



UMEÅ UNIVERSITY

RULES FOR GENDER EQUALITY WHEN NOMINATING AND ESTABLISHING DECISION-MAKING AND ADVISORY BODIES

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¹ This document has been translated from Swedish into English. If the English version differs from the original, the Swedish version takes precedence.



UMEÅ UNIVERSITY

Table of contents

1.	Description	3
2.	Background.....	3
3.	Definitions	3
4.	Nominations	3
4.1	Internal preparation.....	3
4.2	Nomination decisions from Umeå University	3
5.	Composition of the University's boards, groups, committees etc.....	4



UMEÅ UNIVERSITY

1. Description

These rules stipulate how gender equality is to be observed when the University nominates individuals for prizes and when appointing and proposing individuals to represent the University. The policy document also outlines guidelines regarding the composition of decision-making and advisory bodies at the University to ensure gender equality.

2. Background

Vision for Umeå University stipulates that the University is to be characterised by an inclusive culture where equality, diversity and equal opportunities are self-evident. The University also has a clear ambition to ensure that gender equality permeates the entire organisation. Hence, guaranteeing gender equality in the University's nomination processes and when establishing decision-making and advisory bodies is a priority.

Due to the content and nature of this document, the student, work environment, collaboration, sustainability, accessibility, and international perspectives have not been integrated. This document is expected to have positive effects on gender equality at Umeå University.

3. Definitions

A gender-equal distribution refers to a composition of at least 40 per cent of members being women, and 40 per cent of members being men.

“Gender equality” in this document refers to legal sex – women and men – in accordance with the gender-equality objectives set by the Riksdag.

4. Nominations

4.1 Internal preparation

When an internal request is made for suitable candidates for internal or external boards, groups, councils or committees, or prizes or awards etc., at least one woman candidate and one man candidate must be proposed. Reasons for any departure from the above must be explained.

4.2 Nomination decisions from Umeå University

Wherever possible, Umeå University must nominate at least two people, one man and one woman, even if only one person is required.



UMEÅ UNIVERSITY

For decisions on nominations for a person or people to represent the University, or receive a prize or award, generally at least one woman and one man must be put forward if the nomination can be for more than one person. The gender-equality principle also applies for nominations that can include several people.

5. Composition of the University's boards, groups, committees etc.

Gender equality must always be observed when establishing decision-making and advisory bodies at the University. The gender distribution of the members must always be equal to the greatest possible extent.