



EQUALITY PLAN FOR 2022–2023

The goals for equality and non-discrimination in our university community are based on current legislation on equality as well as JYU's strategy and its development programmes. We are a multicultural and international working community that values and inspires individuals.

The University conducts a range of surveys, from the staff survey and the teaching, research and career survey for teaching staff to the teaching, learning and studying survey for students. These surveys include questions related to equality and are used to monitor the development of the state of equality. The state of equality is addressed in an annual report to the University Board.

University management has the responsibility for implementing the planned actions. The Rector approves the Equality Plan.

As an equal and bias-free place for working and studying, JYU supports the development and success of the members of the university community. The University ensures the availability, accessibility and quality of guidance and teaching. By mainstreaming equality issues, we develop the structures and practices of administration, teaching and research so that equality impacts are included in the preparation and implementation of decisions. Increasing openness in decision-making and related preparation is an important cornerstone for the development of equality and non-discrimination.

We behave appropriately and are respectful and supportive in challenging situations. We do not tolerate inappropriate treatment, harassment, discrimination or bullying.

VALUES



OPENNESS



TRUST



QUALITY



INTEGRITY



JYVÄSKYLÄN YLIOPISTO

JYUnity. We are a close-knit, open multidisciplinary community.

JYUnique. We focus on solving the problems of tomorrow.

JYU. Since 1863.



THE STATE OF EQUALITY

Statistics about JYU staff and students

Our university community is diverse and multicultural: the community consists of students, full-time staff members, employees working on an hourly basis in teaching or in other duties as well as researchers and doctoral students who conduct grant research. The community also comprises interns, persons performing their non-military service, and visiting staff and students.

The state of equality is addressed in an annual report to the University management. Earlier the number of employees was reported in accordance with the situation on 31 December. From 2020, the amount of staff has been reported as person-years. The staff statistics of this document are based on the person-years of employees with monthly salaries in 2020. The data is collected from the staff data system.

The total number of person-years is 2,482, of which the percentage of women is 57% and men 43%. In total, 52% of the employees have a permanent employment relationship and 95% are full-time employees. International staff's share of person-years is 12% (286 person-years) and they represent 64 nationalities. The average age of the staff is 41.1 years; 41.1 for women and 41.3 for men. The largest age group is 40- to 49-year-olds (28% of person-years) and the next largest age groups are 30 to 39 (26%) and 50 to 59 (22%). The percentage of females on the person-years of teaching staff is 56%, research staff 50%, and other staff 65%. The percentage of women in the person-years of professors is 35% and assistant/associate professors 47%.

The University of Jyväskylä has 14,052 degree students, of whom 4% are international students (situation on 20 September 2021). The number of new bachelor's and master's degree students admitted in autumn 2021 was 2,514, of whom 64.6% were female. Of new students, men were in the majority only in the field of information and communication technologies (69% in 2021 according to the classification of fields of study, level 2). At the level of degree programmes, men were in the majority, for example, in the degree programmes of physics and mathematics and statistics in the field of natural sciences as well as in economics in the field of social sciences. In 2020, the shares of degrees completed by women are as follows: bachelor's degree 61%, master's degree 68%, doctoral degree 56% (data sources: Vipunen and the JYU data warehouse).





The majority of teaching and research staff are on job requirement levels 5 and 6 and have a personal performance percentage between 6% and 31%. The majority of other staff are on job requirement levels 5–9 and have a personal performance percentage between 19% and 42%. A salary survey will be conducted at the beginning of 2022, after which the data on the placement of men and women in the salary structure will be appended to the Equality Plan.

Equality in the survey and evaluation results

Based on the results of staff surveys, the state of equality has improved from 2017 to 2021.

Statement in the wellbeing at work survey	2017	2019	2021
We discuss difficult matters and we also work them out	3	3.3	3.4
Equality is achieved in our unit	3.6	3.7	3.9
My supervisor is impartial and fair	4	4.1	4.2
My supervisor takes into consideration that people are different	3.9	4.0	4.1
Have you experienced harassment, bullying or other inappropriate behaviour in the past year? (2021)			No 89%
I have not experienced harassment, bullying or other inappropriate behaviour in the past year (2017 and 2019)	4.3	4.3	
I have the opportunity to advance in my career laterally (more varied tasks) or vertically (more demanding tasks), if I want	2.9	3.2	3.2

According to the teaching, research and career survey (2017), women in teaching and research find that gender influences the division of labour, salary and career development more often than they do in other tasks. Career possibilities are diminished most if the first language is something other than Finnish as well as in the case of disability and other health-related restrictions.





