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Department of Political Science

Action plan for gender equality, equal opportunities and diversity for the Department of Political Science 2016

The action plan for gender equality, equal opportunities and diversity for the Department of Political Science is based on the *Swedish Discrimination Act*, the *Lund University Strategic Plan 2012–2016*, the *Lund University Policy for Gender Equality, Equal Opportunities and Diversity*, the *Equal Opportunities Plan for Students at Lund University 2015*, and the *Faculty of Social Sciences' Action Plan for Gender Equality, Equal Opportunities and Diversity 2016*. The action plan was adopted by the Board of the Department of Political Science on 25 May 2016.

General aim and organisation

The *Lund University Policy for Gender Equality, Equal Opportunities and Diversity* states that:

“Lund University aims to be one of the very best European universities. In order to achieve that goal, the knowledge and ambitions of staff and students must be harnessed, and their different perspectives must be allowed to contribute to a creative environment for study, teaching and research. Gender equality, equal opportunities and diversity lead to improved quality in the University’s operations.

The University’s operations, founded on the strategic plan and the Discrimination Act, build on equality between the sexes, equal opportunities and diversity. This means that employees, students and those who apply for jobs or study at Lund University are treated and judged without irrelevant consideration to gender, transgender identity, ethnic origin, religion or other belief, disability, sexual orientation or age.”

The Department of Political Science concurs with that policy. The overall objective is to make all activities at the department free from sexism, racism, homophobia, transphobia, and exclusion on the grounds of age or disability. The work concerning issues of gender equality, equal opportunities and diversity derives from a general perspective of gender equality, and includes the seven grounds of discrimination: sex, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, and age. The

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ambition is to *integrate* the work into the organisation as much as possible, that is, that all decision-making and implementation procedures at the department are organised, evaluated and developed so as to ensure that gender equality, equal opportunities and diversity aspects are considered at all levels and in all stages of these processes, by the people who are involved in them.

The Department of Political Science has a special committee (in Swedish, *JLM-gruppen*) that is preparatory and advisory in matters concerning gender equality, equal opportunities and diversity. The committee represents all the different professional groups, areas of activity and students at the department, and convenes on a regular basis. Their work is managed by the Deputy Head of Department.

This action plan includes concrete measures to promote gender equality, equal opportunities and diversity at the department in 2016, divided into five key focus areas:

- A. Students and education
- B. Recruitment and promotion
- C. Leadership
- D. Research and researchers
- E. Terms of employment, working conditions and salaries

A. Students and education

Objective

Issues concerning gender equality, equal opportunities and diversity are to be systematically taken into account on the courses and study programmes at the Department of Political Science.

Problem areas and measures

The department has already implemented the general principle that the proportion of female/male authors of the required reading is to fall in the range of 40–60%, and any deviations from this principle must be clearly justified to the Department Board. In several cases in 2015, the board referred reading lists back to course directors, with the task to either make changes to improve the gender balance amongst the authors, or argue for the deviation from the general principle, in accordance with a special procedure. The principle will continue to apply this year, and is to be followed up on a regular basis.

To facilitate the work of integrating gender equality, equal opportunities and diversity into education, a simple “checklist” for teaching staff is to be drawn up. The checklist, which consists of a number of critical issues to consider when teaching, can be used voluntarily as support in the planning of courses and study programmes.

Course evaluations are an important tool for uncovering problems in education with regard to gender equality, equal opportunities and diversity. Work to revise the department’s course evaluation forms is underway. This work will be followed up to ensure that gender equality, equal opportunities and diversity aspects are taken into account.

A number of seminars are planned for this year, as part of the efforts to increase knowledge of gender equality, equal opportunities and diversity issues among teaching staff and administrative staff. For example, in May there is a seminar on norm-critical teaching. In the autumn there are plans to hold seminars/meetings to address issues concerning the

encounter between teaching staff/administrative staff and students with special needs, as well as how to deal with “sensitive” subjects – for instance, concerning strong normativity or religion – when teaching. Furthermore, all staff at the department is to be informed of the content of Lund University’s management rules concerning sexual harassment. In addition, the department’s teaching staff is to be encouraged to participate in the professional development course “Gender Equality and Diversity in Education”, provided by the Faculty of Social Sciences.

To increase the students’ awareness of the department’s work to promote gender equality, equal opportunities and diversity, the procedures for informing new students of these efforts are to be evaluated and revised as necessary.

As part of the efforts to make information about the department accessible to all, the potential need for an audio website is to be investigated, in collaboration with the management group for gender equality, equal opportunities and diversity at the Faculty of Social Sciences.

B. Recruitment and promotion

Objective

When recruiting and promoting staff at the Department of Political Science, gender equality, equal opportunities and diversity are to be taken into account, which means that people are to be assessed irrespective of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. The department is to have roughly equal numbers of women and men in all categories of staff, and is to allow opportunity for international applicants in the call for applications of vacant posts.

Problem areas and measures

The work performed by the department’s recruitment group, which was appointed in 2015 and has a duty to consider issues of gender equality, equal opportunities and diversity in policy discussions concerning recruitments, is to be followed up. The department’s committee for gender equality, equal opportunities and diversity has insight into the recruitment group’s work through the department management team and board.

There is currently an even gender balance among the department’s third cycle students. This year, somewhat more men than women are scheduled to obtain their PhD degrees, which will probably lead to a slight imbalance. Meanwhile, four new doctoral studentships will be filled this year: three general and one specialised. In the appointment process, the Deputy Head of Department, along with the rest of the special admissions committee, is to ensure that gender equality, equal opportunities and diversity aspects are taken into account, with respect to the composition of the group of doctoral students at large.

