



MEMORANDUM

*Reg. no*  
STYR 2023/1979

*Date* 15 September 2023

Council for Gender Equality and  
Equal Opportunities  
Ellen Karlsson, HR specialist

## **Annual follow-up of the Equal Opportunities Plan for Lund University, 2022-2027**

Lund University has chosen to produce a multi-year plan for gender equality and equal opportunities for the period 2022-2027. The Plan contains goals, measures and activities prioritised by Lund University. The Plan also fulfils, among other things, the requirements for a gender quality plan set by the European Commission to enable researchers to apply for funding from the Horizon Europe financing programme for research and innovation.

### **Annual follow-up of the Equal Opportunities Plan by the Council for Gender Equality and Equal Opportunities**

The Annual follow-up of the Equal Opportunities Plan for Lund University, 2022-2027 was conducted at the meeting of the Council for Gender Equality and Equal Opportunities on 15 September 2023 (Reg. no STYR 2023/1394). A review of the goal formulations and activities stated in the Plan was carried out. The chair of the Council, Jimmie Kristensson, presented the activities that have been implemented, the activities that are in progress and the activities that are planned to start in the coming year. Overall, work is continuing well on conducting activities and fulfilling the goals of the Equal Opportunities Plan.

Below is a selection of concluded or ongoing activities within the framework of the Equal Opportunities Plan:

- Goal 1 – Recruitment processes and career paths are to be free from discrimination
  - *Develop a university-wide system for assessment and evaluation of qualifications, in which merit and skills are assessed without risk of discrimination and where gender equality and equal opportunities are taken into account. A project on widening qualifications starts in autumn 2023.*
  - *Develop recruitment and promotion processes that raise the awareness of recruitment staff as to the risk of irrelevant and unconscious factors and structures which can negatively impact the processes. A project to increase awareness about the risk of unconscious bias in assessment and recruitment processes is running during the period 1 September 2022 to 31 January 2024.*
  
- Goal 2 – There is to be a high level of knowledge and understanding of gender equality and equal opportunities in the organisation
  - *Ensure that leadership training is designed to equip managers and leaders to meet the requirements set in an academic organisation that safeguards gender equality, equal opportunities and diversity. A project concerning leadership development for the future was conducted during the period 28 October 2021 to 30 September 2022.*
  
- Goal 3 – Systematic preventive work against discrimination (SFAD) is to be active and dynamic
  - *Develop, reinforce and implement continuous SFAD with active measures including common working methods throughout the University. Work is ongoing.*
  - *Design and implement a university-wide system to measure and follow up relevant data in SFAD. This*

*includes identifying and developing several indicators that enable more targeted initiatives as a basis for gender equality budgeting, for example.* A review of surveys, measurements and key indicators in systematic preventive work against discrimination was carried out during the period 1 September 2022 to 2 May 2023.

- Goal 4 – Management of, and preventive work against, victimisation, harassment and sexual harassment are to be professional
  - *Develop clear processes for management and support in connection with suspected cases of victimisation, harassment and sexual harassment.* Procedures for the management of victimisation and harassment have been clarified and a clear process for the management of victimisation and harassment for the employer and education provider has been developed and implemented.
  - *Develop forms of support for student life in preventing harassment and sexual harassment.* A project to strengthen work against sexual harassment and harassment in student life is running during the period 1 April 2023 to 31 May 2024.