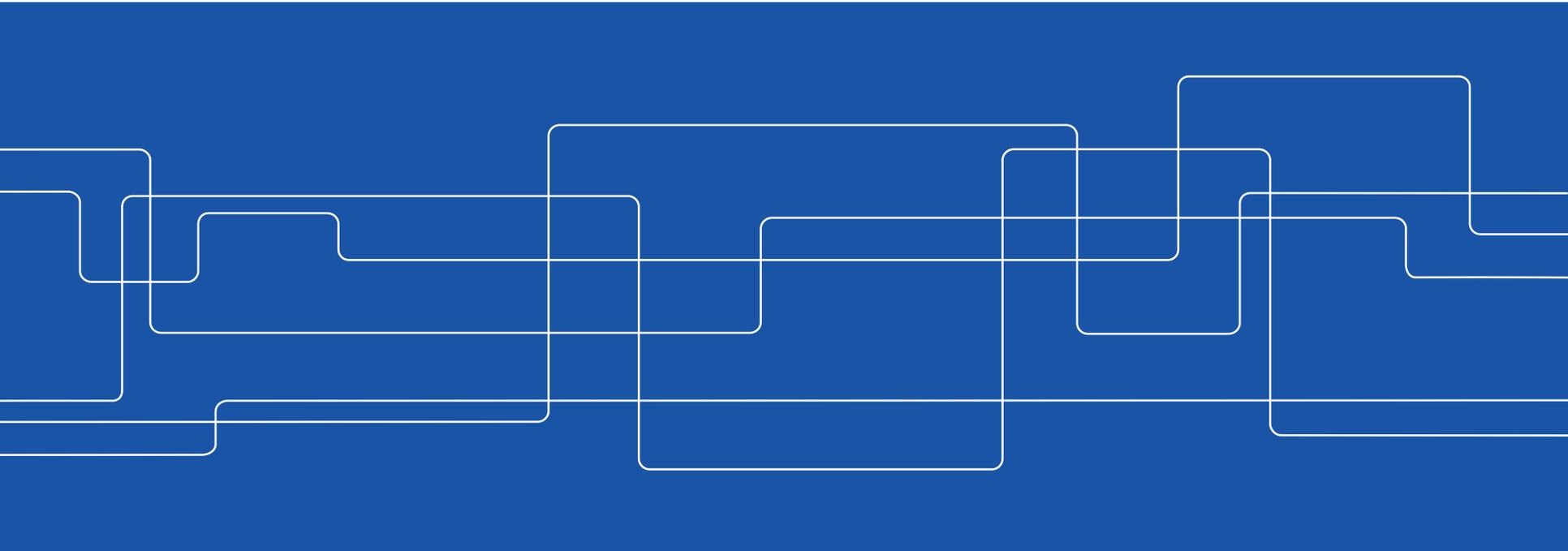




# Gender equality, diversity and equal treatment at KTH: an introduction

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# Why? Political background

There has been, and still is a focus on gender equality, both in national and international politics (has intensified).

Gender equality is also a part of the solution to the challenges facing society. Gender equality is a matter of course in a modern welfare society – toward social justice and positive economic development.

Discrimination (on all seven grounds) is to proactively be combated. Equal conditions for all.



# Swedish gender equality policy and discrimination laws: objectives/goals

The main objective of state gender equality policy is that women and men are to have the same power to shape society and their own lives.

The purpose of the Swedish discrimination Act is to combat discrimination and in other ways promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.



# Why are these issues important?

## *Inequality in the academic system*

Studies have shown that a wide range of aspects of the Swedish higher education sector are characterised by a lack of equal conditions, For example:

research careers

research funding

salaries

conditions of employment

career paths

sick leave

educational choices

*These issues affects the quality and conduct of the overall operations!*



# What does this mean for KTH and our organization?

## Two main tasks:

The Discrimination Act (Discriminationombudsman)

Gender Mainstreaming (Ministry of Education)

## Other laws/guidelines to follow:

The Higher Education Act, The Higher Education Ordinance, Government Directives, The Work Environment Act etc.



## **The Swedish Discrimination Act: *KTH has responsibilities as an employer AND as an organizer of higher education.***

- Active measures
- Rules and guidelines for handling harassment and sexual harassment
- Yearly salary gender analysis (lönekartläggning)
- Cooperation
- Annual documentation



# Gender mainstreaming 2016-2019

All Swedish universities and university colleges have a special assignment to develop their gender mainstreaming work. The assignment will last until 2019. *Start-up phase.*

Jämställdhetsmyndigheten (since 2018) has been tasked to support these efforts.

A few universities have employed expert functions full-time as a coordinator of this venture, KTH being among them.



# An unequal academic hierarchy in total

Tell-tale sign of structural problems:

Despite the fact that there are considerably more female than male students in Swedish higher education overall, men are vastly overrepresented among professors.

Research funding, career paths, salary dispersal, networking possibilities etc have all been proven to possibly contain inequalities.

Some areas in academia are at the same time dominated by women, while others are dominated by men (KTH among the latter).

Excellence is often implicitly associated to being male, white and older.



# KTH has a restructured organisation regarding these issues

KTH Equality Office –a centralized coordinating unit (research based, long-term goals for structure and culture)

- Vice president for gender equality and values,  
Prof. Anna Wahl
- Expert adviser,  
Charlotte Holgersson
- Administrative Equality and diversity officers,  
Alice Marshall (students)  
Klara Folkesson (employees)



# How can KTH "do" equality in practise?

'Springboards'/key factors for result-oriented successful gender mainstreaming and increased equality overall:

- The responsibility of policy makers: status, resources etc.
- Education and raising knowledge
- Information, measurable objectives and dialogue with employees within the entire organization
- Experts and coordination, "best practices"

CONSTRUCTIVISM: what we actually do, not what we **say** we do.

PRACTICAL AND SYSTEMATIC IMPLEMENTATION

DAILY WORK AND INTERACTION



# Gender equality and diversity is something that we *all* benefit from

Has to do with democracy and humans rights!

But also:

- ✓ Competence provision: recruiting the best and most talented
- ✓ Attractivity for students and researchers alike
- ✓ Competitiveness
- ✓ Effectiveness
- ✓ A well-functioning and safe work environment
- ✓ Behaviours and values in social daily interaction
- ✓ Profitability in research