

# Plan for Gender Mainstreaming 2020–2021

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**Description:**

The plan describes how the university shall work with the Government commission relating to gender mainstreaming in order to contribute to the achievement of gender equality policy objectives. The plan describes the activities that the university will work with during 2020 and 2021, which body is responsible for each activity as well as follow-up of the plan.

Disclaimer: In case of a discrepancy between the Swedish and the English version of the plan, the Swedish version will prevail.

## Introduction

This plan describes how Stockholm University shall work with the Government commission relating to gender mainstreaming in order to contribute to the achievement of gender equality policy targets and objectives. The plan describes the activities that the university will work with during 2020 and 2021, which body is responsible for each activity as well as follow-up of the plan. In addition, it specifies which goals the university is aiming to achieve in its work.

The governmental appropriation directions for 2020 states the following: “All higher education institutions (HEIs) shall continue to develop the efforts involving gender mainstreaming to ensure that the operation contributes to the achievement of gender equality objectives (ref. 2016/17: 10), for example relating to equal career opportunities, gender-based study choices, and student completion. Each HEI shall continue working based on an individual plan for the HEI, including development needs, goals, and activities that the HEI intends to take and a description of how gender equality will be integrated and become a greater part of the regular operation, for example in policy processes. Measures and outcomes from the plan must be reported. HEIs must also report how they take gender equality into consideration when allocating research funding.”

In the governmental appropriation directions for 2016, the HEIs received their first commission to develop their work with gender mainstreaming in order to ensure that their operations contribute to achieving the gender equality policy objectives. At Stockholm University, the President approved a plan for gender mainstreaming for 2017–2019. This plan is based on the grounds and problem definition from the previous plan (see Plan for Gender Mainstreaming, Governing Documents – Rule Book), but includes new activities.

## Goals

Stockholm University intends for the work with gender mainstreaming to continue developing a process that results in:

- Gender equality having become a part of the University’s regular activities, for example in various types of governance;
- central policy documents and preparatory and decision-making processes that are transparent and clear, which in turn will lead to high quality recruitment processes, study and career paths marked by gender equality, as well as legal certainty for staff and students;
- managers and leaders who are able to actively prevent and combat inequality and discrimination, for example in the recruitment of staff and doctoral students, and who create healthy working conditions in the day-to-day work in education, research, and administration;

- employees who, through a gender-aware approach, create better quality in education, research, and administration, both in terms of content and form, and who actively prevent and combat inequality and discrimination of both students/doctoral students and colleagues.

### **Activities and responsibility 2020–2021**

The activities between 2020 and 2021 have been selected based on the goals stated above, which are in turn based on the gender equality policy objectives. In the following, the activities have been sorted into the nearest gender equality policy objective.<sup>1</sup>

#### **Gender equality policy sub-goal: Gender equal division of power and influence**

- Develop a programme for research leaders focusing on leadership from a gender equality perspective.

Responsibility: Scientific area boards.

- Evaluate the assessment process for promotions and docent application from a gender equality perspective (with the help of an expert), in relation to the implementation of criteria and grounds for assessment.

Responsibility: Scientific area boards.

- Complete a survey of doctoral students and supervisors from a gender equality perspective to identify measures.

Responsibility: Office of the President.

- Follow-up on the delegation to the Directors of Studies in the departmental decision-making and delegation procedures.<sup>2</sup>

Responsibility: Office of the President.

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<sup>1</sup> For further information: <https://www.regeringen.se/artiklar/2017/01/mer-om-jamstalldhetspolitikens-mal/>.

<sup>2</sup> In accordance with the Plan for Gender Mainstreaming 2017–2019 (ref. no. SU FV-1.1.2-0344-17) adopted by the President on 15/05/2017.

### **Gender equality policy sub-goal: Gender equal education**

- Follow-up on the departmental procedures for advertising of positions in third-cycle education and whether there is written and clear documentation on the grounds for selection of applicants ahead of decisions, in accordance with the admission regulations for third-cycle education.

Responsibility: Office of the President.

- Investigate whether there are any indications of differences between women and men regarding assessment and sanctions in disciplinary matters.

Responsibility: Office of the President.

### **Gender equality policy sub-goal: Gender equal health**

- Participate in the international WHO pilot study on mental ill-health (World Mental Health International College Student Initiative, WMH-ICS), and thereafter identify activities to rectify any issues.

Responsibility: Office of the President.

- Carry out training measures for heads of department, directors of studies and supervisors relating to health promotion within third-cycle studies, in order to reduce the number of sick-listings for doctoral students.

Responsibility: Centre for the Advancement of University Teaching (CeUL).

### **Gender equality policy sub-goal: Men's violence against women must stop**

- Participate in the cross-sectional prevalence study of sexual harassment, which is part of the Research and Collaboration Programme on Gender-Based Violence, and to then identify activities to rectify any issues.

Responsibility: Office of the President.

### **Follow-up of the Plan**

The plan will be followed-up once every six months by the Office of the President and will be reported at the meetings of the Interdisciplinary Council.