

Gender Equality Plan for Linköping University

1 Background

Gender equality means that women and men are to have the same power in forming society and their own lives. The area includes issues such as power, influence, economy, health, education, work and physical integrity aspects such as gender-based violence and honour-based violence and oppression. The EU's Framework Programme for Research and Innovation, Horizon Europe, requires there to be a so-called Gender Equality Plan (GEP) at higher education institutions that apply for research funding. This document describes and summarises Linköping University's (LiU's) gender equality work and constitutes the University's GEP. The document contains frequent references to the broader work on equal opportunities at LiU, as the overall strategy for gender equality and equal opportunities is to coordinate this work as much as possible. Where reference is made to students and employees in the text, this includes doctoral students in all instances.

1.1 National regulations for equal opportunities and gender equality

Below is an overview of the national regulations that impose requirements on the University's activities and gender equality work, and that largely form the basis for LiU's equal opportunities and gender equality work.

- The Higher Education Act (1992:1434) and the Higher Education Ordinance (1993:100) state that the activities of higher education institutions must respect and promote equality between women and men.
- The Discrimination Act (2008:567) covers protection against discrimination for seven designated grounds of discrimination, including gender. The Act also identifies measures that employers and education providers are obliged to take in order to combat discrimination and promote equal rights and opportunities for men and women.
- The Parental Leave Act (1995:584) is an employment law that regulates the right to parental leave. The law also imposes a ban on the disadvantaging of those on parental leave and may be important to consider in gender equality work to ensure that women are not disadvantaged in relation to parental leave.
- When hiring, public authorities must take into account, among other things, gender equality in accordance with the Employment Ordinance (1994:373).
- Since 2016, public university colleges and universities have, via appropriation directions, been tasked with integrating gender equality into their organisations, in order to contribute to achieving the gender equality policy objectives.

2 Areas of gender equality work

LiU wants to have a study and work environment that utilise the resources brought to the university by students and co-workers from different backgrounds, life situations and possessing different expertise. A crucial element in achieving this goal is the promotion of equality between women and men in all activities. At LiU, the operational gender equality work takes place within the framework of gender mainstreaming and within the framework of the broader equal opportunities work. Gender mainstreaming is the political strategy used to achieve the goal that women and men are to have the same power in forming society and their own lives. In short, this means that gender equality perspectives are to be included when all decisions are made, at all levels and at all stages. Since 2016, all higher education institutions have been given a special mission by the Government to integrate gender equality so that their activities contribute to achieving the gender equality policy objectives. The areas for gender equality work described below summarise LiU's work to integrate gender equality perspectives into regular processes. These areas are also highlighted by Horizon Europe as essential factors for increased gender equality.

2.1 Gender equality in recruitment, career development, decision-making and leadership

At LiU, active measures must be taken in recruitment processes to ensure that there are no obstacles to equal opportunities regardless of gender. This shall be done, inter alia, by taking gender aspects into account in the preparation of employment profiles and by encouraging applications from persons of under-represented genders. It is also crucial that women and men are able to work on equal terms and with the same opportunities for academic careers. LiU therefore works actively to promote gender-equal career paths through various initiatives. An important step in this work is that LiU intends to join the European Commission's Human Resources Strategy for Researchers (HRS4R), which aims to improve working conditions and career opportunities for researchers in Europe. Other examples are the development of methods for competence-based recruitment and further developed support for assessment of pedagogical portfolios and qualifications. Central policy documents and preparation and decision-making processes must be transparent, clear and take into account gender equality aspects. This contributes to the quality of operations and provides legal certainty for staff and students. Furthermore, the work to investigate and remedy inappropriate pay differences must be carried out on an ongoing basis and be an integral part of the University's salary-setting work. Managers and leaders must actively prevent and counteract inequality and discrimination and create good working conditions in their daily work in education, research and operational support.

2.2 Gender equality in education and research

At LiU, education is to be carried out (designed and conducted) in a way that promotes equal rights and opportunities, regardless of sex, transgender identity or

expression, ethnicity, religion or other belief, disability, sexual orientation or age. Active gender equality work is to be conducted with a focus on gender-based study choices and the differences in gender distribution among students. LiU will also work systematically to promote gender equality in the conditions and implementation of research. Statistics on the gender of students and co-workers must be regularly compiled and analysed in order to explain differences between genders. The statistics can be used as a basis for appropriate measures and to examine the effect of measures.

2.3 Work-life balance and organisational culture

A fundamental value at LiU is that the work environment shall be characterised by credibility, trust and security, where everyone is treated with respect. It is essential for sustainability at work and a good working environment that co-workers and students are able to create a balance between work, study and leisure time. This can be especially important at times when co-workers and students have care obligations for dependent children. Measures are to be taken on an ongoing basis to create conditions for co-workers and students to combine work and studies with parenthood. For employees, there are central and local collectively agreed regulations on, for example, working hours, parental pay and supplements for temporary parental allowance in addition to the provisions of the Social Insurance Code and the Parental Leave Act.

2.4 Measures to prevent gender-based vulnerability, including sexual harassment

Under the Discrimination Act, employers and education providers have an obligation to counter and prevent sexual harassment. LiU will take measures on a continuous basis to prevent sexual harassment among employees and students. LiU will carry out preventive work by educating students and co-workers in the handling of sexual harassment issues. Special training initiatives aimed at managers are conducted at LiU. There are also regular surveys aimed at co-workers and students to follow up on the organisational and social work environment.

2.5 Systematic work environment management and equal opportunities work

LiU is to be characterised by an inclusive, secure and sustainable work and study environment. Our activities must be based on fundamental principles of democracy, human rights and freedoms and respect for the equal value of all. This means that all employees and students must be treated equally and in a respectful manner. To make this possible, well-functioning systematic work and study environment management and equal opportunities work are required. Every manager, co-worker and student is expected to take a personal responsibility for the common work and study environment, and to contribute to a climate of security, trust and credibility in the organisation. The University-wide work on these issues takes place in the Equal Opportunities and Gender Equality Group. Furthermore, each faculty, department/equivalent has a responsibility to work on work environment and equal

opportunities issues in their regular processes through managers and directors of education.