Action Plan for Equal Opportunities 2017

Faculty of Science and Technology

Adopted by the Board of the Disciplinary Domain/Faculty of Science and Technology 29 November 2016
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Introduction

The action plan is based on and is an annual update of the Faculty of Science and Technology’s Equal Opportunities Plan for 2015-2017, which is based on Uppsala University’s previous Equal Opportunities Programme (UFV 2010/180). The action plan is also based on Uppsala University’s current Equal Opportunities Programme (UFV 2015/766) and to some extent on the university’s draft for comment of the Action Plan for Systematic Equal Opportunities Work (UFV 2015/764).\(^1\)

The action plan is formulated by the Faculty of Science and Technology’s Equal Opportunities Committee and adopted by the Faculty Board on 29 November 2016.

Changes

Pursuant to the legal amendments to the Discrimination Act (SFS 2008:567) which will become applicable in 2017, work with active measures must include all seven grounds for discrimination. The action plan requirement has been eliminated and replaced by requirements for annual follow-up and documentation of work on active measures. However, the Faculty’s Equal Opportunities Committee views action plans as good planning tools and will therefore continue to produce them.

Uppsala University is also obliged by the government to develop a plan in 2017 for work with gender mainstreaming, which will also influence the Faculty’s continued efforts with equal opportunities issues.

The follow-up for 2016 will only include limited statistics related to gender equality in the Faculty. This is because the statistical tool “Jämställdhetsindikatorerna” (Gender Equality Indicators) has not been available. This tool shall now be updated and relaunched and the goal is therefore to resume statistical reporting as soon as possible.

Equal opportunities work at Uppsala University

According to Uppsala University’s Equal Opportunities Programme (UFV 2015/766), the overarching goals are:

- Managers and leaders work to ensure equal opportunities for everyone at Uppsala University
- Broader recruitment and widening participation are encouraged for students and employees at all levels to promote diversity with respect to individuals’ gender, background and experiences in all study programmes, in all employment categories and in drafting and decision-making bodies
- No individual who is active in or applies to Uppsala University will be exposed to harassment or discrimination due to gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age
- There will be no unfair treatment or discrimination with respect to pay and other terms of employment between employees who perform the same or equivalent work

\(^1\) Some revisions to the Faculty’s action plan may be necessary when Uppsala University’s action plan is ultimately adopted.
• The university’s operation, information and premises are available for all concerned individuals, regardless of ability

• Support functions and infrastructure for equal opportunities work meet the needs of the university

Gender mainstreaming

Since 1994, gender mainstreaming has been the government’s strategy for achieving the political goals of gender equality. Gender mainstreaming is an internationally established strategy adopted by both the EU and the UN. Sweden is legally bound to comply with the UN’s Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), an undertaking that concerns both government authorities and municipalities. The Government Offices use the Council of Europe’s definition, which states that gender mainstreaming involves the “(re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making”. These efforts will not be ancillary to the operation, but will instead form its core.

Pursuant to the 2016 public service agreement, Uppsala University will formulate a plan for how gender mainstreaming work will be developed in order for the university to contribute to achieving the political goals for gender equality. The plan will be formulated by 15 May 2017 and measures and results will be reported in the annual reports for 2017-2019.

The new Discrimination Act also points out the requirement for mainstreaming. Systematic work with active measures shall include integration of the equal opportunities perspective in all decision-making, throughout the recruitment process, in the local plan for skills supply and in efforts to reduce sick leave.

The Faculty’s equal opportunities work 2015–2017

Pursuant to the faculty's Equal Opportunities Plan 2015–2017 (2014/170), the faculty’s work on equal opportunities will focus for a three-year period on:

• promoting better and more effective doctoral programmes for all PhD students at the Faculty of Science and Technology

• that the proportion of women that applies – and is recruited – for teaching positions at the faculty should at least be the same as at the lower levels of the career ladder

• an even distribution of means and support to the faculty’s associate senior lecturers and senior lecturers independent of gender.

From and including 2017, the overarching focus areas of the faculty’s equal opportunities work will be:

• gender mainstreaming.

