



LUND
UNIVERSITY

Vice-Chancellor

DECISION

30 April 2015

Reg. No P2015/1050

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Remit and composition of the University-wide Management group for gender equality and equal opportunities

Background

A gender equal university with equal rights and opportunities for all is an essential prerequisite for a university that wants to enhance and strengthen the quality of its education and research. It is a matter of urgency for the University Board and the Vice-Chancellor to further strengthen the University-wide work in these areas, based on the faculties' experiences, skills and knowledge, as emphasised in the University's strategic plan: "We shall operate in a context of gender equality and ethnic and social diversity".

So far, the focus and conditions for the Lund University Management group for gender equality and equal opportunities have been defined by the decisions *Inrättande av Ledningsgruppen för jämställdhet och likabehandling* LS 2009/1045 (Establishment of the management group for gender equality and equal opportunities) and *Förlängning av inrättande av samt namnändring för Ledningsgruppen för jämställdhet och likabehandling* P 2014/2021 (Extension of the establishment and name change of the management group for gender equality and equal opportunities).

To further clarify the focus, conditions and composition of the Management group for gender equality and equal opportunities, the Vice-Chancellor has made the following decision.

Decision

Lund University has decided that there is to be a management group for gender equality and equal opportunities at the University, with the following name and remit –

The Management group for gender equality and equal opportunities

- is to lead the University's overall efforts to combat discrimination and promote gender equality, equal rights and opportunities in accordance with both internal regulations and applicable laws and provisions.
- is to work to create commitment to and involvement in the work to combat discrimination and promote gender equality, equal rights and opportunities within the University, through active measures within an allocated budget, and through drafting of proposals for major measures/projects that require separate decisions.

- is responsible for monitoring and analysing the University's efforts to combat discrimination and promote gender equality, equal rights and opportunities.
- is to treat the necessary policy documents in the area of discrimination, gender equality, equal rights and opportunities, and assist in the preparation of certain cases in the area.

The management group for equality and equal opportunities is to report directly to the Vice-Chancellor and the Vice-Chancellor's management council.

The management group for equality and equal opportunities is to be composed of the following members:

A chairperson, who is to hold a managerial position at University or faculty level. One member from each faculty, a joint member for USV/LUKOM/MAX IV, and one member from the central University administration.

Three student representatives. Three representatives from the employee organisations at Lund University, one representative from each one.

Each member is to have a personal substitute, who will only step in as a member when the regular member is unable to attend.

The student representatives and employee organisation representatives does not have substitutes.

The Vice-Chancellor appoints the chair of the management group.

The dean/equivalent appoints the faculty/equivalent members and their substitutes.

The Pro Vice-Chancellor with a special responsibility for USV appoints the USV/LUKOM/MAX IV member and substitute. The Head of Administration appoints the central administration member and substitute.

The employee organisations at Lund University each appoint one representative.

The term of office is 3 years, starting 1 April 2015.

The Lund University Students' Unions (LUS) appoints the student representatives, who are appointed for one year, in accordance with LUS's appointment procedure.

The management group is to include an expert on the subject with the right to attend and speak, and also to be the secretary of the group, from Human Resources, appointed by the Director of Human Resources.

This decision replaces the previous decisions *Inrättande av Ledningsgruppen för jämställdhet och likabehandling LS 2009/1045* and *Förlängning av inrättande av samt namnändring för Ledningsgruppen för jämställdhet och likabehandling P 2014/2021*.

The decision in this matter was made by the undersigned Deputy Vice-Chancellor in the presence of the Head of Administration Susanne Kristensson after a presentation by Human Resources Consultant Lena Lindell. Pro Dean Anna Maria Drake, Faculty of Medicine, participated in the processing of the matter.

Eva Wiberg

Lena Lindell
(Human Resources)

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