



UNIVERSITY OF
GOTHENBURG

POLICY, RULES AND PLANS
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POLICY AND ACTION PLAN FOR GENDER EQUALITY AND EQUAL TREATMENT AT THE UNIVERSITY OF GOTHENBURG

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Decision-maker	Pam Fredman, Vice-Chancellor
Responsible Body	Human Resources
Date of decision	16.03.2015
Period of validity	16.03.2015 up to and including 31.03.2016
Summary	

The University is conducting active work to enable all students and employees to have equal rights and opportunities. Gender equality and equal treatment are to be integrated into teaching and research and should permeate our entire operation. The objectives, division of responsibilities and organisation of this work are described in the Gender Equality and Equal Treatment Policy at the University of Gothenburg. The policy is concretised in an Action Plan for Gender Equality and Equal Treatment, including prioritised goals and measures within the areas of 'research that makes a difference', 'education that breaks new ground' and 'an inspiring work environment'. The Action Plan describes how this work should be conducted at various levels at the University and the preconditions that need to be in place for the effects of the work to be sustainable.

GENDER EQUALITY AND EQUAL TREATMENT POLICY

The Gender Equality and Equal Treatment Policy at the University of Gothenburg describes objectives, division of responsibilities and organisation for the work to promote gender equality and equal treatment. This Policy encompasses all activities at the University and applies to all employees and students. The policy is concretised in the Action Plan for Gender Equality and Equal Treatment at the University of Gothenburg, including prioritised goals and measures for the work.

Active gender equality and equal treatment work

All students and employees at the University of Gothenburg are to have equal rights and opportunities. In order to achieve this, active work is being conducted to integrate gender equality and equal treatment into teaching and research and for them to permeate our entire operation. The work is designed to strengthen the quality of the operation and develop an inspiring study and work environment.

The Discrimination Act¹ makes it clear that the University must combat discrimination and promote equal rights and opportunities for students and employees associated with the grounds for discrimination: 'sex', 'transgender identity or expression', 'ethnicity', 'religion or other belief', 'disability', 'sexual orientation' or 'age'.² Under the Higher Education Act,³ the University is to promote the broader recruitment of underrepresented groups to the higher education institution and, in particular, promote equality between women and men.

Shared values and vision

The University of Gothenburg is working on gender equality and equal treatment in line with *Den gememsamma värdegrunden för de statsanställda* (Shared Values for Civil Servants).⁴ These core values reinforce the principle that all public power shall be exercised with respect for the equal value of all human beings and for the freedom and dignity of every person. These values also constitutes the basis for the University of Gothenburg's long-term strategy work 'Vision 2020'.

According to Vision 2020, the University is to be characterised by a stimulating and dynamic work environment, including clear respect for everybody's equal value and assuming responsibility for the development of society in order to respond to the needs and demands of students, employees and the business environment. As part of its work with research that makes a difference, education that breaks new ground and an inspiring work environment, the University will promote norms that result in students and employees treating each other with mutual respect and counteract norms that have an excluding, discriminatory or offensive effect. Active promotional and preventive work for gender equality and equal treatment is critical for achieving the goals contained in 'Vision 2020'.

¹ Discrimination Act (2008:567)

² Discrimination Act (2008:567), Section 1

³ Higher Education Act (1992:1434)

⁴ Government Offices 2013. *Den gememsamma värdegrunden för de statsanställda* [Shared Values for Civil Servants]

Responsibility, organisation and follow-up

The Vice-Chancellor's University Management Council, University Board of Education, University Library Board, University Board of Teacher Education, faculty boards and academic appointments boards, dean's councils and department councils and also management team at Central University Administration are to work to integrate gender equality and equal treatment issues when formulating goals, strategies and following up and evaluating the operation. The University Health and Safety Committee has a special responsibility for considering and following up gender equality and equal treatment matters during systematic work environment activities.

It is ultimately the responsibility of the Vice-Chancellor to ensure compliance with legislation and regulations. Strategic gender equality and equal treatment issues are dealt with and followed up by the Vice-Chancellor's University Management Council. The university-wide work to promote gender equality and equal treatment is based on the applicable Rules of Procedure and Delegation of Authority Policy.⁵ This work is being led, developed and coordinated by the Pro-Vice-Chancellor at the University of Gothenburg.