Based on the teaching, learning and studying survey for students (2017), gender equality seems to be well-realised among students. According to the survey, studying was hampered especially by the indoor air problems of buildings, students' mental health problems and factors that hindered barrier-free moving. Disability and other health-related challenges have the biggest influence on the equality of study opportunities.

Material from the Finnish Bachelor's Graduate Survey has been taken into account up to the responses of autumn 2021. The overall impression based on open answers is similar to the student survey of 2017. The numerical answers suggest that, based on an exhaustion indicator consisting of nine statements, the exhaustion risk of female students is greater than the exhaustion risk of male students across disciplines, and the lengthened COVID-19 pandemic seems to have increased the difference. Across disciplines, female respondents also agreed less than males did with the statement that they feel well at the University.

When developing the diversity of the University, the following aspects related to the members of the community should be acknowledged: age, nationality, gender, language, disability and state of health as well as other person-related reasons.

The actions of two previous equality plan periods (2016–2021) have been implemented.

As an education provider, the Teacher Training School prepared its own equality plan, and equality audit measures were completed during 2018. By monitoring the realisation of equality in international mobility, JYU supported the international mobility opportunities of disabled students and the observation of recommendations. In addition, the University promoted the development of annual monitoring of equality issues as well as the observation of harassment and discrimination cases.

The equality and non-discrimination process based on the University's strategy was introduced with a participatory approach to engage JYU staff and students. A salary equality survey was implemented. JYU's good practices for the working community were defined and related house rules were introduced. Instructions related to irresponsible behaviour at work were created and introduced by the beginning of 2022.





GOALS AND ACTIONS

The University's Equality Committee recommends paying attention to the following goals and actions in all JYU activities.

Multimodal work and study environment and operating culture: Goals	
Leadership	The University adheres to a non-discriminating leadership culture. The University promotes the equality and non-discrimination of employees and students from different language and cultural groups, for example, when appointing members for committees. The expertise and special know-how of different age groups are valued equally at the University, and professional development is supported in all phases of work and study careers.
Recruitment and career development	JYU's career development model is transparent and based on clearly defined recruitment practices and job opportunities. International staff feel they are part of the university community and have equal opportunities to apply for various positions at JYU. The University follows open and transparent recruitment based on merits (HRS4R - OTM-R).
Orientation and competence development	As an equal and bias-free place for working and studying, JYU supports the development and success of the members of the university community. The University's current and future domestic and international staff and students integrate into the University and commit to the common goals of our community. Orientation is developed and a uniform employee experience is taken into account.
Work and study conditions	The whole community fosters behaviour that is in compliance with the University's values. The community behaves and communicates appropriately and politely. The membership of the university community is equal and non-discriminatory for staff and students. Diversity is considered a strength and the University is able to benefit from it. JYU acknowledges the diversity of genders in its surveys, systems and statistics.
Balance of work/studying and free time	JYU helps students and staff to combine studying and work with family life and aims at offering everyone equal opportunities for parenthood and taking care of older family members and next of kin. Especially men are encouraged to use their legal right to family leaves and look after a sick child at home.
Multimodal work and study environment and operating culture: Actions	
A functional and caring community	JYU house rules for good practices in the work community. Supervisors lead the processing of the house rules of good practices (JYU at Work) and for good leadership (JYULead) in the work community. Defining and introducing the principles of safe social space for the whole community.
A considerate and supportive community	Developing working methods for harmonising work/studying and family life, promoting the fulfilment of equal parenthood. Operating methods in compliance with the barrier-free and accessibility principles. Ensuring the accessibility of information systems and the healthiness of facilities => the Sustainable and Responsible JYU Development Group
Multicultural community	Developing a working culture for multilingual communication, sufficient skills in Finnish and the clarity of language. Internationalisation at home: equal consideration of members of the international university community (staff, grant researchers, students) in a multicultural community. Equal student wellbeing services for all (the Student Life concept).
Equality of the working environment	Monitoring the salary equality survey.





