



**LUND**  
UNIVERSITY

## **Gender Equality Plan for the Department of Earth and Ecosystem Sciences for the period February 2010 to January 2011, as established at the Board Meeting of 2010-04-16**

### **Discrimination Act (2008:567)**

#### *The purpose of the Act*

1 § The purpose of this 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.

#### *Gender Equality Plan*

13 § Every three years employers are to draw up a plan for their gender equality work.

According to Lund University's policy document for gender equality, 2006-2010, every department shall establish a Gender Equality Plan every year.

According to the Committee for Gender Equality of the Faculty of Science, as per the minutes of the meeting of 2004-12-12, § 8, every department shall establish a Gender Equality Plan.

### **1. The Director of Department's declaration**

I am responsible for the work for gender equality at the Department of Earth and Ecosystem Sciences and I am actively engaged in ensuring that the measures stated in this Gender Equality Plan are followed. I will also take the initiative to prioritize, take into consideration and discuss gender equality issues in the daily work at the Department of Earth and Ecosystem Sciences.

### **2. Gender Equality work within the Department of Earth and Ecosystem Sciences**

There exists a Committee for Gender Equality at the Department of Earth and Ecosystem Sciences whose main task is to draw up a proposal for a Gender Equality Plan and to annually follow-up and revise the same. An important task for the Committee is also to increase the awareness of gender equality at the Department. The committee aims to perform every other year a questionnaire on gender equality to all employees, in order to compare and follow developments at the department. At the end of each year the committee reports a summary of activities, measures and actual situation regarding gender equality.

### **3. The overall aim**

The overall aim of the Gender Equality Plan is to ensure that the employees at the Department of Earth and Ecosystem Sciences shall be treated equally with respect to working conditions, opportunities for advancement, salary and day-to-day treatment, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

### **4. Working conditions**

#### *Aims*

- The working conditions at the Department of Earth and Ecosystem Sciences shall, amongst other things with respect to organization and practice of leadership, be such that gender equality is promoted and of high priority. Both men and women shall, as far as possible, be represented in all of the Department's working groups. Also the gender distribution of invited speaker for seminars should be even.

#### *Measures*

- To increase the knowledge about gender equality at the Department of Earth and Ecosystem Sciences an educational event will be held for the Department's employees.
- At the end of the coming year the Department's working groups will be inventoried with respect to gender distribution.
- The Committee for Gender Equality aims to organize a seminar/course event about the structure and behaviour in relation to gender equality and hierarchy.

## **5. Work and parenthood**

### *Aim*

Work and parenthood are to be combinable. Parental leave must not constitute an obstacle for a continued development in work and in service assignments.

### *Measures*

- Working hours should, as far as possible, be adapted to the individual. Meetings, seminars, guest lectures and similar functions should be organized so that the responsibility for small children does not constitute an obstacle for participation. Important meetings should be scheduled in the morning and be announced in due time. It should be discussed the possibility of a teaching-free morning per month for common seminars and/or meetings.

## **6. Recruitment and introduction**

### *Aim*

The recruitment process at the Department of Earth and Ecosystem Sciences shall insure the balance with respect to the number of women and men on all levels within the establishment.

### *Measures*

- During job appointments the Director of Department shall strive for an equal distribution of gender. The committee will oversee that this occurs.
- Both sexes shall be represented in all preparatory committees – given the condition that they are formally electable – and during the drafting of job post descriptions and the assessment of applicants.
- During the recruitment of undergraduate students, the suitability of the geological profession for both sexes shall be emphasized.
- Everybody working or studying at the Department of Earth and Ecosystem Sciences shall at the commencement of their studies or employment be informed of the gender equality work. Information about which organizational units within the University manage gender equality issues shall be given.

## **7. Human Resource Development**

### *Aim*

- Human resource development is a matter concerning everybody. Women and men shall be able to participate under the same conditions and receive the same encouragement towards opportunities for development in their work.

### *Measures*

- A clear approach from employers on different levels shall show that both women and men have the same opportunities with respect to personal as well as professional development.
- The subject of gender equality shall be an area, which is continuously treated in individual performance discussions between the Director of Department and the employees. In conjunction with the individual performance discussions the employees experience of gender equality in the workplace shall be taken into consideration with respect to:
  - work content
  - work load
  - assessment of work results
  - responsibilities and authorities
  - opportunities for competence development
  - supervision/guidance
  - opportunities for qualifications

- forms of work and teaching
- gender related harassment
- sexual harassment.
- Any incongruities concerning gender equality arising during the individual performance discussions shall be investigated and attended to.

## **8. Salary matters**

### *Aim*

Groundless differences in salary between men and women shall not exist at the Department of Earth and Ecosystem Sciences.

### *Measures*

- A gender equality analysis shall be conducted on university level by a central work group with employer and union representatives to discern if any groundless differentials in salary exist. This analysis shall be followed up by a common university action plan for equal salaries.

## **9. Forestalling and counteracting gender related harassment and sexual harassment**

### *Aim*

The Department of Earth and Ecosystem Sciences is a work place where gender related and sexual harassment shall not occur.

### *Measures*

The committee shall continuously inform about gender related and sexual harassment and enlighten as where to find information concerning such harassments.

Gender related harassments may include:

- the ignorance of comments and actions
- to be frozen out
- to be rendered invisible
- to be mocked
- to be withheld information
- to be impeded in work, studies or research

Sexual harassment may include:

- comments containing sexual significance
- sexual jokes
- physical contact
- irrelevant comments concerning appearance and private life
- questions about or demands for sexual favors, often in exchange for rewards or under threat of reprisals

Both men and women can harass and be harassed. To harass somebody often means to consciously and deliberately expose somebody to continuous discomfort. Harassments need not, however, be carried out consciously. If the exposed individual feels affronted, then they have been exposed to harassment. It is therefore mainly the exposed individual who determines which actions shall be taken. Gender related harassment or sexual harassment shall immediately be acted upon and investigated. The Director of Department has a principal responsibility and shall act to ensure that no one, neither employee or student, is exposed to harassment due to gender, sexual harassment and that measures against these are taken and followed up. Lund University's action plan against gender related and sexual harassment can be found on the following web page:

[http://www3.lu.se/pers/Jamstalldhet/motverka\\_sextrak.htm](http://www3.lu.se/pers/Jamstalldhet/motverka_sextrak.htm)

## **10. Gender perspective in teaching**

Department of Earth and Ecosystem Sciences will work for a legible gender perspective in all teaching. For example by clarify genderperspective in methods of examination, choice of course

literature and study environment. For 2010 the project group for gender certification will take care of these issues.

### **11. Responsibility and follow-up**

The Director of Department has a principal responsibility for the application of the Gender Equality Plan. A systematic follow-up of the Gender Equality Plan shall be conducted every year by the Gender Equality Committee.

This Gender Equality Plan has been revised 2010-03-26 by the Gender Equality Committee for the Department of Earth and Ecosystem Sciences: Petra Bragé, Mats Eriksson, Harry Lankreijer, Julia Böso, and Emmy Heidenblad.