

**Åbo Akademi University Equality and Diversity
Plan 2018–2020**

Equality and Diversity Plan at Åbo Akademi University 2018–2020

Approved by the Rector of Åbo Akademi on 15 February 2018

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1 Introduction

Åbo Akademi values diversity as a source of creativity and well-being in all our activities. We respect difference and work actively to advance equal opportunities and gender equality. Åbo Akademi University aims to provide a non-discriminatory, gender-equal, anti-racist and accessible environment in which employees and students with diverse backgrounds and duties are treated equally and can safely participate in all activities. Our aim is to work with an intersectional approach to equality.

Åbo Akademi University values participation as a basic condition for motivation, quality and efficiency in teaching and working at ÅAU. Participation is present in all aspects, from inclusive pedagogics to the right to be heard and contribute to decision-making processes that affect one's own work. Participation, in turn, requires respect, commitment and responsibility from all those studying or working at ÅAU.

ÅAU is committed to encouraging equality and diversity among its workforce, and to eliminating unlawful discrimination.

Diversity, openness, courage, participation and sustainability are the values Åbo Akademi University wants to highlight and pursue across all activities, according to its strategy. In practice, these values entail active advancement of equal opportunities and gender equality, dialogue between different groups and units, the right to be heard and contribute to decision-making processes that affect one's own work, as well as the respect, commitment and responsibility required from all those studying or working at Åbo Akademi.

The Equality and Diversity Plan draws up the guidelines for the work on gender equality and diversity and equal treatment at Åbo Akademi University. The work is concretized in the activity and financial plans for Åbo Akademi University and is reported in the annual report. Apart from the follow-ups stipulated by law, the Equality and Diversity Plan is also followed up within the university's annual result negotiations. The plan includes a gender equality section and an equality and diversity section.

The Equality and Diversity Plan 2018–2020 has been prepared by the university's Equality Committee.

1.1 Statutory obligations

Statutory obligations applying to the Equality and Diversity plan include the Act on Equality between Women and Men (Act on Equality between Women and Men

(609/1986; amendments up to 915/2016 included) and the Non-Discrimination Act 1325/2014. Under these laws, universities are obliged to actively promote equality in student admissions, in staff appointments and in other study and employment arrangements. Teaching, research and educational materials must also be supportive of these values (incl. in admissions criteria, impartiality in teaching situations, evaluation of study attainments and in the non-discrimination competencies of teachers).

The purpose of the Act on Equality between Women and Men is to prevent discrimination based on gender, to promote equality between women and men, and to improve the status of women, particularly in working life. The Act is also intended to prevent discrimination based on gender identity or gender expression.

In the Equality Act, the phrase gender identity refers to an individual's experience of their own gender. The phrase gender expression refers to the expression of one's gender through clothing habits, behaviour, or by other similar means. The regulations on discrimination of the Equality Act apply also to discrimination based on the fact that an individual's physical gender-defining characteristics are not unambiguously female or male.

The Non-Discrimination Act (1325/2014) forbids discrimination based on age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation or other personal characteristics, and also legislates for the promotion of non-discrimination. Compliance with the Non-Discrimination Act is supervised by the Ombudsman for Non-Discrimination, the occupational safety and health authorities and the National Non-Discrimination and Equality Tribunal.

The Non-Discrimination Act stipulates that in all they do, education providers and employers shall seek purposefully and methodically to foster equality and consolidate administrative and operational practices that will ensure the fostering of equality in preparatory work and decision-making. In particular, the authorities shall alter any circumstances that prevent the realization of equality.

Discrimination means:

- 1) the treatment of a person less favourably than the way another person is treated, has been treated or would be treated in a comparable situation (direct discrimination);
- 2) that an apparently neutral provision, criterion or practice puts a person at a particular disadvantage compared with other persons, unless said provision, criterion or practice has an acceptable aim and the means used are appropriate and necessary for achieving this aim (indirect discrimination);
- 3) the deliberate or de facto infringement of the dignity and integrity of a person or group of people by the creation of an intimidating, hostile, degrading, humiliating or offensive environment (harassment); and
- 4) an instruction or order to discriminate.

Education providers are responsible for ensuring that each educational institution prepares a gender equality plan annually in cooperation with staff and pupils or students.

The gender equality plan must include:

- 1) an assessment of the gender equality situation within the institution;
- 2) the necessary measures to promote gender equality;
- 3) a review of the extent to which measures previously included in it have been implemented and of the results achieved.

Special attention must be given to pupil or student selections, the organisation of teaching, learning differences and the evaluation of study performance, and to

measures to ensure the prevention and elimination of sexual harassment and gender-based harassment.

Every employer must promote equality between women and men within working life in a purposeful and systematic manner.

In order to promote gender equality in working life, the employer must, with due regard to the resources available and any other relevant factors,

- 1) act in such a way that job vacancies attract applications from both women and men;
- 2) promote the equitable recruitment of women and men in the various jobs and create for them equal opportunities for career advancement;
- 3) promote equality between women and men in the terms of employment, especially in pay;
- 4) develop working conditions to ensure they are suitable for both women and men;
- 5) facilitate the reconciliation of working life and family life for women and men by paying attention especially to working arrangements; and
- 6) act to prevent the occurrence of discrimination based on gender.

The gender equality plan must include:

- 1) an assessment of the gender equality situation in the workplace, including details of the employment of women and men in different jobs and a pay survey on the whole personnel presenting the classifications of jobs performed by women and men, the pay for those jobs and the differences in pay;
- 2) necessary measures planned for introduction or implementation with the purpose of promoting gender equality and achieving equality in pay; and
- 3) a review of the extent to which measures previously included in the gender equality plan have been implemented and of the results achieved.

In addition to these statutory obligations Åbo Akademi University's work for equality and diversity is in line with the values, goals and strategies that set in the University's Strategy Document.

The plan is concretized in Åbo Akademi's activity- and financial plans and the outcomes of the work are reported in the annual report of activities at Åbo Akademi. Apart from the follow-ups stipulated by law, this plan is also followed up within the university's annual result negotiations.

