



**Karolinska  
Institutet**

## **Karolinska Institutet's Guidelines and Action Plan for Equal Treatment 2016–2018**

<b>Ref. no:</b>	<b>Ref. no. previous version:</b>	<b>Decision date:</b>	<b>Period of validity:</b>
1-70/2016	1-167/2013 with extension ref. no. 1-17/2016	30/08/2016	01/09/2016–31/12/2017

**Decision:** Vice-Chancellor

## **A word from the Vice-Chancellor**

Karolinska Institutet, KI, is one of the world's leading medical universities. Our vision is to make a significant contribution to the improvement of human health. Our mission is to conduct research, to educate and to collaborate with society at large.

In order to succeed in reaching our goals, we need to have students and employees who can develop and thrive at KI. We need an environment characterised by openness, creativity and curiosity. We therefore work with issues such as gender equality, work and study environments and equal treatment. It is by creating good conditions for everyone that we can develop our core activities; factors such as gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age cannot be allowed to stand in the way.

It is my hope that everyone at KI can and want to contribute to an organisation that is favourable and stimulating both for important ideas and for the people working within it.

Karin Dahlman-Wright

Vice-Chancellor

## Guidelines

A good working environment is an essential prerequisite for Karolinska Institutet (KI) to achieve its goal of being one of the leading medical universities in the world. Utilising the experience and qualities of individuals is considered by KI to be a prerequisite for excellence in both research and education.

Strategy 2018<sup>1</sup> shall provide guidance to be both employees and students at KI. The strategy outlines KI's overall core values. Among other things, it states that KI activities shall be characterised by the following: an ethical approach; confidence in and support for all employees' and students' initiative, creativity, independence and competence; good leadership and participation; gender equality and diversity as well as leadership that sets an example in terms of KI values.

The work environment shall promote security, well-being and health. All employees shall be met and treated with respect. KI does not tolerate discrimination, harassment, bullying or other victimisation. KI strives to create an inclusive study and work environment free from discrimination, abusive behaviour and harassment. All employees and students shall have equal rights, opportunities and obligations regardless of gender, transgender identity or expression, ethnicity, religion or other faith, disability, sexual orientation or age.

## Organisation and responsibility

**The Board of Karolinska Institutet and Vice-Chancellor** are ultimately responsible for goal-oriented work being pursued within the area of equal treatment at KI.

**The Pro-Vice-Chancellor** assumes overall responsibility for the action plan for equal treatment.

**The Deans** for the Board of Research, the Board of Doctoral Education and the Board of Higher Education are responsible for the work with equal treatment within the respective board's area of activity.

**Heads of Department, the University Director and the Chief Librarian** are responsible for goal-oriented work being pursued within equal treatment at the respective departments, the University Administration and the library.

**Equal treatment representatives** are appointed by the Head of Department/equivalent to conduct and coordinate the work with equal treatment together with the Head of Department/equivalent.

More on responsibility and organisation of KI's equal treatment work can be found on [KI's website](#).

---

<sup>1</sup> Strategy 2018 – Roadmap for Karolinska Institutet 2014–2018, ref. no. 1-311/2014

## Action Plan for 2016–2018

The work with equal treatment at Karolinska Institutet is based on the Discrimination Act and the amendments adopted by the Riksdag on 1 January 2017<sup>2</sup>. The rules entail that KI as an employer and education provider must work with prevention and promotion to counter discrimination associated with all grounds of discrimination in the Act, i.e. gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Discrimination may not occur, whether it be against employees, trainees, affiliated persons, students at first, second and third cycle, or hired or borrowed personnel. This also applies to requests and to those applying for a position.

The Discrimination Act includes a general written requirement regarding the documentation of all parts of the work. Measures shall be scheduled and implemented as soon as possible. This means that the work is to be continuous in its implementation.

Goals, ongoing measures and special initiatives have been classified under the following headings:

- Recruitment and even gender distribution of students and employees
- Study and working conditions
- Salaries and other forms of compensation

For all ongoing measures and special initiatives, it also states which organisational unit has operational responsibility, i.e. is responsible for implementation. The target group, grounds for discrimination and follow-up/indicators are also indicated. Unless otherwise stated, the special initiatives shall be financed with regular operational funds and be carried out no later than 31 December 2018.

