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The Linköping University Action Programme for Gender Equality, 2005-2006

This document is based on Linköping University's Gender Equality Policy 2004-2006, and specifies the practical measures that are to be taken between 1 July 2005 and 31 December 2006.

The follow-up study evaluating the 2004-2005 Action Programme carries the university registration number LiU 1586/03-17. Information about Linköping University's work with gender equality issues is available (in Swedish) at www.liu.se/jamstalldhet.

Vision 2006: Linköping University – a gender-conscious university

Excerpt from Linköping University's Gender Equality Policy, 2004-2006:

Current scientific studies of attitudes, approaches and opinions – both conscious and unconscious – concerning the respective qualities, capabilities, values and ambitions, etc, of women and men provide strong grounds for undertaking, over the next three years, informational activities targeting male and female staff and students in all categories. The aim of these activities will be to raise awareness of the existence of such preconceptions and of the ways in which they influence the actions of each and every one of us.

Such a critical self-scrutiny, informing all areas of university life, is to be regarded as a fundamental prerequisite if Linköping University is to be in a position to credibly describe itself in 2006 as a gender-conscious university.

Accordingly, during the period ending 31 December 2006, Linköping University will continue to give priority to educational and informational efforts to heighten awareness about gender equality and gender among both staff and students.

Concrete measures during this period

1. Gender equality/gender training

Staff training programmes are to be provided in different constellations:

- for the university executive
- for the election committees dealing with elections to faculty boards
- for boards/committees and persons appointed from 1 January 2006: faculty boards, research boards, appointments' boards, undergraduate education councils, education committees, heads of department, etc
- directors of studies, directors of programme studies
- at the various departments' planning days
- as part of the educational training programmes provided by the Centre for Learning and Teaching (CUL)
- for authorised gender equality contacts
- On the problem of sexual harassment/gender-related abuse: for heads of department, administrative directors, heads of work units, superintendents, study counsellors, local union representatives, the Central Liaison Group, and staff healthcare workers
- The Faculty of Health Sciences conducts training programmes of its own twice a term on the presence and consequences of sexual harassment and gender-related abuse, focusing in particular on staff
- In 2004, the Faculty of Arts and Sciences provided training in 'Mainstreaming Gender Equality and a Gender Perspective into Undergraduate Education', and is planning to repeat this programme in 2005-2006, principally addressing programme directors and relevant officials.

Student training programmes are to be provided:

- in student committees' introduction programmes
- in training programmes for mentors, mentees and entertainment officers/equivalent
- in courses such as Health Ethics Learning (HEL) at the Faculty of Health Sciences
- as part of the series of seminars for graduate engineers held in Norrköping
- for advanced course students with teaching tasks at the Linköping Institute of Technology
- for class tutors at the Linköping Institute of Technology
- for section directors/programme supervisors/evaluators
- for exchange students

The Centre for Gender Studies takes part in and contributes expertise to some of the training programmes provided.

Coordinators: The Gender Equality Council, senior lecturers in gender studies, CUL, the Student Health Centre, etc.

2. Evaluation

During the autumn of 2006, the above training programmes/initiatives will be evaluated.

Coordinator: The Gender Equality Council

3. Development project: Mainstreaming gender equality

Five government agencies each from the counties of Östergötland, Örebro, Södermanland and Västmanland are to take part in a development project aimed at beginning work on mainstreaming gender equality into regular agency activities. Linköping University is one of these agencies. The project, which is funded by the EU, will be completed on 31 December 2006. The Östergötland County Administrative Board is responsible for the project. The primary targets at Linköping University are the university executive, managers/directors and administrators.

Project aims:

- to help the participating agencies understand how they can manage and organise their mainstreaming work in order to achieve a gender balance in their activities
- to heighten awareness about gender equality and provide training in how to introduce gender mainstreaming practically and methodically into agency operations
- to initiate a long-term development effort by letting the participants draw up action plans of their own for mainstreaming gender into their activities
- to disseminate information about good practices and successful methods to other agencies.

Coordinator at Linköping University: the university executive.

4. IDAS – a manager recruitment project

Linköping University is taking part in IDAS, a national recruitment project aimed at bringing more women into senior academic posts. The initials IDAS describe the work process: Identification-Development-Advancement-Support. In 2004, work in this area focused on identifying female PhDs at Linköping University interested in managerial posts. In 2005-2006, the emphasis will be on D and A, i.e. partly on shaping development initiatives aimed at encouraging female academicians to seek senior positions, and partly, at the system level, on efforts to ensure a more balanced gender structure during the new policy period from 2006.

Coordinator at Linköping University: the university managerial department responsible for staff matters.

5. Recruitment objectives

Target for 2005-2008: women are to comprise at least 27 per cent of professors appointed by the university. This includes promoted professors and guest professors but not visiting professors. Recruitment target for 2005 for senior lecturers and research assistants, minimum proportion of women: Faculty of Arts & Sciences 40 per cent, Faculty of Educational Sciences/Teacher Education 40 per cent, Faculty of Health Sciences 50 per cent, Institute of Technology 30 per cent.

Coordinators: the faculties.

6. Pay

Gender-specific pay statistics are published every year. The latest survey showed that the greatest pay gaps are to be found at the Institute of Technology, where female lecturers are paid 11 per cent less on average than male lecturers, and at the Faculty of Health Sciences, where the corresponding gap is 7 per cent. The pay gaps for these groups are to be reduced. Special attention is to be paid in coming pay reviews to staff on parental leave or on long-term sick leave, most of whom are women. Principles for work in this area are to be developed.

Coordinator: the managerial department for staff matters.

