



GENDER EQUALITY AND EQUALITY OF OPPORTUNITY PLAN

Area 1. Leadership and decision-making for gender balance and equality of opportunity

Objective: Ensuring an institutional framework that promotes GE and EO in the institutional culture, processes and practice

Action/Measure	Target/ beneficiaries	Timeline				Indicator(s)	Responsible
		2023	2024	2025	2026		
1.1. Establish the position and appoint an University Ombudsperson, to promote GE & EO	Academic and administrative staff, students	X				Ombudsperson position created Ombudsperson appointed	University AB & Senate
1.2. Establish and appoint a Council for GE & EO, to propose policies and monitor GE & EO practices	Academic and administrative staff, students	X				Council for GE & EO appointed	University AB & Senate
1.3. Restructure the administrative support for the Ethics Commission and the Council for GE & EO	Academic and administrative staff, students	X	X			Administrative support office created	University AB & Senate
1.4. Draft internal regulation on the University Ombudsperson and Council for GE & EO	Academic and administrative staff, students	X	X			Internal regulation passed by AB and Senate	University AB & Senate
1.5. Revise university policies to better promote GE & EO	Academic and administrative staff, students		X			Number of regulations revised	Ombudsperson, GE&EO Council, AB & Senate
1.6. Perform periodic consultations with academic community and stakeholders on issues related to GE & EO policies and activities, including annual surveys targeted at students and staff with special needs	Academic and administrative staff, students	X	X	X	X	Number of consultations performed; Number of participants; Policy recommendations proposed	Ombudsperson, GE&EO Council, Faculties & Departments
1.7. Implement annual data collection, set-up a database of staff and students with special needs, and debate annual reports on GE & EO	Academic and administrative staff, students	X	X	X	X	Annual data sets Annual reports on GE & EO	University AB Ombudsperson, GE&EO Council, Faculties & Departments
1.8. Establish collaboration with national and international GE & EO networks	Academic and administrative staff, students	X	X	X	X	Number of collaboration agreements; Number of events co-organized	Ombudsperson, GE&EO Council, University AB



Area 2. Work-life balance and organizational culture

Objective: Improving the work environment and promoting integration of work with family and personal life

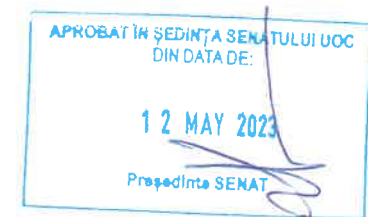
Action/Measure	Target/ beneficiaries	Timeline				Indicator(s)	Responsible
		2023	2024	2025	2026		
2.1. Review existing national and internal regulation policies and prepare documents for raising awareness regarding better work conditions and integration of work with family and personal life	Academic and administrative staff, students	X	X	X	X	Document synthesizing regulation	Ombudsperson, HR Dept., Legal Dept.
2.2. Develop guidelines on how to deal with gender-sensitive and inclusiveness issues, also targeting people of with special needs.	Academic and administrative staff, students		X	X	X	Guidelines prepared	Ombudsperson, GE & EO Council
2.3. Organize discussions, courses, mentoring programs on work-life balance and time management	Academic and administrative staff, students		X	X	X	Number of activities organized Number of participants	Ombudsperson, GE & EO Council
2.4. Maintain an active GE & EO website	Academic and administrative staff, students	X	X	X	X	GE & EO website created & maintained New content posted	Ombudsperson, ICT Dept.
2.5. Explore and promote ways to support parental leave and family assistance	Academic and administrative staff,		X	X	X	Parental leave support offered	Ombudsperson, HR Dept., University AB
2.6. Introduce where and when possible, flexible working conditions to allow for family commitments without compromising work duties	Academic and administrative staff		X	X	X	Policies, procedures and services for work and personal life integration	Ombudsperson, HR Dept., L Dept., University AB, Faculties, Depts.
2.7. Organize discussions/debates on gender issues, on discrimination prevention topics, and on addressing special needs at the workplace.	Academic and administrative staff, students		X	X	X	Number of events organized Number of participants	Ombudsperson, GE & EO Council
2.8. Collect data and prepare reports on personnel satisfaction with work conditions, work-life/study-life balance	Academic and administrative staff, students		X	X	X	Annual data sets Annual reports on GE & EO	Ombudsperson, HR Dept.
2.9. Improve university logistics to address special needs of staff and students	Academic and administrative staff, students		X	X	X	Number of logistics improvements; Costs of logistics improvements	Ombudsperson, Tech. Dept.