2 Gender Equality

2.1 Introduction

Gender equality is an objective that Åbo Akademi University commits itself to promoting in all its activities. The gender equality work aims at creating a study and work atmosphere without discrimination and where diversity is respected. The purpose of the equality plan is to provide Åbo Akademi, as an educational institution, authority and employer, with tools to systematically promote equality between women and men pertaining to studies, work and employment conditions, and to prevent gender based discrimination and harassment. The plan comprises suggestions for measures needed to further equal rights of women and men and for strengthening the prerequisites for gender equality for all genders at Åbo Akademi. The plan is a continuation of the university's equality plans of 2005, 2009 and 2014 and is based on the revised Act on Equality between Women and Men (1986/609; below referred to as the Gender Equality Act) and its amendments, and on the statistical data on gender equality in Åbo Akademi's reports on gender equality of 2009 and 2013 as well as data collected in the autumn of 2017. Results from work and study climate surveys conducted at the university, the recommendations of the Ministry of the Interior regarding gender equality planning, and good examples from other universities have also been taken into consideration.

Gender equality in working life means that all genders are treated equally and without discrimination in all situations. Another objective of gender equality work is a more even distribution of women and men in different positions and professions. A work community that is equal, open, encouraging and fair increases the feeling of fairness and wellbeing at work. Promoting gender equality tends to have a positive effect on work motivation and thus on the productivity of the personnel and on the competitiveness of the work place (Ministry of Social Affairs and Health 2005).

Gender equality work concerns the students' and the personnel's human rights, and the encounter of all, irrespective of gender identity or gender expression in an equal way. Åbo Akademi University and its personnel have an explicit responsibility to further gender equality within the working community, and hence gender equality work is to be a natural part of the university's activities. Gender equality work is also part of quality development. The university's management, the deans, the directors and other heads of units are responsible for developing gender equality according to this plan. However, the entire personnel needs training concerning, for example, harassment and positive discrimination and other issues that arise in the work communities.

Gender equality planning forms an important part of equal treatment in working life. Specific stipulations on prohibition of discrimination on the grounds of gender are included in the Gender Equality Act. Åbo Akademi University works to safeguard a

peaceful work and study environment for persons who run a risk of being discriminated against based on their gender identity or gender expression.

This Equality Plan is supplemented by an appended Action Plan with measures for the years 2018–2020.

2.2 Objectives for Gender Equality Work at Åbo Akademi University

Gender equality is an objective that Åbo Akademi University commits itself to promote in all its activities. Gender discrimination is not accepted. In accordance with the stipulations of the Act on Equality between Women and Men, Åbo Akademi University is to consistently follow the principle of integration of a gender equality perspective in its activities, in all decision-making, at all levels and in every step of the decision-making process. The Equality and Diversity Plan with this gender equality part is an important tool in promoting gender equality. The practical application of the plan entails developing the administrative structures and practices so that the gender equality objectives are considered in the preparation and implementation of all decisions and in the follow-up and evaluation of the results.

The aim of gender equality work at Åbo Akademi University is that the university can be perceived as a safe, just and attractive study, research and work environment for all. The objective is a university free from all forms of discrimination.

Gender equality work has both quantitative and qualitative objectives. The quantitative objectives concern a balance between women and men in undergraduate education and postgraduate education, in all professional categories, at all professional levels, in task groups, councils, committees and boards, as well as in the setting and development of salaries.

The qualitative objectives concern gender equal influence in forming the activities and in decision making at all levels.

Everybody has the right to tell publicly or refrain from telling which gender they belong to or if they belong to a gender minority. Nevertheless, it has to be taken into account that Åbo Akademi University is legally obliged to report national statistics which follow the division into women and men. The aim of the university is to prevent prejudices against and discrimination of persons who belong to a sexual and/or a gender minority. The university should strive to prevent that those who choose to tell about their orientation are discriminated against. Åbo Akademi University values all its staff and students and aims to increase equality and openness and diversity.

The gender equality plan of Åbo Akademi University particularly focuses on areas where the gender representation is unequal or problematic in some other way. The plan has six focus areas:

- 1) Gender equality as part of decision-making
- 2) Gender equality in recruiting
- 3) Employment conditions and salary
- 4) Work and family life
- 5) Gender equality in education
- 6) Preventing and handling discrimination

The situation of gender equality at Åbo Akademi University is reviewed (statistics from 2006, 2009 and 2013) in a separate statistical report, and statistical data collected in the autumn 2017 is presented in the text. Due to the fact that Åbo Akademi changed its employment forms from posts and appointments to positions and employment contracts as of 1 January 2010 and the titles of some positions changed, it is in some cases difficult to obtain statistics that are exactly comparable.

The statistical data compilations based on gender are drawn up from lists of names and thus not from exact information on each individual's gender. In the compilation, classification as "female", "woman" or "male", "man" was used in case there is no other data. When statistical data is compiled in the future, inclusive gender classification like woman/man/gender variant/prefer not to answer should be used whenever possible in order to be able to also report other than binary data.

The Student Union of Åbo Akademi University has its own gender equality plan which applies to the activities of the student union.

2.3 Strategic Focus Areas of Gender Equality Work at Åbo Akademi University

2.3.1 Gender Equality as Part of Decision Making

Integration of a gender equality perspective into planning and decision-making means that the structures and practices of administration are developed so that the gender equality objectives are actively considered and monitored during the entire decision process. Statistics and various surveys are important tools in this work.

Currently, women and men are almost equally represented at most decision-making levels within Åbo Akademi University, but the proportion varies greatly between various bodies. On the Åbo Akademi University Board 2016–2017, 60 % of the members were women (2014–2015: 30 %) and of the ordinary members in the University Collegiate Body 2016–2018 29 % are women (2014–2015: 37.5 %).

