



MEMORANDUM

Reg. no
STYR 2024/1983

Date 16 September 2024

Council for Gender Equality and
Equal Opportunities
Åsa K Nilsson, Coordinator

Annual follow-up of the Equal Opportunities Plan for Lund University, 2022-2027

Lund University has chosen to produce a multi-year plan for gender equality and equal opportunities for the period 2022-2027. The Plan contains goals, measures and activities prioritised by Lund University. The Plan also fulfils, among other things, the requirements for a gender quality plan set by the European Commission to enable researchers to apply for funding from the Horizon Europe financing programme for research and innovation.

Annual follow-up of the Equal Opportunities Plan by the Council for Gender Equality and Equal Opportunities

The Annual follow-up of the Equal Opportunities Plan for Lund University, 2022-2027 was conducted at the meeting of the Council for Gender Equality and Equal Opportunities on 16 September 2024 (Reg. no STYR 2024/1983). A review of the goal formulations and activities stated in the Plan was carried out. The chair of the Council, Jimmie Kristensson, presented the activities that have been implemented, the activities that are in progress and the activities that are planned to start in the coming year. Overall, work is continuing well on conducting activities and fulfilling the goals of the Equal Opportunities Plan.

Below is a selection of concluded or ongoing activities within the framework of the Equal Opportunities Plan:

- Goal 1 – Recruitment processes and career paths are to be free from discrimination
 - *Develop a university-wide system for assessment and evaluation of qualifications, in which merit and skills are assessed without risk of discrimination and where gender equality and equal opportunities are taken into account.* A project on widening qualifications started in autumn 2023.
 - *Develop recruitment and promotion processes that raise the awareness of recruitment staff as to the risk of irrelevant and unconscious factors and structures which can negatively impact the processes.* A project to increase awareness about the risk of unconscious bias in assessment and recruitment processes is running during the period 1 September 2022 to 31 January 2026.
 - *Ensure that all recruitments of professors are preceded by a gender equality analysis of qualified applicants to a professorial position. The starting point is to be that there are qualified applicants of both sexes. The University is to reach the recruitment targets in the public service agreement applicable at the time in question.* A routine for gender equality analysis in connection with the recruitment of professors has been developed and implemented. The university shall work to increase the proportion of women who are professors in accordance with the current regulation letter.

- Goal 2 – There is to be a high level of knowledge and understanding of gender equality and equal opportunities in the organisation
 - *Ensure that leadership training is designed to equip managers and leaders to meet the requirements set in an academic organisation that safeguards gender*

- equality, equal opportunities and diversity.* A project concerning leadership development for the future was conducted during the period 28 October 2021 to 30 September 2022.
- *Reinforce the work on widening participation so that the University becomes a learning environment that welcomes all students on equal terms.* A project for increased consensus, greater commitment and increased strategic work with widening participation based on different target groups at Lund University was conducted during the period 1 September 2022 to 30 June 2024.
- Goal 3 – Systematic preventive work against discrimination (SFAD) is to be active and dynamic
 - *Develop, reinforce and implement continuous SFAD with active measures including common working methods throughout the University.* Work is ongoing.
 - *Develop and implement university-wide guidelines for how the English language, as well as Swedish, is to be used in the organisation. The guidelines should also create the conditions to develop the language skills of employees in both Swedish and English.* A project that will apply the language act better at Lund University and develop the skills of the people who are already working towards it is ongoing during the period 1 September 2024 to 31 August 2026.
 - *Implement reasonable measures to make the University into a work and learning environment that is accessible regardless of a person's disabilities or impairments.* A project to strengthen teachers, study counsellors and other actors in their work to offer accessible and inclusive teaching and to strengthen the university's consensus regarding accessible and inclusive teaching is ongoing during the period 1 February 2024 to 31 December 2025.

- *Design and implement a university-wide system to measure and follow up relevant data in SFAD. This includes identifying and developing several indicators that enable more targeted initiatives as a basis for gender equality budgeting, for example. A review of surveys, measurements and key indicators in systematic preventive work against discrimination was carried out during the period 1 September 2022 to 2 May 2023.*
- Goal 4 – Management of, and preventive work against, victimisation, harassment and sexual harassment are to be professional
 - *Develop clear processes for management and support in connection with suspected cases of victimisation, harassment and sexual harassment. Procedures for the management of victimisation and harassment have been clarified and a clear process for the management of victimisation and harassment for the employer and education provider has been developed and implemented.*
 - *Develop forms of support for student life in preventing harassment and sexual harassment. A project to strengthen work against sexual harassment and harassment in student life is running during the period 1 April 2023 to 31 May 2025.*