



## ACTION PLAN FOR GENDER EQUALITY AND GENDER BALANCE 2015–2017

Gender equality work is important at the University of Oslo. A balanced distribution of women and men among students and employees means that the perspectives and competence of both genders come into their own at all levels and components of our academic work and in all our study programmes.

UiO's Strategy Plan "Strategy 2020" formulates the main objective of its policy on gender equality as follows:

*"A leading international university must pursue an active policy for equality between women and men, and a recruitment policy that ensures diversity and equal rights".*

The action plan for gender equality and gender balance 2015-2017 is a component in realizing the objectives of Strategy 2020. Over the next few years, this plan shall provide direction for the work at central and local level. The plan is aimed at both employees and students, and shall contribute to a better gender balance in all job categories and educational pathways, and promote an organizational culture and a working and learning environment that will provide women and men with equal opportunities. The faculties face very different challenges in relation to gender equality and gender balance. The measures included in this action plan are intended to capture this heterogeneity. In the period from 2015-2017, UiO's work to promote equality between the sexes will focus on the following points:

### UiO shall

1. Increase the percentage of women in permanent academic positions to 40 % (33.1 % in 2013)
2. Increase the percentage of women in adjunct professor positions to 30 % (25.5 % in 2013)
3. Maintain the current percentage of women in academic leadership positions (39.1 % in 2013)
4. Increase the percentage of the underrepresented sex by at least 5 % in study programmes with a skewed gender balance<sup>1</sup>

### Main objective 1: A clearer management responsibility for gender equality

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

### Central measures

- Include gender equality in leadership development programmes and other leadership development measures, among them particular challenges related to the balance between time for research, teaching and pastoral care.
- Include gender equality at strategic management meetings and in management dialogue with the faculties.
- Implement introduction programmes for all new employees that present UiO's gender equality policy and its objectives.
- Ensure that central and local action plans are available for gender equality and procedures for dealing with unwanted sexual attention.

### Local measures

- Ensure that employees and students familiarize themselves with the local action plan, their own rights and measures with regard to gender equality, and measures to combat unwanted sexual attention.

---

<sup>1</sup> 1 In 2013, the gender balance at registration was as follows, according to DBH (M/W %) HF 40/60; JUR 35/65; MN 63/37; MED 32/68; OD 22/78; SV 35/65; TF 46/54; UV 27/73

- Use performance reviews actively as a gender equality measure, also for women in recruitment positions.

**Main objective 2: The percentage of women in academic positions shall increase.**

There continues to be a clear overrepresentation of men employed in permanent academic positions at UiO.

**Central measures**

- Announce funding for qualifying scholarships for women in associate professor positions who wish to apply for promotion to professor.
- Offer courses in promotion applications for female associate professors who wish to qualify as professors.
- Offer mentoring/coaching programmes for women in postdoctoral and associate professor positions.

**Local measures**

- Identify obstacles to gender equality and devise measures to achieve a better gender balance.
- Prepare recruitment plans that take a holistic approach to gender balance.
- Announce permanent academic positions as associate professor to ensure gender balance in recruitment. Announcements of professorships require particular justification.
- Work to recruit female applicants to permanent academic positions and academic leadership positions.

**Main objective 3: Improved gender balance in all study programmes**

The gender balance in many of the study programmes at UiO is highly skewed. The objective is to achieve an even gender balance and good representation of both sexes in all study programmes.

**Central measures**

- Strive to achieve gender balance in general recruitment of students, and especially in subjects where it is skewed by 40/60 % or more.
- During the period, the University must evaluate the need to use more powerful instruments in cases where the gender balance is highly skewed.
- Support the units in terms of their subject profiling, and highlight UiO's quality and values.
- Put student gender balance on the national agenda.

**Local measures**

- Instigate local measures to ensure an improved gender composition of the student body. Instruments such as outreach activity, subject profiling and mentoring schemes may be relevant.
- Make provisions for female students to be offered 'Take the floor' courses where needed.

**Follow-up of the work**

All faculties, museums and centers shall have their own action plans for gender equality and gender balance. Local measures in UiO's action plan shall be followed up at local level. Moreover, the local plans must include measures based on local challenges. The individual faculties will decide whether there should be a requirement for action plans in their own departments.

**Reporting**

All units shall report annually on planned and implemented measures to promote gender equality, and create an overview of the resources used. These reports will be used as a basis for UiO's annual report. Actions that violate UiO's principles of gender equality or indicate that gender equality measures are being neglected or subverted shall be reported immediately.