In the Faculty Councils women amount to an average of 48.5 % (Faculty of Arts, Psychology and Theology 50 %, Faculty of Education and Welfare Studies 66 %, Faculty of Social Sciences, Business and Economics 53 %, Faculty of Science and Engineering 25 %) (2014: 53.5 %) of the ordinary members. Since the University Board (partly) and the Faculty Councils are elected, their composition cannot be influenced

without the introduction of quotas. In committees, boards, and task forces women amount to on average 53 % (2014: 56.2 %) of all members.

Objectives

All strategies, action plans, financial and personnel plans, and other strategic documents are to be analysed from a gender equality perspective before they are approved. By consistently recording and presenting gender-divided statistics the realization of the objectives of gender equality within different fields of activity can be made visible.

The management, directors, heads of units and faculty administration coordinators are responsible for making the gender aspects of the activities at Åbo Akademi University visible.

When appointing non-elected decision-making bodies at the university, it has to be ensured that neither gender is represented with less than 40 % unless there are special reasons for this¹. This applies separately to ordinary and deputy members. Several forms of discrimination often operate simultaneously and must be considered together and in addition to gender equality. In this sense the Act on Equality between Women and Men and the Non-Discrimination Act overlap.

Measures

In order to increase the proportion of the underrepresented gender in elected bodies, both men and women are to be encouraged to run as candidates, the objective being that both genders are to be represented in decisive bodies in the proportion corresponding to their share of those whom they are to represent. In addition, Åbo Akademi University will advance diversity by proposing persons belonging to gender minorities to posts and encouraging them to apply for posts. The nominating and preparing bodies bear the responsibility for achieving an even nomination of candidates.

2.3.2. Gender Equality in Recruiting

In April 2016 the overall gender distribution of the Åbo Akademi University personnel was balanced with a 51 % share of women. However, the gender distribution in different areas is out of balance.

¹ It is not a sufficient special reason that persons of one gender only have been nominated to a body, unless there are no representatives of the other gender performing the required tasks or in the required positions. Wherever possible both men and women are to be nominated for each position.

Table 1. Number of employees per gender and cost centre on average 2016

Cost Centre	Number of employees	Women (%)
University Library, Centre for Lifelong Learning	118	81.4
University Services	244	63.5
Faculty of Arts, Psychology and Theology	121	48.8
Faculty of Education and Welfare Studies	202	68.4
Faculty of Social Sciences, Business and Economics	101	45.5
Faculty of Science and Engineering	367	31.3
Total	1,153	51

The gender distribution within the groups of teaching personnel is uneven. The group that is notably dominated by women (69.7 %) is university teachers (2013: 65.8), while only 22.4 % of professors are women (2009: about 26 %, 2013 24.1 %). Among senior lecturers and researchers, the gender distribution is more even: 37.4 % of the senior lecturers and 37.6 % of all researchers are women. In other groups of teaching and research personnel the distribution is 47.2 % men and 52.8 % women. Among other personnel the gender distribution is 39 % men and 61 % women.

Objectives for Recruiting

In accordance with section 6 of the Gender Equality Act, Åbo Akademi University endeavours to create equal opportunities for advancement for women and men and to develop working conditions so that they suit all genders.

In order to promote a more gender-equal recruitment to different tasks and positions, the recruitment procedure needs to be open and gender neutral. In advertising both men and women are urged to apply for free positions and temporary posts (Gender Equality Act, section 6).

Åbo Akademi University is also to actively advance the possibility of all genders to participate in education and research in all fields.

Measures

Special attention is to be paid to work descriptions (for example, descriptions of professorships) so that they are not gender-discriminatory. Since invitations to

professorships have proven to be disadvantageous for women, this procedure should be used only in exceptional cases that are duly justified. When professors, researchers and teachers are appointed by using expert opinion, both men and women are to be represented among the experts. Exceptions to this rule are to be justified.

In areas where the gender distribution is uneven, that is, the underrepresented gender amount to less than 40 % of the category, positive discrimination may be applied in accordance with the Gender Equality Act. Such special treatment can be applied if there are equally competent male and female applicants or persons whose merits differ only slightly. According to section 9 of the Gender Equality Act such a procedure is not to be considered discriminatory if there is a justifiable cause. Positive discrimination is only to be applied temporarily until a more even gender distribution is attained. This positive discrimination can favour both men and women, but is nevertheless an exception to the rule, and the main aim is to influence the underlying structures.

In the category of teaching and research personnel, administrative or teaching tasks are not to burden one gender more than the other. Work description evaluations are to reveal if this is the case.

2.3.3 Employment Conditions and Salary

Working conditions at universities differ from other work places in that there is a considerable number of fixed-term contracts. At universities there are, on the one hand, positions for a fixed time and, on the other hand, appointments for a fixed time in research projects or other project work. The category of fixed-term employees also includes deputies and substitutes for open posts.

At Åbo Akademi University no big gender differences exist concerning fixed-term contracts. According to the statistics from the Personnel Plan 2017 (1.1–21.9.2017) 41.6 % of the personnel at the university have a fixed-term contract. Women have 50.8 % of the fixed-term contracts. These figures exclude deputies and substitutes for open posts. Deputies make up an average of 6.2 % of all employees and 14.9 % of the fixed-term contracts. 29.4 % of all deputies are men.

The large number of fixed-term contracts is greatly due to research financed by external funds. For this reason, fixed-term contracts can also be a critical factor for gender equality. Åbo Akademi University has strived and strives for a reduction of fixed-term contracts without a formal cause.

Part-time work is more frequent among women than men. On average 15.5 % of the personnel have a part-time job. Of them, 33.3 % are men.

According to the Gender Equality Act the setting of salaries is one of the areas that need to be paid special attention to in the gender equality plan. In 2017 women at Åbo Akademi University earned on an average 11.2 % less than men. The difference has

declined. In 2013 women earned 11.5 % less than men, in 2010 14 % and in 2006 and 2008 the proportion was 15 %.

When it comes to salaries, it can be noted that the average salary of a woman employed at Åbo Akademi University was 3,520 euros per month in October 2017, while the corresponding figure for men was 3,963 euro. In April 2013 the corresponding figures were 2,880 euros and 3,352 euros respectively.

