Equal Opportunities Plan 2015–2017

Faculty of Science and Technology

Adopted by the Board of the Disciplinary Domain/Faculty of Science and Technology 2015-01-20
Revised by the Faculty Board 2015-12-01
Table of Contents

Table of Contents ............................................................................................................. 2

Introduction ........................................................................................................................ 3

Structure of the Plan ........................................................................................................... 3

The current situation .......................................................................................................... 3

Discrimination Act ............................................................................................................. 4

Equal opportunities work at Uppsala University ................................................................. 4

Goals for equal opportunities work at Uppsala University ............................................ 4

The Faculty’s equal opportunities work 2015–2017 ......................................................... 5

Introduction ........................................................................................................................ 5

Focus areas 2015–2017 ..................................................................................................... 6

Goals for 2015-2017 ......................................................................................................... 6

1. Work and study conditions ......................................................................................... 6

2. Information, training and network building ............................................................... 9

3. Leadership positions, drafting and decision-making bodies .................................. 10

4. Recruitment .............................................................................................................. 11

Recurring documentation and follow-up ..................................................................... 14

Appendices ...................................................................................................................... 15
Introduction

The Faculty of Science and Technology views the aim to promote and extend equal opportunities as a quality issue for the organisation. The principal work with matters relating to equal opportunities shall take place at the Faculty’s departments and in accordance with the guidelines established by the Vice-Chancellor. However, the Faculty is responsible, through its Equal Opportunities Committee, for the coordination, support and follow-up of the Faculty’s work with equal opportunities issues. This work includes the revision of the Faculty’s Equal Opportunities Plan every three years for adoption by the Faculty Board. The Equal Opportunities Committee will do an annual follow-up of the Equal Opportunities Plan. This follow-up will be included in the Faculty’s follow-up of operations for each operational year.

This Equal Opportunities Plan was adopted by the Board of the Faculty of Science and Technology on 2015-01-20.

Structure of the Plan

The Equal Opportunities Plan is based on Uppsala University’s Equal Opportunities Programme and on the pan-University Action Plan for Equal Opportunities 2014–2016 adopted by the Vice-Chancellor. It is on this basis that in the present Equal Opportunities Plan the Faculty has adopted the overarching goals for the three-year period 2015-01-01 – 2017-12-31, as well as priority targets and measures for each operational year.

The Plan follows the same structure as Uppsala University’s Action Plan for Equal Opportunities. However, the work to implement equal opportunities policy is divided up within the Faculty so that the targets and measures that primarily concern students are set out in the Faculty’s Action Plan for Equal Treatment of Students. The targets and measures in the present Equal Opportunities Plan primarily concern staff and to the greatest extent equality issues. The measures focus on the areas where extra effort is needed. Work that is already being done in a sound, functional manner is not described in the Plan. The measures describe primarily the kind of action that can be taken at faculty level to attain goals and targets. The overarching goals and targets – and, when specifically named, measures – apply, however, to the departments as well and shall be concretised in their work to implement equal opportunities policy.

A description in graphic form of Uppsala University’s goals and regulation documents for equal opportunities work is provided in Appendix 1.

The current situation

Description of the situation at the Faculty of Science and Technology in 2013.

The proportion of women in first-cycle (undergraduate) and second-cycle (Master’s) degree programmes was approximately 39% and 34% respectively in 2013. The figure varied greatly from

---

1 As of the autumn semester of 2014, the Gender Equality Committee has been reorganised and has now become the Equal Opportunities Committee. With this reorganisation has come a broadening of the Committee’s mandate, and the Committee now acts as, among other things, a body to which the Faculty Board refers for consideration all proposed measures relating to equal opportunities.

2 The proportion of students and doctoral students is stated following conversion to full-time students and the proportion of other employees following conversion to full-time equivalents.
department to department, however, ranging from about 17% women to about 63% women (in biology).

Among third-cycle (doctoral) students, 36% were women. The proportion of women among those completing doctoral degrees was 42%. The share of women admitted to doctoral programmes has varied between more than 39% in 2011 and barely 32% in 2013. A comparison between types of financial support for doctoral students shows no significant difference between genders.

The proportion of women among all senior lecturers was 27% and among all professors 16%. During 2012-2013, a total of 56 associate senior lecturer, senior lecturer and professorial posts were advertised. Twelve of these posts attracted solely male applicants. Of all the applicants 19% were female, and of all the successful applicants 26% were female.

A summary of the follow-up of the Faculty’s Plan for Gender Equality 2012-2014 and the associated Action Plan may be found in Appendix 2.