To the extent appropriate, special initiatives under this action plan for equal treatment will be coordinated with the action plan for gender mainstreaming which KI – like other universities and university colleges – has been ordered by the Government to draw up by 30 June 2017.

In addition to the KI central action plan, goals and measures for equal treatment are also formulated in the departments' operational plan. The Board of Higher Education, the Board of Doctoral Education and the Board of Research formulate goals and activities in their respective operational plans. These operational plans are followed up in the annual report the following year.

---

<sup>2</sup> See [the Discrimination Act \(2008:567\)](#) and the [amendments](#) that, according to a parliamentary decision on 21 June 2016, shall apply from 1 January 2017

## Goals for recruitment with equal treatment and even gender distribution

- Admission and recruiting processes should be transparent and free from discrimination based on gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
- KI shall have an even gender representation in all preparatory, advisory and decision-making bodies.
- KI shall increase the proportion of employees and students of the under-represented gender in all positions, assignments and programmes.

## Ongoing measures

### *Equal treatment in recruitment training courses*

In all recruitment training courses arranged within KI or procured externally, there must be a clear perspective on equal treatment in order to ensure that recruitment is done with equal treatment and to retain or achieve an even gender distribution.

**Target group:** participants in recruitment training courses (managers, HR staff, supervisors in doctoral education, etc.)

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

**Operational responsibility:** HR Office

**Follow-up/indicators:** course content with a clear equal treatment perspective as well as a review of course content and course evaluations.

### *Information and marketing activities to reduce uneven gender distribution in the undergraduate study programmes*

In 2015, the proportion of women among KI's full-time equivalent students was 72 per cent at the undergraduate and graduate levels. Among new entrants the corresponding figure was 77 per cent. The gender distribution is also very uneven among KI's various study programmes. By disseminating information and marketing these courses in situations where many belong to the under-represented gender, the recruitment of this category can increase. One way is through targeted advertising and cooperation in various situations where the under-represented gender is found.

**Target group:** prospective students of under-represented gender

**Grounds for discrimination:** gender

**Operational responsibility:** Education Support Office

**Follow-up/indicators:** The initiatives are documented. The uneven gender distribution among new entrants at the undergraduate level must decrease by at least 2 percentage points.

## Special initiatives

### *Recruitment target for professors*

During 2012–2015, KI had a government-established recruitment target according to which at least 47 per cent of the recruited professors were to be women. The target included promoted professors and visiting professors, but not adjunct professors. To achieve the recruitment target, special initiatives were developed during the period. In 2015, the proportion of women was 45 percent, but for the entire period 2012–2015 the result was that 36 per cent of the newly-employed professors were women.

In order for KI to achieve a gender distribution in the range of 40–60 per cent for professors in the longer term, previous action plans and measures will be evaluated and new recruitment targets and new measures will be developed, for example in terms of equal opportunities for career paths. This work will be coordinated with the action plan for gender mainstreaming which KI – like all other universities and university colleges – has been ordered by the Government to draw up by 30 June 2017.

**Target group:** newly-recruited professors

**Grounds for discrimination:** gender

**Operational responsibility:** HR Office

**Financing:** regular budget and special grants

**Follow-up/indicators:** the number of newly-recruited professors who are women

## Goals for study and working conditions

- KI must be an inclusive university with a good work and study atmosphere, free of discrimination and harassment, and one that stands out as a place of mutual respect between employees and students.
- KI must be an attractive place to work and study, where all students and employees, regardless of gender, are given the same opportunities to

combine work, studies and parenthood, and where they are encouraged to take equal advantage of their rights to parental leave.

- All employees must have equal opportunities and rights to develop their skills, regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
- KI must be highly accessible in terms of its activities, information and premises.
- Employees and students must be aware of what rights and obligations apply arising from relevant legislation, and who they can turn to if they wish to complain about harassment or discrimination.
- Training and education at KI must contain an equal treatment perspective.

## Ongoing measures

### ***Consultative support for the departments and study programmes***

The University Administration offers support to the departments and the study programmes with regard to harassment and discrimination under the Discrimination Act.

**Target group:** managers and other employees, teachers and students

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

Operational responsibility: HR Office as well as Faculty Office and International Relations

**Follow-up/indicators:** estimated number of contacts reported back to the appropriate Head of Department.

### ***Coordinate compensatory pedagogical support for students with disabilities***

For students at first, second and third cycle level with some form of documented permanent impairment, it is possible to receive pedagogical support for studies in order to overcome disabilities while studying, and to be able to pursue studies with as much equal treatment as possible. 2016 saw the implementation of a national administrative database Nais, with the Swedish Council for Higher Education as system owner, for applications for assistance in the studies. KI is working to ensure a more accessible and legally secure system for students.