In most personnel and age groups at the university women still have somewhat lower salaries than men. According to the statistical review of 2013 the main reason for salary differences between men and women is that they perform different tasks and are at different demand levels. The difference in employment terms also makes a big difference.

Table 2 shows that women often earn less despite the same title and presumably the same tasks. The differences can thus be interpreted as being due to gender. The salary differences between groups are shown in table 2 and the salary differences between all employees per age group and gender in figure 1. In 2016, Åbo Akademi University began the work on reviewing and correcting differences in salaries between men and women in the professor category.

Table 1 Final average salaries of female and male personnel in some groups in October 2017 (April 2013 in brackets)

Appointment	Women	Men	Women's salary as % of men's
<u>Teaching personnel</u>			
Professor	6,389 (6,248)	6,772 (6,288)	94.3 (99.4)
Senior lecturer	4,713 (4,408)	4,709 (4,307)	100.1 (102.3)
PhD researcher	3,524 (3,046)	3,645 (3,400)	96.7 (89.6)
University teacher	3,538 (3,489)	3,597 (3,605)	98.4 (96.8)
Project researcher + researcher	3,582		93.3
PhD student	2,389 (2,225)	3,839 2,371 (2,181)	100.8 (102)
<u>Other personnel</u>			
Assistant personnel	2,583	2,895	89.2
Library personnel	3,264	2,952	110.6
IT personnel	3,846	3,458	111.2
Administrative personnel (excl. the management, directors, rector)	3,193	3,459	92.3

Administrative personnel (the management, directors, rector)	6,864	7,310	93.9
Facilities management		2,538	
Average	3,961	3,894	101.7

Figure 1. Differences in salaries according to age groups and gender, October 2017

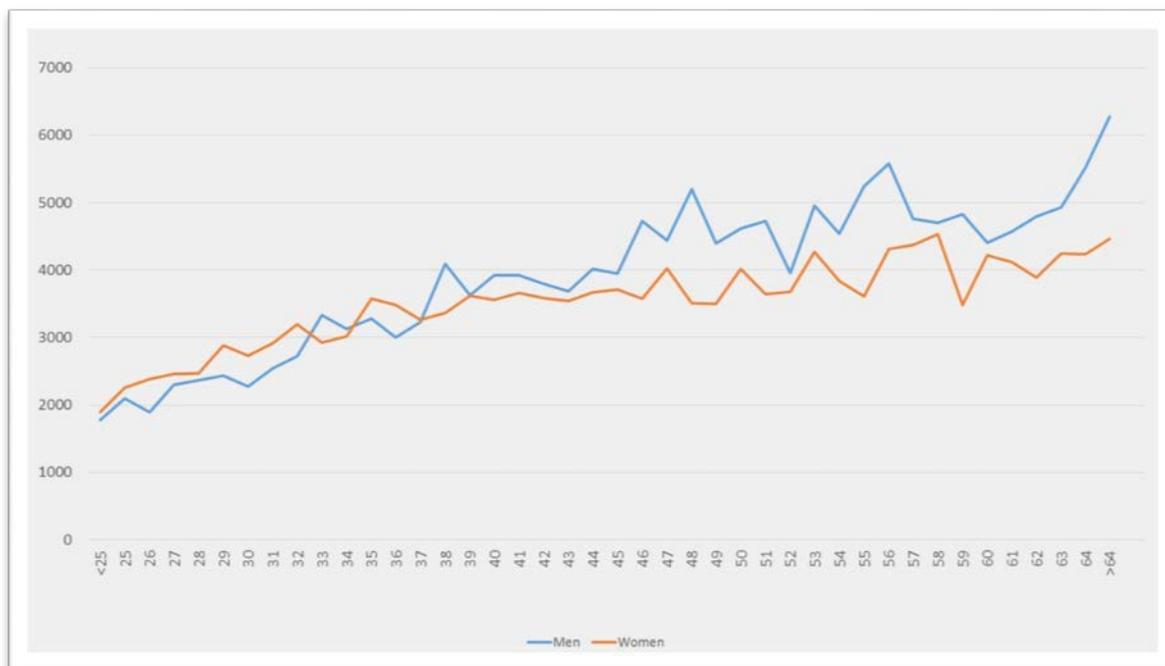


Table 2 shows that women as PhD researchers earn about 97 % and as project researchers and researchers about 93 % of what their male colleagues do. Female senior lecturers and doctoral students earn slightly more than their male counterparts do.

In the category of other personnel, the differences are most marked in the group of assistant personnel where women earn on an average 89 % of what men do. On the other hand, women earn more in the groups of library personnel and IT personnel (about 111 % in both categories).

Since 2010 there has been a big change in the distribution of salary increments. Women currently get more than half the increments. In 2010 they only got 37 %, whereas their share in October 2017 was 61.8 % of job requirement bonuses and 52.2 % of performance bonuses.

During 2009–2012 special attention has been paid to continuous follow-up of the university's salary system from a gender equality point of view and to correcting possible deflections.

Objective

It is the objective of Åbo Akademi University to appear as an attractive and secure working place. Fixed-term contracts without a formal cause are not to be accepted and there is to be equal pay for equally demanding work.

Measures

Fixed-term contracts are continued to be followed up continuously and unclear cases are examined. Employment conditions are to be the same for men and women also in other respects. This principle was stressed particularly as the new salary system was introduced at the university.

The work conditions of researchers who finance their research with scholarships are insecure and unregulated. It is to be investigated how Åbo Akademi University can better support scholarship researchers and what possible gender equality problems exist in that context.

2.3.4 Combining Work and Family Life

Combining studies and work with responsibility for a family is of importance for gender equality. According to the Gender Equality Act, indirect gender-based discrimination in the form of treating someone differently on the basis of parenthood or family responsibilities is prohibited. For example, women take more parental leave than men, which can have a negative effect on their studies and career.