Gender mainstreaming

Several of the measures included in the action plan are already making strides in this direction. During the year, however, extra focus will be placed on initiating an organisation and procedures for gender mainstreaming. In order to complete the measures for gender mainstreaming described below, funds will be allocated for a part-time position in 2017.
Goals for gender mainstreaming

Work with gender equality will be integrated into all of the faculty’s decisions and processes and shall not primarily be run as individual projects on the side.

Measure 1 gender mainstreaming

Formulate a problem analysis and a strategy for how the faculty can work with it in line with the university’s tasks as described in the plan for Uppsala University that will be developed in spring 2017.

Follow-up: Report on the current situation and strategy to the Faculty Board.

To be executed by: Specialised expertise is required for this measure and will be engaged through a part-time position in 2017.

Responsible: The Faculty’s Equal Opportunities Committee.

Year: 2017

Measure 2 gender mainstreaming

Train heads of departments and staff administrators in gender mainstreaming and the faculty’s strategy for work with it.

Follow-up: Completed training programmes.

Responsible: The Faculty’s Equal Opportunities Committee.

Year: 2017 (autumn semester)

1. Work and study conditions

Goal 1

There shall be no unfair treatment and discrimination at work with respect to employees’ working conditions, pay, influence, career opportunities and possibilities of combining employment with family responsibilities. *

Target 1.1

No unfair treatment or discrimination with respect to women’s and men’s pay, and the possibility of applying for and obtaining resources/funding.

Follow-up: Compile pay statistics, applications for resources and resources obtained.

In charge of follow-up: The Faculty’s Equal Opportunities Committee.

2 The goals, targets and measures marked with an asterisk (*) are taken from Uppsala University’s Equal Opportunities Programme, while those that are marked with two asterisks (**) are taken from Uppsala University’s Action Plan for Equal Opportunities 2014-2016.
Measure 1.1.1a - deleted
Create a strategy for increasing the proportion of women applying for external funding by improving the Faculty's/Uppsala University's internal processes for applying for external funding for research.

Measure 1.1.1b
Chart the proportion of men and women that seeks and receives internal funding from the faculty. If necessary create measures to increase the proportion of women that applies for internal funding.
Follow-up: Report on statistics (current situation) and strategy to the Faculty Board.
Responsible: The Faculty’s Equal Opportunities Committee.
Year: 2017

Measure 1.1.2
Inform the departments about the Junior Faculty’s “skrivarstuga” where junior researchers can take classes to learn how to write applications for research funding, and encourage the departments to support their junior researchers by participating in these classes and working for even gender distribution among the researchers who partake in them.
Follow-up: Report on participation in the Junior Faculty’s “skrivarstuga”.
Responsible: The Faculty’s Equal Opportunities Committee and the departments
Year: Ongoing

Target 1.2
Equal opportunities-aware doctoral student supervision that creates an equal playing field for all the Faculty’s doctoral students.
Follow-up: By co-operating with FESTA in their follow-up.
In charge of follow-up: The Faculty’s Equal Opportunities Committee.

Measure 1.2.1
In cooperation with FESTA and the Division for Quality Enhancement (formerly KUUP), create a tool to achieve a more equal opportunities-aware doctoral programme, with particular focus on gender, ethnicity and sexual orientation.
Follow-up: Report to the Faculty Board and those in charge of doctoral programmes about the tool created.
Responsible: The Faculty’s Equal Opportunities Committee.
Year: 2016-2017

Measure 1.2.2
Create department-specific toolboxes to achieve a more equal opportunities-aware doctoral programme.
Follow-up: Report to heads of departments and those in charge of doctoral programmes on the department-specific tools.
Responsible: The Faculty’s Equal Opportunities Committee in cooperation with the departments’ gender equality/equal opportunities working groups
Year: 2017

**Target 1.3**
A reduction in, and more gender-neutral, sickness absence among doctoral students.

Follow-up: Compile sick leave statistics for female doctoral students

In charge of follow-up: The Faculty’s Equal Opportunities Committee.

