



**Stockholm
University**

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Equality plan 2023

Innehåll

1	The anti-discrimination act	2
2	Handling cases of abuse and sexual harrassment	3
3	Documentation of conditions in the department	4
3.1	Composition of faculty and administrative staff by position and gender	4
3.2	Salaries of men and women in different categories	5
3.3	Composition of the management team by gender	5
3.4	Gender equality aspects of the inflow and outflow of faculty members	5
3.5	Teaching at Different Levels	6
3.6	Supervision of bachelor's theses	6
3.7	Supervision of master's theses	6
3.8	Handledning av doktorander	7
3.9	Students at different levels by gender	7
3.10	Long-term sick leave	9
4	Follow-up of measures proposed in the previous equality plan	9

5	Ongoing efforts to promote gender equality	10
5.1	Work conditions	10
5.2	Combining employment and parenting	10
5.3	Preventing harassment and discriminatory abuse	11
5.4	Efforts to equalize the gender balance in all tasks and categories of employees	11
6	Active measures to promote equality in the department	12
7	Equality officer	12

1 The anti-discrimination act

Every employer with more than 25 employees must document in writing the work with measures according to the Anti-Discrimination Act (2008:567) Chapter 3, Sections 4-10. These sections describe how the employer is required to prevent discrimination and harassment and promote equal rights and opportunities regardless of gender, transgender identity, ethnic origin, religion or other beliefs, disability, sexual orientation, or age.

The employer is also obliged to document its effort in this regard by providing a description of the active measures it plans to carry out. These measures must be scheduled and implemented as soon as possible. Implemented measures must be followed up and evaluated. The university and all its departments are required to continuously work in the following areas as part of their employer responsibilities:

- investigate whether there are risks of discrimination or reprisals or whether other obstacles to individuals’ equal rights and opportunities exist in the organization (Chapter 3, Section 2).
- facilitate for employees of all genders to combine employment and parenthood (Chapter 3, Section 5).
- preempt and prevent any employee from being subjected to harassment related to any of the legally prohibited grounds of discrimination or sexual harassment (Chapter 3, Section 6).

- strive to prevent the reprisals described in the Anti-Discrimination Act, Chapter 2, Section 18, which prohibit any actions against someone who has reported or pointed out that the employer has acted in violation of the law, participated in an investigation under the law, or rejected the employer's harassment or sexual harassment.
- strive towards an equal gender distribution in different types of work, within different categories of employees, and in leadership positions (Chapter 3, Section 7).
- document salaries and investigate whether existing salary differences are directly or indirectly related to gender (Chapter 3, Sections 8-9).

Note that the law does not require us to promote diversity with respect to any group identities other than gender. However, we *are* required to prevent and combat discrimination, harassment, and violations based on all the group affiliations specified in the law. It is also worth noting that there are no legal obstacles to considering knowledge of the Swedish language as a relevant qualification when recruiting.

2 Handling cases of abuse and sexual harassment

Every department is required to provide clear information on how to handle possible cases of harassment related to any of the illegal grounds of discrimination or sexual harassment. The department must specify whom to contact, what the procedure is, and how cases are documented. A policy document on measures against sexual harassment and gender-based abuse was adopted at the departmental board (IS) meeting on December 13, 2018. A policy document on how the department should act in cases of harassment based on transgender identity, ethnic origin, religion or other belief, disability, sexual orientation, or age was adopted by the departmental board on May 11, 2023. Both documents are available on the department's website.

Table 1: Number of employees and share of women by category

Year	Full professors		Other faculty		Administrative staff	
	Total no.	Share female	Total no.	Share female	Total no.	Share female
1995	4	0.00	26	0.31	10	0.80
1998	3	0.00	15	0.27	9	0.67
2002	6	0.00	19	0.32	9	0.78
2005	7	0.00	17	0.24	9	0.89
2008	7	0.00	22	0.36	9	0.89
2011	15	0.27	20	0.25	10	0.80
2014	15	0.20	17	0.18	11	0.82
2022	18	0.17	20	0.25	10	0.80

Table 2: Average monthly salary by category and gender

Professors		Other faculty		Administrative staff	
Men	Women	Men	Women	Men	Women
74 333	72 700	48 179	45 333	54 700	37 750

Note: These numbers are from 2022.

3 Documentation of conditions in the department

3.1 Composition of faculty and administrative staff by position and gender

Employees at the department of economics can be broadly divided into faculty and technical-administrative (TA) staff. The category of faculty can be further divided into (full) professors, and other faculty (tenured and untenured and with and without PhDs). The number and share of women in the different categories between 1995 and 2014 are shown in Table 1 below; in this table, associate (tenured) and untenured faculty are combined into a single category. The share of women among professors has decreased since 2011, while the share of women among other faculty has been stable since 2011.