Parental leaves 2016, length in calendar days:

	Number	Men	Women	Length: days in average
Maternity/Parental leaves	43	5	38	Men 36.6/women 118.3
Paternity leaves	29	29		28.4
Child care leaves	19	6	13	Men 106.8/women 122.4

As an employer Åbo Akademi University is to visibly inform its employees of existing family policy rights.

According to the law and instructions, no employee must be put in a less favourable position than other employees due to pregnancy, maternity or parental leave, regarding, for example, duration of employment, salary or other employment conditions.

Objectives

Åbo Akademi University is supportive of flexible working hours for parents and other employees who have a responsibility for family members. The aim of the university is that all students, regardless of life situation, should be able to complete their studies.

Measures

As an educational institution Åbo Akademi University is to visibly inform its students of the opportunities for flexible study arrangements during or after parental leaves of various lengths. In order to facilitate the combination of work and family life, the university provides the possibility to work flexible hours; to take partial leave of absence; to have part-time employment; to work from home, among other arrangements. New technology also allows for new possibilities for flexibility and flexible work arrangements. Teaching, research and meetings are as a rule to be scheduled within the ordinary working hours so that nobody is excluded due to care taking or family responsibilities. Åbo Akademi University encourages and respects parents who wish to take parental leave.

2.3.5 Gender Equality in Education

The Equality Act obligates educational institutions to annually prepare a gender equality plan in cooperation with personnel and student representatives. The plan is to contain an account of the situation of gender equality at the educational institution and of the problems relating to it, as well as necessary measures planned to promote gender equality. Special attention is to be paid to fulfilling gender equality demands in student selection, in arranging teaching and assessing study achievement, and to measures intended to prevent and eliminate sexual harassment and gender-based harassment.

Since the end of the 1990's the share of women in undergraduate education has been slightly over 60 % (60.2 % in 2008). In 2013 their share sunk somewhat to just under 60 % (59.3% of students registered as present or absent were women) and the trend is still the same. At the end of 2015, 56.6 % of all students were women. Among postgraduate students there are also more women than men (5.0 % in 2008, 52.8 % in 2013 and 52.9 % in 2015). The divide into traditionally male and female fields of education is generally still visible, but the divide is more prominent in the traditionally female fields (humanist subjects, psychology, education and caring sciences) than in the traditionally male fields (natural sciences, technology, theology). Women have ventured into traditionally male dominated fields of education, but men have to a much lower degree ventured into traditionally female dominated fields of education.²

Measures that are to be taken in order to promote more equal recruitment into different fields of education include developing admission guides, providing information, written materials and oral presentations so that gender diversity is emphasized. Students in areas where their gender is a minority are to be supported. The aspects of

² See the Åbo Akademi University gender equality and equal treatment surveys of 2009 and 2013.

gender equality are to be analysed also in the production of teaching materials and in the choice of pedagogical methods.

In the study climate survey carried out in 2016, the results for third- and fifth-year students indicated that an unhealthy stress experience because of unclear study expectations is more frequent among women than among men. Among women, 48.6 % had experienced an unhealthy feeling of stress because of unclear expectations, while 30.9 % of men had had this experience. About 8 % of both women and men could not assess whether they had experienced unhealthy stress for that reason.

In the survey of 2017, 20.2 % of the women and 8.7 % of the men among third-year students answered in the affirmative to the question whether they had felt dispirited because of a reason in their study environment at Åbo Akademi.

When asked about the atmosphere within their education, 11.3 % of women among third-year students in 2017 found that the students were not treated equally by the staff, 18.5 % were unsure whether that was the case. Only 2 % of the men found that the students were not treated equally and 17.4 % could not assess the situation.

Objectives

As an educational institution, Åbo Akademi University is trying to set an example in issues of gender equality and to offer a study environment characterised by tolerance, diversity and creativity. The aspect of gender equality and diversity is to be paid attention to when, for example, producing materials for information and marketing, in criteria for admission, in study and teaching materials, in choosing literature for exams, and in planning the teaching. When assessing study performance, examiners are to ensure that all students are evaluated according to the same criteria.

Measures

In the admission of new students Åbo Akademi University is to ensure that all applicants regardless of gender are treated equally.

In recruiting for and marketing of the study programmes genuine equality and diversity should be encouraged.

When recruiting to research groups and research assignments, the subjects are to aim at an equal gender distribution and guarantee that research students are recruited according to qualifications and talent.

The Student Union of Åbo Akademi is to be actively engaged in the gender equality work within education. The student union also has its own gender equality plan.

The personnel is to be observant of the students' experiences of unequal treatment.

2.3.6 Preventing Discrimination on the Grounds of Gender

The Gender Equality Act forbids direct and indirect discrimination. Direct discrimination refers to men and women being treated differently on the grounds of gender, persons being treated differently on the grounds of gender identity or gender expression or to persons being treated differently from each other due to pregnancy and giving birth. Indirect discrimination refers to persons being put in a different position on the ground of a seemingly neutral provision or criterion or procedure, or that someone is put in a different position due to family responsibilities. Sexual harassment or harassment on the grounds of gender, gender identity or gender expression is also considered as discrimination. In general, racialized persons are more exposed to harassment, sexual harassment and sexual violence than the majority population³. Therefore particular attention should be paid to ensure that racialized persons are not discriminated against. Different forms of discrimination often operate simultaneously.

The Gender Equality Act presumes that the universities compile instructions for investigating cases of discrimination and include instructions for handling sexual harassments in them.

Objectives

Åbo Akademi University does not tolerate discrimination on the grounds of gender, gender identity or gender expression, and actively acts to prevent all forms of gender discrimination. Åbo Akademi University's active investigation and handling of suspected cases of discrimination constitutes such a preventive measure. The university visibly informs what discrimination is and gives individuals who have been discriminated against advice and support during the duration of a possible investigation. The university ensures that the instructions regarding the handling of harassment and improper treatment are regularly followed up and renewed when necessary.