All managers are responsible for gender equality and equal treatment issues being considered within the framework of each activity and when developing the operation.

The dean or equivalent is responsible for follow-up at the faculty and faculty office. The dean or equivalent is to annually follow up and report back to the Vice-Chancellor on the work of the departments or equivalent.

The University Director, Library Director and heads of department or equivalent are responsible for the gender equality and equal treatment work and also for following up and reporting back at administrative, library or department level or equivalent as part of their management assignment.

The Competence Development Manager at the University Board of Teacher Education, the Deputy Chief Librarian at the University Library, heads of division at Central University Administration and heads of department or equivalent shall annually appoint an equal opportunities representative. The mandate of the equal opportunities representative is to support the heads of department or equivalent with the formulation and implementation of the department's (or equivalent's) gender equality and equal treatment work. The equal opportunities representative is to have a permanent position at the University of Gothenburg, be co-opted as a member of the department council or equivalent and be afforded scope to work on the mandate during their employment. The gender equality and equal treatment work is to be planned and implemented in collaboration with student representatives and the staff organisations.

The University's Equal Opportunities Coordinator at Central University Administration assists the Pro-Vice Chancellor with the coordination, development and follow-up of the work. Educational Affairs and Human Resources compile, analyse and follow up student and staff statistics and implement measures at the university-wide level. Educational Affairs offers pedagogical support to students with disabilities.

Each employee and student is responsible for treating colleagues, teaching staff and students with mutual respect and working to combat discrimination and promote equal rights and opportunities for all.

⁵ Rules of Procedure at the University of Gothenburg, Vice-Chancellor's Delegation of Authority Policy at University of Gothenburg, see: <http://medarbetarportalen.gu.se/styrdokument/>

Budget

Budgets must cover and specify the resources and financing for the local work to promote gender equality and equal treatment at each level of the organisation.

ACTION PLAN INCLUDING GOALS AND MEASURES, 2015

The gender equality and equal treatment work is to be integrated into teaching and research and permeate our entire operation. The Discrimination Act⁶ makes it clear that the University must combat discrimination and promote equal rights and opportunities for students and employees associated with the grounds for discrimination: 'sex', 'transgender identity or expression', 'ethnicity', 'religion or other belief', 'disability', 'sexual orientation' or 'age'. The goals and measures to create opportunities for active work at all levels of the organisation are concretised in the Action Plan. The Action Plan for 2015 has been produced based on the follow-up of the gender equality and equal treatment work conducted in conjunction with the coordinated annual follow-up for the University of Gothenburg in 2014.⁷

The university-wide Action Plan identifies goals and measures within the areas of research, education and work environment that are to be started and implemented in 2015. A time schedule, target group, the relevant grounds for discrimination and responsible function or unit or head of unit who is ultimately responsible for the measure being implemented and followed up are stipulated for each goal and measure. The officials responsible must enable the implementation of the measures and attach great importance to effect, i.e. that the measure has contributed to the goal set.

Each department or equivalent must prioritise and implement at least three measures to respond to local needs based on the goals and measures contained in the university-wide Action Plan. The work should include all of the grounds for discrimination. Further information to support its work is available at: <http://medarbetarportalen.gu.se/likabehandling/>. Goals and measures may be specifically linked to the area of gender equality and equal treatment but may well be integrated into an operational goal. The goals and measures prioritised are to be documented locally, either in an action plan for gender equality and equal treatment or in an action plan and operational plan within the framework of Vision 2020, and reported back in the coordinated annual follow-up. Reporting may also be effected through the reporting requirements that may arise from public service agreements, regulations or other decisions.

Right preconditions

The fundamental preconditions need to be in place to enable the gender equality and equal treatment work to be carried out. This involves clear control and management, knowledge of implementation and support in the work.

Heads and managers at all levels of the organisation need first to prioritise the issue and second to demand results in order to achieve successful gender equality and equal treatment work. This involves assigning resources for the work and ensuring the inclusion of the perspective in the day-to-day operation as well as generating awareness about and commitment to the issue. Strategic dialogues are consequently being held at the Vice-Chancellor's University Management Council. The gender equality and equal treatment perspective is being integrated into the management development programme to enable managers to work on the issue.

