

Action plan for equal opportunities and gender equality 2024–2026

Introduction and starting points

Linköping University's (LiU) action plan for equal opportunities and gender equality has been developed on behalf of University Management and extends over a three-year period¹. The action plan is based on the requirements imposed by the Discrimination Act (2008:567) on employers and education providers, as well as the government's mandate regarding gender mainstreaming. The action plan is also based on and contributes to achieving several of the target areas and strategies expressed in *Vision and Strategic Plan for Linköping University 2030*, Ref. no. LiU-2022-00428.

Physical accessibility issues are administered by the Properties Division.

LiU's vision is to be a higher education institution with the courage to think freely and innovate. Such a vision requires a university with an inclusive study and work environment that makes use of the resources that students and employees with different backgrounds, life situations and skills bring to the university in order to achieve high quality in all operations. It also requires a university that defends academic freedom, free speech and is based on fundamental principles of human rights and freedoms, democracy, legality, objectivity, free expression, respect for the equal value of all, and efficiency and service.

LiU is to be free from discrimination, harassment, sexual harassment and victimisation. Nor shall employees and students who report abuse, deficiencies or misconduct be subjected to reprisals. The University's work for equal opportunities and gender equality contributes to achieving these objectives and is key to achieving quality in our operations.

The goals expressed in the action plan are intended to give a clear direction for the University's work on equal opportunities and gender equality in the coming years, but do not remove the possibility for the departments or equivalent to further specify these or formulate local objectives and measures based on their reality and challenges. The action plan can thus be used as a basis for the departments' (or

¹ This action plan is comprehensive, which means that the objectives set in the plan include all of the University's operations, employees and students. Doctoral students are included in the plan both in their role as co-workers and students.

equivalent) other planning of operations in accordance with LiU's overall strategy that equal opportunities and gender equality work should be integrated into their regular processes.

Organisation of equal opportunities and gender equality work

The vice-chancellor has the overall strategic responsibility for equal opportunities and gender equality work at LiU, which also includes developing university-wide objectives and an action plan. The University has a central equal opportunities and gender equality group led by the deputy vice-chancellor on behalf of the vice-chancellor. The group includes the director of human resources, the director of study administration, teacher representatives, the equal opportunities coordinator and a student representative appointed jointly by the student unions. The equal opportunities and gender equality group is responsible for coordinating the equal opportunities and gender equality work and for following developments in the field, preparing material, disseminating information, developing central support and following up progress.

Further, departments (or equivalent) and faculties are responsible for actively promoting equal opportunities and gender equality in their operations. The strategy of integrating equal opportunities and gender equality means that responsibility for the work should be placed as close as possible to the regular process and be coordinated with other operational planning.

Each faculty and the field of education sciences 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 education. See also "Organisation for equal opportunities work", Reg.no. LiU-2024-01878.

Responsibility for implementation and follow-up of the action plan

The responsibility for implementing the plan follows the University's organisation of equal opportunities and gender equality work. This means that the vice-chancellor has the main responsibility for preventive efforts to combat discrimination and promote equal rights and opportunities, but that the responsibility is shared by all managers in the organisation.

Furthermore, everyone at LiU (managers, employees and students) has a responsibility to contribute to the organisation's efforts to promote a work environment characterised by credibility, trust and security that is free from all forms of harassment, sexual harassment and victimisation. This requires that fundamental principles of transparency and treating people with respect apply in all relations between everyone at the University.

The equal opportunities and gender equality group is responsible for coordinating the follow-up of the objectives and priority actions set out in this action plan. Local

objectives and activities are to be followed up in accordance with the University's regular procedure when following up on operational plans.

Objectives and actions

For the period 2024–2026, LiU will work to achieve the following objectives:

Objective 1: The prevention of discrimination must be systematic and integrated into the regular processes

LiU is to work systematically to identify, analyse, remedy and monitor risks of discrimination regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. This work is to be integrated into the regular processes of the organisation.

In order to achieve this objective, the university will in the period 2024–2026

1. ensure that an equal opportunities perspective is taken into account and integrated into the active measures areas² covered by the Discrimination Act,
2. review procedures and working methods for the systematic and preventive work against discrimination and, where necessary, develop common procedures and working methods, and
3. increase knowledge among managers, leaders and education managers (programme coordinators, programme board chairs, directors of studies or equivalent) about equal opportunities and gender equality so that they are well equipped in the systematic work to combat discrimination.

Objective 2: Recruitment processes and career paths must be equal and free from discrimination

LiU is to be a workplace that utilises the resources brought to the University by co-workers (current and future) from different backgrounds, life situations and possessing different expertise. The University's recruitment and promotion processes must be equal and free from discrimination. All assessments must be based on the applicant's merit and skills.

This objective is also part of and contributes to LiU's excellence and impact goals, in particular the strategy to create attractive career paths and equal conditions as expressed in LiU's strategic plan.

² Under the Discrimination Act, *employers* and *education providers* are to take active measures in the following areas: working conditions, provisions and practices regarding pay and other terms of employment, recruitment and promotion, education, skills development, admission, recruitment, forms of teaching, organisation of education, examinations, assessments, study environment and possibilities for employees and students to reconcile gainful employment or studies and parenthood.

In order to achieve this objective, the University will in the period 2024–2026

1. develop support and methods for gender equality analyses in its operations,
2. contribute to knowledge dissemination and learning examples of how the competence-based recruitment model can be used in teacher employment and develop support for the use of this model in teacher employment,
3. continue the work to develop gender-equal career paths by working to ensure that all researchers regardless of gender are encouraged and supported to apply for external research funding and to qualify for future career steps, and
4. raise awareness of equal opportunities and gender equality issues when evaluating research merits, including with support from the CoARA coalition.

Objective 3: Education must be free from discrimination and take into account an equal opportunities perspective

Courses and programmes must be designed and conducted in a way that promotes equal rights and opportunities irrespective of sex, gender fluid identity and expression, ethnicity, religion or other belief, disability, sexual orientation or age. This objective is also part of and contributes to several of the target areas in LiU's strategic plan, not least the goal of an open and inclusive university.

In order to achieve this objective, the University will in the period 2024–2026

1. ensure that teaching programmes are designed so that teachers gain knowledge of equal opportunities and gender equality and are equipped to design and implement education so that all students enjoy equal rights and opportunities,
2. develop support for teachers in managing possible accessibility measures for students with disabilities, and
3. through continued work on broadened participation, work for an inclusive environment in our courses and programmes.

Objective 4: The University's work and study environment must be characterised by trust and security, be inclusive and free from harassment, sexual harassment and victimisation

LiU is to work to create and maintain a good working environment for employees and students and handle matters related to harassment, sexual harassment and victimisation in a legally secure manner, with respect and a professional approach towards those involved.

In order to achieve this objective, the University will in the period 2024–2026

1. disseminate information and increase knowledge about how the University handles issues related to harassment, sexual harassment and victimisation, and where to turn as an employee and student if you feel that you have been subjected to any of these,

2. disseminate information and increase knowledge about the fact that all employees and students have a responsibility to contribute to a good work environment and that fundamental principles of transparency and treating people with respect apply in all relations between everyone at the University,
3. secure work to promote a good work and study environment, characterised by trust and security at all our campuses, and
4. work for an even gender balance in LiU's advisory and decision-making bodies.