



LUNDS
UNIVERSITET

Vice-Chancellor

DECISION

1(2)

4 May 2017

Reg. no STYR 2016/466

Plan concerning gender mainstreaming at Lund University, 2017–2019

Background

Through a public service agreement concerning higher education institutions for the 2016 financial year, Lund University has been commissioned by the Government to draw up a plan for the development of gender mainstreaming work by 15 May 2017 for the purpose of contributing the achievement of national gender equality goals.

Development and support

The plan was designed with the support of the Swedish Secretariat for Gender Research at the University of Gothenburg, based on instructions in the public service agreement. The vice-chancellor appointed a coordinator and an assistant coordinator for this task in February 2016, and continued to participate in the work of reviewing which processes to develop. On 22 June 2016, the University Board decided on the prioritisation of the processes to be developed and on the allocation of funds for gender mainstreaming work. On 30 August 2016, the Swedish Secretariat for Gender Research held a workshop in Lund aimed at establishing support for the development work on gender mainstreaming. The participants in the workshop were the vice-chancellor, deputy vice-chancellor, pro vice-chancellors, vice-chancellor's management council, university director, and student representatives, as well as the coordinator and assistant coordinator for the task of gender mainstreaming at LU. The management team for gender equality and equal opportunities has been regularly informed of the development of the plan and been given the opportunity to contribute to its development. In January/February 2017, a draft plan was sent to the faculties, divisions within the central administration and the Lund University Students' Unions (LUS) for consultation. The consultation provided many (18) good responses that were used to further develop parts of the plan. Information was provided on 25 April 2017, in accordance with Section 19 of the Swedish Co-determination in the Workplace Act.

Decision

The University has decided to adopt the enclosed *Plan concerning gender mainstreaming at Lund University, 2017–2019*.

The decision on this matter was made by the undersigned vice-chancellor in the presence of university director Susanne Kristensson after a presentation by a representative for LUS, and human resources consultant Lena Lindell. Vice-dean Anna Maria Drake at the Faculty of Medicine also participated in the deliberations.

Torbjörn von Schantz

Lena Lindell
(Human Resources)

Copies sent to:

- all faculty boards
- USV, LUKOM and MAX IV Laboratory
- all divisions/equivalent
- LUB
- Internal Audit Office
- LUS
- Employee organisations
- Swedish Secretariat for Gender Research



LUNDS
UNIVERSITET

Vice-Chancellor

PLAN

1

4 May 2017

Reg. no STYR 2016/466

Plan concerning gender mainstreaming at Lund University, 2017–2019

Through a public service agreement concerning higher education institutions for 2016, Lund University has been commissioned to draw up a plan for how the University intends to develop its gender mainstreaming work (JiHU¹) for the purpose of contributing to the achievement of the Government's gender equality policy goals (prop. 2008/09:1, bet. 2008/09:AU 1, rskr. 2008/09:115).

The plan is to include development needs, goals and the activities the University intends to undertake and implement in 2017–2019. The plan is also to describe how gender equality is to be integrated into the University's regular activities, for example, through management processes. No special funds are provided from the Government.

1. Gender mainstreaming

In accordance with the Council of Europe's definition, gender mainstreaming in the present document is defined as the "(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."

In this context, gender equality means that women and men have the same opportunities, rights and obligations. Gender equality can be achieved by working with long-term qualitative measures for changing the structure, power and culture within an organisation. The qualitative change is expected to also bring about a quantitative change.

¹ JiHU – Swedish abbreviation for gender mainstreaming of higher education institutions. JiHU-LU – JiHU at Lund University.

2. Current situation

Lund University is both an employer and an education provider, with approximately 7 500 employees and 41 000 students within the organisation.

The Lund University Strategic Plan for 2017–2026 describes a set of core values which are rooted in academic tradition and in the laws that Swedish public authorities must follow. The organisation is to safeguard democracy, legality, impartiality, freedom of opinion, respect for the equal value of all human beings, efficiency and service as well as democratic principles and human rights and freedoms. Gender equality and diversity are fundamental principles in every part of our organisation. For a long time, the University has worked to include gender equality in policy documents, such as our appointment rules and pay policy programme.

