



Gender Equality Policy –a Summary of the University of Gävle governing documents and plan for Increased Gender Equality

The President of the University of Gävle has signed several governing documents for Increased Gender Equality. This document summarize the content of these governing documents.

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Introduction

Gender equality means that women and men must have the same power to shape society and their own lives. The area includes issues such as power, influence, economy, health, education, work and physical integrity. EU's framework program for research and innovation, Horizon Europe, requires that there is a so-called Gender Equality Plan (GEP) at universities seeking research funding. This document summarizes the University of Gävle governing documents and plan for gender equality work and constitutes the university's GEP. Within the university administration, there shall be functions that work with gender equality and that are responsible for the overall follow-up.

National Legislation

A basis for the University of Gävles work for gender equality is the national regulations that set requirements for the university's activities.

- The Treaty on the Functioning of the European Union stipulates that the Union, in all its activities, shall promote the elimination of inequalities between women and men and the promotion of equality between them.
- The Discrimination Act (2008:567) focuses in particular on measures aimed at promoting equality between women and men. Furthermore, gender is one of seven grounds of discrimination in the legislation.
- The Parental Leave Act (1995:584) is an employment law that regulates the right to parental leave. The law also regulates a ban on disadvantageous treatment of, inter alia, employees on parental leave.
- The Swedish Higher Education Act (1992:1434) and The Higher Education Ordinance (1993:100) state that the activities of higher education institutions shall observe and promote equality between women and men.
- The Social Insurance Code (2010:110) consolidates regulations on social security through various social insurance and benefits such as pregnancy benefit, parental benefit etc.
- When employing, authorities must, among other things, take gender equality into account in accordance with the Employment Ordinance (1994:373).
- In 2016, all higher education institutions received the first obligation in the appropriation directions to integrate gender equality into their activities. The appropriation directions for the financial year 2022 regarding higher education states that all higher education institutions shall continue the work with gender mainstreaming in order for the activities to contribute to achieving the gender equality policy goals (U2021/04891).

Areas for Gender Equality Work

At the University of Gävle, the work of achieving equality between women and men must permeate all activities. According to the university's working environment policies, goals and plan for 2021-2024,



the University of Gävle will work for equality, gender equality and equal treatment. The work can be summarized in the following six areas.

Gender Mainstreaming

At the University of Gävle, the operational gender equality work takes place within the framework of gender equality integration, which is a political strategy where the goal is for women and men to have the same power and opportunity to influence society and their own lives. In short, this means that a gender perspective must be included when all decisions are made, at all levels and at all stages. Since 2016, all higher education institutions have been given a special assignment by the government to integrate gender equality, in order for the higher education institutions' activities to contribute to achieving the gender equality policy goals. The goals for gender mainstreaming is integrated in the operational plan and follow-up of the work must take place regularly.

Gender Equality in Recruitment, Career Progression, Decision-making and Leadership

At the University of Gävle, active measures must be taken in recruitment processes and the opportunities to make a career within the academy must be designed in a way that provides conditions for the underrepresented gender. Women and men must be able to work on equal terms and with the same opportunities for academic careers. The long-term goal is for 47 percent of the newly recruited professors to be women.

The work of investigating and remedying unreasonable wage differences must take place on an ongoing basis and be an integral part of the university's wage formation work.

Central governing documents and preparation and decision-making processes must be transparent and clear, and thereby lead to equal



recruitment and equal study and career paths, as well as legal certainty for staff and students.

Managers and leaders must actively prevent and counteract inequality and discrimination, for example when recruiting staff and doctoral students, and create good working conditions in the daily work in education, research and operational support. All managers take part in a course about gender equality.

Integration of the Gender Dimension into Research and Teaching Content

At the University of Gävle, the work with gender equality in education must be relevant and appropriate. The university must work systematically to promote gender equality in research conditions and implementation. Statistics on the gender of students and employees must be compiled regularly and analyzed in order to explain differences between the sexes. The statistics can be used as a basis for adequate measures and to investigate the effect of measures. University of Gävle will focus on leadership from a gender equality perspective by developing training for research leaders.

Work-life Balance and Organizational Culture

It is fundamental that employees and students with children should be able to balance their free time with work and studies. The policy Combining Studies and Parenthood at the University of Gävle applies to the entire university. Regarding employees there are central and local collectively agreed provisions on e.g. flexible working hours, parental pay and supplements to temporary parental benefit in addition to the provisions of the Social Insurance Code and the Parental Leave Act.



Measures Against Gender-based Violence Including Sexual Harassment

According to the Discrimination Act, employers and education providers have an obligation to prevent and deter sexual harassment. The University of Gävle shall continuously take measures with the aim of counteracting sexual harassment among employees and students. University of Gävle will work preventively by training students and staff in the handling of cases concerning sexual harassment. Special training initiatives must be made that are aimed at managers. University of Gävle regularly conducts employee and student surveys to follow up on the organizational and social work environment.

Systematic Work Environment and Equal Terms of Work

The University of Gävle must be characterized by a safe, stimulating and sustainable work and study environment. All employees and students must be treated equally and in a respectful manner. To make this possible, a functioning systematic work environment, study environment and equal terms work is required. Our employees, managers and students must have the conditions to ensure that there is a good work and study environment. Every manager, employee and student is expected to take personal responsibility for the common work and study environment and contribute to a positive work climate. The university's overall work on these issues take part within the systematic work environment management. Furthermore, each department/equivalent has a local council for issues concerning the work environment and equal terms. Through this organization, the university works systematically with work environment and equal terms issues, and is an important part of collaboration between employer, employees and students.



**The University of Gävle governing documents and plan for
Increased Gender Equality**

HIG-STYR 2019/75, HIG-STYR 2020/82, HIG-STYR 2020/161, HIG-STYR
2017/144, HIG-STYR 2019/45, HIG-STYR 2019/12, HIG-STYR
2020/128, HIG-STYR 2018/118, HIG-STYR 2019/153, HIG-STYR
2020/158, HIG-STYR 2018/54, HIG-STYR 2020/128