareness of the risks of unconscious bias and irrelevant prejudice, factors and structures that can erroneously affect assessment and validation.
- Reinforce the work on widening participation so that the University becomes a learning environment that welcomes all students on equal terms.
- Work to achieve an equal gender distribution in all decision-making or preparatory bodies. Design factors to assess the merits of such work.

Goal 3 – Systematic preventive work against discrimination (SFAD) is to be active and dynamic

The goal entails Lund University having an active and dynamic SFAD in harmony with the systematic work environment management

(SAM) on all levels within the organisation. Lund University is to work systematically on identifying, analysing, addressing and following up risks of discrimination with regard to sex, transgender identify or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

During the period 2022-2027, Lund University shall therefore:

- Develop, reinforce and implement continuous SFAD with active measures including common working methods throughout the University.
- Develop and implement university-wide guidelines for how the English language, as well as Swedish, is to be used in the organisation. The guidelines should also create the conditions to develop the language skills of employees in both Swedish and English.
- Implement reasonable measures to make the University into a work and learning environment that is accessible regardless of a person's disabilities or impairments.
- Design and implement a university-wide system to measure and follow up relevant data in SFAD. This includes identifying and developing several indicators that enable more targeted initiatives as a basis for gender equality budgeting, for example.

Goal 4 – Management of, and preventive work against, victimisation, harassment and sexual harassment are to be professional

Lund University is to prevent and manage victimisation, harassment and sexual harassment in a professional and compassionate manner.

During the period 2022-2027, Lund University shall therefore:

- Develop clear processes for management and support in connection with suspected cases of victimisation, harassment and sexual harassment.
- Develop and implement appropriate support for managers in the form of tools and documents which, together with the support available locally, facilitates the manager's assumption of the role of

employer, both in preventive work and in the management of suspected cases of victimisation, harassment and sexual harassment.

- Develop forms of support for student life in preventing harassment and sexual harassment.

Gender mainstreaming plan

In the public service agreement for 2021 regarding higher education institutions, Lund University has been tasked with continuing its work on gender mainstreaming.

“Higher education institutions are to continue their work on gender mainstreaming with the aim of their organisations contributing to the achievement of the gender equality policy goals (skr. 2016/17:10), for example on the issue of equal opportunities for career paths, gendered study choices and completion rates.

Each higher education institution is to continue to work on the basis of an institution-specific plan with development needs, goals and activities that the higher education institution intends to undertake and describing how gender equality is to be integrated and become part of the higher education institution’s regular activities, for example in its governance processes.

The gender mainstreaming assignment can usefully be coordinated with other tasks. The higher education institution has the possibility of obtaining support from the Swedish Gender Equality Agency to draft the plan and when the gender mainstreaming work is to be evaluated, for example. Measures and outcomes based on the plan are to be reported and made available. Higher education institutions are also to report how they take account of gender equality in the allocation of research funding.”

Gender mainstreaming may differ from other gender equality work, as gender mainstreaming is mainly, according to the Council of Europe’s definition:

“(re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels at all stages, by the actors involved in policy-making.”

Lund University's first gender mainstreaming plan (STYR 2016/466), formulated an overarching goal for gender mainstreaming:

Gender equality in Lund University's management and decision-making processes, particularly with regard to recruitment (staff), widening recruitment and widening participation (students)

This overarching goal cannot be considered as met, which is clear in this plan's Goals 1, 2 and 4. These goals feature measures aimed at changing decision-making processes that affect recruitment of both employees and students, and measures aimed at creating a good work and learning environment that promotes gender equality and equal opportunities among staff and students.

The government gender equality policy goals to which this plan's Goal 1 links are goals 1. An even distribution of power and influence, 2. Financial equality and 3. Gender equal education. Goal 2 links to the gender equality policy goals 1. An even distribution of power and influence, 2. Financial equality, 3. Gender equal education and 5. Gender equal health. Goal 4 in turn links to the gender equality policy goals 1. An equal distribution of power and influence, 3. Gender equal education, 5. Gender equal health and 6. Cessation of male violence against women.

The University has thereby included the task of gender mainstreaming in the plan in a way that synchronises with the goals for equal opportunities.