⁶ Discrimination Act (2008:567)

⁷ The University of Gothenburg's Annual Report 2014. The University of Gothenburg's Follow-up of Gender Equality and Equal Treatment Work 2014, see <http://medarbetarportalen.gu.se/likabehandling/>

The preconditions for integrating gender equality into more processes at the University of Gothenburg are also to be examined in 2015.

The work on gender equality and equal treatment is an area of knowledge. Managers and employees within the organisation need basic knowledge in order to be able to combat discrimination and work actively with equal rights and opportunities. Managers must be aware of the University's mandate linked to the Discrimination Act and convey information about this to employees and students.⁸ This refers to both the promotional work to prevent discrimination and harassment as well as information about what employees and students should do when discrimination and harassment arises. Further information: www.medarbetarportalen.gu.se/likabehandling. There should also be an awareness of the support offered to students with disabilities. Further information: <http://studentportal.gu.se/english/help-and-guidance/disability/>. The information is to be presented at university-wide introductory courses and induction programmes for new students. A newsletter which includes relevant information about the university-wide gender equality and equal treatment work is also issued a couple of times a year. Sign up for the newsletter via the Employee Portal: <http://medarbetarportalen.gu.se/aktuellt/prenumerera/>.

Managers and employees, according to their profession, require information about both quantitative and qualitative gender equality and equal treatment work. Surveys and quantitative data are currently an important point of departure for highlighting structural gender and social inequalities. Aspects relating to gender equality are to be made visible by, for example, statistics disaggregated by sex in various investigations at the University such as, for example, the Management Barometer and Work Environment Barometer. Qualitative measures need to be implemented in order to have an impact on the day-to-day operation and for the work to be sustainable in the long-term. This work is to be based on norm-critical methods. Vision 2020 makes it clear that the University will promote norms that result in students and employees treating each other with mutual respect and counteract norms that have an excluding, discriminatory or offensive effect. In order to achieve this, the norms and values of the operation are to be made visible and discussions conducted about power and priority of interpretation. This involves seeing discrimination and harassment as a structural problem and not just as an individual problem.

Discussions will be held between equal opportunities coordinators and department councils and equivalent in order to formulate adequate support for the departments' or equivalent units' gender equality and equal treatment work and accessibility work. Competence development will be offered to heads of department or equivalent and equal opportunities representatives during the year. The University's administrative procedures and guidance will be elucidated during the year to guarantee legally secure case management when discrimination and harassment arises.

Research that makes a difference

Active gender equality and equal treatment work is necessary to carry out qualitative research and generate creative research environments. The University endorses the principles laid down within the framework of Gender in Science⁹ and will strive to achieve equal representation on research teams and ensure that both women and men have equal opportunities to pursue careers in research. An underrepresented gender should

⁸ Definitions of terms; see <http://medarbetarportalen.gu.se/likabehandling/>

⁹ genSET; see: <http://www.genderinscience.org/>

be encouraged to apply for academic positions,¹⁰ and administrative tasks must be allocated as evenly as possible.

The University is working to increase the proportion of female professors. The proportion of newly-recruited professors who are women increased to 39 per cent in 2014.¹¹ However, the proportion of professors who are men constitutes 73 per cent of the total number of professors. The fact that men are still overrepresented within the 'professor' category shows how important it is to continue our active work to achieve an equal representation of women and men.

The Swedish Agency for Public Management has conducted an investigation¹² which indicates that fewer women carry out research funded by research grants and pursue third-cycle studies than men. Results are reported at an overall level and an investigation should be conducted into whether there are reasons to implement similar analyses at the University of Gothenburg to get a picture of how research grants are allocated from a gender equality perspective.

The University is also characterised by strong commitment and social responsibility and will continue to make available and develop knowledge and also convey respect for fundamental values, such as human rights and freedoms.

Increase the proportion of female professors

Goal: The long-term goal of the University of Gothenburg is to achieve an equal distribution within the 'professor' category. Forty per cent of new professors recruited are to be from the underrepresented sex (women) by no later 2015.

