

Action Plan for Equal Opportunities and Gender Equality 2023

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1 Introduction

Linköping University is to be characterised by an open and inclusive environment, which means safeguarding the equal value, equal rights and opportunities of everyone. Work on equal opportunities and gender equality is a quality factor that concerns everybody in the organisation and all operations. This therefore includes research, education and collaboration, and thus the working environment for both co-workers and students. We want, and must have, a study and work environment where we utilise the resources brought to the university by students and co-workers from different backgrounds, life situations and possessing different expertise. LiU is to be free from discrimination, harassment, sexual harassment and victimisation. But in those situations where co-workers or students nevertheless feel vulnerable, LiU has guidelines to support a legally certain, professional and respectful handling of cases.

The Action Plan for Equal Opportunities and Gender Equality is a document comprising the legal and targeted assignments that apply to LiU in the realm of equal opportunities and gender equality. The legally required assignments originate in the Discrimination Act (2008:567), the Work Environment Act (1977:1160), the Swedish Work Environment Authority's Statute Book (2015:4), the Higher Education Ordinance (1993:100) and the Parental Leave Act (1995:584). The university's target-based assignments in the realm of equal opportunities and equal opportunities come from appropriation directions (assignment on gender equality mainstreaming) and the Plan of Operations and budget for 2023.

1.1 Equal opportunities and gender equality organisation at LiU

The vice-chancellor has the overall strategic responsibility for equal opportunities and gender equality work at LiU and decides on an annual action plan for this work. The central organisation is further constituted by an Equal Opportunities and Gender Equality Group that includes the deputy vice-chancellor, HR director, director of study administration, teacher representative, equal opportunities coordinator and student representative. The Equal Opportunities and Gender Equality Group is responsible for coordination of equal opportunities and gender equality work at LiU. The group's areas of responsibility include preparing documentation, spreading information, developing central support such as education programmes, and follow-up.

Further, departments (or equivalent) and faculties have responsibility for actively working on equal opportunities and gender equality in their operations. This work is to be planned, documented and followed-up in annual action plans for equal opportunities and gender equality. The heads of department (or equivalent) and heads of faculty office are responsible for this work.

Each faculty and the field of education sciences, through part-time assignments, has an equal opportunities lectureship, the holders of which are to promote the integration of gender and equality perspectives into the content and forms of the education.

The student unions at LiU play an important role in the work on equal opportunities and gender equality, including in the training of work environment representatives and

mentors, and in dialogue with the sections. Students are formally represented at various levels in the organisation that deal with equal opportunities and gender equality issues.

1.2 Horizon Europe and Gender Equality Plan

Gender equality is a prioritised area in the EU programme Horizon Europe. In order to apply for Horizon Europe, from 1 January 2022 the organisation must present a Gender Equality Plan (GEP) showing how work on gender equality is implemented and organised. This requirement can be met through existing action plans or other strategic documents such as inclusion strategies.

Horizon Europe has four process-related requirements for the gender equality plans of applicant organisations:

1. **Public document.** The GEP must be signed by senior management and accessible via the organisation's website. The action plan must present clear areas of development, targets and activities.
2. **Resources.** The organisation must show how it has allocated resources and specific competencies for the work and implementation of the action plan. LiU: organisation for equal opportunities and gender equality is described briefly above in the action plan, see also *Beslut om organisation för lika villkorsarbetet* (ref. no. LiU 2020-01727).
3. **Data collection of gender-disaggregated statistics.** The organisation is to be able to present annual gender-disaggregated statistics for co-workers and students. Annual statistics and analysis are presented in LiU's annual report.
4. **Education:** the organisation is to be able to demonstrate how it works with training in gender equality for managers at various levels and other co-workers. Components on equal opportunities are included in LiU's management training and in courses given at Didacticum. See also the assignment section *Communication, training and dissemination of information* in the action plan below.

2 Documentation of equal opportunities and gender equality work

2.1 *Work routines and procedures for action plans*

Comprehensive work routines and procedures for equal opportunities action plans are an important prerequisite for the organisation's priorities, planning and follow-up of legal and targeted work on equal opportunities. Work routines need to be reviewed and clarified in order to ensure effective working methods and procedures within LiU.

Measure	Description	Responsible	End date
Develop clear work routines, including the annual calendar, for various reports and action plans in the area of equal opportunities and gender equality.	The measure includes reviewing and coordinating various reports and action plans in the area of equal opportunities and gender equality. E.g. quality reports from the quality assurance system, reports from the Employee Barometer, student survey, etc. Coordination with work environment efforts will also be considered. The aim is to create clear and coordinated procedures for planning, implementing and following up the processes of the organisation that concern equal opportunities, gender equality and, to a certain extent, the work environment.	HR Director Pia Rundgren	30 June 2023

3 Active measures for the employer

Active measures is, according to the Discrimination Act, active work with the purpose of counteracting discrimination and promoting equal rights and opportunities, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Active measures means investigating if there is a risk of discrimination or other obstacles to individuals' equal rights and opportunities, analysing reasons for any discovered risks or obstacles, taking preventive and promotional measures, and following up and evaluating the work.

