



Gender Equality Plan 2024-2027

University of the Faroe Islands

February 2024



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Martin Tvede Zachariassen
rektari

1 Preamble

Committed to fostering genuine equality and vibrant diversity, the University of the Faroe Islands actively drives initiatives for equal opportunities, inclusion, and diversity through engaged leadership across all levels, from administration to faculty and student representation. The Gender Equality Plan empowers all members of our community to champion gender equality in their daily lives, embracing this shared responsibility and actively contributing to building a more inclusive and equitable University.

Gender equality is, in the first instance, the focus of this document.

The Action Plan for Gender Equality of the University of the Faroe Islands formulates the key principles, objectives, and measures to promote equal opportunities for the genders. The aim of the Action Plan is to achieve equal participation of the genders in the professional life at the University. This includes the promotion of equal representation of the genders, the avoidance of gender-specific disadvantages, the filling of job openings on equal terms oriented on the quality of the applicants at all qualification and employment levels, and the optimization of the reconciliation of work and family for the employees of the University. Specific training modules shall also raise awareness for gender aspects in research.

The results of the data collection, the objectives and measures are to be incorporated into the ongoing efforts to reach equality and diversity at the University.

This first Action Plan for Gender Equality of the University covers the period from 2024 to 2027. No later than April 2027, the Action Plan will be revised and updated according to a new baseline analysis.

The Action Plan for Gender Equality is available to all employees and to the public in Faroese and English on our webpage, setur.fo.



2 About the Legal Framework

The Faroe Islands have put in place anti-discrimination legislation and policies designed to protect individuals and particular groups of people against discrimination based on gender, race, ethnicity, skin colour, age, disability, religion, sexual orientation, national or social origin, political, philosophical, or other opinion, union or other organisational affiliation, association, or other identity markers.

The legislation, which is rooted in the principles of equality, includes the laws, executive orders, and regulatory frameworks, which all apply to public institutions, such as the University. Please see Legal Framework below.