Åbo Akademi University shall particularly prevent the encounter of persons through stereotypes about gender, background or origin. The Act on Equality between Women and Men (1986/609 with amendments) defines the prevailing objectives and measures.

Measures

At regular intervals Åbo Akademi University arranges courses on discrimination and gender equality for heads of units and presenters, among others. Also other education about gender and gender equality pedagogics emphasizing gender equality needs to be arranged.

³ According to https://intermin.fi/artikkeli/-/asset_publisher/selvitys-turvallisuudessa-on-isoja-eroja-eri-vaestoryhmien-valilla?_101_INSTANCE_jyFHKc3on2XC_languageId=sv

Åbo Akademi University must have efficient mechanisms for preventing discrimination. In order to define such mechanisms in a purposeful way, surveys of how gender equality, equal treatment and prohibition of discrimination is experienced by the university's students, researchers and personnel should be carried out. This is done using questionnaires and, if needed, target group interviews. Surveys of work and study climate are to be further specified to collect data on possible discrimination. Åbo Akademi University updates its instructions for handling harassment and inappropriate treatment to clearly also include students.

2.4 Organizing the Gender Equality Work

The realization of gender equality at Åbo Akademi University depends on all employees and students within the university. The university's management, deans, directors and heads of units carry the main binding responsibility for the realization of gender equality. The Equality Committee initiates, follows, supervises and evaluates gender equality work and the Equality and Diversity Plan at Åbo Akademi University. The committee can act as an advisory body and can upon request and on its own initiative give reports on actions, decisions and plans. The committee consists of representatives for different personnel groups and students. The committee arranges seminars and training, draws up necessary instructions and maintains a webpage with specific information.

The committee is responsible for regularly updating the statistical reports on gender equality at Åbo Akademi. The competency within gender studies, minority studies and labour market research at Åbo Akademi University is to be utilized in the work for equality. The committee is also to be given access to such information that is a prerequisite for the gender equality work.

The Equality Act's stricter requirements regarding gender equality planning and follow-up of gender equality at the university presumes that the work is given a stable structure and adequate resources.

The work of the Equality Committee is carried out within and in cooperation with the personnel department, which is responsible for the operative activity.

3 Equality and Diversity Plan

3.1 Introduction

The Equality and Diversity Plan is a tool for Åbo Akademi University, as an independent institution under public law, an educational institution and employer, to advance and guarantee equal treatment and to prevent discrimination.

The Equality and Diversity Plan is the main tool through which a non-discriminatory, gender-equal, anti-racist and accessible environment is promoted. The aim is that employees and students with diverse backgrounds and duties are treated equally and can safely participate in all activities.

The practical application of the plan entails developing the administrative structures and practices so that the non-discrimination and equality objectives are considered in the preparation and implementation of all decisions and in the follow-up and evaluation of the results.

As an educational institution and employer, Åbo Akademi University strives to promote and guarantee equal treatment and eliminate discrimination. Equal treatment is a right that applies to all people.

Working for equality, equal opportunity and equal treatment involves creating a study and work environment that is free from discrimination and where diversity is respected. A good study and work environment plays a major role in helping students and staff feel comfortable and secure as well as enjoy their work and perform well. Such an environment should be free of discrimination for all people, including those who might be the victim of direct or indirect and of unlawful discrimination.

The Equality and Diversity Plan functions as a review of the work for equal treatment at the university, and also contains an action plan with suggestions for explicit measures.

This Equality and Diversity Plan has an appended action plan with measures to be carried out in the years 2018–2020.

The Equality Committee at Åbo Akademi University is responsible for the annual follow-up of the plan.

3.2 Purpose and Objective

The objective of the Equality and Diversity Plan is to promote anti-racism, equal treatment and prevent direct and indirect discrimination, xenophobia and harassment, to evaluate the equality effects of operations and routines, and to carry out measures that foster equality and participation in the work against discrimination. The aim is to create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all. The objective is further to make everybody aware of their rights and obligations and the means available to intervene against and prevent discrimination. Equal treatment is a right that concerns all. Special emphasis is put on intervening against and hindering intersectional discrimination. This is important since people are shaped by multiple factors such as age, disability, ethnicity, gender, gender identity, religion and belief, sexual orientation and socioeconomic background.

Åbo Akademi University also wants to ensure that the realization of the Equality and Diversity Plan is considered in the operational plan, in information, in distributing resources, in decision making and in drawing up and updating instructions and directives. The objective is zero tolerance for discrimination, racism and xenophobia.

In the university community, advancing equal treatment is everybody's duty. However, the university's management and persons in managerial positions bear special responsibility for the equality work being done in a conscious and goal-oriented way. The university's management also needs to carry out a good dialogue with the Student Union in order to achieve the goals in the Equality and Diversity Plan concerning the study community. The theme of equal treatment is included in the annual activity and financial plan of Åbo Akademi University, as well as in the university's annual report.

The plan is based on The Non-Discrimination Act and Act on Equality between Women and Men, internal steering documents and external sources listed at the end of this plan.

To promote equal treatment and diversity, Åbo Akademi University needs to

- make superiors aware of the Equality and Diversity Plan Equal and apply the plan when recruiting and employing personnel. The director of personnel (HR) services is responsible for informing the staff;
- review the criteria and practices for student admission to the university. The director of research and education services is responsible for the information and the Equality Committee follows it up;
- follow up the Equality and Diversity Plan continuously within the quality management of Åbo Akademi university. The quality management coordinator is responsible for this.
- Educate personnel and students to be able to recognise and prevent racism, xenophobia, homophobia, transphobia, sexism and other forms of intolerance such as hate speech.

Since an earlier Equality and Diversity Plan came into force in 2011, the Equality Committee has aimed at lowering the threshold for reporting cases of discrimination by creating the possibility to anonymously give negative and positive response via an e-form on the web. A process description and organization chart have also been drawn up in order to make the examination process more transparent. These tools are to be continuously updated.

Information on equal treatment and diversity at Åbo Akademi University needs to be included in management and leadership training and other suitable courses.