**Target group:** students and teachers

**Grounds for discrimination:** disability

**Operational responsibility:** Education Support Office, coordinator for students with disabilities

**Follow-up/indicators:** A web-based survey is conducted every other year to measure the quality of service and how well the support measures work in practice.

### ***Training courses and seminars about equal treatment***

The University Administration offers a number of training courses in order to raise the level of knowledge and awareness among the target group affected. Some examples of the contents include gender studies, harassment, discrimination, case handling, student rights, special grounds of discrimination and equal treatment in medical care. Training is provided within the framework of leadership courses, supervisor courses, staff courses, training sessions for students etc.

**Target group:** managers and employees, teachers, supervisors, representatives for equal treatment, students at first, second and third cycle level, HR staff, etc.

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

**Operational responsibility:** HR Office as well as Faculty Office and International Relations

**Follow-up/indicators:** review of course content and evaluations

### ***Web training***

Web-based training was prepared during 2012 and has been operational since 2013. The purpose of the training is to increase people's understanding of the Discrimination Act. It is updated regularly based on amendments to acts and ordinances.

**Target group:** employees and students

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

**Operational responsibility:** HR Office as well as Faculty Office and International Relations

**Follow-up/indicators:** number of people who have taken the course

### ***Call for proposals for funding regarding preventive work within equal treatment***

KI is calling for proposals for funding in order to stimulate preventive work within equal treatment at individual departments or study programmes. Funding may be sought to, for example, start networks, arrange seminars, carry out surveys or in some other way work with prevention. Students shall apply in collaboration with an employee.

**Target group:** employees and students

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

Operational responsibility: HR Office as well as Faculty Office and International Relations

**Financing:** special grant of SEK 50,000 per year

**Follow-up/indicators:** the number of applications and evaluation of approved projects.

### ***Code of Conduct***

To further deepen and clarify the employees' important responsibility to contribute to a good work environment, there has been a Code of Conduct in place for employees at KI since 2015, Ref. no. 1-640/2014. The overall purpose of the Code is to promote a good psychosocial work environment, free from discrimination, harassment and victimisation.

The Code clearly outlines KI's core values and what is expected of every employee. New employees review the Code in conjunction with ordinary procedures their employment/affiliation.

**Target group:** employees, scholarship holders and other affiliated persons at KI

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

**Operational responsibility:** HR Office

**Follow-up/indicators:** The number of employees who have signed the Code of Conduct. Follow-up in connection with the employee survey, performance management dialogue or other regular meeting forum in the workplace.

### ***Participation in the Pride festival***

KI participates in the Pride parade in Stockholm. KI's participation at Pride takes place in cooperation with the student association Queerolinska. All staff and students are welcome to take part.

**Target group:** employees and students

**Grounds for discrimination:** sexual orientation and transgender identity or expression

**Operational responsibility:** the Communications and Public Relations Office in cooperation with the Medical Students' Association's LGBTQ section Queerolinska

**Financing:** special grants

**Follow-up/indicators:** number of participants and evaluations

### **Special initiatives**

#### ***Training in leadership and change management with a focus on gender and equal treatment awareness***

Studies have shown that a prerequisite for success in gender equality work in labour organisations is clear support and commitment by management. KI's knowledge-generating project [Mentor4Equality](#) has also identified the importance of leadership awareness with regard to gender and equal treatment in order to make it possible to achieve equal opportunities in research careers. The project has also identified the risk of KI losing current and prospective skilled and excellent researchers due to discrimination and unequal treatment.

The course "formal/operational management and leadership" as well as leadership training courses for research team leaders and research supervisors currently include short training sessions based on the Discrimination Act, student rights etc. This basic range will be supplemented with a course in leadership and change management with a focus on gender and equal treatment awareness.