A review was conducted in 2015 of the way in which various forms of qualifying assignments – such as principal supervisor, assistant supervisor, reviewer at work-in-progress seminars etc. – were distributed among the department’s research staff. The results indicated that some problems with regard to both gender equality and diversity are associated with these appointments, which need to be followed up in 2016.

C. Leadership

Objective

There is to be an even gender balance and diversity among leading positions at the Department of Political Science.

Problem areas and measures

In 2015, new management was elected and appointed at the department. Tomas Bergström's assignment as Head of Department was renewed, and Björn Badersten was appointed Deputy Head of Department. Badersten succeeded Annica Kronsell, which created a change in the gender distribution within the department management. However, in 2015, Kristina Jönsson succeeded Jan Teorell as director of third cycle studies. Meanwhile, the department's management team expanded (from the traditional posts of head of department, deputy head of department, director of first and second cycle studies, department finance officer, and human resources officer) to include the director of third cycle studies, who attends management meetings which specifically deal with issues concerning research studies. Nevertheless, it must be noted that, among these management positions (head of department, deputy head of department, directors of studies), there is a certain gender imbalance. This group of people is also homogeneous, in the sense that they share a similar background, in a way that does not accurately reflect the composition of the department's employees.

There is also a certain gender imbalance within the department board, which is the highest decision-making body of the department, with an important governance and management function. The board – comprised of representatives of all categories of staff in accordance with the rules of Lund University – is elected for the period 2013– 2016 and consists of nine women and six men (substitutes included). Also among its regular members, there is an overrepresentation of women. However, the work it does also includes several co-opted male members, such as the Deputy Head of Department and the director of first and second cycle studies.

A new Department Board will be appointed in 2016. In the light of the above, it is important that this process applies a holistic approach with regard to aspects of gender equality, equal opportunities and diversity, which takes into account all of the department's management functions. Furthermore, the composition of the new board is to be justified in writing with respect to aspects of gender equality, equal opportunities and diversity, in accordance with the guidelines of the Faculty of Social Sciences.

The Faculty of Social Sciences is currently drawing up procedures for the review of decisions made by the department boards with respect to gender equality, equal opportunities and diversity. The department is monitoring this work and will adapt to the faculty's procedures as much as possible.

D. Research and researchers

Objective

The Department of Political Science is to be an inclusive research environment, in which a diversity of perspectives and research traditions are allowed expression, and where no researcher is discriminated against on the basis of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

Problem areas and measures

In 2015, an attempt was made to open up one of the traditional supervisors' meetings to include all researchers and teaching staff holding PhDs at the department. The trial was successful and will become permanent. The inclusion of all researchers and teaching staff holding PhDs in this context is important, not least when it comes to the discussion of long-term policy matters concerning the department's research and third cycle education.

There are many perspectives and research traditions represented among the department's researchers and research groups. Previously, there have been discussions about the seminar culture at the department, and that it may tend to reproduce certain conceptions of what is good research and who can become a successful researcher. However, in recent years, it seems as if this seminar culture has evolved into taking a more inclusive direction – a development which is important to maintain. A condition for diversity and a wide variety of perspectives is that the attendance at the department's joint research activities is high. Therefore, the department will work to increase attendance at research seminars and away-days.

As noted above (under *B. Recruitment and promotion*), a review was conducted in 2015 of the way in which various forms of qualifying assignments – such as principal supervisor, assistant supervisor, reviewer at work-in-progress seminars etc. – were distributed among the department's research staff. The results indicated that there were certain problems, with regard to both gender equality and diversity. The department will actively work to increase gender equality and diversity with respect to the distribution of such assignments.

E. Terms of employment, working conditions and salaries

Objective

Equal pay and equal terms of employment between men and women at the Department of Political Science.

Problem areas and measures

Salaries and terms of employment are to be followed up in connection with the annual salary review. Currently, there are no unwarranted differences in pay based on gender, when it comes to the department's lecturers and administrative staff. The professors' salaries are determined by the dean. A certain levelling of the significant pay gap between male and female professors that was highlighted in 2014 has taken place, in connection with the 2015 salary review, but there are still some unwarranted differences. The issue will be further investigated and followed up in connection with the 2016 salary review.

The department adopted a language policy in 2012. A review in 2015 of the application of the policy showed that the procedures concerning the translation of documents and other information, and the organisation of away-days, can be further improved so that all employees feel included in the department's activities. The language policy and its implementation will continue to be followed up in 2016. One change that has already been implemented is that the calls for applications for vacant posts are to clearly communicate to prospective employees that they are expected to obtain basic knowledge in Swedish within a reasonable time. To enable new employees to learn Swedish, the department is to encourage and facilitate participation in Lund University's Swedish courses for staff, or language courses offered by others, e.g. by promoting the option for employees to take partial leave from work to study Swedish. Likewise, employees at the department who do

not feel comfortable communicating in English are to be encouraged and given the opportunity to participate in language courses in English.

The Faculty of Social Sciences' mentoring programme for third cycle students fills an important function. The department will continue to be involved in this programme, both through teaching staff adopting the role of mentor and through encouraging students to participate in the programme.

After the reconstruction of the department building Eden, and the department's return to it in 2013, the building proved to have a number of problems with regard to accessibility. These problems have now been resolved. In the future, the department will make sure that Eden offers full access to all staff and students, regardless of any disability.

Gender-neutral signage on lavatories is an important gender equality issue. This year, the department will work to ensure that all lavatories in Eden – in both staff and student areas of the building – are marked in a gender-neutral way.