Area 3. Gender equality and equality of opportunity in recruitment and career progression

Objective: Promoting processes that facilitate and support gender-sensitive recruitment, career and appointments

Action/Measure	Target/ beneficiaries	Timeline				Indicator(s)	Responsible
		2023	2024	2025	2026		
3.1. Revise recruitment and promotion criteria from GE & EO perspective	Academic and administrative staff		X			Regulation revised	Ombudsperson, GE & EO Council, University AB and Senate
3.2. Revise the regulation for granting professional incentives and rewards to take into account parental leave periods.	Academic and administrative staff		X			Regulation revised	Ombudsperson, GE & EO Council, University AB and Senate
3.3. Revise regulation for staff evaluation to include items on gender equality and equality of chances, on discrimination and sexual harassment	Academic and administrative staff, students		X			Regulation revised	Ombudsperson, GE & EO Council, University AB and Senate
3.4. Prepare guidelines and train staff on good practice in recruitment and promotion of staff, to recognize and avoid biases based on gender stereotypes	Academic and administrative staff, students		X	X	X	Guidelines prepared Number of training events organized Number of people trained	Ombudsperson, GE & EO Council, HR Dept.
3.5. Collect data and prepare reports on recruitment and promotion processes from GE & EO perspectives	Academic and administrative staff		X	X	X	Annual data sets Annual reports on GE & EO Remedies proposed.	Ombudsperson, GE & EO Council, HR Dept.





Area 4. Integration of the gender dimension into research and teaching content

Objectives: Promoting a gender perspective in research processes and in teaching curricula

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2023	2024	2025	2026		
4.1. Collect and promote GE & EO research topics of common interest, to foster trans-disciplinary research on GE & EO issues	Academic staff, students,		X	X	X	Number of research topics advertised Number of events organized Number of participants	VR for Research, R&I Dept., Ombudsperson
4.2. Develop communication and implementation guidelines of good practice for gender research	Academic staff, students,		X			Guidelines prepared	VR for Research, R&I Dept., Ombudsperson
4.3. Collect data and prepare reports on gender balance in research projects	Academic staff, students,		X	X	X	Annual data sets Annual reports on GE & EO	VR for Research, R&I Dept., Ombudsperson
4.4. Explore ways to increase GE & EO in scientific fields with distorted representation	Academic staff, students,		X	X	X	Study of under-representation in some areas Policy change recommendations	VR for Research, R&I Dept., Ombudsperson, GE & EO Council
4.5. Prepare guidelines and train academics for inclusion of GE & EO issues in curricula and syllabi	Academic staff, students,		X			Guidelines prepared Training events organized Number of trainees	VR for Education, QA Dept., faculties, Ombudsperson
4.6. Introduce a GE & EO dimension in curricula and syllabi	Academic staff, students,		X	X	X	Number of revised curricula Number of revised syllabi Number of students trained	VR for Education, QA Dept., faculties, Ombudsperson
4.7. Encourage student term papers, theses and dissertations, on GE or EO topics	Academic staff, students,		X	X	X	Number of theses/dissertations on GE or EO topics	VR for Research, Academic staff, Researchers
4.8. Promote GE & EO in graduation boards, in conference committees, in conference panels etc.	Academic staff,		X	X	X	Percentage of balanced boards Percentage of balanced panels	VR for Education, QA Dept., faculties, Ombudsperson
4.9. Offer institutional support for GE & EO studies through acquisition and access to scientific literature	Academic staff, students,		X	X	X	Number of titles acquired Resources offered	VR for Research, R&I Dept., Univ. Library, Ombudsperson

Area 5. Measures against discrimination, gender-based violence, including sexual harassment, and disregard of people with special needs

Objective: Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2023	2024	2025	2026		
5.1. Create and maintain a university sexual harassment and discrimination report mechanism for both employees and students that allows for confidential advising.	Academic and administrative staff, students		X	X	X	Dedicated university reporting platform created, Number of complaints filed Number of complaints with solutions	Ombudsperson, GE & EO Council, ICT Dept., University AB
5.2. Develop policies and guidelines of practice for victim protection and for ensuring adequate psychological support	Academic and administrative staff, students		X	X	X	Policies and guidelines developed Protection requests solved Psychological support offered	Ombudsperson, GE & EO Council, ICT Dept., University AB and Senate
5.3. Prepare guidelines and organize training sessions on the use inclusive language in professional communication	Academic and administrative staff, students		X	X	X	Guidelines created Events organized Number of participants.	Ombudsperson, internal experts
5.4. Conduct awareness-raising activities on forms of stereotypes, gender-based harassment, disregard of demands of people with special needs, which could be found in the university and in our society	Academic and administrative staff, students		X	X	X	Awareness events organized Stakeholder groups envisaged Participation, per categories	Ombudsperson, internal experts
5.5. Organize events to promote a culture of equal family responsibilities and to strengthen diversity and inclusiveness in the university and in the community	Academic and administrative staff, students		X	X	X	Events organized Stakeholder groups envisaged Number of participants/Scale of the target group	Internal experts (Researchers in Psychology and Sociology)