**Target group:** managers and leaders

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

**Operational responsibility:** HR Office

**Follow-up/indicators:** the number of participants, evaluation

**Time:** spring 2017

### ***LGBTQ Day at KI***

May 17th is the International Day Against Homophobia, Transphobia and Biphobia (IDAHOT), the purpose of which is to highlight homophobia, transphobia and biphobia and to bring about the worldwide coordination of events to raise awareness about the violations LGBTQ people face in society. At KI, the day will be commemorated with lectures and seminars, not exclusively about homosexuality and trans, but about LGBTQ issues in general. **Target group:** employees and students.

**Grounds for discrimination:** sexual orientation and transgender identity or expression

**Operational responsibility:** HR Office as well as Faculty Office and International Relations

**Financing:** ordinary budget

**Follow-up/indicators:** number of participants and evaluations

**Time:** first date is 17 May 2017

### **Goals for salaries and other forms of compensation**

- Salaries should be individual, differentiated and objective. Factors such as responsibility, degree of difficulty, performance and results should guide the process. External factors such as market sensitivity and the recruitment situation must also be assessed.
- No unjustified salary differences should exist between women and men performing work of equal value.

### **Ongoing measures**

#### ***Training for managers who set salaries***

All managers who set salaries are offered a course on salary review through dialogue between managers and employees. The course includes discussion on, inter alia, salary criteria and justifiable grounds for salary differences.

**Target group:** managers who set salaries

**Grounds for discrimination:** gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age

**Operational responsibility:** HR Office

**Follow-up/indicators:** the number of participants, evaluation

### ***Salary surveys and an equal opportunities analysis of salaries***

As of 1 January 2017, employers with at least 10 employees must carry out annual salary surveys and document the work with salary survey. Within the scope of the salary survey, salaries and terms of employment are to be analysed for women and men respectively.

First, the salary rules must be surveyed and analysed from an equal opportunities perspective, for example salary benefits and criteria for placing in salary levels in order to assess individual performances and results.

In the next stage, salary differences between women and men who do the same work must be surveyed and analysed.

Then the employer must survey and analyse salary differences between people doing work of equal value. The employer must analyse salary differences between one group of workers performing work that is or is usually considered to be dominated by women and one group of workers performing work that is not or is not usually considered to be dominated by women, but which gives a higher salary despite the work demands being assessed as lower.

If unjustified salary differences are found relating to gender, these must be rectified.

From the result of this survey and analysis, a written action plan for equal salaries shall be prepared. The action plan shall contain details about any salary adjustments and other measures which need to be taken in order to achieve equal salaries for the same work or work of equal value, together with a cost estimate and schedule or any salary adjustments needed.

**Target group:** employees

**Grounds for discrimination:** gender

**Operational responsibility:** HR Office

**Time:** annually

**Follow-up/indicators:** report and action plan

## Appendix 1: Follow-up of Action Plan for Equal Treatment 2012–2015

Ref. no. 1-167/2013, with extension to 30/06/2016, ref. no. 1-17/2016 (the report follows the table of contents of the action plan)

