The Council for Gender Equality and Equal Opportunities

Background
The 2017-2026 strategic plan for Lund University states, among other things, that the University’s core values are based on the laws that a Swedish public authority must comply with. The organisation is to safeguard democracy, legality, objectivity, freedom of opinion, respect for everyone’s equal value, efficiency and service, as well as democratic principles and human rights and freedoms. Gender equality and diversity are founding principles for all parts of our organisation. The University has committees and boards at the faculty and department levels that work on issues of gender equality, equal opportunities and diversity. In order to collate the work and achieve a strategic overview, the University also has a central group for gender equality and equal opportunities issues, to support the vice-chancellor.

The focus and conditions for Lund University’s central group for gender equality and equal opportunities have previously been defined by the decisions Establishment of the management group for gender equality and equal opportunities LS 2009/1045 and Extension of the establishment of and name change for the management group for gender equality and equal opportunities P 2014/2021, as well as Task and composition of the management group for gender equality and equal opportunities Reg. no P 2015/1050.

The suggested title for the group is the council for gender equality and equal opportunities, in harmony with other councils and boards in the organisation. Some change to the composition is proposed in order to better reflect the University’s current organisation.

Decision
The University decides that Lund University is to have a council for gender equality and equal opportunities with the following task of

- leading the way on the University’s general work to combat discrimination and promote gender equality, equal rights and opportunities in compliance both with internal regulations and applicable laws and provisions.
- working to generate engagement for and participation in efforts against discrimination and in support of gender equality, equal rights and opportunities within the University, through active measures within the approved budget and through the development of proposals for major measures/projects that require separate decisions.
• being responsible for follow-up and analysis of the University’s work to combat discrimination and to promote gender equality, equal rights and opportunities.
• preparing the necessary policy documents within the field of discrimination, gender equality, equal rights and opportunities, and contributing to the preparation of certain cases in this area.

The council reports directly to the vice-chancellor and the vice-chancellor’s management council.

Composition
As of 1 February 2019, the council for gender equality and equal opportunities is to be composed as follows:

• One chair with a management role at the University or faculty level. Appointed by the vice-chancellor.
• One member for each faculty. Appointed by the dean.
• One common member for the University’s specialised centres (USV) and its cultural and public centres (LUKOM). Appointed by the pro vice-chancellor with special responsibility for USV and LUKOM.
• One member for the MAX IV laboratory. Appointed by the director of MAX IV.
• One member for the University Library. Appointed by the University librarian.
• One member for the central administration. Appointed by the University director.
• The human resources director.
• Three representatives of the employee organisations. Appointed by each of the employee organisations represented at Lund University.
• Three student representatives. Appointed for a year at a time according to the procedures established in the Student Union Ordinance (2009:769).

The term of office for the members is three years at most. The current term of office runs from 1 April 2018 to 31 March 2021. In cases where the new members are added, they are appointed for the remainder of the current term of office. The members have personal substitutes.

LU’s Human Resources and Student Affairs are responsible for the council’s administrative support.

The present decision revokes previous decisions Establishment of a management group for gender equality and equal opportunities LS 2009/1045 and Extension to the establishment of and name change to the management group for gender equality and equal opportunities P 2014/2021 as well as Task and composition of the management group for gender equality and equal opportunities Reg. no P 2015/1050.

The decision on this matter was taken by the undersigned vice-chancellor in the presence of the University director Susanne Kristensson after a hearing with the representative of Lund University’s student unions and a presentation by human resources consultant Lena Lindell. Coordinator Hanna Björklund from Student Affairs also took part in the processing of the matter.
Torbjörn von Schantz

Lena Lindell
(Human Resources)

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