

# Equal Opportunities Strategy and Action Plan 2019

## The Equal Opportunities Vision

It goes without saying that at LiU we work to ensure the equal value of all, with equal rights and opportunities. Our vision strongly supports this. Everyone, with all their individual differences, is welcome: everyone is needed. Equal opportunities is a quality factor that concerns everybody, both when it comes to the work and study environment, and the quality of the education and research. LiU is to be characterised by an inclusive work and study environment, where all co-workers and students are treated with respect and where they have the best conditions to work and grow.

LiU works from democratic fundamental values built on human rights and respect for democracy and democratic decisions. LiU must constantly endeavour to ensure that its rules, norms and procedures reflect an attitude characterised by respect for the individual and for their different situations. LiU is a non-confessional university and nurtures critical and reflective thinking within the framework of its fundamental values.

At LiU we carry out extensive work to promote equal rights, equal opportunities and equal obligations. We work also to counteract all forms of discrimination, harassment, sexual harassment, victimisation and exclusion. Working towards equal opportunities contributes to the fulfilment of the university's strategic goals.

Integrating work for equal opportunities into processes constitutes part of the university's quality assurance, and is vital for maintaining LiU's expertise and all core activities. Working towards equal opportunities contributes to:

- A healthy, attractive and inclusive study and work environment
- Development and creativity
- Quality in education and research
- Equitable structures and processes

This document relates to all activities conducted at Linköping University (LiU) and covers students and co-workers alike. The university's strategy for equal opportunities has its legal basis in the Discrimination Act (2008:567), the Work Environment Act (1977:1160), Swedish Work Environment Regulations AFS (2015:4), the Higher Education Ordinance (1993:100), and the Parental Leave Act (1995:584). The work is covered also by a commission from the Swedish government in gender mainstreaming for the period 2016-2019.

*The university is to be a study and work environment where we utilise the resources brought to it by students and co-workers from different backgrounds, life situations and possessing different expertise. LiU is*

*to be free from discrimination, harassment, sexual harassment and victimisation.*

## Visions

- LiU is to be an open university with many wide-ranging contacts in various sectors of society that promote equal opportunities in the academic world and the community at large.
- Equal opportunities are to be prevalent with respect to work conditions, salaries, influence, career prospects, development prospects, and the opportunities to combine a professional career with the responsibilities of a home and family.
- An equal distribution of the sexes is to prevail at all levels and within the different types of post and profession, as well as in decision-making and advisory bodies.
- New students and co-workers are to be made to feel welcome when starting at the university.
- LiU is to counteract all forms of abusive treatment.
- LiU is to have good accessibility in terms of support and personal service, information and communication, and the physical environment
- Equal conditions and opportunities are to prevail during admission and recruitment processes, and during examinations and assessments. Further, these must never be discriminatory.
- LiU is to support and make possible the active participation of the student unions in the various decision-making bodies of the university.
- LiU is to help students to combine their studies with parental responsibilities.
- LiU is to act to ensure broad participation of students in education, with consideration of all grounds for discrimination.
- The content of LiU's study programmes is to contain perspectives characterised by equal opportunities. When planning LiU study programmes, an equal opportunities perspective is to be held concerning the form, content, implementation and approach.

## Division of responsibility

The university's vice-chancellor has the overall responsibility for ensuring that the university actively strives to promote equal opportunities. The Strategy Group for Equal Opportunities (SGEO) is responsible for drafting an annual plan of action that encompasses LiU as a whole. Resource groups provide support in an analysis of requirements. The draft is discussed by the Central Liaison Group (CLG) and university management. The university board then adopts the plan.

Heads of departments and equivalent bodies (managers within University Services, the university library, faculty offices, and the National Supercomputer Centre) are responsible for ensuring that two-year action plans for equal opportunities are drawn up, based on the circumstances at their own department or equivalent. It is recommended that also faculty boards and the student unions establish two-year action plans or equivalent, with aims and measures for the areas in which the boards and unions believe that they can contribute to development. These action plans and their equivalent are to be followed up annually and modified if necessary. In order to facilitate this work, new guidelines for work with active measures are available at the Equal Opportunities Sharepoint page. It is an advantage if work with active measures (in particular with respect to working conditions and the study environment) is coordinated with systematic measures for improving the work environment at LiU. This work is to be carried out by employers, co-workers and student unions in collaboration. Issues related to equal opportunities should be brought up at board meetings, nomination committees, staff meetings, electoral committees and liaison groups, etc. It is also important that equal opportunities are taken into consideration when implementing changes at the university.