Measure: Continue work within the Qualification Project, which encompasses all faculties. The aim of the Project is to give female senior lecturers, with competence corresponding to docent level, the opportunity to qualify for promotion to professor within the framework of a two-year period. The Project is to be evaluated during the year and serve as a basis for future work.

Responsibility: Pro-vice Chancellor, dean, head of department

Time schedule: 2015

Budget: 2012-2015, SEK 13 million, of which 50 per cent comprises university-wide funds and the remaining 50 per cent is set aside by each faculty/department.

Target group: Research and teaching staff

Grounds for discrimination: Sex

Equivalent conditions for carrying out research

Goal: The University shall work to ensure that women and men have equivalent conditions for carrying out research.

Measure: It should be made clear whether an analysis of the distribution outcome for grants based on sex¹³ ought to be implemented with a view to investigating whether inequality exists and, if so, propose measures to make equivalent conditions possible.

Responsibility: Grants and Innovation Office, dean, head of department

Time schedule: 2015-2017

¹⁰ Rules of Procedure at the University of Gothenburg, see: <http://medarbetarportalen.gu.se/styrdokument/>

¹¹ University of Gothenburg, Annual Report 2014

¹² Swedish Agency for Public Management, *Forskningsanslagen ur ett jämställdhetsperspektiv* [Research appropriations from a gender equality perspective] (2014:27)

¹³ *Ibid.*

Budget Activities: Operating funds
Target group: Research and teaching staff
Grounds for discrimination: Sex

Make available research and disseminate knowledge about gender equality and equal treatment

Goal: The University shall assume active social responsibility and promote democracy and human rights and combat discrimination. Research results shall contribute to disseminating knowledge within this area.

Measure: Draw attention to and arrange seminars in connection with International Women's Day (8 March).

Responsibility: Communication Unit

Time schedule: 2015

Budget Activities: Operating funds

Target group: Students, employees and visitors

Grounds for discrimination: Sex, ethnicity, religion or other belief

Measure: Arrange seminars and make the University visible in connection with West Pride.

Responsibility: University Director

Time schedule: 2015

Budget SEK 50,000 (SEK 25,000 in registration fees)

Target group: Students, employees and visitors

Grounds for discrimination: Sex, transgender identity or expression, sexual orientation

Measure: A series of seminars is to be developed with a view to, in particular, emphasising the University's role as a multiplier to combat racism and xenophobia and to promote democracy and human rights. The series will include two seminars in 2015.

Responsibility: Pro-Vice Chancellor

Time schedule: 2015

Budget SEK 20,000

Target group: Students, employees and visitors

Grounds for discrimination: Ethnicity, religion or other belief

Education that breaks new ground

Gender equality and equal treatment should constitute integrated perspectives to ensure quality-driven education, engaging and innovative teaching and learning in higher education and sound pedagogic environments. Teaching and learning in higher education currently lacks systematic and methodical work to promote gender equality and norm-critical perspectives. This is also reflected in courses and study programmes, where the gender perspective is integrated within certain subject areas and courses but not all.¹⁴ This results in the University not being able to guarantee that students receive equivalent education. The University is working to widen course participation as the student group is currently homogeneous, at the overall and structural level, principally with regard to social background¹⁵ but also in terms of Swedish or foreign backgrounds and also function variation. The Swedish Agency for Participation continually follows

¹⁴ University of Gothenburg, Swedish Secretariat for Gender Research, 2014. *Godtycklig jämställdhet* [Arbitrary gender equality]

¹⁵ UKÄ Report 2013:4. *Social bakgrund och genomströmning i högskolan* [Social background and throughput in higher education]

up the disability policy and observed that one in every four students with a disability at universities and university colleges state that their disability has a high or very high negative impact on their education.¹⁶ Additional requirements are imposed for courses and study programmes at the University to be accessible and for support to be offered to students with disabilities.

Development of engaging teaching and learning in higher education

Goal: Students shall have equivalent opportunities to develop knowledge and participate in courses and study programmes. The University's joint teaching and learning in higher education shall include a norm-critical perspective.

Measure: Teachers shall be offered competence development in norm-critical perspectives. This measure includes reflecting on their own and other teachers' pedagogical points of departure and practice as support for initiating and implementing changes that promote a level playing field.