7. Senior lecturers in gender studies

As of 1 January 2005, four members of staff have been appointed to act as a special resource for 25 per cent of their worktime over a three-year period, advising on the mainstreaming of a gender perspective into undergraduate education at the university. These are:

Educational science	Ingrid Karlsson, IBV
Arts & Sciences	Marianne Löwgren, Tema V
Institute of Technology	Vivian Vimarlund, IDA
Faculty of Health Sciences	Barbro Wijma, IMK

Elisabeth Samuelsson of the Centre for Gender Studies is the group coordinator.

The group's task is to take an active part in mainstreaming gender issues into undergraduate education and to find educational models that facilitate work with gender aspects on a more permanent basis. Its activities will include organising special gender days and participating in the special training programmes for staff and students.

Coordinators: the senior lecturers in gender studies.

8. Surveying the Institute of Technology

The executive board of the Institute of Technology has decided that the mission of the various boards and committees should include the following: "The Institute of Technology's training programmes are required to consider both the gender perspective and diversity issues, and in 2005, therefore, the boards/committees must initiate their surveys of the gender perspective in the education provided."

Coordinators: the Institute of Technology boards and committees

9. More men in teaching

The 'More Men in Teaching' project has been under way since 2002. In the autumn of 2005, the outcome will be presented in the form of a final report. This will be followed later by an evaluation of the project in the form of discussion forums/seminars leading to recommendations for further work in this area.

Coordinator: the Educational Science's Faculty Board

10. Honorary doctorates, distinguished service medals

The Gender Equality Council has drawn the attention of the rector and the faculty boards to the strong male bias in the awarding of honorary doctorates and distinguished service medals at the university. The Council is to take special note of developments in this area in 2005/2006.

Coordinator: The Gender Equality Council

11. Prizes

Once a year, the Centre for Gender Studies awards a prize to one of its staff for outstanding work in mainstreaming a gender perspective into undergraduate and postgraduate training. All staff and students at Linköping University are entitled to nominate candidates.

Coordinator: The Centre for Gender Studies

To encourage students in their work in this area, Linköping University plans to award an annual gender equality prize to a student or group of students responsible for notable efforts to promote gender equality at the university. The prize is SEK 5,000.

Coordinator: the rector

12. The departments' gender equality plans

Every year, each department/unit is required to draw up and present to the rector a gender equality plan, including a follow-up study of the previous year's plan. The departments' plans are often tame in character and fail to state what *specific measures* are to be taken in order to achieve the required goals. The Gender Equality Council plans to present recommendations in the autumn of 2005 as to how work in this area can be improved.

Coordinators: the departments and the Gender Equality Council

13. Porno-free hotels and conference facilities

When making reservations, staff are advised to choose what are termed pornography-free hotels and conference facilities. The National Organisation for Women's Shelters and Young Women's Shelters in Sweden (ROKS) has posted a list of such places at www.roks.se/porrfrja_hotell_lista.pdf. The university recommendation also applies when making reservations abroad.

Coordinators: those responsible for hotel and conference reservations.

Ongoing tasks

As may be seen from the above, Linköping University will be making a special effort during this period to heighten awareness of the gender equality issue among both staff and students. To supplement this effort, the following practical measures will again be applied in pursuit of the university's long-term objectives:

- Gender aspects are to be raised in personal development dialogues with staff, e.g. in discussions about career planning, skills enhancement, absence due to illness, overtime, and the physical and psychosocial work environment.
- The member of staff and her/his superior are to discuss what can be done to make it easier to reconcile parental responsibility with professional work, e.g. by holding meetings in 'office hours'.
- Composition of working groups: the goal is an even gender balance.
- Job descriptions and advertisements are to be framed in such a way that persons of the under-represented sex are encouraged to apply.
- Recruitment of students: the aim is to achieve an even gender balance in undergraduate and postgraduate education, more men into such programmes as nursing and teaching, more women into technology courses.

Discrimination/harassment

What should I do if I feel I have been a victim of discrimination/harassment due to my sex?

Employees: Action programme against the sexual harassment of employees: http://www2.liu.se/jamstalldhet/anstallda/sex_trak_atgardspr.pdf
(in Swedish)

Students: The right to equal treatment: www.student.liu.se/likabehandling
(in Swedish)

Definitions

Equality means that all people are of equal worth regardless of nationality, ethnic origin, social background, religion, disability, sexual orientation, political opinions, age, etc, *or of their sex*.

Gender equality means that women and men have the same rights, obligations and opportunities in all significant walks of life. Gender equality presupposes an even distribution of power and influence, the same opportunities for achieving economic independence, equal terms, conditions and opportunities in relation to enterprise, employment, working conditions and advancement at work, equal access to training and to opportunities for realising and developing personal aims, interests and talents, joint responsibility for the home and the children, and finally freedom from gender-related violence. (The Swedish National Encyclopaedia)

The term **gender** encompasses all the ways in which society perceives what is defined as female and male. Gender arises in the interaction between a person's biological sex and his or her social and cultural environment, and thus is changeable. The gender order is the order that determines the distribution of tasks and resources between the sexes. In contemporary society, the male gender is structurally predominant.

Linköping University's long-term objectives in the field of gender equality/gender

- an equitable distribution of women and men at all levels and in all posts and professions as well as in all decision-making and advisory bodies,
- pay structures free of gender-related disparities,
- provision by the university of assistance for women and men to help reconcile employment/studies and family life,
- opportunities for women and men to turn their skills, experience and values to account and influence developments,
- gender-specific statistics relating to staff and students,
- no discrimination or harassment on gender grounds among either staff or students,
- gender-balanced undergraduate and postgraduate education,
- gender equality concerns fully mainstreamed into all basic (undergraduate) education,
- teaching and study conditions that give female and male undergraduates/PhD students the same chance to pursue their studies successfully,
- a gender equality-minded approach in all extramural communication.

(The statistics are not translated)