A decision taken by the vice-chancellor (Ref. No. LiU 353/07-17) requires that each department or equivalent appoint a representative for equal opportunities whose task is to take part in the local work with equal opportunities at the workplace. Time should be allocated from the working hours of the representative for this. The “Local Cooperation Agreement for Development” (Ref. No. LiU-2010-00344) states that the equal opportunities representative can also be a member of the Local Liaison Group (LLG).

Since 2005, LiU has had gender lectureships at each faculty, the holders of which are to work to integrate a gender perspective into the contents and forms of education, and to develop teaching models for long-term work with aspects of equal opportunities and gender equality. Each gender lecturer is instructed by the faculty, and draws up a faculty-specific action plan each year, detailing the activities to be given priority.

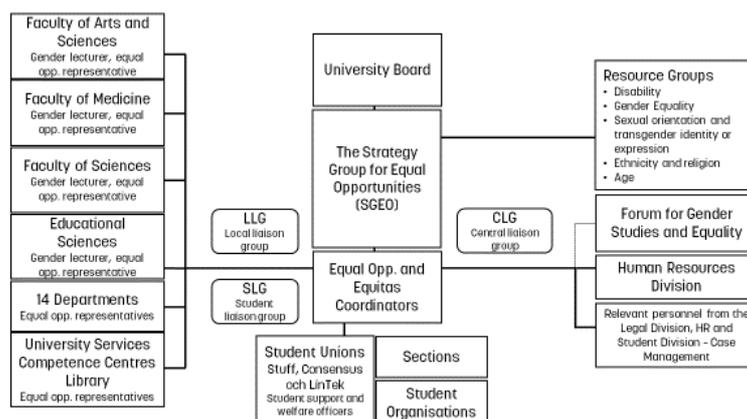
The Forum for Gender Studies and Equality (known simply as the “Forum”) is a centre that was established at LiU in 1985 and that is to promote a gender-conscious approach in order to achieve gender equality at LiU. The Forum is to work to ensure that research and knowledge within gender science reaches a wider audience.

To achieve equal opportunities, managers and co-workers must assume responsibility for an appreciation of differences and for respecting human equality. The student unions play an important role in the promotion of equal opportunities for students, especially in the training of mentors and maintaining dialogues with the respective sections.

## Central organisation

The SGEO comprises the following members: the chairperson, HR specialists, equal opportunities coordinators, a (management) representative from each faculty, a student representative from each student union, and one expert representative from each resource group. The four resource groups include co-workers, students and external representatives who are particularly interested in, or conducting research in, one of the following areas: ethnicity, religion or philosophy of life, disability, gender equality and gender issues, and sexual orientation and gender identity/expression. Expert knowledge about age as a ground for discrimination is provided in the SGEO by a person from the National Institute for the Study of Ageing and Later Life (NISAL) at LiU. LiU also works to improve coordination between the areas of equal opportunities, work environment, and the environment.

Equal Opportunities Organisation at LiU



Organisation of equal opportunities at LiU. For more information about the various groups and actors, see the website of the Equal Opportunities group.

## The LiU Equal Opportunities Action Plan for 2019

Work with equal opportunities has since 2016 been characterised by changed preconditions, following the initiation of new legislation and several projects commissioned by the Swedish government purposefully intended to achieve gender equality, equality and a healthy social work environment in working life. The changes are important, but they bring with them major challenges with respect to our ability to satisfy ambitious requirements for initiatives and new procedures. The challenges have a profound impact on the complete higher education sector, and

discussions about how they can be met have been held, and are ongoing, with equal opportunities representatives at other institutions of higher education.

Furthermore, the changes have created the need to set priorities and limits, and this had been a guide during the work with this action plan, which has been given a structure based on the overall commission of the equal opportunities work at LiU, as described below. The ongoing process of change also creates a need for flexibility and preparedness for the subsequent assessment and reassessment of the priorities for the contents and execution of the activities.

### The overall commission for equal opportunities

The work with equal opportunities is multifaceted, but the overall commission can be related to the provisions of the Discrimination Act (2008:567)<sup>1</sup> with respect to *active measures*, in “Organisational and Social Work Environment Provisions” (AFS 2015:4Eng)<sup>2</sup> concerning *measures to prevent victimisation*, and in both of these documents concerning *case management*. In addition to this, work is in progress with a project, *Equitas*, initiated by the government, and in the field of *broadening recruitment and participation*.