3.2 Salaries of men and women in different categories

The average salaries for men and women in the categories of (full) professors, other faculty, and administrative staff are found in Table 2. A male professor at the department has a slightly higher average monthly salary than a female professor. The situation is similar for other faculty members. The large wage difference between male and female administrative staff is entirely due to position. I have not attempted to control for academic merit among faculty, as I did not have access to faculty members' names. It is in any case not obvious that salaries should reflect research output alone.

3.3 Composition of the management team by gender

The department's management team (chair, deputy chair, PhD program director, director of the undergraduate and master's programs, head of administration and head of administration) has the following composition by gender (2023):

Chair: Male

Deputy chair: Female

PhD program director: Female

Undergraduate and master's program director: Male

Head of administration: Male

Deputy head of administration: Male

3.4 Gender equality aspects of the inflow and outflow of faculty members

Since 2020, five junior researchers have been recruited as Browaldh Fellows, two women and three men. These proportions were exactly the same as during the period 2011-2014. We have also lost three junior researchers to other employers, two men and one woman. We no longer see a clear tendency to lose more women than men, as was the case between 2011 and 2014. In 2023, we also recruited one man as a Wallander Fellow.

Tabell 3: Share of women among course instructors by level

Level	Academic years	
	2013-17	2021-22
Introductory	44%	0%
Intermediate	13%	18%
Master's level	17%	31%

Tabell 4: Share of women among course instructors at the PhD level

First or second year	Academic years	
	2014-15	2021-22
First year	0%	6%
Second year	15%	15%

3.5 Teaching at Different Levels

The department conducts teaching at the undergraduate (introductory and intermediate courses), master's, and doctoral levels. The gender distribution among teachers at the different levels and their development over time are shown in Tables 3 and 4. Table 3 shows that the proportion of women has increased at higher levels but has dropped from 44% to zero for introductory courses. At no level does it currently reach the target of 40%.

3.6 Supervision of bachelor's theses

During the calendar year 2022 (spring and fall terms), 50 bachelor's theses were supervised (not necessarily receiving a passing grade). In eight cases, or 16%, the supervisor was a woman. Since we do not keep records of those who pass, it is not possible to determine whether the likelihood of passing differs between the genders of supervisors and students.

3.7 Supervision of master's theses

During the spring semester of 2023, 31 master's theses in economics were supervised at Stockholm University. In seven of those cases, i.e. 23 percent, the supervisor was a woman. That percentage does not change depending on whether one includes or excludes theses supervised by members of the IIES.

During the spring semester of 2022, 48 master's theses were supervised. In seven cases, i.e. 15 percent, the supervisor was a woman. Excluding theses supervised by members of the IIES reduces that figure to 14 percent.

3.8 Handling av doktorander

In 2011, just 8 percent of PhD students at the thesis writing stage had a female principal supervisor. By 2014, that share had increased to 19 percent, corresponding roughly to the share of female full professors. The share of female full professors in 2023 was 22 percent, or 18 percent if we don't count those on leave.

In 2023, the share of PhD students in their third year or beyond being supervised by a woman is 14 percent if we include PhD students affiliated with the IIES. If we don't include them, the number falls to 12 percent. On the other hand, if we include PhD students affiliated not only with the IIES but also with SOFI, the number is 15 percent. This share, then, has fallen somewhat since 2014.

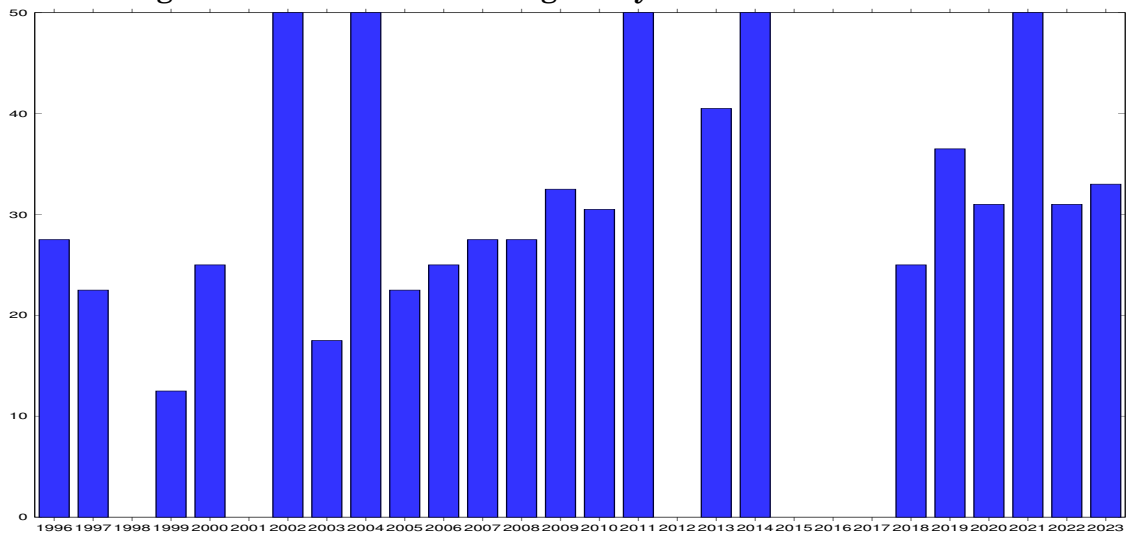
3.9 Students at different levels by gender