Recruitment with equal treatment and even gender distribution		
	Status	Comments
<b>Ongoing measures</b>		
Review of recruitment training courses	Continuous	Equal treatment is included in a recruitment session within the framework of leadership courses, such as formal leadership, supervisor training and training for research team leaders. The course content is reviewed regularly and adapted to the target group. The evaluations for this session are positive. The exact number of participants is registered for each course.
Information and marketing activities to reduce uneven gender distribution in the undergraduate study programmes	Continuous	KI has both women and men as student ambassadors who participate in fairs, school visits etc. KI's website and written information material on the education programmes show a broad representation of different people in the image selection.
<b>Special initiatives</b>		
The proportion of newly recruited professors who are women shall rise to 47 per cent for the period 2013–2015	Concluded	To achieve the recruitment target, special initiatives were developed during the period. In 2015, the proportion of women was 45 per cent, but during the entire period 2012–2015 only 36 per cent of the newly-employed professors were women. In order for KI to achieve a gender distribution in the range of 40–60 per cent for professors in the longer term, previous measures will be evaluated and new recruitment targets will be developed. The measure is transferred to the Action Plan 2016–2018.
Even gender distribution in drafting bodies and decision-making bodies, plus management functions	Partially implemented	<p>With reference to the unequal gender distribution, a feasibility study was started, which has not yet been completed due to the project manager being on sick leave.</p> <p>The gender distribution has been monitored during all occasions of election since 2012. The following instructions are established regarding gender equality in academic elections:</p> <ul style="list-style-type: none"> <li>No gender is to have less than 40 per cent of faculty member places on a board. A faculty member place refers to an assignment as Dean, Pro-Dean or faculty representative on an internal board or on the Board of Karolinska Institutet.</li> <li>If this result is not obtained in the election, the election results must be adjusted. This is done by replacing the person or persons of the overrepresented elected gender who have received the lowest number of votes with the person or persons of the under-represented gender who, without being elected, have received the highest number of votes.</li> </ul> <p><u>Current gender distribution as at 1 September 2016:</u>  <i>University Management: 50 per cent women and 50 per cent men</i>  Vice-Chancellor (woman), Pro-Vice-Chancellor (man), University Director (man), Deputy University Director (woman)  <i>Management group: 50 per cent women and 50 per cent men</i>  Vice-Chancellor (woman), Pro-Vice-Chancellor (man), Dean of the Board of Higher Education (woman), Dean of the Board of Doctoral Education (woman), Dean of the Board of Research (man), University Director (man), Deputy University Director (woman)  <i>Deputy Vice-Chancellor: 33 per cent women and 67 per cent men</i>  Deputy Vice-Chancellor for the Coordination of Matters Relating to Future Healthcare (man), Deputy Vice-Chancellor for International Affairs (woman), Deputy Vice-Chancellor for Innovation and Corporate Alliances (man)  <i>Deans, Pro-Deans and Vice Dean: 57 per cent women and 43 per cent men</i>  Dean of the Board of Higher Education (woman), Dean of the Board of Doctoral Education (woman), Dean of the Board of Research (man), Pro-Dean of the Board of Higher Education (man), Pro-Dean of the Board of Doctoral Education (man), Pro-Dean of the Board of Research (woman), Vice Dean for recruitment (woman).</p>

Developing tools for equality indicators	Commenced	Through Business Information Systems it is possible to collect statistics for employees distributed by gender. In 2015, an application for third cycle education was developed. The application facilitates the retrieval of gender-specific data on doctoral students. The measures concerning equality indicators will be updated again within the context of the Government's mandate on gender mainstreaming.
Support and training for the departments to facilitate the changeover to an open recruitment process for doctoral students	Implemented	As a rule, all doctoral education positions are announced in an open recruitment process. A course on equal treatment in the recruitment process for doctoral students is continually offered within the context of, for example, supervisor and research team leader training.
Survey of the gender distribution among the teaching staff at undergraduate level and graduate level, as well as the process for establishing course responsibility	Not implemented	The survey of potential internal gender segregation among KI's teaching staff has been given lower priority as it was shown to be a blunt instrument that would not provide valuable new knowledge. The measure will not be implemented.

Study and working conditions		
	Status	Comments
<b>Ongoing measures</b>		
Consultative support for the departments and study programmes	Implemented	The coordinators for equal treatment at the University Administration have during the years 2013–2015 provided advice and support to managers, HR staff, individual employees, teachers, researchers and students. The contacts have been frequent (estimated at several times a week) and have taken place via e-mail, telephone and personal conversations. When it comes to issues of harassment and discrimination of employees and/or affiliated persons, the consultative support has been provided in close cooperation with the work environment specialists.
Coordinate compensatory pedagogical support for students with disabilities	Implemented	The coordinator carries out continuous quality monitoring of the support measures for students with disabilities. 2014 saw the latest survey with particular focus on Education – Work.
Training courses and seminars about equal treatment	Implemented	<p>During the years 2013–2015, topics concerning equal treatment and the Discrimination Act have been included in the management programme “formal leadership”, supervisor courses for students at first, second and third cycle, and courses for research team leaders. Most of these courses have been offered one to two times per year. Shorter training sessions/seminars have also been requested for specific target groups, such as final year students on the occupational therapy programme. Training sessions have been provided within the framework for the Centre for Clinical Education (CCE) supervisor course for clinical supervisors, and a number of courses have been provided for teaching teams within the dentistry programmes, for example. Within the speech therapist programme, equal treatment has been a compulsory module for the students in semester one and five.</p> <p>During 2013–2015, KI/the Council for Equal Treatment arranged a number of big lectures/seminars.</p> <ul style="list-style-type: none"> <li>• 2013: a half-day course on master suppression techniques on two occasions, lecturer Anna Karlsson (approx. 120 participants)</li> <li>• 2013: a half-day course on disability – communication and response, lecturer Stefan Johansson et al. from FUNKA (approx. 45 participants)</li> <li>• 2014: a work environment course with a focus on discrimination law, lecturer Maria Steinberg (approx. 80 participants)</li> <li>• 2014: a big lecture on diversity in a nearly full auditorium, lecturer Özz Nüjen (approx. 900 participants)</li> <li>• 2015: a half-day course on religion/interactions across cultural boundaries – challenges and opportunities, two lecturers from Religionsvetarna (approx. 40 participants).</li> </ul>