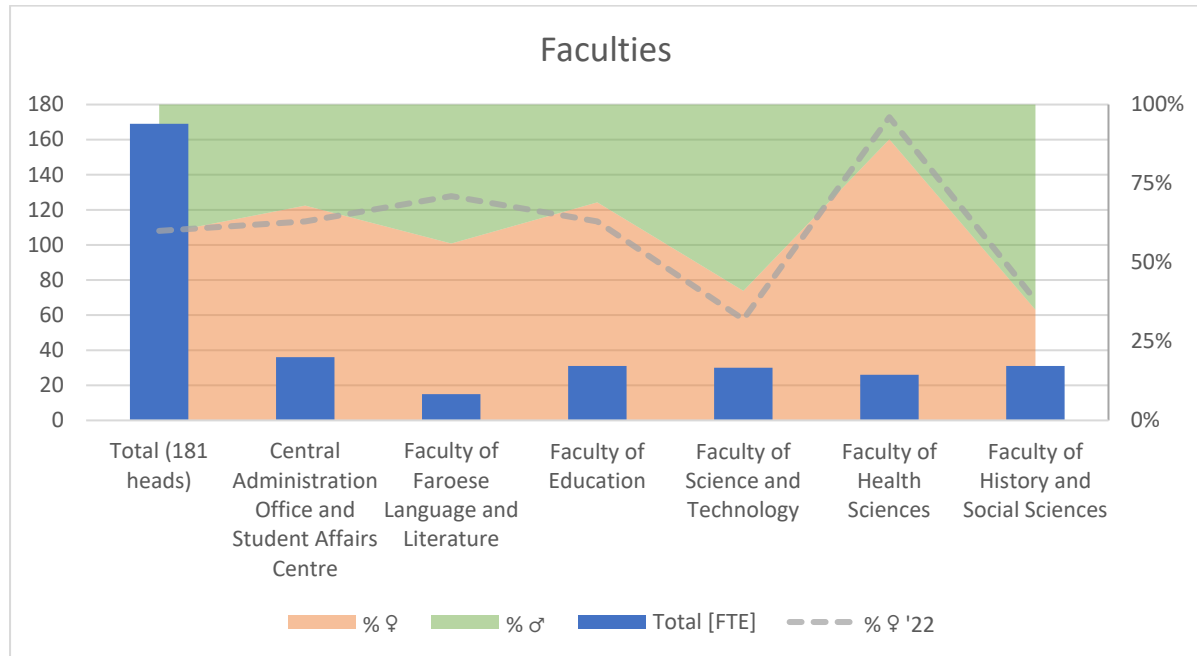


3 Baseline Analysis

To ensure a targeted effort and valid monitoring of the effects of initiatives made, it is important to base the gender equality effort on qualified knowledge and data. The following indicators for gender equality form the basis for our baseline analysis and provide the background for our Action Plan objectives. The data below are the latest available from 2022 and 2023. They are rounded for clarity. Going forward, internal reports and public reports will be made annually in February.

Gender Distribution

Faculties

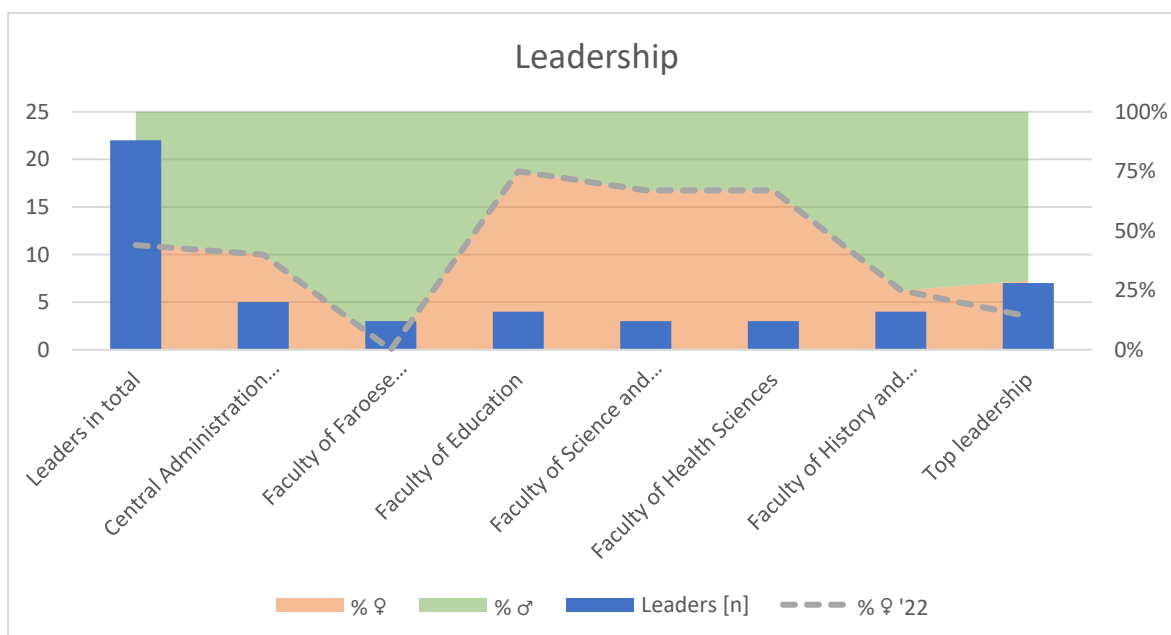


Faculty	Total [FTE]	% ♀	% ♂	% ♀ '22
Total (181 individuals)	169	59%	41%	60%
Central Administration Office and Student Affairs Centre	36	68%	32%	63%
Faculty of Faroese Language and Literature	15	56%	44%	71%
Faculty of Education	31	69%	31%	63%
Faculty of Science and Technology	30	41%	59%	32%
Faculty of Health Sciences	26	89%	11%	96%
Faculty of History and Social Sciences	31	35%	65%	38%

In the table and diagram above on faculties is seen that there are 181 employees at the University with a full-time equivalent (FTE) of 169. In general, the gender distribution is slightly skewed towards women (59%). The biggest skew is in the Faculty of Health Sciences, where 89% out of 26 FTEs are women. There is also a skew towards women in the Central Administration Office and the Student Affairs Centre (68%) and the Faculty of Education (69%), whilst there is a skew towards men in the Faculty of History and Social Sciences (65%).



