

Faculty Board of Law

The Equal Opportunities Plan at the Faculty of Law 2023-2025

Introduction

Pursuant to the Swedish Discrimination Act (2008:567), an employer is obliged to work with active measures. The phrase active measures refers to prevention and promotion measures within the organisation to prevent discrimination and promote equal rights and opportunities regardless of the grounds of discrimination.

The grounds of discrimination are:

- Sex
- Transgender identity or expression
- Ethnicity, religion or other belief
- Disability
- Sexual orientation
- Age

The Faculty of Law's systematic and preventive work against discrimination focuses on the faculty's staff. Doctoral students are considered to be staff in this context, regardless of whether or not they hold a doctoral studentship, and are therefore included in the systematic work on equal opportunities concerning faculty staff. When it comes to equal rights and opportunities for students, please refer to the "Equal Opportunities Plan for Students at the Faculty of Law" (V2022/2852).

The Faculty of Law's systematic work on equal opportunities is based on the Equal Opportunities Plan for Lund University, 2022–2027 (STYR 2021/2323) and the follow-up of the Equal Opportunities Plan at the Faculty of Law (Reg. no V2018/2238).

The Equal Opportunities Plan for Lund University forms the basis of the faculties' work on gender equality and equal opportunities, and is put in action through organisationally-relevant plans that are to be followed up annually, as part of the systematic preventative work against discrimination.

This action plan uses the term SFAD, which is the Swedish abbreviation for systematic preventative work against discrimination. This term is used across Lund University to describe how the employer and the education provider handle these processes.

The Faculty of Law's Action Plan for Sustainable Development (Reg. no STYR 2022/165) states that the Faculty of Law is to promote the integration of all employees at the faculty by

- Actively establishing a conscious approach that includes all employees and makes the potential of a multicultural workplace visible.
- Actively encouraging and supporting language study for employees who wish to develop their Swedish or English language skills.

Pursuant to the Swedish Discrimination Act (2008:567), the phrase active measures refers to prevention and promotion measures that are to be carried out systematically in four steps, by

1. Investigating the existence of any risks of discrimination or reprisals or any other obstacles to individuals' equal rights and opportunities in the establishment in question.
2. Analysing the causes of risks and obstacles discovered.
3. Taking the prevention and promotion measures that can reasonably be demanded, and
4. Monitoring and evaluating measures under points 1-3.

The four steps are to be documented and take place in collaboration.

The employer is to carry out regular work on the four steps (investigate, analyse, take measures, follow up) within five areas:

- Working conditions
- Provisions and practices regarding pay and other terms of employment
- Recruitment and promotion
- Education and training, and skills development, and
- Possibilities to reconcile gainful employment and parenthood

The employer is also to promote even gender distribution.

The employer is to carry out this work continuously.

For the period 2022-2027, Lund University intends to achieve the following goals according to the Equal Opportunities Plan:

Goal 1 – Recruitment processes and career paths are to be free from discrimination.

Goal 2 – The organisation is to have good knowledge and understanding of gender equality and equal opportunities.

Goal 3 – Anti-discrimination work (SFAD) is to be vigorous, and actively and systematically preventative.

Goal 4 – The handling of and preventative work against victimisation, harassment and sexual harassment are to be done professionally.

In order to map the risks for discrimination at the Faculty of Law, the following methods and information have been used:

- Results of the psychosocial survey 2022
- Implementation of the SFAD game

- Gender Equality and Equal Opportunities Committee's annual evaluation of risks in relation to discrimination.

A risk assessment has been carried out in conjunction with this.

Risks have also been identified through other means, such as

- Results of the university-wide Tellus project as well as seminars at the Faculty of Law

Working conditions, salaries and employment terms

Goal

Working conditions must be suitable for all employees regardless of gender, transgender identity, ethnicity, religion or other belief, disability, sexual orientation, or age. No employee is to be at a disadvantage as a result of these grounds of discrimination. Nor should any employee be at a disadvantage on the grounds of inadequate accessibility.

The Faculty of Law is to strive for an open and inclusive workplace culture.

All managers with responsibility for the work environment are to be aware of how they should act if they learn that someone has been the victim of harassment in the organisation.

Measures

Courses in Swedish and English are to be offered to all employees when the need is identified.

In order to prevent non-objective comments from reaching teaching staff and doctoral students directly via course evaluations, the course director is always to go through the evaluations before sending them on.

The chair and senior researchers have a particular responsibility to promote a good and constructive seminar culture.

During the period covered by this Plan, the Faculty of Law is to initiate seminars focusing on methods for preventing discrimination in lecture situations and norm-critical teaching.

All managers with a work environment responsibility are to be aware of their obligation to manage and investigate harassment and to be aware that they can turn to the HR manager for more detailed information. Managers are to be offered training on open and inclusive workplace culture and regular training in the responsibility employers have and how preventative work can be carried out.

In conjunction with the annual staff appraisals, matters relating to experiences of the work environment and discrimination are to be raised. Each manager is to carry out a collective analysis for their group of employees so that the analysis can provide the employer with complementary information on staff experience.

The Gender Equality and Equal Opportunities Committee proposes that the systematic preventative work against discrimination (SFAD) game be implemented in the faculty's activities. The game is produced centrally at LU and is intended to provide support in investigating risks for discrimination.