*Measure 1.3.1*
Compile statistics (primarily on long-term sick leave) and co-operate with the Human Resources Division to achieve target 1.3.

Responsible: The Faculty’s Equal Opportunities Committee in cooperation with the Human Resources Division

Year: 2017

*Measure 1.3.2*
To improve the conditions for all PhD students to succeed in their doctoral programme, and to support new supervisors, the Faculty’s Equal Opportunities Committee shall promote the creation of networks for supervisors with meetings on a regular basis.

In 2017, discuss with FUN the proposal to require at least one network meeting for supervisors per year.


Responsible: The Faculty’s Equal Opportunities Committee in cooperation with the departments and FUN.

Year: 2016-2017

2. Information, training and network building

**Goal 2**
Enhanced knowledge of, and involvement in, equal opportunities issues at the Faculty’s departments.

Follow-up: Via annual statistics of the number of individuals who have completed activities/training in equal opportunities issues.

In charge of follow-up: The Faculty’s Equal Opportunities Committee

**Target 2.1**
To provide good support for all the Faculty’s departments in their work to promote equal opportunities.

Follow-up: Via a recurring questionnaire to gender equality/equal opportunities officers and heads of departments regarding what support they feel they are receiving and what they need.

Responsible: The Faculty’s Equal Opportunities Committee.
Measure 2.1.1.

Provide recurring seminars, training courses and meetings for gender equality officers and equal opportunities working groups. The choice of methods should be based on an analysis of the needs of the gender equality officers and working groups that was carried out in 2014 and at the departmental visits carried out in 2016.

Follow-up: Documentation of completed activities and participants. An evaluation is carried out annually.

Responsible: the Equal Opportunities Committee’s working member

Year: 2015-2017

Measure 2.1.2 - done

Representatives of the Faculty’s Equal Opportunities Committee shall visit all the Faculty’s gender equality/equal opportunities working groups. A summary report will be made of each visit and used as a base for the meetings with the gender equality officers.

Measure 2.1.3

Every year, invite a leading researcher working in the field of equal opportunities/gender equality issues to hold an open lecture for both staff and students.

Follow-up: Report on the number of participants attending the lecture

Responsible: the Equal Opportunities Committee’s working member

Year: 2015-2017

Measure 2.1.4. - deleted

Hold a half-day training course on LGBTQ/heteronormativity for chief administrators, heads of departments, directors of studies and the departments’ gender equality/equal opportunities officers.

Measure 2.1.5

The members of the Equal Opportunities Committee shall participate annually in some kind of education on equal opportunities issues

Follow-up: Documentation of completed activities and participants.

Responsible: The Faculty’s Equal Opportunities Committee.

Year: 2015-2017

3. Leadership positions, drafting and decision-making bodies

Goal 3

There shall be gender balance in drafting and decision-making bodies.

Follow-up: The proportion of women in elected office and in drafting and decision-making bodies shall be reported annually at both faculty and departmental level.

In charge of follow-up: The Faculty’s Equal Opportunities Committee and the departments.
Measure 3:1
Both women and men shall be nominated equally for elected office within the University and in bodies where the University is represented. When only one individual is to be nominated for election to a board and/or committee, a man and a woman shall be proposed without any prioritisation between them. Reasons for departure from these nomination rules must be specified in writing.

Follow-up: Documentation of the proportion of men and women in the boards of the departments.
In charge of follow-up: The Faculty’s Equal Opportunities Committee.
To be executed by: The departments
Year: 2016-2017

4. Recruitment

Goal 4
There shall be a gender balance within various employment categories, including the doctoral student category, at every workplace (department, section/equivalent) and, concerning first- and second-cycle students, to achieve gender balance within each study programme/discipline.
In this context, gender balance means at least 40% of each gender.

Follow-up: Conduct an annual survey of gender balance among teachers, doctoral students and students using the gender equality indicators.
In charge of follow-up: The Faculty’s Equal Opportunities Committee.

Measure 4.1
Highlight the gender balance among teachers, doctoral students and students.

