



LUND
UNIVERSITY

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Vice-Chancellor

Lund University Policy for Gender Equality, Equal Opportunities and Diversity

Aim

Lund University aims to be one of the very best European universities. In order to achieve that goal, the knowledge and ambitions of staff and students must be harnessed, and their different perspectives must be allowed to contribute to a creative environment for study, teaching and research. Gender equality, equal opportunities and diversity lead to improved quality in the University's operations.

The University's operations, founded on the strategic plan and the Discrimination Act, build on equality between the sexes, equal opportunities and diversity. This means that employees, students and those who apply for jobs or study at Lund University are treated and judged without irrelevant consideration to gender, transgender identity, ethnic origin, religion or other belief, disability, sexual orientation or age.

At the University, zero tolerance is shown to all forms of discrimination. Each individual shall also be treated in a way which enables them to develop from the starting point of their own experiences. Respect and consideration shall govern all relationships, as well as a mutual acceptance of responsibility and a loyalty to the core values, tasks and goals of the University.

The University carries out focused and systematic work on gender equality, equal opportunities and diversity. Responsibility for this work is divided in accordance with the University's decentralised decision-making and accountability model. In addition to the applicable divisions of responsibility, all the University's employees and students have a responsibility to help ensure that the intentions of the policy are realised and that the principles of respect, tolerance and consideration have real meaning.

Focus areas

In order to achieve the goals concerning gender equality, equal opportunities and diversity, the following areas are highlighted in particular:

1. Discrimination
2. Equal opportunities
3. Recruitment and promotion
4. Leadership
5. Salaries and terms of employment
6. Gender and intersectional perspectives

1. Discrimination

Lund University strives to ensure that all students and employees are familiar with the contents of their faculty's/the University's action plan to tackle discrimination, including victimisation and sexual harassment. To support this work, established training methods shall be applied and disseminated on different levels within the organisation.

In order to educate employees and students about gender equality, equal opportunities and diversity, Lund University's core values shall permeate all its activities. Information units in departments, faculties and the central administration shall provide support and resources for this work.

2. Equal opportunities

The perspective of equal opportunities creates shared principles for equal opportunities, while the perspective of diversity creates an awareness and understanding of difference. Acting in consideration of equal opportunities *and* diversity requires sensitivity and reflection. Equal opportunities mean that everyone is treated with respect and consideration and has the opportunity to develop from the starting point of his or her personal circumstances.

In its work on equal opportunities, Lund University prioritises the following:

- Increased knowledge and understanding of equal opportunities for students and employees through information.
- Systematic and focused work to increase gender equality and diversity in the recruitment and reception of students.
- Increased accessibility and adaptation so that everyone has the same opportunities to study and work at Lund University.
- Systematic and focused work to prevent and combat harassment.
- Integration of diversity perspectives in education.

3. Recruitment and promotion

Assessments based on skills and experience shall form the basis for recruitment and promotion and entail strategic human resources planning with active gender equality targets.

Active recruitment and career planning contribute to an even gender balance and diversity in:

- first-, second- and third-cycle education
- all categories of academic staff
- administrative and technical roles

The systematic work on recruitment, career planning and promotion shall include continual training initiatives with the aim of professionalising and educating employees who participate in recruitment processes.

4. Leadership

In order to achieve gender equality and diversity in leadership, initiatives will continue to be undertaken, in particular for the under-represented gender.

The aim of the policy is that active work will be carried out on all levels to achieve an even gender balance in all decision-making bodies and in leadership roles. In the appointment of faculty management, including executive committees etc., consideration shall be given to gender equality and diversity.

Those who hold leadership roles are trained in the Discrimination Act and its application, and have the opportunity to develop their skills in the work on gender equality, diversity and equal opportunities at Lund University.

5. Salaries and terms of employment

Lund University's aim is that equal salaries and equal terms of employment shall apply. In the systematic work for equal salaries, analysis of pay differences shall continue to be prioritised, subject to proactive measures and lead to action. The work to create equal terms of employment for the under-represented gender continues. This means that:

- salaries are set in accordance with the University's pay policy
- more women are employed as professors
- fixed-term positions among the under-represented gender in particular are monitored
- career planning is highlighted in staff appraisals
- the opportunities to combine parenthood and employment at Lund University are taken into consideration when work is planned and structured

6. Gender and intersectional perspectives

Gender perspectives and gender-aware teaching shall have a prominent place in the qualifying training in higher education teaching and learning.

The development work to implement an integrated gender and intersectional perspective in teaching and education will be intensified.

Follow-up

Systematic and focused work on gender equality, equal opportunities and diversity requires regular evaluation, follow-up and analysis of the present policy. The results are presented annually in the gender equality report.