

Board of the Faculties of Humanities and
Theology
Working committee

Policy of the joint Faculties of Humanities and Theology for gender equality, equal opportunities and diversity

Conditions

Work on gender equality, equal opportunities and diversity (referred to by its Swedish abbreviation JLM) at the Joint Faculties of Humanities and Theology (HT faculties) builds upon applicable legislation, with the Discrimination Act¹ as a cornerstone, and adheres to the University's Equal Opportunities Plan² and the University's Strategic Plan. The Equal Opportunities Plan is for a fixed term (2022-2027) and is to form the basis of each faculty's gender equality and equal opportunities work. Additionally, the Strategic Plan states that gender equality and equal opportunities are fundamental principles in all the University's activities. Over and above this, the faculties are to work in compliance with the web accessibility directive³ i.e. all public sector bodies' websites are to be accessible to users with disabilities.

According to the rules in the third chapter of the Discrimination Act, the organisation must work systematically and preventively to counteract discrimination (University's abbreviation for this work: SFAD) through active measures and otherwise promote equal rights and opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age. Work on the active measures is to be conducted as a cohesive annual process and documented throughout.

The HT faculties' work on gender equality, equal opportunities and diversity

There is a contact person at the HT faculties for JLM issues who is also the systematic preventive work against discrimination coordinator. The systematic preventive work against discrimination (SFAD-) coordinator provides administrative support for the faculty management and monitors the faculties' Gender Equality, Equal Opportunities and Diversity Plan. Additionally, there is a dean with general responsibilities for JLM-issues who is also a board member of the university-wide Council for Gender Equality and Equal Opportunities. The Faculty Board for humanities and theology deals with questions about gender

¹ Act 2016:828 to revise the Discrimination Act (2008:567) which entered into force on 1 January 2017.

² STYR 2021/2323.

³ In summary, the directive means that websites, intranet, documents and applications are to meet a number of requirements for accessibility.

equality, equal opportunities and diversity via its working committee three times per year. The dean serves as rapporteur on these issues, along with the HT faculties' SFAD-coordinator in the working committee. The contact person for gender equality, equal opportunities and diversity issues also assists in various ways on questions around preparation and processing. In response to increased requirements, including for documentation and monitoring, the Faculty Board decided on 1 February 2024 on how the gender equality, equal opportunities and diversity and systematic preventive work against discrimination work at the HT faculties is to be organised and systematised going forward. In addition to the work undertaken by the bodies and individuals named above, the Faculty Board decided to establish an equality and equal opportunities working group, which conducts preparatory work for the working committee and is the link between the HT faculties and the faculties' departments and units; it also prepares various supporting documents. The Faculty Board also decided to establish a faculty-wide network, to which each department/unit appoints a representative who also acts as the department/unit's contact person for gender equality, equal opportunities and diversity work.

The departments and units within the faculties are to work consistently on active measures, i.e. work systematically and preventatively to combat discrimination. Amongst other things, each organisation is to continually investigate whether there are risks of discrimination within the organisation. Potential risks are then to be analysed, addressed and followed up, all in accordance with the four steps of active measures in the Discrimination Act. This work is to be documented and done together with staff and students. Organisations are recommended to use a common template which then forms the supporting document for the faculties' ongoing work on the issues and becomes a part of that which is to be reported annually to a central level through what is known as the equal opportunities 'final accounts'⁴.

In the dialogue between faculty management, generally represented by the Gender Equality and Equal Opportunities working group, and the departments, gender equality, equal opportunities and diversity issues are dealt with directly and systematically including within the framework of quality enhancement work and various kinds of health and safety inspections. Gender equality, equal opportunities and diversity issues are also dealt with at the faculties' management council, where faculty management and heads of department/units meet.

Focus areas

The HT faculties' Gender Equality, Equal Opportunities and Diversity (JLM-) Plan is a concrete action plan that forms the basis of faculty-wide measures and is part of the documentation required by the Discrimination Act. The action plan covers both students and employees. Work on the measures in the action plan, including follow-up, is usually coordinated by the SFAD-coordinator based on the priorities of the Faculty Board working committee. Every year, the working committee follows up on both the plan and the faculties' equal opportunities final accounts (which is based on the plan). In addition to this, a few times per year the working committee also deals with gender equality statistics and the gender balance among different categories of staff within the faculties.

⁴ Equal opportunities final accounts are a report and compilation of the faculties' systematic preventive work against discrimination through active measures.

The work on the active measures as set out in the Discrimination Act⁵ and the following focus areas form the basis for the HT faculties' work and the faculties' action plan:

- Discrimination
- Equal opportunities and gender equality perspectives
- Work and study environment
- Recruitment and promotion
- Leadership and professional development
- Salaries and terms of employment
- The opportunity to combine work and studies with parenthood
- Education

“The purpose of the Discrimination Act is to combat discrimination and in other ways promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age”⁶.

Discrimination

The work and study climate at the HT faculties is to be permeated by an inclusive spirit, free from all kinds of discrimination and harassment. The HT faculties work preventatively by spreading information about discrimination and equal opportunities issues, including the production of guides⁷ that deal with the issues for students and employees.

