



MEMORANDUM

Reg. no
STYR 2025/1868

Date 19 September 2025

Council for Gender Equality and
Equal Opportunities
Åsa K Nilsson, Coordinator

Annual follow-up of the Equal Opportunities Plan for Lund University, 2022-2027

Lund University has chosen to produce a multi-year plan for gender equality and equal opportunities for the period 2022-2027. The Plan contains goals, measures and activities prioritised by Lund University. The Plan also fulfils, among other things, the requirements for a gender quality plan set by the European Commission to enable researchers to apply for funding from the Horizon Europe financing programme for research and innovation.

Annual follow-up of the Equal Opportunities Plan by the Council for Gender Equality and Equal Opportunities

The Annual follow-up of the Equal Opportunities Plan for Lund University, 2022-2027 was conducted at the meeting of the Council for Gender Equality and Equal Opportunities on 19 September 2025 (Reg. no STYR 2025/1868). The chair of the Council, Jimmie Kristensson, presented the activities that have been implemented, the activities that are in progress and the activities that are planned to start in the coming year. Overall, work is continuing well on conducting activities and fulfilling the goals of the Equal Opportunities Plan.

Below is a selection of concluded or ongoing activities within the framework of the Equal Opportunities Plan:

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

- *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.* A project on widening qualifications with the aim of developing a proposal on how merit areas can be formulated when assessing teachers' merit and skills was ongoing during the period 1 January 2023 to 1 October 2025.
 - *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.* A project to increase awareness about the risk of unconscious bias in assessment and recruitment processes is running during the period 1 September 2022 to 30 June 2026.
 - *Ensure that all recruitments of professors are preceded by a gender equality analysis 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.* A routine for gender equality analysis in connection with the recruitment of professors has been developed and implemented. The university shall work to increase the proportion of women who are professors in accordance with the current regulation letter. In 2025, a new routine for professor recruitment and promotions was introduced, which aims to create a better balance between female and male professors.
- Goal 2 – There is to be a high level of knowledge and understanding of gender equality and equal opportunities in the organisation
 - *Create the conditions for the dissemination of knowledge and experiences in gender equality and*

equal opportunities within the organisation. The university's SFAD process is being processed. An annual Equal Opportunities Report is distributed within the University.

- *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.* A project concerning leadership development for the future was conducted during the period 28 October 2021 to 30 September 2022.
- *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.* A project to strengthen teachers, study counsellors and other actors in their work to offer accessible and inclusive teaching and to strengthen the university's consensus regarding accessible and inclusive teaching is ongoing during the period 1 February 2024 to 31 December 2026.
- *Reinforce the work on widening participation so that the University becomes a learning environment that welcomes all students on equal terms.* A project for increased consensus, greater commitment and increased strategic work with widening participation based on different target groups at Lund University was conducted during the period 1 September 2022 to 30 June 2024.
A project to strengthen teachers, study counsellors and other actors in their work to offer accessible and inclusive teaching and to strengthen the university's consensus regarding accessible and inclusive teaching is ongoing during the period 1 February 2024 to 31 December 2026.

- *Work to achieve an equal gender distribution in all decision-making or preparatory bodies. Design factors to assess the merits of such work. A project on widening qualifications with the aim of developing a proposal on how merit areas can be formulated when assessing teachers' merit and skills was ongoing during the period 1 January 2023 to 1 October 2025.*
- Goal 3 – Systematic preventive work against discrimination (SFAD) is to be active and dynamic
 - *Develop, reinforce and implement continuous SFAD with active measures including common working methods throughout the University. The university's SFAD process is being processed. An annual Equal Opportunities Report is distributed within 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. A project that will apply the language act better at Lund University and develop the skills of the people who are already working towards it is ongoing during the period 1 September 2024 to 31 August 2026.*

In 2026, a project will be initiated with the aim of providing guidance on how the university's language policy can be applied.
 - *Implement reasonable measures to make the University into a work and learning environment that is accessible regardless of a person's disabilities or impairments. A project to strengthen teachers, study counsellors and other actors in their work to offer accessible and inclusive teaching and to strengthen the university's consensus regarding accessible and inclusive teaching*

is ongoing during the period 1 February 2024 to 31 December 2026.

- *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.* A review of surveys, measurements and key indicators in systematic preventive work against discrimination was carried out during the period 1 September 2022 to 2 May 2023.

In 2023, the HR division began long-term development work to systematize HR follow-up and HR output. During 2024–2025, a detailed needs mapping of indicators in the HR area was carried out, linked to equal opportunities, among other things. In the subsequent phase, established HR indicators will form the basis of producing new reports for employees, which will be launched for the organization in the administrative system Kuben.

- Goal 4 – Management of, and preventive work against, victimisation, harassment and sexual harassment are to be professional
 - *Develop clear processes for management and support in connection with suspected cases of victimisation, harassment and sexual harassment.* The routines for the management of victimisation, harassment and sexual harassment have been clarified and a clear process for handling for the employer has been prepared and implemented. The procedure for education providers regarding handling of student cases has been updated in 2025. Work is continuously underway to improve the handling of cases.
 - *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. In 2025, the University's website was revised to make the information more targeted and plain language. The university-wide SFAD team and the HR division are support functions in handling cases.

- *Develop forms of support for student life in preventing harassment and sexual harassment.* A project to strengthen the work against sexual harassment and harassment in student life was ongoing during the period 1 April 2023 to 15 September 2025. The purpose of the project has been achieved by creating a good relationship between the Student Health Centre and student life and continued support is provided in their educations and that student life can contact the Student Health Centre for support in complex investigations and be contacted as the way into the university.