There is also a future need of a survey of diversity and equal treatment, which will form the basis for the central objectives of the plan when it is to be updated.

3.3 Legislation Background for Diversity and Equal Treatment

The purpose of this Act is to promote equality and prevent discrimination as well as to enhance the protection provided by law to those who have been discriminated against. (1325/2014, section 1)

In 2000 the European Union issued two directives concerning principles on how to implement equal treatment in the member states: The Council Directive on implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (2000/43/EC) and the Council Directive on establishing a general framework for equal treatment in employment and occupation (2000/78/EC). Based on these two directives, the Finnish Non-discrimination Act, which came into force on 1 February 2004, was issued. The Act also has its roots in the Finnish constitution which stipulates equality before the law for everybody.

Everyone is equal before the law. No one shall, without an acceptable reason, be treated differently from other persons on the ground of sex, age, origin, language, religion, conviction, opinion, health, disability or other reason that concerns his or her person (The Constitution of Finland 731/1999 chapter 2, section 6)

According to the Act the authorities shall, in all they do, seek purposefully and methodically to foster equality and consolidate administrative and operational practices that will ensure the fostering of equality in preparatory work and decision-making. In particular, the authorities shall alter any circumstances that prevent the realization of equality.

According to the Act (1325/2014, section 16), persons “must not be treated unfavourably or in such a way that they suffer adverse consequences as a result of pleading the rights or obligations provided for in this Act, participating in the clarification of a matter concerning discrimination, or taking other action to safeguard equality.”

A person who has been discriminated against or victimised is entitled to receive compensation from the authority, employer or education provider or supplier of goods or services who has discriminated against or victimised the person contrary to this Act. Receipt of compensation does not preclude receipt of compensation by virtue of the Tort Liability Act (412/1974) or other legislation. (The Non-Discrimination Act 1325/2014 section 23)

The Non-Discrimination Act states the following on the burden of proof:

“The person instituting the proceedings must present an account of facts, which the claim is based on, in the proceedings of the matter concerning discrimination or

victimisation in a court or other authority. If it can be assumed on the basis of the clarification provided in the proceedings of the matter that the prohibition of discrimination or victimisation has been violated, in order to revoke the assumption, the adverse party must prove that the prohibition was not violated. The provisions of this section are not applied to criminal proceedings.” (1325/2014, §28)

3.3.1 Area of Application of the Law

This Act applies to both “public and private activities. This Act does not, however, apply to activities pertaining to private or family life or the practising of religion” (1325/2014, section 2).

“Provisions on prohibition of discrimination based on gender and the promotion of gender equality are laid down in the Act on Equality between Women and Men (609/1986). Sanctions on discrimination, work discrimination and extortionate work discrimination, ethnic agitation as well as aggravated ethnic agitation are laid down in the Criminal Code (39/1889). Provisions on the prohibition against inappropriate marketing are laid down in the Consumer Protection Act (38/1978)”. (Non-Discrimination Act, 1325/2014, section 3)

3.3.2 What counts as Discrimination and Harassment?

Discrimination can be direct or indirect, and occur as harassment or orders to discriminate.

- **Discrimination is direct**

“If a person, on the grounds of personal characteristics, is treated less favourably than another person was treated, is treated or would be treated in a comparable situation (1325/2014, section 10).

- **Discrimination is indirect**

“if an apparently neutral rule, criterion or practice puts a person at a disadvantage compared with others as on the grounds of personal characteristics, unless the rule, criterion or practice has a legitimate aim and the means for achieving the aim are appropriate and necessary” (1325/2014, section 13).

- **Harassment**

is “deliberate or de facto infringement of the dignity of a person” (1325/2014, section 14), if the infringing behaviour relates to the person’s age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation or other personal characteristics, “and as a result of the reason, a degrading or humiliating, intimidating, hostile or offensive environment towards the person is created by the behaviour”. (1325/2014, section 14) An employer's actions are

to be considered discrimination if the employer, after having been informed that an employee in their employment was subjected to harassment, neglects to take action to remove the harassment. (1325/2014, section 14)

Åbo Akademi University's objective is zero tolerance, that is, to prevent all kinds of discrimination and harassment. Harassment disturbs work and studies, lessens motivation and may be detrimental to the community. Serious harassment can lead to health problems, sick leave, delay studies and work, or even a need to change the place of study or work.

What does not count as discrimination?

The Non-Discrimination Act justifies conducts that are not classified as discrimination, in the following cases:

- If the treatment is based on legislation and it otherwise has an acceptable objective and the measures to attain the objective are proportionate. (1325/2014, section 11)
- If the different treatment “has an acceptable aim in terms of basic and human rights, and the measures to attain the aim are proportionate” (1325/2014, section 11) even if the case that justifications for the treatment have not been provided for. However, this provision is not applied in connection with:
 - 1) the use of public authority or the discharge of a public administrative function;
 - 2) conditions for access to self-employment and to occupation or support for industrial and commercial activity;
 - 3) access to education, including further education and retraining, or professional guidance;
 - 4) the membership or involvement in an employees' or employers' organisation or other organisation, the members of which practise a particular profession, or the benefits provided for by the organisation;
 - 5) different treatment on the grounds of ethnic origin. (1325/2014, section 11)
- “Different treatment in employment relationships and service relationships under public law, as well as work experience placements and other equivalent activity and also when employing or engaging into service, is justified if the treatment is founded on genuine and determining requirements concerning the type of occupational tasks and their performance, and the treatment is proportionate to achieve the legitimate objective.” (1325/2014, section 12)

- Different treatment based on age or domicile is also justified if the treatment has an objectively and appropriately justified employment policy objective or an objective concerning the labour market, or if the different treatment is attributable to the age limits adopted for qualification for retirement or invalidity benefits (1325/2014, section 12).

This Act does not prevent specific measures aimed at the achievement of genuine equality in order to prevent or reduce the disadvantages caused by the types of discrimination it refers to. Positive discrimination must be appropriate to its objective.