Leadership

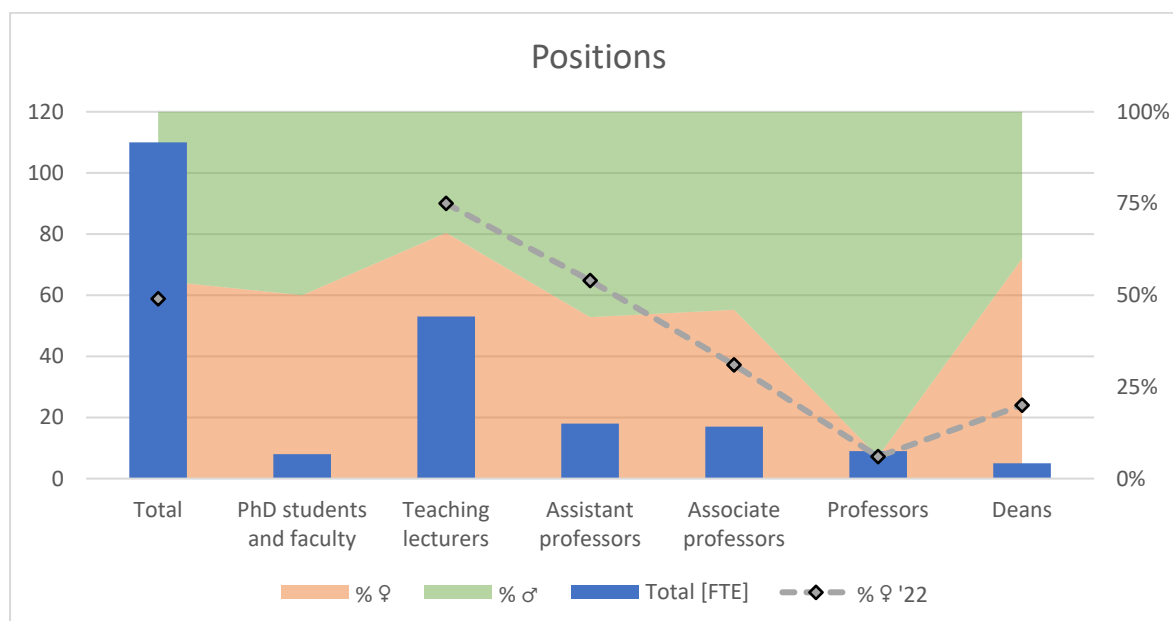


Leadership	Leaders [n]	% ♀	% ♂	% ♀ '22
Leaders in total	22	45%	55%	44%
Central Administration Office	5	40%	60%	40%
Faculty of Faroese Language and Literature	3	0%	100%	0%
Faculty of Education	4	75%	25%	75%
Faculty of Science and Technology	3	67%	33%	67%
Faculty of Health Sciences	3	67%	33%	67%
Faculty of History and Social Sciences	4	25%	75%	25%
Top leadership	7	29%	71%	14%

In the table and diagram above on leadership is seen that there a total of 22 leaders at the University. Generally, there is a little gender skew towards men (55%). The greatest gender skew in leadership is at the Faculty of Faroese Language and Literature where 100% out of 3 leaders are men. A great skew is also found at the Faculty of Education where 75% out of 4 leaders are women. In top leadership, 71% out of 7 leaders are men.



