



ACTION PLAN FOR GENDER EQUALITY AND GENDER BALANCE 2015–2017

Efforts to achieve gender equality are important at the University of Oslo. A gender balance among students and staff ensures that the perspectives and competence of both genders receive their rightful place at all levels and stages of our academic work and in all our studies.

In UiO's strategy plan – Strategy 2020 – the main goal of gender policy is formulated thus: “An internationally leading university needs to pursue active policies for equality between women and men, as well as recruitment policies that ensure diversity and equal rights for all”.

The Action Plan for Gender Equality and Gender Balance 2015–2017 is an instrument for achieving the goals set out in the Strategy 2020. This plan will provide a direction for the efforts that will be undertaken at the central and local levels for the next few years. The plan addresses staff as well as students. The action plan is intended to help achieve a better gender balance in all categories of positions and programmes of study and to promote an organizational culture and a working and learning environment that provide equal opportunities to women and men. The faculties are facing widely varying challenges in terms of gender equality and gender balance. The measures in this action plan are meant to capture this heterogeneity. In the period 2015–2017, UiO's efforts to achieve gender equality will concentrate on the following issues:

UiO shall

1. Increase the proportion of women in permanent academic positions to 40 % (33.1 % in 2013)
2. Increase the proportion of women in Professor II positions to 30 % (25.5 % in 2013)
3. Maintain the existing proportion of women in academic leadership positions (39.1 % in 2013)
4. Increase the proportion of the underrepresented gender by at least 5 % in programmes of study that have a skewed gender distribution¹

Main goal 1: Clarifying management responsibility for gender equality

In 2017, UiO shall have a management at all levels that helps promote UiO's gender-policy goals and measures. This applies to gender equality and gender balance among students and staff, in academic as well as technical and administrative positions.

Central-level measures

- Include gender equality in programmes and other initiatives for leadership development, including special challenges associated with the balance between time devoted to research, teaching and care.
- Include gender equality in strategic leadership meetings and management dialogues with the faculties.
- Implement introduction schemes for all new employees, in which UiO's gender policies and their goals are presented.
- Ensure that central and local action plans for gender equality and routines for handling of unwanted sexual attention are available.

Local-level measures

- Ensure that staff and students are made familiar with the local action plan and their own rights, as well as measures to promote gender equality and prevent unwanted sexual attention.

¹ In 2013, the gender balance among admitted students was as follows, according to DBH (M/W %)
HUM 40/60; LAW 35/65; MNS 63/37; MED 32/68; DEN 22/78; SOS 35/65; THE 46/54; EDS 27/73



- Use performance reviews actively as a gender-policy instrument, including for women in recruitment positions.

Main goal 2: The proportion of women in academic position shall increase

There is still a clear preponderance of men in permanent academic positions at UiO.

Central-level measures

- Announce funding for qualification scholarships for women who are in associate professor positions and wish to apply for promotion to a professorship.
- Provide training courses in writing of applications for promotion to women in associate professor positions who wish to qualify for a professorship.
- Provide mentoring/coaching programmes for women in post-doc and associate professor positions.

Local-level measures

- Identify barriers to gender equality and prepare measures to achieve a better gender balance.
- Prepare recruitment plans that have a holistic perspective on gender balance.
- Announce permanent academic positions as associate professorships to ensure gender balance in new recruitment. Special grounds must be given for announcement of professorships.
- Undertake efforts to recruit women as applicants for permanent academic positions and academic leadership positions.

Main goal 3: Improve the gender balance in all programmes of study

Many of UiO's study programmes have a highly skewed gender balance. The goal is to achieve an even gender balance and appropriate representation of both genders in all study programmes.

Central-level measures

- Seek to achieve gender balance in recruitment of students in general, and especially in recruitment to disciplines in which the gender balance is skewed 60/40 % or more.
- During this period, the university must consider the need for using stronger means in areas where the gender balance is highly skewed.
- Assist the units in the profiling of their courses and draw attention to UiO's quality and values.
- Place gender balance among students on the national agenda.

Local-level measures

- Implement local measures to ensure a more appropriate gender distribution in the student body.
- Measures such as outreach activities, profiling of courses and mentoring schemes could be relevant.
- Facilitate provision of Speak Out courses to female students wherever needed.

FOLLOW-UP OF THESE EFFORTS

All faculties, museums and centres shall have their own action plans for gender equality and gender balance. Local measures defined in UiO's action plan shall be followed up at the local level. In addition, the local plans must include measures that address local challenges. The faculties themselves will decide whether their departments should be required to establish action plans.

REPORTING

All units shall deliver annual reports on measures that have been planned and implemented to promote gender equality and prepare an overview of the means that have been used. These reports will serve as the basis for UiO's annual report. Actions that violate UiO's principles of gender equality or indicate that measures to promote gender equality are being ignored or obstructed shall be reported on an ongoing basis.



UiO : **University of Oslo**