Responsibility: Director of Pedagogical Development and Interactive Learning (PIL) Unit

Time schedule: 2015-2016

Budget: Operating funds

Target group: Teaching staff

Grounds for discrimination: Sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age

Measure: Officers at the departments who are responsible for education, study programmes and courses are to be offered competence development that draws particular attention to the University's obligations to conduct activities that are accessible and also provide information about the pedagogical support offered to students with disabilities.

Responsibility: Director of PIL Unit, head of department

Time schedule: 2015-2016

Budget: Operating funds

Target group: Teaching staff

Grounds for discrimination: Disability

Integrate a gender perspective into teaching

Goal: Students shall have knowledge about and an understanding of how gender relations affect opportunities and conditions and also influence and participation.

Measure: A gender perspective shall be considered in the content of courses and study programmes and the formulation of teaching and also examination formats. For example, in course syllabuses and reading lists and applicable opportunities to speak during lectures.

Responsibility: Head of department, individual responsible for arranging courses and study programmes at departmental level.

Time schedule: 2015-2017

Budget: Operating funds

Target group: Students

Grounds for discrimination: Sex

¹⁶ Swedish Agency for Participation, *Hur är läget 2014? Uppföljning av funktionshinderpolitiken* [What is the situation like for 2014? Follow-up of disability policy]

Accessible education

Goal: Students, regardless of function variation, shall have equivalent opportunities when examinations are held.

Measure: Clear procedures and division of responsibilities for support and alternative examination formats shall be produced in collaboration between the parties responsible. The procedures shall be communicated and disseminated to students and employees.

Responsibility: University Director, Head of Services, head of department or equivalent

Time schedule: 2015

Budget: Operating funds

Target group: Students

Grounds for discrimination: Disability

Widespread participation in courses and study programmes

Goal: Courses and study programmes at the University shall be equally accessible for students and doctoral students regardless of background.

Measure: Continue to work on the prioritised areas and measures in the Action Plan for Widening Participation adopted in 2015.¹⁷ In order to further develop this work a university-wide working group has been appointed to investigate how the University can facilitate more systematic work to broaden participation in our activities. A working group shall produce a proposal, including goals and measures to strengthen the work to broaden participation in 2015, in accordance with a decision made by the Vice-Chancellor in 2014.

Responsibility: Pro-Vice Chancellor

Time schedule: 2015

Budget: Operating funds

Target group: Students, doctoral students, prospective students

Grounds for discrimination: Sex, ethnicity and social background, religion or other belief, disability, age

Work environment that inspires

The University's Annual Report¹⁸ indicates that 58 per cent of employees are women and 42 per cent are men. However, representation is uneven within different categories of staff. Men are overrepresented within the 'professor' category and women are overrepresented within administration. The average age for employees at the University is relatively high. Women, administrative staff and older people were identified in the Work Environment Barometer¹⁹ as groups at the highest risk of discrimination. Persons with disabilities are also at a higher risk of being subject to discrimination in the labour market, which, among other things, is expressed by a lower level of employment compared with the rest of the population.²⁰ General accessibility at the University needs to be improved to enable employment to be equivalent for

¹⁷ University of Gothenburg 2013 Action Plan for Widening Participation, see:

<http://medarbetarportalen.gu.se/likabehandling/>

¹⁸ University of Gothenburg's Annual Report 2014

¹⁹ Work Environment Barometer IV – work environment investigation at the University of Gothenburg 2011, Chapter 5

²⁰ Swedish Agency for Participation, *Hur är läget 2014? Uppföljning av funktionshinderpolitiken* [What is the situation like for 2014? Follow-up of disability policy]

people regardless of function variation. Part of this work includes creating a clearer and more transparent recruitment process that prevents certain groups from being favoured to the detriment of others.

Differences in how women and men regard the opportunities and conditions for men and women are shown in the University's Management Barometer.²¹ When it comes to workload, 58 per cent of women and 35 per cent of men feel dissatisfied or very dissatisfied.

Almost a third of managers consider that they are neither satisfied nor dissatisfied with issues relating to gender equality, discrimination and harassment. The way in which managers deal with the gender equality and equal treatment work has implications for the support to which students and employees have access. In the University's Work Environment Barometer, employees state that there is a lack of support and information regarding discrimination and harassment.