The various organisations within the University continuously work with minor and major initiatives to promote gender equality. At a university level, stimulus funds are allocated to these organisations to increase various efforts for long-term investments which are also required in order to make Lund University gender equal.

Issues concerning gender equality are often discussed at University Board meetings and within the Vice-Chancellor's Management Council and in various management groups at faculties/equivalent. In February 2016², the University Board decided that the University was to become gender equal by 2020. One of the sub-goals³ for the period 2016–2020 is that at least 40% of the professors employed at Lund University are to be women. The public service agreement for 2017 from the Government includes a further recruitment goal: that at least 46% of all newly recruited professors at the University are to be women.

In recent years, the University's goals for gender equality management have tended to be quantitative, linked to the reporting requirements included in the public service agreement. The quantitative goals remain, but the gender mainstreaming task opens up for a more qualitative perspective, in which a change in culture and in the division of power are contributing factors.

² 12 February 2016

³ Decided 22 June 2016

3. Development areas – inventory and prioritisation of development needs

Lund University has chosen to base its work on previously identified and prioritised efforts made to develop its role as an employer and educational provider.

Since autumn 2015, Lund University has investigated whether its recruitment of staff complies with current legislation and labour law conditions. The investigation led to the initiation of a jointly-funded project aimed at clarifying the process to make it easier to follow correctly. The project started in autumn 2016 and will continue to the end of 2018.

In 2014–2015, Lund University implemented a project concerning widening participation and recruitment. The project presented a draft action plan which was subsequently processed by the university-wide Education Board. The work now continues with developing activities that support the University's systematic work with widening participation and recruitment.

On 22 June 2016, the Lund University Board decided that

- the development of gender mainstreaming efforts at Lund University, for the period 2016–2019, covers the recruitment process (staff), widening recruitment, widening participation (students) and diversity. The work shall be reported to the Board annually
- the gender mainstreaming overview of the recruitment process is particularly to highlight and adjust inequalities in the recruitment of administrative staff.

In relation to the Government's gender equality policy goals, three of the current six sub-goals will be addressed in our work.

The Government's gender equality sub-goals	Addressed by JiHU-LU
Gender equal division of power and influence. Women and men are to have the same rights and opportunities to be active citizens and to shape the conditions for decision-making.	The goal is addressed through the processes of recruitment of staff and students.
Economic gender equality. Women and men must have the same opportunities and conditions as regards paid work which give financial independence throughout life.	The goal is addressed through the processes of recruitment of staff and students.
Gender equal education. Women and men, girls and boys must have the same opportunities and conditions with regard to education, study options and personal development.	The goal is addressed through the processes of recruitment and widening participation of students.

4. Goal for JiHU-LU

Based on the University Board's decision on the prioritisation of the work on gender mainstreaming, Lund University has formulated goals and activities to integrate a gender equality perspective into specific decisions and management processes.

The overall goals for gender mainstreaming are gender equality⁴ in Lund University's management and decision-making processes, particularly with regard to recruitment (staff), widening recruitment and widening participation (students).

Sub-goal 1 for JiHU-LU

The recruitment of staff at Lund University is gender equal and free from discrimination based on gender.

Aim: To initiate a change that contributes to gender equality at Lund University through efforts in the management and decision-making process with regard to the recruitment of staff.

Sub-goal 2 for JiHU-LU

The recruitment and participation of students at Lund University is gender equal and free from discrimination.

Aim: To initiate a change that contributes to gender mainstreaming at Lund University through efforts in the management and decision-making process with regard to the recruitment of students and their study environment.

⁴ Gender equality here is defined as women and men having the same opportunities, rights and obligations.