Positions

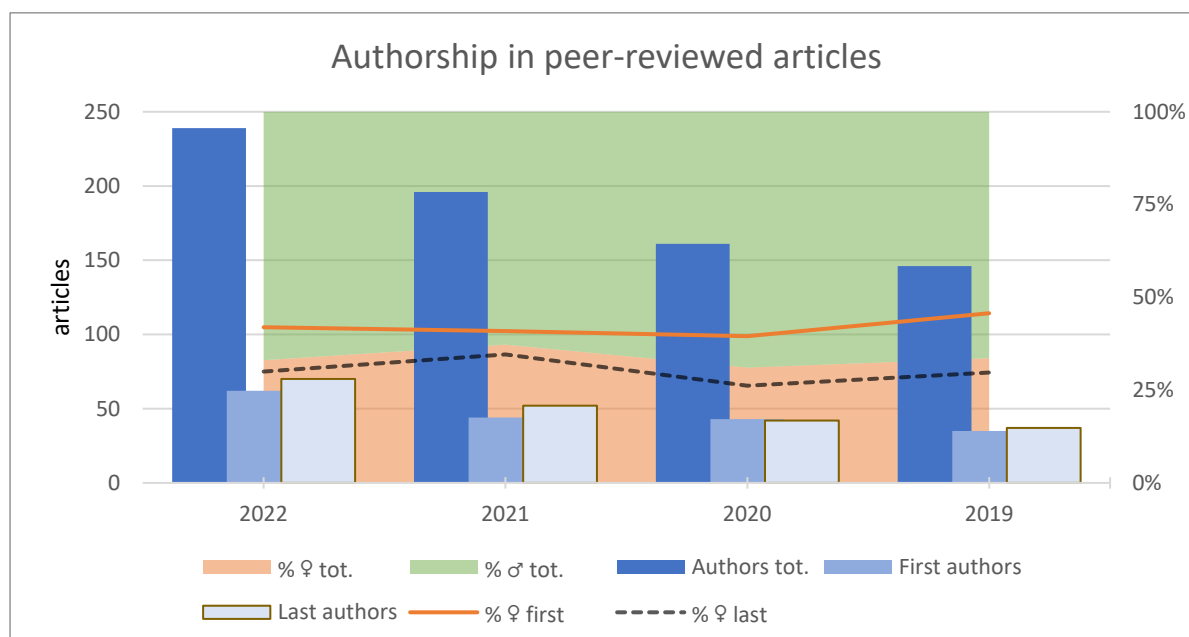


Position	Total [FTE]	% ♀	% ♂	% ♀ '22
Total	110	54%	46%	49%
PhD students and faculty	8	50%	50%	
Teaching lecturers	53	67%	33%	75%
Assistant professors	18	44%	56%	54%
Associate professors	17	46%	54%	31%
Professors	9	6%	94%	6%
Deans	5	60%	40%	20%

In the table and diagram above over on positions is seen that the FTE, in general, is virtually balanced: women count for 54%, and men for 46% (122 individuals, 110 FTEs). In the biggest group, the teaching lecturers, 67% out of 53 FTEs are women. This is down from 75% women in 2022. In the highest teaching position, the professors, 94% out of 9 FTEs are men. This is unchanged from 2022. Deans see a greates change in gender balance, from 20% women in 2022 to 60% women in 2023 out of 5 FTEs.



Authorship in peer-reviewed articles



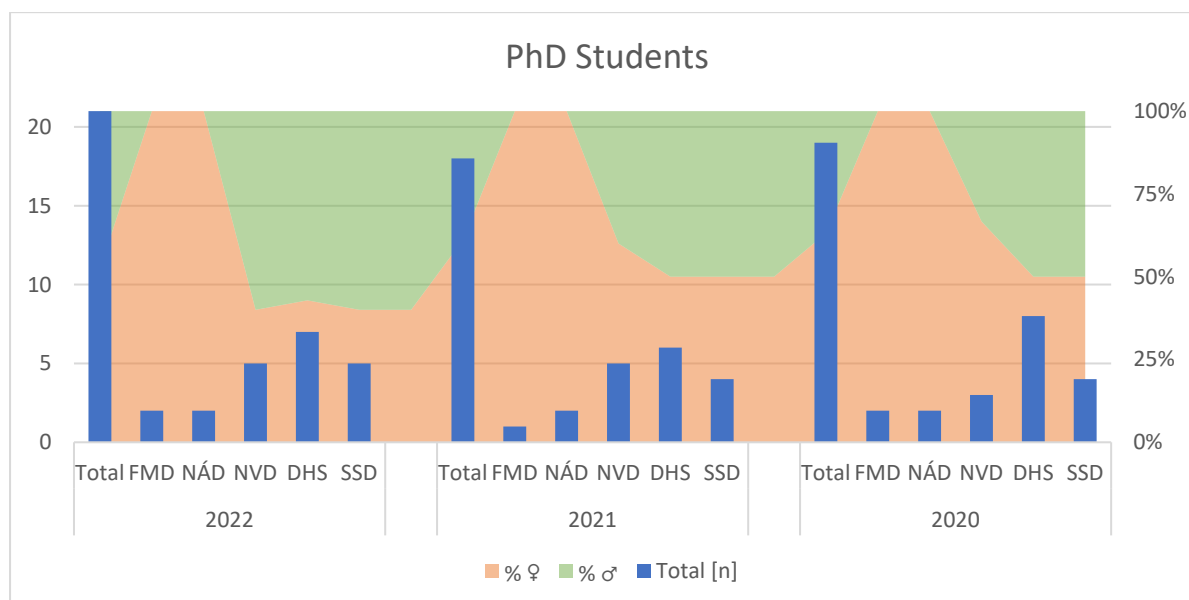
Authors	Total [n]	% ♀	% ♂
Authors tot.			
2022	239	33%	67%
2021	196	37%	63%
2020	161	31%	69%
2019	146	34%	66%
First authors			
2022	62	42%	58%
2021	44	41%	59%
2020	43	40%	60%
2019	35	46%	54%
Last authors			
2022	70	30%	70%
2021	52	35%	65%
2020	42	26%	74%
2019	37	30%	70%