Follow-up: Once a year, inform the Faculty Board, heads of departments and the directors of studies of the actual differences in gender balance and of any gender pay gap
Follow-up: The Faculty’s Equal Opportunities Committee
Year: 2015-2017

4:1. Teacher recruitment

Target 4:1.
Increase the number of women who apply for advertised senior lecturer posts.

Follow-up: Carry out an annual survey of the number of women applicants for advertised senior lecturer posts
In charge of follow-up: The Faculty’s Equal Opportunities Committee

Measure 4.1.1
Implement a mentoring programme primarily for associate senior lecturers with the aim to support them in their career from associate senior lecturers to senior lecturers. A further aim is to increase the knowledge about both hidden and open discrimination due to gender. With a more equally divided support for career advancement and an increased awareness of hidden and open discrimination the proportion of women that applies – and is recruited – for teaching positions within
the university should increase (in accordance with directives from the government). The programme shall include seminars, lectures and individual novice/mentor interaction.

Follow-up: At least 15 women must have participated in the two mentoring programmes (for the periods 2014-2015 and 2016-2017). Each mentoring programme must be evaluated on the basis of the participants’ opinions of the programme.

Responsible: The Faculty’s Equal Opportunities Committee

To be executed by: Project coordinator for the mentoring programme and the Equal Opportunities Committee’s working member

Year: 2015–2017

**Measure 4.1.2**

The Disciplinary Domain Board reserves SEK 2 million each year for measures to increase equality within the faculty. How these funds are to be used will be decided yearly.

Follow-up: Report on how the funds have been used.

In charge of follow-up: The Faculty’s Equal Opportunities Committee

Year: 2016-2017

**Measure 4.1.3 - done**

Introduce an obligatory career plan for all associate senior lecturers.

**Measure 4.1.4 - done**

Provide continuing education for the Appointment Committee by having its members undertake the training course “Recruitment based on equal opportunities”.

**Measure 4.1.5**

Improve information channels and procedures between the Appointment Committee and the Equal Opportunities Committee, including inviting the Appointment Committee’s new members to one of the committee’s meetings in 2017.

Follow-up: The representative from the Appointment Committee with special responsibility for questions concerning equal opportunities should be invited to (and attend) one meeting of the Equal Opportunities Committee each year.

Responsible: The Faculty’s Equal Opportunities Committee

To be executed by: The Equal Opportunities Committee and the Appointment Committee

Year: 2016-2017

**Measure 4.1.6**

Make sure that women and men are to the greatest extent possible evenly represented as experts in appointments involving expert assessment. Reasons for departure from this rule must be specified in writing.

Follow-up: Compile statistics of the proportion of women and men among experts. Follow up written reasons for departure from this rule, if relevant.

In charge of follow-up: The Faculty’s Equal Opportunities Committee.
To be executed by: Faculty Board.
Year: 2015-2017

4:2. Doctoral student recruitment

Target 4.2
A more even gender balance among doctoral students with respect to admission to doctoral programmes, form of appointment, and doctoral degrees.
Follow-up: Using the gender equality indicator, compile appropriate annual statistics
In charge of follow-up: The Faculty’s Equal Opportunities Committee

Measure 4.2.1. - done
Survey the departments’ recruitment of doctoral students with respect to gender, nationality, breadth of advertised appointments, and frequency of recruitment of former students at the departments relative to external applicants.

4:3. Student recruitment

The actual marketing of the faculty’s study programmes is the responsibility of the External Liaison Unit (Teknat Samverkan), the departments and the individuals responsible for the study programmes.

Target 4.3
Throughout the entire range of educational programmes and subject studies of at least 30 ECTS credits, to the extent possible all students shall be offered instruction and supervision from teachers/supervisors of different genders. **
Follow-up: Summarise the departments’ reporting to the Faculty on what they are doing to work with this issue in the annual follow-up of equal opportunities.
Responsible: The Faculty’s Equal Opportunities Committee

Measure 4.3.1. - deleted
In cooperation with the directors of studies and subject coordinators, map the distribution of women and men respectively among those responsible for courses and examiners in study programmes at first- and second-cycle levels.