<b>Special initiatives</b>		
Web training	Implemented	<p>Web training on the Discrimination Act has been ongoing since 2013. More than 600 people have completed the course as a whole or in part. Since 2015, the web training is also available in English. Participation in <b>the Swedish version of the course since its start in 2013</b>: 174 participants completed 100 per cent. 20 participants completed 87.5 per cent. 9 participants completed 75 per cent. 13 participants completed 62.5 per cent. 18 participants completed 50 per cent. 14 participants completed 37.5 per cent. 16 participants completed 25 per cent. 53 participants completed 12.5 per cent and 372 participants completed 0 per cent, i.e. opened the course without taking it.</p> <p>Participation in <b>the English version of the course since its start in 2015</b>: 5 participants completed 100 per cent. 1 participants completed 62.5 per cent. 2 participants completed 25 per cent. 1 participants completed 12.5 per cent. 34 participants completed 0 per cent, i.e. opened the course without taking it.</p> <p>During 2016, the web training will be marketed to entice more employees to take the course.</p>
Start of network for equal treatment	Implemented	EQ Network was formed in 2014 as a proposal based on the report from the project Mentor4Equality. The network is a forum for discussion and engages in issues concerning equal opportunities in research careers. Two seminars were arranged during 2014–2015. The network's active members have also written an article titled "Positive bias of European men in peer review". Moreover, they are active in the focus group for equal treatment within KI's Junior Faculty. A start grant of SEK 50,000 per year has been used, inter alia, for the seminar arrangements.
Developing leadership programmes	Not implemented	The measure is being included in the next action plan.
We are all different – a project focusing on impairment	Implemented	<p>The project title became "Working environment and disability – or the complex capacity for work"</p> <p>In 2013, an initiative was carried out which focused on the discrimination criterion disability. The overall aim was to prevent unemployment and exclusion by identifying the need for possible measures in the workplace for employees with disabilities. The pilot project was a collaboration with the Department of Neurobiology, Care Sciences and Society – Division of Occupational Therapy. The report was presented and discussed at two meetings with HR managers and others in December 2013.</p>
Mentor4Equality	Implemented	The project submitted its <a href="#">final report</a> in June 2013. The background was that KI had received SEK 1,644,970 from the Delegation for Gender Equality in Higher Education for the project "Mentor4Equality". The project focused on women and men's differing opportunities for research careers, as well as the uneven gender distribution in senior posts and positions within higher education. The project's results and conclusions have been discussed in meetings and training courses and used as a basis for change, inter alia, in connection with activities concerning recruitment targets for professors.
Call for proposals for funding regarding preventive work within equal treatment	Implemented	<p>In order to stimulate preventive work and good ideas in the area of equal treatment in departments and study programmes, the Council for Equal Treatment has since 2014 offered financial funding for longer projects and occasional events focusing on one or more of the grounds for discrimination. In 2014, five project applications have been submitted and one project has been awarded funding. KIB received SEK 50,000 for a <a href="#">book collection</a> with a particular focus on norm criticism within healthcare, social care, medicine and pedagogy. There are also books on the theories behind norm criticism, methodological material and a considerable amount of fiction that specifically highlights perspectives that otherwise would not receive so much attention. The collection was inaugurated on 25 May 2015 with a short lecture on norm criticism.</p> <p>Additional funding has been announced for 2015/2016 and, in June 2016, SEK 35,000 was awarded to the Study Programme in Medicine for prevention work and the development of education in equal treatment on the programme.</p>
The use of the English language in postgraduate education	Implemented	Information directed at doctoral students is mainly available in English.

### Salaries and other forms of compensation

	<b>Status</b>	<b>Comments</b>
<b>Ongoing measures</b>		
Salary surveys and an equal opportunities analysis of salaries	Not implemented	The salary survey is delayed and the measure has been moved to the Action Plan for 2016–2018.