It is important to note that the concrete work is to be carried out not only by those who are designated as responsible in the plan of action. Various roles at LiU have responsibility for various parts of the work that is carried out within the framework of the overall commission, and these must be engaged in the measures. In order to make this clear, a “responsibility for coordination” has been defined, which lies to a great deal on the SGEO/equal opportunities coordinator.

### Active measures

In its roles as *employer* and *education provider*, LiU is to conduct active measures. This involves preventive and promotional work with the aim of counteracting discrimination, and in other ways promoting equal rights and opportunities independently of the grounds for discrimination (sex, gender identity or expression, ethnicity, religion or other belief, sexual orientation, disability and age). This work is to be continuously conducted in four stages:

1. investigate whether risks for discrimination or reprisal are present, and whether there are other obstacles to individuals having equal rights and opportunities at the university

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<sup>1</sup> [http://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/diskrimineringslag-2008567\\_sfs-2008-567](http://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/diskrimineringslag-2008567_sfs-2008-567) (in Swedish)

<sup>2</sup> <https://www.av.se/en/work-environment-work-and-inspections/publications/foreskrifter/organisatorisk-och-social-arbetsmiljo-afs-20154-foreskrifter/>

2. analyse the reasons for any risks and obstacles that have been discovered
3. take the preventive and promotional measures that can be reasonably expected, and
4. follow up and evaluate the work described in stages 1-3. Legislation (2016:828).

The investigation phase encompasses all seven grounds of discrimination in ten areas. Work is also to take place in a further three areas. See the diagram below.

<u>Active measures</u>	Employer	Education provider	
	1. Working conditions	6. Admission and recruitment	
✓ Investigate risks	2. Provisions and practices regarding pay and other terms	7. Form and organisation of education	1. Gender
✓ Analyse risks	3. Recruitment and promotion	8. Examinations and assessments of student performance	2. Disability
✓ Take measures	4. Education and training, and other skills development	9. Study environment	3. Ethnicity
✓ Monitor/evaluate	5. Possibilities to reconcile gainful employment and parenthood	10. Possibilities to reconcile studies and parenthood	4. Religion
	11. Establish, follow up and evaluate guidelines and routines to prevent harassment, sexual harassment and reprisals	11. Establish, follow up and evaluate guidelines and routines to prevent harassment, sexual harassment and reprisals	5. Sexual orientation
	12. Promote gender balance in different types of work		6. Gender identity/expression
	13. Carry out annual pay surveys		7. Age

In the work with active measures, the employer and employees are to *collaborate*, as are the education provider and those who participate in the education and employees active in education. The work is to be documented based on special guidelines, including how the obligation for collaboration has been satisfied.

The documentation is also to make it clear that areas 1-10 have been investigated with respect to the risk of discrimination or reprisals, and whether there are other obstacles to individuals having equal rights and opportunities at the university, based on all grounds for discrimination. The Equality Ombudsman (DO) has stated that it is not compatible with the legal requirements to focus on the investigation of only some of the areas or grounds for discrimination during a certain period, leaving others to be considered later. On the other hand, DO has stated that it is reasonable that necessary measures are carried out according to an order of priority.

The work with active measures concerns all activities at the university and is the starting point for the central work with equal opportunities and for the work carried out by departments (or equivalent bodies) to draw up local plans of action. Methods are not currently available for the type of comprehensive investigations that are required, and it is important that the university solves this during 2019. There will

not be a co-worker survey, doctoral student survey or student survey at LiU during 2019, since these are the subject of a procurement procedure. This will lead to an interruption to a certain extent in the central work and in the biannual cycle of work for the plans of action for equal opportunities and the work environment drawn up by the departments (or equivalent bodies), which are partially based on the results of these surveys.

In order to be able to further adapt the work with equal opportunities to the requirements for active measures specified in the new working model, it will be necessary to explore possible ways of carrying out the investigation phase in a more systematic and comprehensive manner. It will also be necessary to explore how the work with active measures can be documented in a comprehensible manner.

Two further measures will be presented in the area of active measures, although other measures that are described under other headings must also be considered to be active measures intended to counteract discrimination and in other ways promote equal rights and opportunities, independently of the grounds for discrimination.

Measure 1: Explore the methods by which it would be possible to carry out, as specified by the legal requirements, the investigation phase in the work with active measures. Obvious risks of discrimination that are identified are to be dealt with.  
*Responsibility for coordination*: The SGEO/equal opportunities coordinator with the support of equal opportunities representatives, members of resource groups and the scorecard work carried out by the Human Resources Division for the work environment and equal opportunities.