Work includes: working conditions, rules and practices on salaries and other employment conditions, recruitment and promotion, training and other skills development, reconciling work and parenthood, and work to promote gender balance.

This assignment is found in the action plans for equal opportunities and equality at departments (or equivalent) and faculties where the responsibility lies with the head of department (or equivalent) and the head of faculty office.

3.1 Work routines and procedures for investigation, measures and follow-up of the employer's work on active measures

Measure	Description	Responsible	End date
Background material for the examination of active areas of action	Develop work routines and support for the organisation's work on active measures. The work will be coordinated with relevant aspects of the systematic work environment efforts.	Coordinator equal opportunities Linda Schultz	30 June 2023

4 Active measures for education providers

Active work to counteract discrimination and promote equal rights and opportunities, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Active measures means investigating if there is a risk of discrimination or other obstacles to individuals' equal rights and opportunities, analysing reasons for any discovered risks or obstacles, taking preventive and promotional measures, and following up and evaluating the work.

The work is to be carried out in the following areas: admission and recruitment, examinations and assessments, forms of instruction and organisation of education, study environment and parenthood and studies.

In 2023, the assignment will be focussed on clarifying responsibilities and routines for active measures for education providers, and on developing procedures and support for the work.

4.1 Development of responsibilities and forms of documentation for active measures by education providers

Routines, support and procedures for the work of education providers on active measures need to be developed in order to facilitate and clarify the organisation's work on promoting equal rights and opportunities and counteracting discrimination.

Measure	Description	Responsible	End date
Develop procedures and support for education providers' work on active measures.	The work will be carried out on the basis of the Equality Ombudsman's report on the work of the higher education institutions on active measures and will, as far as possible, be coordinated with the allocation of responsibilities and tasks concerning the working environment of students.	Coordinator equal opportunities Linda Schultz.	30 October 2023

5 Counteracting and preventing harassment, sexual harassment and victimisation

This assignment is found in the action plans for equal opportunities and gender equality at departments (or equivalent) and faculties where the responsibility lies with the head of department (or equivalent) and the heads of faculty office, as well as other managers with work environment responsibility.

5.1 Support for handling of difficult student cases related to harassment, sexual harassment and victimisation

Measure	Description	Responsible	End date
Develop support for education managers to handle difficult student cases.	The work may include informational activities on the central support available in difficult student matters, the development of more operational support at each faculty and the development of comprehensive training for education managers, such as directors of studies, programme coordinators or the equivalent.	Coordinator equal opportunities Linda Schultz	31 December 2023

6 Gender mainstreaming

As per the university's appropriation directions for 2023, work on gender mainstreaming is to continue, with the aim of helping achieve the gender equality policy goals (skr. 2016/17:10) in line with the reported focus areas for work on gender mainstreaming in 2023-2025, e.g. relating to equal opportunities to career pathways, gender-based study selection and study completion.

6.1 Focus areas for gender mainstreaming

Measure	Description	Responsible	End date
Gender equality and career pathways	In spring 2023 the Plan of Operations (VP) assignment on gender equality, career pathways and meriting will be completed. Planning for how LiU can continue to work to promote equal career pathways will take place through e.g. the results of the VP assignment being processed and analysed together with faculty and department management.	Deputy Vice-Chancellor Karin Axelsson	31 October 2023

7 Communication, training and dissemination of information

7.1 Develop communication on work on equal opportunities and conditions at LiU

Measure	Description	Responsible	End date
Collaboration on equal opportunities training	In collaboration with Didacticum and equal opportunities lecturers, review and develop LiU's existing equal opportunities courses or elements of equal opportunities in internal training and develop complementary training initiatives primarily for teachers.	Coordinator equal opportunities Linda Schultz	31 December 2023

7.2 Examine the need for training and skills development initiatives in equal opportunities and gender equality

Measure	Description	Responsible	End date
Gender equality training	Assess the need for skills development for different groups and functions responsible for equal opportunities and/or gender mainstreaming work, e.g. academic appointment boards, education managers, training managers, HR partners, etc. The measure will take particular account of the requirement of Horizon Europe for the organisation to provide gender equality training for its decision-makers.	Coordinator equal opportunities Linda Schultz	30 November 2023

8 Gender-disaggregated statistics

8.1 Procedures for collection and compilation of gender-disaggregated personnel statistics

Review how current forms of gender-disaggregated statistics such as annual reports can be used as a basis for the work on equal opportunities and gender equality.

Measure	Description	Responsible	End date
Develop procedures for annual information from gender-disaggregated personnel statistics in the organisation.	Review LiU's gender-disaggregated statistics and the possibilities for using statistics as tools and information for the organisation's work on equal opportunities and gender equality. The measure will also take particular account of Horizon Europe GEP and its requirements for gender-disaggregated statistics and indicators.	Coordinator equal opportunities Linda Schultz	30 November 2023