GOALS AND ACTIONS

Education: Goals	
Student admission, study guidance and counselling	The diversity of students is considered in student marketing and opportunities are expressed in an equal manner. Students are encouraged to select lines of studies and careers open-mindedly. Admission criteria do not favour or discriminate. Applicants with various cultural backgrounds have equal opportunities to succeed, with special attention given to the language skill requirements in studies. Students have equal rights to receive sufficient guidance and counselling.
Studying	Curriculum development, selection of teaching material, teaching, and assessment of completed studies are performed in an equal and non-discriminatory manner. The relationship of staff and students is based on mutual respect, which must not be weakened by either the teacher's or student's gender, gender identity or gender expression. The selection of representatives for administrative bodies and the preparation of decisions promote equality and non-discrimination and take into account the diversity of students. Any results from surveys the Student Union conducts among its members about equality, non-discrimination and possible related problems are taken into account in the promotion of equality.
Doctoral studies	Students are encouraged to apply for doctoral studies equally regardless of their gender or gender expression, ethnic background, nationality or native language. Equal treatment of doctoral students is developed.
Education: Actions	
Student admission	The diversity of students is acknowledged in the development of student admission. Our student admission is fair and appropriate.
Equal guidance and counselling	The availability of guidance and counselling is ensured in different phases of studies, with special attention on uniform individual arrangements regardless of the department.
Flexible pedagogy	When possible, individual needs and diverse life situations are acknowledged in the development of alternative and varied modes of completion.
Diversity of students	Developing communication and contents that acknowledge the diversity of students. Developing the activities of the Student Life concept.
Pedagogy and valuing of teachers	The continuous development of teaching skills is supported; the use of varying teaching methods is promoted and resourced.
Student representation	Student representation in the University's administrative bodies is ensured, with special attention given to the representation of international students in the working groups.
Research: Goals	
Researcher's career progress	The distribution of duties and workload is reviewed to enable career progress.
Grant researchers	Developing the status of grant researchers and ensuring the use of researcher agreements.
Research: Actions	
Researcher's career progress	The distribution of researcher's workload is monitored annually on each career level.
Grant researchers	JYU has a development group for staff without an employment relationship with the University. This "Capable, Creative and Healthy University Community" development group prepares common practices for the whole staff group. Researcher contract data are collected at departments annually, and it is estimated how many of the grant researchers have not made a researcher agreement.





Promoting appropriate behaviour in our community

Our university community does not tolerate inappropriate behaviour, bullying or sexual harassment. We intervene in problem situations and resolve them.

The University has principles (house rules) for appropriate behaviour as well as guidelines for intervening and preventing inappropriate treatment and harassment at the University.

The University has guidelines for the staff and students for handling serious harassment situations. Supervisors are responsible for observing and taking care of the state of wellbeing in the work community as well as intervening in and sorting out problematic situations. The University has an equality contact person.

New guidelines concerning the operating model for responsible conduct at work and serious occupational health and safety issues are available in Uno (1/2022)

[Appropriate conduct in work community](#)

Instructions for students

[Prevention of bullying and harassment among students](#)

Accessible, barrier-free University

[Accessibility and reachability](#) refer to the implementation of a physical, psychological, social and digital environment where each individual can, regardless of personal qualities, operate on an equal basis. Accessibility concerns all members of the JYU community, and is of special importance to those with a disability or learning difficulty, as well as to persons approaching retirement and members of cultural or linguistic minorities. The decision on the accessibility of education at the University of Jyväskylä includes principles and responsibilities for implementing accessible environments and practices as well as necessary individual arrangements. Actions and monitoring are the responsibility of the Sustainable and Responsible JYU development group.





ORGANISATION OF EQUALITY WORK

Responsibility for the implementation of equality belongs to the University management, unit leaders, supervisors and each member of the university community.

The purpose of the University's [Equality Committee](#) is to

- promote the goals of the Non-Discrimination Act and the Act on Equality Between Women and Men as well as to monitor the development of equality at the University
- influence the university community to strengthen positive attitudes and opinions towards equality at the University
- draft a proposal for the Equality Plan
- report on the University's Equality Plan to the Capable, Creative and Healthy University Community development group.

In August–November 2021, the Equality Committee has prepared an update of the Equality Plan for 2022–2023. For 2019–2021, the plan has been constructed within the framework of the University's strategy and the Act on Equality Between Women and Men so that the members of the university community participated extensively in the preparation work. Preparation work in autumn 2021 focused on updating the existing plan. The next equality plan preparation process, which is to engage the university community extensively, will be implemented in 2023. The process will also involve an assessment of the goals as well as the meters for indicating the realisation of the goals. University management has the responsibility for implementing the planned actions. The Rector approves the Equality Plan.

Impact and communication

The members of the university community will be informed of the Equality Plan via the University's communications channels, and they will be engaged in the implementation of related actions. Supervisors will get induction and training concerning the content of the plan. The effectiveness of the plan is monitored as part of the Equality Committee's work and the implementation of the University's strategy.

Regulations, concepts and statistics

Regulations, concepts and statistics related to equality and non-discrimination are available on our University's [equality website](#).