Measure 2: Explore how the work with active measures can be documented in a comprehensible manner that satisfies the legal requirements.  
*Responsibility for coordination*: The SGEO/equal opportunities coordinator with the support of equal opportunities representatives, members of resource groups, and the scorecard work carried out by the Human Resources Division for the work environment and equal opportunities.

Measure 3: Salary surveys  
*Responsibility for coordination*: HR Division

Measure 4: Funds that can be sought for work with active measures in LiU's operations, as specified by the relevant guidelines<sup>3</sup>  
*Responsibility for decisions to award funds or not*: SGEO

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<sup>3</sup> <https://insidan.liu.se/HR-Personal/lika-villkor/ansok-om-lika-villkorsmedel?l=en>

## To counteract abusive treatment

As one component in the work with active measures and to prevent victimisation as specified in AFS 2015:4, the measures described below will be carried out.

Measure 5: Carry out any commissions that arise from the LiU plan of operations and the high-priority choice that LiU has defined (one of four) to improve LiU's work with core values. This involves, among other things, university-wide active work against abusive treatment in general, and sexual harassment in particular.

*Responsibility for coordination*: University management, HR Division, SGEO/equal opportunities coordinator and Equitas coordinator

Measure 6: Where relevant, participate in a research and collaboration programme to counteract sexual harassment and gender-based vulnerability in the academic world initiated by KI, the Royal Institute of Technology and Malmö University. An information seminar was held on 8 March.

*Responsibility for coordination*: University management, HR Division, SGEO/equal opportunities coordinator and Equitas coordinator

Measure 7: Complete the background material to LiU's digital course in equal opportunities, the intention of which is to increase knowledge about legislation, grounds for discrimination, guidelines, procedures, active measures concerning, for example, sexual harassment and gender equality, and to increase norm awareness with respect to, for example, how we meet others.

*Responsibility for coordination*: SGEO/equal opportunities coordinator and Equitas coordinator

## Case management

New guidelines for the management of abusive treatment<sup>4</sup> (discrimination, harassment, sexual harassment and victimisation) were drawn up and implemented in 2017. These have been evaluated to a certain extent, and it is clear that a review is necessary.

Measure 8: Continued review of LiU's procedures for case management with respect to abusive treatment.

*Responsibility for coordination*: SGEO/equal opportunities coordinator, HR Division, Legal Division.

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<sup>4</sup> <https://insidan.liu.se/HR-Personal/lika-villkor/ovrig?l=en&sc=true>

Measure 9: Participate in case management

*Responsibility:* LiU's points of contact with responsibility to pass cases onwards to the responsible persons. The equal opportunities coordinator will also provide support to those who investigate the case at the local level, i.e. immediate managers (for co-workers) and programme coordinators and directors of studies (for students). The Legal Office will carry out inquiries in complicated cases.

Equitas – Gender mainstreaming

The vice-chancellor at LiU in 2017 laid down an official plan of action for the work with gender mainstreaming, Equitas. This focusses on four areas: terms of employment and opportunities for development, gender and gender equality in education, gender and gender equality in research, and the organisation of work with gender equality and equal opportunities. Several measures were defined, but it has not been possible to keep to the schedule for their completion, for reasons that are described in the follow-up document published in 2018 (pp. 1 and 5)<sup>5</sup>. According to the current guidelines, Equitas is to deliver its final report to the new Swedish Gender Equality Agency, Jämy, before 31 December 2019. There is, however, a certain degree of uncertainty about whether, and if so how, this is to be carried out, since Jämy has been threatened with disbandment and is now waiting to receive new appropriation directions. It is necessary to determine in detail the current position of LiU in the process of gender mainstreaming. Using this as a starting point and the guidelines expected from Jämy and/or the Swedish government, we can then make decisions about how the work is to continue in the short and long terms.

Measure 10: Follow up LiU's overall work in the process of gender mainstreaming and use this and the guidelines expected from Jämy and/or the Swedish government as a starting point for decisions about how the work is to continue in the short and long terms.

*Responsibility for coordination:* SGEO/Equitas coordinator, faculties, university management

Broader recruitment and participation

The work to achieve broader recruitment and participation is extensive and involves several bodies and roles at LiU. There is a certain degree of uncertainty about

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<sup>5</sup><https://insidan.liu.se/HR-Personal/lika-villkor/handlingsplaner/1.756398/UppfoljningavStrategi-ochhandlingsplanlikavillkor2018.pdf> (in Swedish)

whether a person with a coordinating role is required, and – if so – where responsibility for it is to be placed. This will be reviewed during 2019 in correlation with the work with active measures and measures 1 and 2 listed above.