In the table and diagram above on authorship in peer-reviewed articles is seen that, in general, two thirds of authors are men. This becomes more balanced with regards to first authors; of these, 58% are men (2022). And it becomes more skewed with regards to last



authors; of these, 70% are men (2022). This distribution remains quite stable as the years go by.

PhD students



Year	Deild	Total [n]	% ♀	% ♂
2022	Total	21	52%	48%
	Faculty of Faroese Language and Literature (FMD)	2	100%	0%
	Faculty of Education (NÁD)	2	100%	0%
	Faculty of Science and Technology (NVD)	5	40%	60%
	Faculty of Health Sciences (DHS)	7	43%	57%
	Faculty of History and Social Sciences (SSD)	5	40%	60%

In the table (2022) and diagram (2020-2022) above on PhD students is seen that the total distribution is balanced. At the Faculty of Health Sciences (DHS), where the biggest group of PhD students are, it is also quite balanced; 57% of 7 PhD students are men (2022). At the Faculty of Faroese Language and Literature and the Faculty of Education, there are few PhD students, but of these, 100% are women through the years 2020 to 2022.



Staff

The gender balance for staff at the University has been good the past few years. However, the gender distribution is not equally distributed across faculties, departments and positions.

Students

Generally speaking, more and more women are enrolled at universities, including in the Faroes and in the countries around us. The past years, women have represented between two thirds and three quarters of students at the University of the Faroe Islands. Statistics will be included in the next annual report.



4 Objectives and priorities

In the long term, the organizational, scientific and educational culture at the University shall be designed to be family friendly and to provide equal opportunities for both genders.

With the Action Plan for Gender Equality, the University seeks to implement the following objectives:

- Promote better understanding and awareness about gender and gender discrimination amongst staff and students, and to prevent harassment.
- Monitor the state of gender equality and its progress in all areas, to register it, and to keep improving at monitoring and registering.
- Improve the gender balance in certain departments.
- Improve the gender balance in leadership.
- Ensure equal opportunities through equal treatment of the genders regarding work and career.
- Facilitate the compatibility of work and family for the genders.
- Continue raising awareness about gender policy at all levels in our organisation.
- Strive for gender balance in committees and boards, and other relevant decision-making bodies, while caring for professional competences in the field of the action.
- Ensure broad involvement of the entire organisation in relation to goals and direction of the gender equality effort.
- Set ambitious quantitative and qualitative performance targets for the next action plan period (2028-2031), in relation to recruitment, retention and promotion of employees, and to acceptance and retention of students.
- Support equal opportunities in recruitment and promotion.

Priorities of the University of the Faroe Islands:

- The University shall create common principles for diversity, inclusion and equality, and announce them to students and staff.
- There are many perspectives and interpretations of diversity, inclusion and equality. It is important to have science as a foundation of the work, and that we have a common understanding of the concepts.



- In the first half of 2024 the Equality Committee will be having a workshop on the subject.
- The University will work with more transparency in recruitment and promotion. Promotion processes, especially, must be described clearer.