5. Problem description and activities

During the period 2017–2019, Lund University is to pursue the following activities to achieve sub-goals 1 and 2 for JiHU-LU:

Sub-goal 1 for JiHU-LU			
The recruitment of staff at Lund University is gender equal ⁵ and free from discrimination based on gender.			
Overall issue: There is an uneven gender balance among staff, which may adversely affect women's and men's opportunities and rights within the organisation. For example, there is a dominance of women in the administrative staff category, which is usually classified as having a support function, while there is a dominance of men in the senior teaching staff category, which is classified as having a core or leadership function at the University.			
Local issue	Objective	Activities	Coordination
Unclear and inconsistent interpretations of laws and regulations in the organisation which can lead to an unregulated recruitment process where there is a risk that employees have not been selected according to merit and skill.	A regulated and clear basic process (see outline of the Swedish Agency of Government Employees, Appendix 1) for the recruitment staff that is easy to follow and that promotes gender equal recruitment.	Identify the basic process for the recruitment of staff to identify the risk of discrimination based on gender and implement measures wherever possible. Clearly describe a basic process with support to facilitate gender equality.	Human Resources
	Broaden the shared experience base between faculties in order to develop the process of recruiting teaching staff to promote gender equal recruitment.	Review the Academic Appointments Board's different approaches to the recruitment of teaching staff. Take measures against risks of discrimination based on gender, as well as pick up on and disseminate examples of best practice with regard to methods to promote a gender equal recruitment of teaching staff.	Vice-chancellor

⁵ Gender equality here is defined as women and men having the same opportunities, rights and obligations.

Sub-goal 2 for JiHU-LU			
The recruitment and participation of students at Lund University is gender equal ⁶ and free from discrimination.			
Overall issue problem: There is an uneven gender balance on different study programmes which leads to reinforced gender patterns in professional life. In turn, this could lead to that all experiences being included in the University's activities, which can be seen as a problem for democracy.			
Local issue	Objective	Activities	Coordination
An uneven gender balance and uneven recruitment in first-, second-, and third-cycle education.	Improve the gender balance and counteract uneven recruitment.	Establish a gender equality and diversity perspective in the work of recruiting students.	External Relations in collaboration with the faculties
		Establish a gender equality and diversity perspective in information concerning university education and student life.	External Relations in collaboration with the faculties
Insufficient knowledge about gender equality and diversity among teaching staff in first-, second-, and third-cycle education.	Improve widening participation and recruitment in education.	Integrate ⁷ a gender equality and diversity perspective in training in higher education teaching and learning.	Higher Education Development (AHU) in collaboration with other higher education development offices
Insufficient knowledge about gender equality and diversity among teaching staff and other staff holding management posts.	Strengthen and create sustainability in gender equality and diversity work within the organisation.	Integrate ⁸ a gender equality and diversity perspective in the University's leadership programme.	Human Resources
	Improve widening participation in education through an improved study environment.	Integrate ⁹ a gender equality and diversity perspective in the University's work environment training.	LU Estates and Human Resources

⁶ Gender equality here is defined as women and men having the same opportunities, rights and obligations.

⁷ Integrate here means that the perspectives of gender equality and diversity are to cover the perspectives highlighted in training and the way the training is planned and implemented.

⁸ Ibid.

⁹ Ibid.

6. Organisation

The work on gender mainstreaming is led by a coordinator with the support of administrative staff. The coordinator provides support and advice to coordinating functions.

The activities listed under sub-goals 1 and 2 for JiHU-LU are coordinated in accordance with the tables above. The activities are conducted in accordance with separate action plans.

7. Revision, follow-up and continued efforts

Throughout the work, new problem areas are likely to be identified, as well as unforeseen successes. The plan must therefore be revised and, if necessary, updated around the turn of the year 2017/2018.

The work on gender mainstreaming will be reported annually to the Lund University Board, starting April 2017. Information about the work will also be regularly reported to the management team for gender equality and equal opportunities, as well as to the vice-chancellor and the vice-chancellor's management council.

The work is also to be reported to the Government in connection with annual public authority discussions, as well as in connection with the University's annual report.

A continuation of the work initiated during the plan's validity period, 2017–2019, is to be developed in a new plan to extend beyond 2019. Lund University can continue the work on gender mainstreaming, regardless of whether or not there will be a new assignment in future public service agreements.

Appendix 1

Basic procedure for recruitment - steps normally included, regardless of appointment/The Swedish Agency for Government Employers