### Other measures

Much of the work with equal opportunities is to communicate in various ways what it means to create awareness of the issues and legislation, and to participate in the development of such awareness. These measures are described below under “Communication”, and a list is given of the measures planned for 2019.

#### Measure 11: Communication

- Information and education, including the LiU Leadership Programme and the Programme for Leaders Within Education and Research (PLUF). Also workshops under the auspices of Didacticum concerning support for teachers who are placed into challenging situations related to students with different needs and in different circumstances. Moreover, initiatives that can be given within the framework of the internal education known as “En inkluderande akademi” (INKA) provided by the SGEO and Forum.
- The Swedish Forum for Human Rights, 14-16 November 2019. Participate in the annual Swedish conference for human rights, which Linköping is to host in 2019. LiU is a member of the organising committee, together with Linköping Municipality, Region Östergötland, the county administrative board in Östergötland and the Church of Sweden. A working group has been established at LiU led by Peter Hult, Department of Biomedical Engineering.
- Update the external<sup>6</sup> and internal<sup>7</sup> webpages, and the information in Lisam, related to equal opportunities.
- Respond to external requests for comments, questionnaires, etc.
- Participate in regional and national networks for external monitoring and other collaboration.

*Responsibility for coordination:* SGEO/Equal opportunities coordinator

### Budget

The total budget for concrete measures, costs and expertise development: SEK 750,000.

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<sup>6</sup> <https://liu.se/en/article/lika-villkor>

<sup>7</sup> <https://insidan.liu.se/HR-Personal/lika-villkor?l=en&sc=true> - the information on the internal pages is directed also at students.

### Work with equal opportunities by departments and equivalent bodies

With respect to the work with equal opportunities in 2019 carried out by departments and equivalent bodies, these are expected to participate in case management (measure 9), active measures, and work to counteract abusive treatment. For the work with active measures and to counteract abusive treatment, it is recommended that they focus on information about case management and that they participate in any initiatives that are taken within the framework of LiU's work with core values (measure 5), and the research and collaboration programme to counteract sexual harassment and gender-based vulnerability in the academic world (measure 6). Further, it is recommended that they allow equal opportunities representatives and members of resource groups to participate as necessary in measures 1 and 2, i.e. the work to explore how the investigation phase can be carried out in a more systematic and comprehensive manner, and how all work with active measures can be documented in a comprehensible manner.

It is suggested that work with measures according to local plans of action for equal opportunities between the autumn term of 2017 and the spring term of 2019 that cannot be concluded (due to time constraints or other reasons) continue during the period between the autumn term of 2019 and the spring term of 2020 and/or until some form of co-worker, doctoral student and student survey has been carried out, and, until new guidelines (if any) for the local work with the work environment and equal opportunities have been drawn up. Follow-up of the plans of action should be submitted in the autumn of 2019 as specified by guidelines that are to be published. The follow-up should be submitted with information about what will be the focus during the coming period, i.e.

- measures from local plans of action for equal opportunities 2017-2019 that have not been concluded (due to time constraints or other reasons), and
- work according to the recommendations given above, and/or
- work of a more independent nature to identify risks of discrimination, reprisals or other obstacles to the equal rights and opportunities of individuals in the university, and measures to prevent these. It will still be possible during 2019 to apply for funds to work with active measures in equal opportunities.

### Work with equal opportunities and gender mainstreaming at faculty level

It is suggested that work with measures according to the plans of action for equal opportunities and gender mainstreaming drawn up by faculty boards for the period autumn term of 2017 to the spring term of 2019 that cannot be concluded (due to time constraints or other reasons) continue during the period between the autumn term of 2019 and the spring term of 2020. Follow-up of the plans of action should be submitted in the autumn of 2019 as specified by guidelines that are to be published.

Otherwise, it is expected that the faculties participate in the work with measure 10, i.e. the follow-up of LiU's overall work in the process of gender mainstreaming, and use this and the guidelines expected from Jämy and/or the Swedish government as a starting point for decisions about how the work is to continue in the short and long terms.

#### Work with equal opportunities by the student unions

It is recommended that student unions participate in the work with active measures. This is to take place in dialogue with the SGEO and the equal opportunities coordinator at regular meetings.

#### Collaboration

In preparation for the final discussion in SGEO of this suggested Equal Opportunities Strategy and Action Plan 2019, it was discussed in the Central Cooperation Group on 21 January 2019 and distributed to members of resource groups, equal opportunities representatives and members in the scorecard work carried out by the Human Resources Division for the work environment and equal opportunities in order to give them the opportunity to present their views.