Discrimination Act

The Discrimination Act, along with the Higher Education Act and the Ordinance on the responsibility of national authorities for the implementation of disability policy, forms the basis of Uppsala University’s work to promote and extend equal opportunities. The Discrimination Act covers seven types of discrimination:

- gender
- ethnicity
- religion or other belief
- disability
- sexual orientation
- transgender identity or expression
- age

With respect to discrimination on grounds of gender, there is a requirement at the University for a three-year equal opportunities plan for employees.

For the first five types of discrimination, there is a requirement for one-year equal opportunities plans of action for students. (For the first three types of discrimination, there is a requirement for preventive work among staff.)

Equal opportunities work at Uppsala University

Goals for equal opportunities work at Uppsala University

According to Uppsala University’s Equal Opportunities Programme (UFV 2010/180), the University strives to, among other things:

---

3 The goals that concern students may be found in the Faculty’s Plan for Equal Treatment of Students.
achieve 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.

ensure that there is 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

According to the University’s Action Plan for Equal Opportunities (UFV 2014/455), faculty boards and departments/equivalent are responsible for, among other things:

seeing to it that each department/equivalent appoints a gender equality officer and an equal opportunities working group

maintaining a gender balance in drafting and decision-making bodies, and in leadership positions

describing vacancies in gender-neutral terms and actively seeking potential applicants of the under-represented gender

appointing both men and women to serve as experts in appointments involving expert assessment

providing students with instruction/supervision from teachers/supervisors of both genders

providing opportunities for all who are active to combine studies, research and employment with parenthood

informing all employees (including doctoral students) and students about the meaning of the terms harassment and sexual harassment

ensuring that all managers in charge within all activities work to highlight heteronormativity and its effects in the work and study environment

providing English translations of all in-house produced information material dealing with recruitment, working conditions and harassment in the workplace

The Faculty’s equal opportunities work 2015–2017

Introduction

The proportion of women declines as people climb the career ladder, ranging from 39% women in first- and second-cycle courses and study programmes to 27% women among senior lecturers and only 16% among professors. There is, however, very considerable variation among the different sections and departments (see figure below). To achieve Uppsala University’s goal of gender balance within the 40–60% interval, the share of women must be raised at all levels. As a step in this effort, it is essential to improve the conditions for women to remain within the academic world and to continue climbing the career ladder. The Faculty’s Equal Opportunities Committee will therefore place great emphasis in the coming three-year period on increasing the proportion of women applying for and being appointed to associate senior lecturer or senior lecturer posts.
Focus areas 2015–2017

During the coming three-year period, the Faculty’s Equal Opportunities Committee will focus 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

Goals for 2015-2017

1. Work and study conditions

Studying for a doctorate is the first step in an academic career in research. Gender balance is better at doctoral student level (36% women) than in higher academic posts. Do women have poorer prospects for a future career even while they are doctoral students? This issue will be examined in a collaborative project between FESTA4 and KUUP5 during 2015 which is aimed at producing a toolbox to promote greater equality among women doctoral students. The number of women doctoral students in the Faculty taking sick leave is considerably higher than for men, both as regards short-term and long-term sick leave, which indicates that the preconditions for women and men are different during doctoral students. The preconditions for doctoral students may also vary depending on, for example, ethnicity or sexual orientation. The preconditions and prospects for an academic career may also vary depending on other types of discrimination, for example ethnicity6.

---
4 The European equality project Female Empowerment in Science and Technology Academia, www.festa-europa.eu
5 The Unit for Quality Enhancement and Academic Teaching and Learning
6 See, for example, the report Mångfaldsstatistik 2010: rapport om födelsesbakgrund hos anställda, studenter och doktorander vid Uppsala universitet (Diversity statistics 2010: report on the family background of staff, students and doctoral students at Uppsala University).
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

Measure 1.1.1a

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.

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

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

Year: 2016-2017

Measure 1.1.1b – new measure

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.

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

Year: 2016-2017

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.

Follow-up: Report on participation in the Junior Faculty’s “skrivarstuga”.

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

Year: 2015

Target 1.2

Equal opportunities-aware doctoral student supervision that creates an equal playing field for all the Faculty’s doctoral students.

* 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.
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 collaboration with FESTA and 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.
In charge of follow-up: The Faculty’s Equal Opportunities Committee

*Year: 2016*

*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.
In charge of follow-up: 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 and co-operate with the Human Resources Division to achieve target 1.3.

Follow-up: Report on statistics and possible measures to the Faculty Board.
In charge of follow-up: The Faculty’s Equal Opportunities Committee in cooperation with the Human Resources Division and the trade union organisations.

*Year: 2016*

*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.

Follow-up: Report on existing networks for supervisors.
In charge of follow-up: The Faculty’s Equal Opportunities Committee in cooperation with the departments.