Before 2014 already, the gender distribution among undergraduate students in economics at the introductory level frequently achieved the university's goal that at least 40 percent of students should be of the underrepresented gender (in our case, women). However, it would then systematically decline by a few percentage points as the level increased. At the master's level, until 2014, the share of female students tended to fluctuate between 27 and 50 percent.

In the fall semester of 2022, the share of females at the undergraduate (introductory and intermediate) level was 41 percent. At the master's level it was 37 percent. In the spring of 2023, the corresponding figures were 40 and 41 percent, respectively.

The gender distribution among newly admitted PhD students can be seen in Figure 1. As can be seen there, the female share has reached 40 percent in 6 out of the 21 years for which data are available.

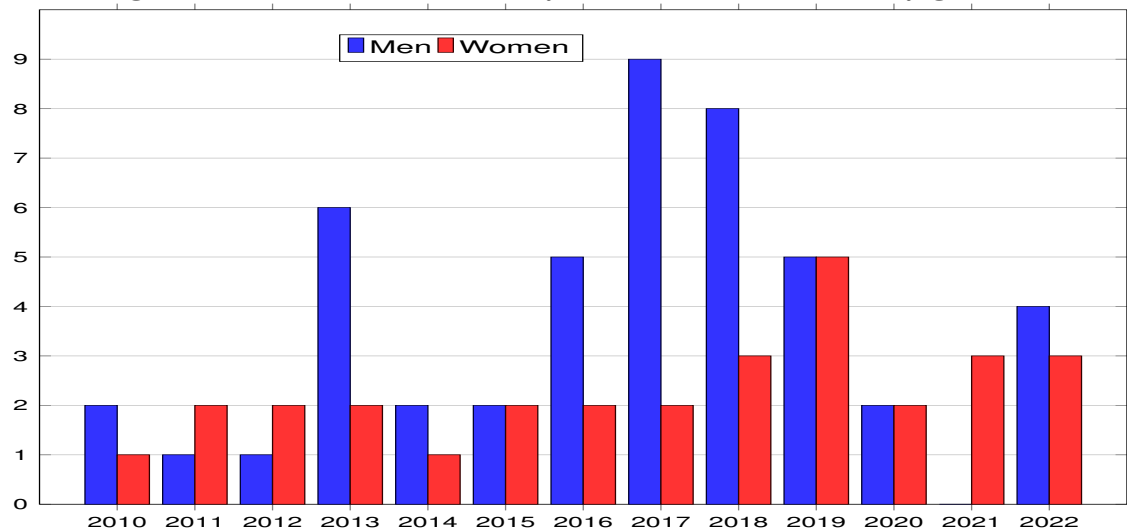
Figur 1: Female share among newly admitted PhD students



Note: There is missing data for 1998, 2001, 2012 och 2015-2017.

Among those who successfully defended their thesis, the female share was exactly 40% between 2010 and 2014. Between 2015 and 2022 it was 39 procent. In spite of the male dominance among instructors in the PhD course program, the PhD student body is fairly well balanced according to gender. This is true whether we focus on admissions or graduations.

Figur 2: Number of successfully defended PhD theses by gender



Note: Successfully defended theses include those written by students affiliated with the IIES.

3.10 Long-term sick leave

Between 2012 and 2014, five women and one man among our employees were on sick leave for more than two months. Among the PhD students, one man was on long-term sick leave during this period.

Since 2014, 29 spells of sick leave lasting at least 60 days have occurred among the department's employees. 14 of those episodes involved women, and 16 of them involved men.