Additionally, the Equality Committee will be working with the [eight recommendations](#) that the Taskforce for Diversity, Inclusion and Equality has sent to the Danish universities:

- *That inclusive leadership courses are offered to university leadership.*
- *That all universities have an overarching parental leave policy.*
- *That there is a meeting of expectations with regards to parental leave, for example, about return and about the employee's tasks during the parental leave period.*
- *That transparent criteria are used for the selection of researchers who are included on expert lists for use for media contact, for instance.*
- *That inclusive language is used.*
- *That university leadership is aware of the distribution of non-promotional tasks among employees.*
- *That an overview of data on gender and career progression in the university sector is created.*
- *To strive to avoid disproportionately much committee work for employees of minority genders.*



5 Areas of Intervention and Measures

Based on the analysis, the compiled data, and legal requirements, the University has identified the following areas of intervention to be addressed to achieve our objectives:

- Structures to support gender equality work.
- Awareness-raising and competence development.
- Engaging stakeholders.
- Organizational culture and work-life balance.
- Recruitment, selection, and career progression support.
- Leadership and decision-making.
- Combatting sexual and gender-based harassment.
- Integrating gender in research and education content.
- Analytical measures, targets, indicators, monitoring and evaluation.
- Incentives to promote gender equality.

To achieve our objectives as laid out above, the University of the Faroes Islands will:

- Publish the University Action Plan on the web.
- Establish an Equality Committee. In the committee, there will be 1-2 representatives from each faculty and from the administration, and two student representatives.
- Promoting gender equality in recruitment and promotion.
- Presenting vacancies in a gender-neutral manner.
- Continually gathering data and monitoring progress, and to continue developing this.
 - HR issues a report annually in February.
 - Analyses to be added:
 - Analysis of salary balances between the genders at different levels.
 - Analysis of age balances between genders at different levels.
 - Analysis of the developments in career paths with gender equality lenses: How long are the genders at each level before they are promoted.
 - Ensure that all recruitment recommendations describe:
 - How many of each gender applied for the job.



- How many of each gender were invited for a job interview.
 - The gender of the applicant who got the job offer.
- Ensure that the genders are represented in internal hiring committees and in external evaluation committees, both with regards to hiring and promoting faculty. Exception must be applied for to the Rector, if this is not possible.
- The Equality Committee at the University shall hold a workshop on gender and awareness.
- Ensure that gender equality and gender equality measures are talked about at annual employee development interviews in leadership.
- Express in all vacancies, both external and internal, that the University expects all leaders to give their full support to the Action Plan.
- Include the genders as role models in communication activities, such as brochures, posters, videos, etc.

6 Timeline

This Action Plan for Gender Equality was adopted by the University of the Faroe Islands on February 9, 2024.

Effects from the measurements and other developments regarding gender equality will be assessed on an annual basis in February 2025, 2026, and 2027.

In April 2027, at the latest, the Action Plan will be reviewed, revised, and updated for the next action plan period (2028-2031).

7 Division of responsibilities

In charge of implementing the stated measures: Matrin Tvede Zachariasen, Rector.

In charge of gathering statistics and other data, analysing, monitoring, presenting results to the University's Equality Committee, and publishing data on the web in an annual report: Katrin Poulsen, Head of HR.



Fundamentally, there is a common responsibility on all to carry the Plan into effect. The University shall make clear what is expected, its dedicated resources, and how the Plan is reviewed.



8 Dedicated Resources

The University of the Faroe Islands, recognizing its size and specific context, commits to allocating appropriate resources to ensure the sustained implementation of this Action Plan. An example of this commitment is the dedicated time granted to Equality Committee members for their essential work. Similarly, student members receive compensation in the form of meeting fees.

Furthermore, the University recognizes the significance of gender equity in all financial matters. This extends to both the allocation of resources and the distribution of workload. Moving forward, the University pledges to increase its awareness of how financial decisions may differentially impact women and men, and to actively incorporate this consideration into future planning and resource allocation.