Equal opportunities and gender equality perspectives

It is important to create shared principles for equal opportunities and to implement the diversity perspective, which aims to build an awareness and understanding of difference. The faculties work in accordance with the University's regulations about quality assurance and quality enhancement in education and the Policy for Quality Assurance and Quality Enhancement of Education at Lund University (Reg no 2016/179) which includes the criterion that “gender equality and equal opportunities perspectives are integrated into education” is to be monitored and checked via the faculties' own quality assurance systems.

Work and study environment

Work and study environments are to be suitably adapted to provide equal opportunities for staff and students to work in the faculties, both in terms of the physical and psychosocial environment. The physical study environment includes such things as premises, aids and equipment while the psychosocial environment might refer to language, address and the reception students experience.

Recruitment and promotion

Recruitment issues apply to both student and staff recruitment. The aim is to achieve a balance in terms of gender and diversity at the various levels of

⁵ The active measures pertain to education provider and employer perspectives and the focus areas that are linked to these.

⁶ From the Equality Ombudsman's website.

⁷ See the HT faculties' “Guide concerning discrimination, harassment och victimisation for students” as well as “Discrimination, harassment and victimisation – support for employees at the HT faculties.”

education and among employees. The work on active measures is to contribute to this.

In terms of student recruitment, it is important that various kinds of support are offered as part of efforts to widen participation, and ensure equal opportunities. The strategy for widening participation needs to be clearly developed in collaboration with the University centrally. Initiatives such as appropriate introduction activities, mentoring, language support and measures to help those with functional impairments are to be provided during the period of study.

In terms of recruitment and promotion of staff, in its Equal Opportunities Plan the University underlines that recruitment processes and career paths are to be free from discrimination. In other words, all judgments are to be made on the basis of the applicant's merit and expertise. For internationally recruited staff, the ambition is for central documents regarding employment to be available in English translation, and for there to be sufficient support for studies in the Swedish language.

The Academic Appointments Board have developed procedures for the consideration of gender equality when recruiting. The Vice-Chancellor's decision "New Procedures for Increasing Gender Equality in the Recruitment of Professors" (Reg. no STYR 2016/1133) is also to be considered and form the basis of this work. This means, among other things, that the dean is to check applications for professorships in order to ensure there are qualified candidates of both genders before they are passed on to external experts. Where this is not the case, interrupting the recruitment process should be considered. At the HT faculties this also applies to other permanent employment as a teaching staff member.

In connection with the request to advertise a position, departments are also expected to write about the anticipated pool of candidates with regard to the criteria of gender, internal/external and national/international applicants. In those cases in which the anticipated pool of candidates is described as single gender, the departments are to have investigated whether measures can be taken in order to widen the pool and reach more qualified applicants from both genders. It is possible to let gender decide the final ranking of candidates if the applicants are equally well-qualified in relation to the person specification in the vacancy announcement.

Leadership and professional development

The aim at the HT faculties is that boards, committees, management groups and collegiate bodies at all levels are to have an even gender balance. One of many ways of accomplishing this is for the faculties, as employers, to ensure that all employees have equal opportunities for professional development.

Salaries and terms of employment

The Discrimination Act stipulates that the employer is to survey and analyse salaries for the purpose of revealing, correcting and preventing unwarranted differences between men and women in salaries and other terms of employment. The HT faculties access the general surveys that the University provides. Ahead of the annual salary negotiations, and when new appointments are made, salaries

within the faculties' various departments and units are analysed with regards to potential unwarranted differences in salary.

The opportunity to combine work and studies with parenthood

The faculties are to strive to enable employees and students to combine work and studies with parenthood. This might, for example, mean that the departments/units should review the scheduling of teaching and meetings.

Education

According to the Discrimination Act, education providers must continuously examine existing forms of teaching (lectures, seminars, remote learning, online courses and so on) and review examinations and assessments, to see whether, for example, there is any risk that assessments of students' academic performance are consciously or unconsciously influenced by factors related to any ground of discrimination. This work is to be carried out within all organisations that come into contact with students in some way.

Text of a law

The Equality Ombudsman

[English \(engelska\) | DO](#)

Lund University

Lund University's website about systematic preventive work against discrimination

[Preventive work against discrimination | Staff Pages \(lu.se\)](#)

Lund University's website about discrimination, victimisation, harassment and sexual harassment

[Victimisation and harassment | Staff Pages \(lu.se\)](#)

Lund University's website about gender equality and equal opportunities

[Gender equality and equal opportunities | Staff Pages \(lu.se\)](#)

Equal Opportunities Plan for Lund University 2022-2027

[Equal Opportunities Plan for Lund University, 2022–2027](#)

Lund University's Strategic Plan

[Strategic-plan-2017-2026.pdf \(lu.se\)](#)

Regulations for quality assurance and quality enhancement of education at Lund University

[Regulations for quality assurance and quality enhancement of education at Lund University](#)

List of student rights

[List of Rights - Lund University Students' Rights and Responsibilities](#)

The Joint Faculties of Humanities and Theology

The Joint Faculties of Humanities and Theology website about gender equality and equal opportunities

[Diversity, Equal Opportunities and Gender Equality | The joint faculties of humanities and theology \(lu.se\)](#)

Regulations for third-cycle education at the Joint Faculties of Humanities and Theology

[HT_PhDregulations_1Feb2024.pdf \(lu.se\)](#)