Also since 2014, 71 sick-leave spells lasting at least 30 days have occurred among our employees. 44 of them involved women, and 44 of them, men.

Overall, it seems that women were somewhat overrepresented when it comes to sick-leave spells lasting at least 30 days, but not when it comes to those lasting at least 60 days.

4 Follow-up of measures proposed in the previous equality plan

The following measures were proposed in the 2014 edition of the equality plan.

1. Avoid exits of female faculty members
2. Consider other aspects of equality than gender
3. Examine the gender distribution of textbook authors
4. Prioritize gender equality in recruiting
5. Improve the gender balance in supervision

As far as point 1 is concerned, women are not overrepresented among exiting faculty. As mentioned in Section 3.4, we have lost two males and one female among our *Browaldh* scholars.

An issue that obviously affects not only women, but is important for the prevention of exits by young faculty members in general, is that we strive to facilitate combining a research career with parenting. It turns out that *Kammarkollegiet*, an administrative branch of the Government of Sweden, is prepared to provide PhD students

with parental leave benefits in proportion to their regular income, according to the same principles as for other employees in Sweden. The department is currently looking into whether this solution might also be available for our *Browaldh* scholars. Until that happens, we are working to find other solutions to make it easier for our *Browaldh* scholars to combine research with family life.

On point 2 the department adopted, on May 11, 2023, a policy document with guidelines for measures in case of abuse or harassment unrelated to gender. See also Section 2.

On point 3 we have not taken any measures.

As far as point 4 is concerned, this is something that we always keep in mind when recruiting. As mentioned in Section 3.4, we have, since 2020, recruited two women and three men as *Browaldh* scholars. We have also recruited one male *Wallander* fellow.

When it comes to supervision of PhD students, male dominance has increased somewhat since 2014. We may conclude that we have not done enough to increase the share of PhD students supervised by women. Given the share of senior faculty who are women, there is of course not a whole lot we can do about this. Nor is it enough to recruit many female junior faculty. Meanwhile, recruiting senior female faculty is very difficult. The most realistic alternative is therefore to make efforts to *retain* female faculty. This is of course related to point 1.

5 Ongoing efforts to promote gender equality

5.1 Work conditions

Job descriptions in the department involve teaching, research and administration. All of these tasks are equally suitable for men and women. No measure is currently called for.

5.2 Combining employment and parenting

Duties and tasks in the department are planned well ahead of time, making it possible for employees to control the timing of their work to a very large extent. Meetings and seminars are scheduled to that they happen neither at the beginning

nor at the end of a working day. Faculty can to some extent work from home. What all this means is that duties and tasks are easily compatible with parental leave, leaving and picking up children from daycare, or taking care of a sick child at home. This applies to both men and women.

As described in Section 4, we take special measures to ensure that our junior faculty can maintain a good standard of living when on parental leave.

No further measures are currently called for.

5.3 Preventing harassment and discriminatory abuse

In the department of economics, sexual harassment is considered unacceptable. Indeed, any reprisals for reporting sexual harassment or other abuse or discrimination are forbidden. Since 2014, no cases of sexual harassment or discriminatory abuse has been reported.

However, one employee has reported repeated cases of abuse associated with ethnic identity. These acts are alleged to have taken place in 2015 and 2016 and were reported in 2016. The alleged perpetrator was employed by Stockholm University, but not the department of economics. No measures were taken in response to the report. It is with this background in mind that the department has now adopted new guidelines for dealing with reported cases of discrimination and abuse unrelated to gender; see Section; se avsnitt 2.

Beyond these recently adopted guidelines, we need to raise awareness about this issue, and not only because we have to follow the law. In order to create and maintain an excellent research environment, we have to recruit without any consideration of ethnic or religious identity, and this inevitably results in an ethnically and religiously mixed community. In order for that community to continue to function, we have to respect each other's backgrounds and group identities.

5.4 Efforts to equalize the gender balance in all tasks and categories of employees

As far as recruiting and retention of female faculty, this has already been discussed in Sections 3.4 and 4.

As far as the administrative staff is concerned, 80 percent are women. In this respect, the uneven gender balance observed before 2014 is now back.

6 Active measures to promote equality in the department

1. Continue to keep the desirability of gender balance in mind when recruiting new faculty.

Responsible: All department faculty members.

2. When recruiting new administrative staff, keep in mind the value of gender balance.

Responsible: Chair, deputy chair, head of administration, deputy head of administration.

3. Raise awareness of the importance of combatting abuse based on other group identities than gender.

Responsible: All department employees.

7 Equality officer

As of 2020, the department's equality officer is Paul Klein, paul.klein@su.se.