During the period covered by the plan, the aim is for the following groups and departments to play the game:

- Academic Appointments Board
- Committee on Doctoral Education
- Educational Committee
- Gender Equality and Equal Opportunities Committee
- Management group
- Teaching teams
- Doctoral student group

In order to strengthen the space for collaboration between the administrative divisions, it is suggested the following groups play together:

- Education Services Office
- Distance Learning and Contract Education Office
- Faculty Office
- Library
- IT unit

After playing the game, a report is to be submitted to the Gender Equality and Equal Opportunities Committee.

Gender statistics are to be presented annually to the Gender Equality and Equal Opportunities Committee on salaries, staff per position, admission of doctoral students and the gender distribution in teaching teams and current required reading in order for the Committee to have the opportunity to propose measures if needed. The gender distribution in teaching teams and required reading is to be communicated to the Gender Equality and Equal Opportunities Committee at the request of the relevant course director.

Recruitment, promotion, leadership and professional development

Goal

Recruitment, promotion and qualification processes are to be free from discrimination.

For the recruitment process to result in staff with the best possible expertise, it is of vital importance that the assessments be based on the applicant's expertise in relation to the person specification and that there be no discrimination. In accordance with the Policy regarding good and clear career paths (Reg. no STYR 2019/1076), teaching positions should be advertised internationally, in competition and with broad subject specialisation to promote clear and transparent career paths and to facilitate mobility and recruitment of international expertise.

When a member of teaching staff applies for promotion it is, as with recruitment, important that attention only be given to relevant information and that qualifications be valued and assessed in a neutral manner based on the requirements stated in the Lund University Appointment Rules.

The faculty is to have an even gender distribution in management and decision-making bodies as well as in various types of working groups both within and outside the faculty.

Measures

In recruitment processes, special emphasis is to be placed on long-term planning, the formulation of person specifications and the choice of advertising channels. The faculty is always to process recruitment matters professionally and fairly.

A procedure is to be created to ensure all recruitments at the faculty for positions of over one year in length are preceded by a gender equality analysis.¹

Members of the Committee on Doctoral Education and the Academic Appointments Board are to be offered training in the risks of irrelevant and unconscious factors and structures that can negatively affect recruitment processes.

Proposals for external experts for the recruitment of teaching staff are always to include women and men, if there are no exceptional circumstances.

Academic career paths are to be clarified, especially for doctoral students and other early-career researchers in conjunction with their introduction, staff appraisals and career planning appraisals.

How information on conferences and other professional development is to be communicated and disseminated should be regularly discussed at supervisor and teaching team meetings.

During the period covered by the Plan, the Gender Equality and Equal Opportunities Committee is to continue investigating which measures may be appropriate regarding the qualifications and career paths of early-career researchers.

Once per semester, the HR officer will provide doctoral students and teaching staff with information on which teaching and learning in higher education courses are available via AHU (the Division for Higher Education Development).

Possibilities to combine employment with parenthood**Goal**

Staff are not to feel at a disadvantage for reasons related to parental leave, for example in relation to salaries and employment terms.

Measures

The head of department and the director of studies are responsible, in consultation with the teaching teams, for the follow-up of the allocation of teaching from a parental leave perspective and possibilities to combine employment with parenthood.

Gender-based statistics are to be produced, analysed and reported to the faculty management and the Gender Equality and Equal Opportunities Committee in connection with the salary review/RALS (framework agreement on salaries in the government contract area). Prior to the salary reviews, it is always to be clarified that salaries for staff on parental leave are to be set as though they were working.

¹A gender equality analysis involves, where appropriate, checking applications in order to ensure there are qualified candidates of both sexes before they are passed on to external experts.

All salary-setting managers at the faculty are to have completed training in staff appraisals and salary-setting appraisals.

Working hours, meeting times, courses and away days are to be scheduled so that it is possible to combine work and parental duties.

Gender and critical perspectives

Goal

As part of the quality assurance work in education, gender and other critical perspectives are to be integrated in the first, second and third-cycle programmes. An anti-discriminatory approach is to characterise teaching situations and the contact between members of staff.

The Faculty of Law has a responsibility to ensure that it has staff members who are knowledgeable about gender and other critical perspectives in teaching.

Measures

During the period covered by this Plan, seminars focusing on methods for preventing discrimination in lecture situations and norm-critical teaching are to be held.

The faculty is to ensure professional development for teaching staff whose teaching includes gender and other critical perspectives.

The faculty is to ensure that gender and other critical perspectives are dealt with at first and second-cycle levels.

In the drawing up of a new plan for the provision of expertise at the faculty, there is to be a review of how the faculty is to work to ensure expertise within gender and other critical perspectives.

Procedures for managing harassment and discrimination

The Swedish Discrimination Act (2008:567) also states that an employer is to have guidelines and procedures in place for their organisation with the aim to prevent harassment and sexual harassment. The Faculty of Law clarifies these procedures in the document "Respect, tolerance and consideration". The brochure is handed out at the introduction for new members of staff and is available on the faculty website. The procedure states that the University is obliged to investigate the circumstances of reported harassment or victimisation and to take measures that can be reasonably demanded to prevent them from occurring in the future.

Goal

All employees and students are to be aware of the procedures in place for the handling of victimisation and discrimination. This means that staff and students are to know how to report a case and what steps are taken after that.

Measures

- An information initiative is to be prioritised over the course of 2023-2025:
 - Clear information about the procedures above is to be available on the faculty website.

- The brochure “Respect, tolerance and consideration” is to be updated and distributed at the introduction for new staff.
- The brochure is to be distributed widely at the faculty and be available on the faculty website.

The Gender Equality and Equal Opportunities Committee is to investigate more closely which preventative measures are to be taken in relation to the treatment of transgender people and investigate how relevant knowledge on this topic can be strengthened.