9 Legal Framework

The Faroe Islands anti-discrimination legislation and policies include the following laws, directories, and regulatory bodies:

1. [Law of the Løgting No. 52 of 3 May 1994 on equality between women and men](#), which
 - outlaws all gender-based discrimination with the exception of positive discrimination aiming to reach gender equality. The law specifies that women and men are to be provided with equal opportunity regarding education, employment, and professional and cultural development.
 - specifically prohibits any direct or indirect gender-based discrimination with respect to employment and all related aspects such as discharge, work assessment, wage, relocation, promotion, leave, work conditions, and privileges.
 - stipulates equal pay and benefits for equal work and equal career development opportunities, including education, training, re-education, participation in courses, and other skills development.
 - provides for the right of absence during pregnancy, childbirth, and post-childbirth without any loss of seniority.
 - prescribes all material for the education and upbringing of children to be consistent with the principle of equality, including equal selection of learning materials.
 - commands equal gender representation in all public committees, councils, representations etc. appointed by national authorities.
 - appoints the [Gender Equality Council](#), which is tasked with:
 - monitoring compliance with this law.
 - advising authorities, institutions organizations and individuals on gender-equality issues.
 - making recommendations regarding gender-equality issues.
 - collecting and resolving any complaints concerning gender-based discrimination.
2. [Law of the Løgting No. 48 of 3 April 2001 on parental leave](#), which



- prohibits the discharge of any worker for making use of their right to parental leave, or due to pregnancy, birth, or child-adoption.
- 3. [Law of the Løgting No. 63 of 26 May 2011 on disability discrimination in the labour market](#), which
 - prohibits all disability-based discrimination, positive or negative, by employers against employees or job applicants in the context of employment, discharge, transfer, promotion, wage, or employment conditions;
 - prohibits the statement of disability as an advantage or disadvantage in job postings.
- 4. [Law of the Løgting No. 132 of 10 June 1993 on administrative law](#), which
 - prohibits any disclosure of information on race, religion, colour, political or other organisational affiliation, gender, sexual orientation or any punishable circumstance to other administrative bodies.
- 5. [Law of the Løgting No. 80 of 7 June 2020 on data protection](#), which
 - prohibits the processing of information regarding colour, race, or ethnicity, political, religious, or philosophical belief, union affiliation, genetic or biometric data for personal identification, medical information, information on gender, sexual orientation, punishable circumstances or information on significant social issues and other private affairs.
- 6. [Directory No. 8000 of 15 January 2020 on public employment discharge](#), which
 - prohibits discrimination based on gender, ethnicity, age etc.
- 7. [Circular No. 9001 of 26 November 2018 on law-making](#), which
 - prescribes gender-neutral language to all legal texts and public promulgations.

Moreover, the Faroe Islands have ratified:

- 8. [The European Convention on Human Rights](#), which in article 14
 - prohibits all discrimination on the ground of gender/sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, or other status.
- 9. [The Convention on the Rights of Persons with Disabilities](#), which in article 3 promotes inter alia:
 - non-discrimination.



- full and effective participation and inclusion in society.
- equality of opportunity.
- equality between men and women.

10. [The Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#)

- The EU Convention from 1978 aims to eliminate all discrimination against women and promote equality between women and men in all areas of society. The Løgting ratified the Convention on March 31, 1987.

11. Internal Guidelines of the University of the Faroe Islands

- The University's Guidelines on Deriding Behaviour complement its broader commitment to a respectful and inclusive environment. While the Guidelines explicitly address bullying, discrimination, sexual harassment, etc., they further emphasize that deriding behaviour based on age, skin colour, national or ethnic origins, faith, reduced professional competences, gender identity, and political belief is also unacceptable.

In addition to said legislation and conventions, the Faroe Islands Government has appointed

12. [The Committee for the promotion of gender equality in politics, *Demokratia*](#), composed of

- one member from each political party,
- one from the Municipalities' Association,
- one from the National Women's Association, and
- one from the Gender Equality Council.

Demokratia is tasked with:

- organizing cross-party initiatives to promote a more equal representation of the genders in politics,
- enhancing women's influence in political decision-making, and
- increasing the number of women in parliament and in municipal government, so that women's representation in the Faroe Islands will resemble that of the rest of the Nordic countries more.

Lastly, all public institutions of the Faroe Islands have signed



13. The “[Active Staff Policy Agreement](#)”, which expands institutions’ options regarding measures to improve their policies regarding:

- skills development
- elderly staff
- work-life balance (family policy)
- gender equality