Gender and socially equal recruitment

Goal: Everyone shall have equivalent opportunities to find work within the University's operation. When recruiting, the University shall strive to have a composition of staff that mirrors mainstream society.

Measure: The recruitment process is to be reviewed and quality assured from a gender equality and equal treatment perspective to promote equivalent recruitment for all categories of staff. This relates to all parts of the process, from job descriptions, advertising, recruitment procedures and review to employment decisions and setting pay. In respect of teaching posts, the Human Resources Unit is to provide the academic appointments boards with methodological tools to make equivalent recruitment possible.

Responsibility: Head of Human Resources, chair of each academic appointments board

Time schedule: 2015-2017

Budget: Operating funds

Target group: Recruiting managers, academic appointments board officers, human resources officers and job applicants

Grounds for discrimination: Sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age

A gender and socially equal study and work environment

Goal: The University has a health-enhancing and inspirational study and work environment with equal rights and opportunities for all students and employees.

Measure: Courses and study programmes held within a work environment that gives particular prominence to the gender equality and equal opportunities perspective to make visible and rectify gender and socially unequal study and working conditions.

Responsibility: Head of Human Resources

Time schedule: 2015

Budget: Operating funds

Target group: Students, employees

Grounds for discrimination: Sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age

²¹ University of Gothenburg, *Chefsbarometer 2013* [Management Barometer 2013]

Measure: Agreements, policies, plans, checklists and investigations within the work environment area are to have an explicit gender equality, equal opportunities and accessibility perspective.

Responsibility: Head of Human Resources, head of department or equivalent

Time schedule: 2015

Budget: Operating funds

Target group: Employees, students

Grounds for discrimination: Sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age

Measure: The possibility of including a third alternative to the categories 'woman' and 'man' such as, for example, 'other transgender identity' shall be investigated to ensure that all employees and students are afforded an opportunity to respond to the University's surveys. Potential consequences of such a change shall also be investigated.

Responsibility: Pro-Vice Chancellor

Time schedule: 2015–2016

Budget: Operating funds

Target group: Employees, students

Grounds for discrimination: Sex, transgender identity or expression and age

Measure: Start to analyse the reasons for women's and men's experiences of various career development opportunities in light of results from the Management Barometer and Work Environment Barometer. Based on this analysis, a proposal is to be produced for how an active programme of changes to create equivalent opportunities may be conducted within the work environment area.

Responsibility: Head of Human Resources

Time schedule: 2015–2016

Budget: Operating funds

Target group: Employees

Grounds for discrimination: Sex, age

Accessible university

Goal: The University conducts proactive work so that activities are formulated to enable employees and students with disabilities to have equivalent opportunities for participation and influence.

Measure: A working group is appointed to conduct a situation assessment and identify goals and measures to improve the University's accessibility within the areas of accessible activities, norms and values, premises, communication and information.

Responsibility: Pro-Vice Chancellor

Time schedule: 2015

Budget: Operating funds

Target group: Students, employees, visitors

Grounds for discrimination: Disability

Combine parenthood and gainful employment or studies

Goal: It should be possible to successfully combine work, studies, research and parenting at the University of Gothenburg.

Measure: Employees are to be offered planning discussions before and after completing parental leave and afforded an opportunity to access relevant information about activities at the workplace during their leave.

Times for meetings, seminars and teaching during the daytime and weekdays shall be scheduled as far as

possible between 08:00 and 16:00 and also notified well in advance. Individuals on parental leave are to be included in pay negotiations on the same terms as other employees.

Responsibility: Managers

Time schedule: 2015

Budget: Operating funds

Target group: Employees, doctoral students, students

Grounds for discrimination: Sex

Equal pay

Goal: Employees at the University shall receive equal pay for equal and equivalent work.

Measure: Based on the results of the pay survey, employee pay, where pay differentials cannot be justified on objective grounds but stem from sex, is to be adjusted to objective pay setting within three years.

Responsibility: Head of Human Resources

Time schedule: 2015

Budget Operating funds

Target group: Employees

Grounds for discrimination: Sex