

Lika villkor utskott / Equality committee (Two meetings)

1. **Supporting women without discriminating men**

A Swedish university was recently sued for having discriminated against a man as they sent out an e-mail about funding only to the underrepresented group (women) and the university lost the case. In the previous meeting we got some advice from a lawyer. The university will no longer fund special positions only for women or run mentorship programs only for women. There might however be activities like mentorship programs with a gender focus, but both men and women will be able to apply. Men should know about gender issues too.

2. **Suggestion for extra months after a long absence**

The original suggestion by the Marika Edoff was to support employees only after a long leave of uninterrupted absence (for example 4 or 6 months). I and some others in the committee argued however, that it should not matter if one takes out those four or six months at once or splits them up over a whole year or even takes 50% off for 8 or 12 months. Only the absolute number of days during a year should matter and not the way they were taken. Marika Edoff will come up with a new suggestion.

3. **‘Lika-behandlingsplan för studenter’**

The faculty equality committee has the right to comment and make suggestions on the ‘lika-handlingsplan för studenter’ 2016. Unfortunately, the plan focuses only on gender and people with special needs. I have written about 1 $\frac{1}{2}$ pages on how to improve the plan.

4. **Seminar on equality in PhD supervision**

The equality-sensitive PhD supervision seminary for PhD students has taken place on the 25th of November and has gotten positive feed-back from the students and the teacher. The students were very happy to find out that they are not alone with their problems. A good introduction phase, better help at the departments for supervisors, minimal requirements for supervision and seeing PhD education as a community project of the whole university belong to the most important points raised.

5. **Equality plans**

The ‘lika behandlingsplan’ for students 2016 has been approved. I personally wrote a long critique in the forum in Medarbetarportalen on it , especially that it is overfocused on gender and disability and neglects the other discrimination areas. The committee however has only the right to comment but does not write the plan, which is written by Martin Holmberg. He agreed with my criticism but thought that it is better to focus only on a few tasks.

The follow up on the ‘lika villkorsplan’ 2015-2017 for employees was also approved. As far as I have understood it is now too late to include the prolongation issue here.

Dorothea Ledinek, doctoral representative 2015-2016