*Year: 2016-2017*
2. Information, training and network building

The principal work to implement equal opportunities policy within the Faculty is carried out at the departments. The Faculty’s Equal Opportunities Committee is tasked with supporting the Faculty’s departments in their work to promote and extend equal opportunities. This may take the form of offering training, organising seminars and providing information, but may also involve support for the departments’ equal opportunities working groups.

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 officers and heads of departments regarding what support they feel they are receiving and what they need.

In charge of follow-up: 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.

Follow-up: Documentation of completed activities and participants. An evaluation must be made annually.

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

Year: 2015-2017

Measure 2.1.2
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.

Follow-up: Report on the number of working groups visited.

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

Year: 2015-2016

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.
In charge of follow-up: The Equal Opportunities Committee’s working member
Year: 2015-2017

**Measure 2.1.4.**
Hold a half-day training course on LGBTQ/heteronormativity for chief administrators, heads of departments, directors of studies and the departments’ gender equality officers.**
Follow-up: Documentation of completed activities and participants.
In charge of follow-up: The Equal Opportunities Committee’s working member
Year: 2016

**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.
In charge of follow-up: The Faculty’s Equal Opportunities Committee
Year: 2015-2017

**3. Leadership positions, drafting and decision-making bodies**
It is desirable to have a gender balance of women and men in leadership positions. One reason for this is the positive effect of having more women as role models. Experience of leadership positions and elected office is also important for opportunities to gain promotion and for career advancement. It is therefore particularly important to endeavour to attain a gender balance in higher leadership positions.

**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 departments

**Measure 3:1 – revised measure**
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
Within the Faculty of Science and Technology there is a skewed gender ratio at all levels from students to professors. If it is made easier for associate senior lecturers of the under-represented gender to qualify for promotion, the proportion of women who choose to and who get the opportunity to advance on the career ladder may increase. With a better gender balance among staff and among lecturers on courses and programmes, it will be possible to create an environment that can have a positive impact on the number of women who both seek admission to university courses and who remain at the University.

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.

8 Figures for 2013. See also the Introduction.
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.

In charge of follow-up: 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 the 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**

Introduce an obligatory career plan for all associate senior lecturers.

Follow-up: In connection with the annual follow-up of equal opportunities, report to the Faculty.

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

To be executed by: The departments

Year: 2015-2017

**Measure 4.1.4**

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

Follow-up: Ensure completion of training.

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

To be executed by: The Human Resources Division

Year: 2015

**Measure 4.1.5**

Improve information channels and procedures between the Appointment Committee and the Equal Opportunities Committee.

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.

In charge of follow-up: 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.
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.

Follow-up: Report on the survey to the Faculty Board’s working committee.

In charge of follow-up: The Faculty’s Equal Opportunities Committee
To be executed by: The Faculty’s Equal Opportunities Committee, the heads of departments
Year: 2016

4:3. Student recruitment

The actual recruitment of students is the responsibility of the Faculty’s External Liaison Unit (Teknat Samverkan), the individual 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 both 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.

In charge of follow-up: The Faculty’s Equal Opportunities Committee
Measure 4.3.1.

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.

Follow-up: Compile the data received.

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

To be executed by: Directors of studies and subject coordinators

Year: 2015-2017

Recurring documentation and follow-up

The Faculty’s Equal Opportunities Committee has overarching responsibility for following up goals, targets and measures.

In order to get a proper impression of developments in relation to the overarching and long-term equal opportunities goals, a regular supply of ongoing statistics is required. The majority of overarching goals should therefore be followed up annually for a fairly long period of time. Some targets will also need to be followed up over the entire programme period. To obtain this information, the University’s gender equality indicators should be used primarily.

The annual statistics compiled to enable goals and targets to be followed up should describe:

- women’s applications for grants and the resources they receive relative to men (Target 1.1)
- sickness absence among female doctoral students (Target 1.3)
- the number of persons who have participated in activities relating to equal-opportunities issues (Goal 2)
- the proportion of women in leadership positions and in drafting and decision-making bodies (Goal 3)
- the gender balance among teachers in each department (Goal 4)
- the gender balance among doctoral students in each department (Goal 4)
- the gender balance among students in each section (Goal 4)
- the number of women applying for advertised senior lecturer posts (Target 4.1)
- the gender balance for doctoral students as regards admission, type of employment and doctoral degrees (Target 4.2).

In addition to obtaining the ongoing statistics above, other targets and measures must also be followed up. These, along with the mentioned statistics, constitute the annual follow-up of the Faculty’s Equal Opportunities Plan.

