



# **GENDER EQUALITY ACTION PLAN 2017–2022**

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ACTION PLAN 2017–2022 // UNIVERSITY OF BERGEN

# GENDER EQUALITY ACTION PLAN

The work on equality undertaken at the University of Bergen (UiB) is designed to promote equality and combat discrimination among the University's employees and students, regardless of their gender, ethnicity, national origin, language, religion and beliefs, functional abilities, sexual orientation, gender identity and age.

Although different types of discrimination have some common characteristics, there are many situations where it can be appropriate to separate out gender equality as a priority area. Even though much has been achieved, the UiB still faces many equality challenges. One key challenge concerns the lack of gender balance – in top scientific positions, among administrative personnel and among students engaged in professional studies. The UiB still has only a few female professors and women are under-represented in academic management positions and in strategic priority areas. The gender balance is also uneven in technical and administrative positions. Female students are now in the majority on most study programmes. Male students are under-represented in many professional studies, particularly medicine, psychology and dentistry.

Equality is not just a matter of gender balance, but also one of equal opportunities and the fair distribution of resources. The achievement of equality between the genders requires having a long-term, genuine desire to bring about change. Many parties are involved in allocating resources and making appointments, and there are many considerations which need to be taken into account. When we are involved in our everyday work it is easy to quickly lose sight of equality considerations unless targets have been expressed and clearly incorporated and responsibilities have been clearly allocated.

This plan addresses the most important challenges involved in the UiB's gender equality work during the forthcoming years. These challenges are explained in greater detail in the Equality Action Plan – Policy Document. This plan also needs to be seen in connection with those plans which deal with diversity and inclusion, the working environment, the learning environment, internationalisation and universal design.

## Supporting documents:

*Equality Action Plan – Policy Document*

*Equality Statistics*

*uib.no/balanse*

*The UiB's Equality Committee*

## A. PRIORITY AREA: GENDER BALANCE AND EQUALITY IN RESEARCH

SUB GOAL	MAIN ACTIVITIES	RESPONSIBLE
<b>SUB GOAL 1:</b> Higher percentage of women in professorial positions	Faculty objective figures for percentage of women in scientific positions. Advertise permanent scientific positions at associate professor level. Pave the way for calling on women to apply for professorships in academic units which are particularly dominated by men. Half the qualifying period for research sabbaticals for female associate professors.	The University Board The faculties Academic units and The University Board/ the faculties
<b>SUB GOAL 2:</b> Higher percentage of women in academic management positions	Starter packs for externally recruited female departmental managers and deans, and permanent positions when fixed term contracts end. Research funds for female departmental managers and deans. Support for female professors applying for Centre measures and major projects.	The University Director and the faculties The U. Director, DRM and the faculties
<b>SUB GOAL 3:</b> Greater equality perspective on the distribution of research resources	Priority shall be placed on women when allocating strategic research resources. Draw up annual equality accounts.	The University Board and the faculties.
<b>SUB GOAL 4:</b> More rapid career development for women in research	Starter packs for women being appointed in permanent scientific positions. Equality funds for women in associate professor positions. Other career promotion measures.	The University Director and deans
<b>SUB GOAL 5:</b> Greater equality perspective on the use of adjunct professor/associate professor positions	Faculty objective figures for gender balance in adjunct professor/associate professor positions. Partial funding of adjunct professor/associate professor positions for research in units with gender imbalance.	The University Board The University Director and the faculties
<b>SUB GOAL 6:</b> Greater emphasis on gender perspectives in research	Meet expectations about gender perspectives in research conducted by the Research Council of Norway and the EU. Boost gender perspectives by having women in adjunct associate professor positions.	DRM/BOA team/the faculties The University Director and the faculties
<b>SUB GOAL 7:</b> More women visible in the media and participating in the social debate	Get more women on the Media List. Media training courses for female researchers	CD/the faculties CD/HR

## B. PRIORITY AREA: GENDER BALANCE AND EQUALITY IN EDUCATION

SUB GOAL	MAIN ACTIVITIES	RESPONSIBLE
<b>SUB GOAL 1:</b> Achieve even gender balance in all studies	Obtain and disseminate knowledge about measures designed to promote better gender balance in studies.	The University Director and the faculties
<b>SUB GOAL 2:</b> Higher percentage of men in some professional studies	Examine possible local measures for increasing the percentage of men in professional studies. Contribute actively towards national processes designed to increase the percentage of men in professional studies.	The University Director and relevant faculties
<b>SUB GOAL 3:</b> Higher percentage of women in some natural sciences studies	Support for academic units for measures designed to promote the recruitment of women.	The faculties
<b>SUB GOAL 4:</b> Secure gender perspectives and female role models in education and study literature	Partial funding of adjunct associate professor positions in units with gender imbalance. Place emphasis on gender and gender theory in educational contexts.	The University Director/ the faculties The faculties

## C. PRIORITY AREA: EQUALITY-FOCUSED ORGANISATION AND MANAGEMENT

SUB GOAL	MAIN ACTIVITIES	RESPONSIBLE
<b>SUB GOAL 1:</b> Improved coordination of commitment to equality within the organisation	Highlight responsibilities for equality work and results. Seek equality expertise when making appointments to managerial positions. Increase funds set aside for equality. Set aside adequate administrative resources for equality work. Equality shall be included in all management development programmes at the UiB. Draw up guidelines for local equality work. The faculties can draw up their own equality action plans or highlight their priorities and activities in their annual plans and budgets. Active equality policy with special attention to low-income groups.	The U. Director and Board/Rector, deans and central dept. mental directors The U. Director/faculties The University Board The University Director The deans The University Director
<b>SUB GOAL 2:</b> Better gender balance in TA positions	Identify causes of gender imbalance and assess possible measures.	The University Director
<b>SUB GOAL 3:</b> Prevention and zero tolerance of harassment	Measures for information and reporting.	The U. Director, SA, HR and managers



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