



**LUND**  
UNIVERSITY

DECISION BY THE VICE CHANCELLOR Reg no I A 5 6379/2005 16 January 2006

### **Diversity Policy for Employees at Lund University 2006 – 2008**

#### Introduction

Lund University's activities are based on the recognition of each individual's equal value and the aim of promoting equal rights and opportunities in the workplace for all employees. Activities take place in forms that provide opportunities for each individual to develop on the basis of his/her personal circumstances. The university works to counteract racism and xenophobia. (Lund University's Strategic Plan 2002-2006).

Lund University shall continue to be attractive and have a good working environment, a living internal democracy and aim to promote the academic environment's social, ethnic and international diversity. Within the university there is zero tolerance of offensive discrimination.

According to the Measures to Counteract Discrimination in Working Life because of Ethnic Background, Religion or Other Religious Faith Act (1999:130) employers shall carry out targeted work to actively promote ethnic diversity in working life. Additionally, the government has issued a directive that entails that all state authorities must establish action plans. Ethnic background, in this context, means that an individual belongs to a group of people who have the same national or ethnic origin, race or skin colour.

#### Targeted work

In the period 2006-2008 Lund University is to carry out targeted work on diversity, where clear efforts will be made in three focus areas.

1. The first focus area is working conditions; here the university shall:

Carry out a problem inventory of the workplace from an ethnic perspective. Focus is to be placed on issues that relate to pay conditions and employment terms, as well as opportunities for professional development. The basis shall be that all employees, regardless of ethnic background, religion or other religious faith shall have the same opportunities to enjoy a good working environment and professional development. In faculties and specific units an active dialogue shall be initiated with employees regarding particular needs that may occasion measures for adapting the workplace.

Time plan: The problem inventory shall be complete before the end of 2006 and be reported in writing to the Personnel Division.

2. The second focus area is that of preventing inter-employee harassment; here the university shall:

– Hold seminars and training courses for people in leading positions, health and safety officers and contact persons in work on diversity and measures for promoting equal rights. Such efforts should be included in: training new staff in management functions, training heads of department, leadership training, work environment training

Time plan: Seminars and training courses are to be ongoing, beginning in 2006. The Personnel Division has overall responsibility.

– Holding open seminars and arenas for employees on diversity issues, with the aim of promoting an open university where diversity is valued and enriches the entire organisation.

Examples could be: Open seminars in faculties, administration seminars.

Time plan: Seminars and arenas are to be ongoing, beginning in 2006.

The Personnel Division has overall responsibility.

3. The third focus area is recruitment; here the university shall:

– Create broadened recruitment by reviewing and changing routines when advertising posts and assessing qualifications. The target of increased diversity shall be stated in recruitment advertisements. In the subsequent appointment procedure all applicants shall be assessed on their individual circumstances, without inappropriate consideration of ethnic or religious affiliation and background.

Time plan: Work has begun and will intensify. Special training will be carried out in 2006, with the aim of increasing the level of knowledge among people who participate in the recruitment processes.

The Personnel Division has overall responsibility.

#### Allocation of responsibility for diversity management

The Vice-Chancellor has overall responsibility for active diversity management at Lund University. Each manager/head of department has the day-to-day responsibility for promoting diversity within his/her unit or equivalent.

Diversity shall be a natural part of activities relating to staff planning and the work environment and shall be highlighted when action plans are adopted.

The personnel manager at Lund University has the operative responsibility for the execution of targeted diversity management. The Personnel Division evaluates and presents how the three focus areas of diversity management have been converted into action within the organisation.

An advisory working group shall be available to the personnel manager. The group's task will be to provide suggestions for the continuing direction of work to promote equal rights and opportunities, regardless of ethnic background, religion or other religious faith, as well as to provide proposals for how the university is to highlight issues of diversity.

Discrimination cases involving employees are handled by the Personnel Division. If the Personnel Division is party to a case of alleged discrimination the case is handled by the head of administration.

Follow up

Ongoing work on implementing and concretising strategic, targeted work on diversity takes place annually through the activity planning that is carried out by each unit/department. Each faculty's written report shall be sent annually to the Personnel Division.

A follow up of concrete work also takes place in the presentations and reports that are submitted in association with the annual report.

A process diary is used to record activities that are carried out and to initiate proposals for continuous development work that promotes equal rights and opportunities in the workplace.

*Appendix:* Employees at Lund University, Oct 2004, with foreign backgrounds, natural persons. Foreign background refers to persons born abroad and persons born in Sweden to two foreign-born parents (information from Statistics Sweden).

A decision on this matter has been taken by the undersigned Vice-Chancellor in the presence of the head of administration, university director Peter Honeth, after presentation by personnel manager Staffan Svensson.

Göran Bexell  
Staffan Svensson

Useful links:

[www.do.se](http://www.do.se)

[www.oppnare.se](http://www.oppnare.se)

**Employees at  
Lund University in  
October 2004 with  
foreign  
backgrounds,  
natural persons  
(information from  
Statistics  
Sweden).**

Staff category	Foreign background		Proportion, foreign background		Men		Women		Total		
	Men	Total	Men	Women	Men	Total	Men	Total	Men	Total	
Professors	83	537	620		17	79	96		20%	15%	15%
Research assistants	68	107	175		20	26	46		29%	24%	26%
Readers	274	578	852		35	95	130		13%	16%	15%
Lecturer	238	239	477		33	31	64		14%	13%	13%
Visiting, temporary lecturer	14	31	45		7	13	20		50%	42%	44%
Other teaching and research staff	115	176	291		27	34	61		23%	19%	21%
Research students	634	779	1413		152	161	313		24%	21%	22%
Administrative staff	855	251	1106		81	23	104		9%	9%	9%
Library staff	109	62	171		10	10	20		9%	16%	12%
Technical staff	558	644	1202		95	113	208		17%	18%	17%
Cleaners	106	17	123		22	8	30		21%	47%	24%
<b>Total</b>	<b>3054</b>	<b>3421</b>	<b>6475</b>		<b>499</b>	<b>593</b>	<b>1092</b>		<b>16%</b>	<b>17%</b>	<b>17%</b>

*Foreign background refers to persons born abroad and persons born in Sweden to two foreign-born parents.*