The Faculty’s Equal Opportunities Committee shall also be responsible for:

- on the basis of the follow-up, analysing and determining the efficacy of the Faculty’s equal opportunities work as the basis for next year’s Plan of Measures
- ensuring that the existing statistics are clearly presented on the Faculty’s web pages
- seeing to it that the Faculty Board are kept regularly informed about the equal opportunities work carried out at the Faculty as well as any relevant research into the area.
Appendix 1

Uppsala University’s Equal Opportunities Programme and Plans

The following programme and plans are currently in place at pan-University level:

- Uppsala University’s *Equal Opportunities Programme*, which provides a direction and structure for the University’s systematic work to implement equal opportunities policy in education, training, research and collaboration with the wider community.

- Uppsala University’s *Action Plan for Equal Opportunities 2014-2016*. The Action Plan is based on the Higher Education Act (SFS 1992:1434), the Discrimination Act (SFS 2008:567), The Ordinance on the responsibility of national authorities for the implementation of disability policy (SFS 2001:526), and the Equal Opportunities Programme at Uppsala University. The Action Plan sets out the standing assignments, goals and measures for the period 2014-2016 and the division of responsibilities. The Action Plan also states how the work is to be followed up.

- Uppsala University’s *Action Plan for Equal Treatment of Students*. The Plan constitutes a basis for the corresponding plans for equal treatment that every disciplinary domain board/faculty board is required to prepare annually.

This flow chart is taken from Uppsala University’s Action Plan for Equal Opportunities, but has been adapted specifically for the Faculty of Science and Technology.
Appendix 2

Follow-up

Measures 2014

The work done by the Faculty and by the former Gender Equality Committee during 2014 has been focused – in accordance with the Plan of Measures and the prioritisations in the Plan for Gender Equality – on increasing the proportion of female lecturers.

The funds that the Faculty Board reserved in 2013 for appointments to associate senior lecturer posts in disciplines where advertising the posts could be expected to result in greater gender equality, resulted in 2014 in a further three women being appointed. Of the funds earmarked for start-up grants for, firstly, associate senior lecturers of the under-represented gender, four grants have been awarded to date in 2014, and a further three will be awarded in December. The proportion of women in the Faculty has also increased both among lecturers/senior lecturers and professors.

The overhaul of the pay setting system in relation to gender and academic position was concluded following the pilot questionnaire that was distributed in the autumn of 2013. The responses to the questionnaire showed that a survey of considerably greater scope would be required in order to draw any final conclusions about the relationship between academic position, pay and gender.

The proportion of women had previously been falling both among doctoral students admitted to the doctoral programme and among those completing their doctoral degrees. The proportion of women completing their doctorates did, however, increase again in 2013, and the data to date for 2014 indicate a certain increase also in the proportion of women admitted to doctoral programmes. It is still nevertheless lower than in 2011.

Of the measures scheduled in the Plan of Measures to take place in 2014, most have been carried out. Some measures will also be found in some form in the Faculty’s Equal Opportunities Plan for 2015-2017, either because they have proven to work well or they have not yet been completed.

With effect from 1 July 2014, the Gender Equality Committee changed its name to the Equal Opportunities Committee, and its composition was changed. The Committee is now chaired by the acting Deputy Vice-Chancellor and is otherwise composed of the members responsible for equal opportunities issues who sit on the Faculty’s education drafting committee, research drafting committee and collaboration drafting committee respectively. An additional member from the teaching staff has been appointed by the Faculty Board after nomination by the acting Deputy Vice-Chancellor. A doctoral student representative and a student representative are appointed by the respective student unions. The three professional organisations/ unions concerned are entitled to appoint a representative each.

Plan for Gender Equality 2012-2014

The five long-term goals set out in the Plan for Gender Equality 2012-2014 were aimed at achieving a better gender balance among teachers, doctoral students and students, and to increase knowledge and bring about greater commitment to dealing with gender equality issues in the various departments.

The project to increase the number of women among the Faculty’s senior lecturers appears to have had the desired effect, with the proportion of women having grown by 6.6%. The proportion of female students at first-cycle level has also increased, by 8.4%.
However, there has been no similar increase in the proportion of female students in second-cycle degree programmes or among doctoral students. The proportion of female students at second-cycle level has actually fallen by 4.8%. Among doctoral students, the proportion of women was at the same level in 2013 as in 2011, and among newly admitted doctoral students the proportion of women has fallen. Here, extra efforts will be initiated aimed at improving doctoral students’ situation and working environment, as part of the Faculty’s Equal Opportunities Plan 2015-2017.

The support for the departments has improved and probably the departments’ knowledge of equal opportunities issues as well. Further efforts will be needed, however, in both these areas.