Achieving genuine equality is about changing attitudes and this can be reached through conscious action in each choice so that discrimination and inequality can be avoided. Becoming aware of and learning about ones prejudice is a way to promote equality.

3.4 Åbo Akademi University as a Place to Work and Study

ÅAU highlights and promotes diversity and inclusion as source of well-being. The aim is to create an environment that is safe and free of unlawful discrimination.

Åbo Akademi University is a working and study environment for personnel and students. It is the Swedish-speaking university in Finland with about 5,869 degree students (20.9.2016), 723 of them doctoral students (Vipunen). There are 954 international students, of whom 333 are exchange students from 34 countries (Annual Report 2016). Åbo Akademi offers high-standard education and research in an environment that is both personal and international. In 2016 the university had on the average 1,153 employees (Åbo Akademi University Accounts 2016) and is one of the largest Finland-Swedish employers. Employees who work in education and research make up 57.4 % of full-time equivalent employees. Among teaching and research personnel there were 120 full-time equivalent employees of other than Finnish nationality. (Accounts 2016) About 45 different nationalities are represented among the personnel. (Åbo Akademi University Facts 2016–2018)

Awareness of equality and diversity is to permeate Åbo Akademi's activity at all levels. This means that issues of equality need to be considered in all activity, for example in information dissemination and marketing, personnel policy and recruiting, decision-making and meeting practices as well as elections. The university needs to sustain an atmosphere that makes persons of different minorities feel welcome. It may not disregard personnel or students situated at different campuses. Everybody has an equal right to information, quality of education and service.

Åbo Akademi University needs to advance the opportunities of employees and students to develop their competences and make use of their knowledge, experience and interests.

Åbo Akademi University offers all employees and students a stimulating and secure study and work environment. The attitudes and conduct of the employees are important. Employees and students are responsible for not creating a negative atmosphere through their activities or comments. The Rector approved a *Code of Conduct for a Safe Study and Work Environment* on 29 August 2016. It is in force from 1 September 2016.

All employees and students are themselves responsible for their conduct. Each employee is responsible for non-discrimination for example when distributing work, when assessing coursework or when supervising students. All employees and students are to be treated with the same respect. It should be taken into consideration that the experience of discrimination and harassment is personal, so it is important to behave respectfully in all contexts.

Even though all share the responsibility for non-discrimination at Åbo Akademi University, employees in managerial positions bear a special responsibility for keeping the work environment free from discrimination. All personnel should set a good example.

When an employee or student feels exposed to discrimination or harassment, it is important to report the matter. Instructions on how to handle improper treatment and harassment (2014) are available on the Åbo Akademi University website.

Åbo Akademi University works to prevent any kind of harassment, discrimination, hate speech and bullying. Harassment has a negative impact on the studies, decreases motivation and can destroy the community. Serious harassment can lead to health issues, sick leaves, postponing of studies and even to a need to change university.

Åbo Akademi does not accept any kind of harassment, discrimination or bullying within the university, and protects those who report it.

3.4.1 Racism, Xenophobia and other forms of Intolerance

Racism and xenophobia

Racism, xenophobia and other forms of intolerance are all existing elements in Finnish society. Recognizing this, ÅAU aims to promote equality and diversity through educating its personnel, developing the organisation in order to prevent discrimination and through incorporating equality in decision-making and practices.

ÅAU recognises that people's identities and social positions are shaped by multiple factors. These can be a person's age, disability, ethnicity, gender, gender identity, religion and belief, sexual orientation and socioeconomic background. All these contribute towards their unique experiences and perspectives and recognizing this is

essential to be able to create an environment where the values of ÅAU can be expressed.

ÅAU has an ambition to develop an understanding of the issues that are closer to the lived experiences of different groups and thus allows the university to develop effective strategies to address them and to develop appropriate equality objectives and equality outcomes in the future.

One of Åbo Akademi University's four strategic research profiles is Minority Research, with focuses on minority culture and identity, bi- and multilingualism and language learning, discrimination, equal rights and democracy are central issues within the profile.

Åbo Akademi University is an international work and study place with individuals of different origins, nationalities, cultural backgrounds and languages. The university actively advances a work and study environment characterized by diversity and openness among different groups. Equal treatment of all is a prerequisite for the university being a safe and inspiring work and study place.

Racism and xenophobia which can surface as prejudices, discrimination, negative attitudes, hate speech and humiliating conduct towards colleagues, fellow students, ethnic minorities, migrants and foreigners, is not tolerated and must be actively resisted in the academic world. Anti-racist action and general advancement of diversity and openness is to be integrated into all activities of Åbo Akademi University. ÅAU will plan various projects in order to be able to mainstream anti-racism and diversity in its activities such as workshops and courses that will help personnel understand hidden prejudice. The Equality and Diversity Plan will also go through a major reform in 2020.

Language

Åbo Akademi University has a language policy programme.

The essential information of the university concerning students and personnel is given in both Swedish and English. The university's Strategy, Degree Regulations, Åbo Akademi Regulations on Personnel, Instructions for Doctoral Studies, Language Policy Programme, Examination and Assessment Instructions and Corporate Governance Statement are to be available in both Swedish and English. (Language Policy Programme 2016) Also the Guideline for Admission as a Docent at Åbo Akademi University and the Åbo Akademi University Code of Conduct are available in both languages. The personnel at Åbo Akademi University needs language skills required for work in a multicultural environment and participating in language courses is seen as a natural part of staff development.

Religion

Each employee or student has the right to their religion and to their conviction. The Constitution of Finland stipulates freedom of religion, conscience and opinion. Åbo Akademi does not promote any specific religion. At Åbo Akademi University everybody is expected to show tolerance and respect for the opinions and views of others, unless these deny the constitutional rights and right of existence of others. Different views on religion, politics or conviction may not influence the way in which an employee or a student is treated or how he/she treats other members of the community. Everybody taking part in the university's activities has the right to express his/her conviction or religion and the right to refrain from it. Everybody is to have the same rights and opportunities regardless of religion or other beliefs.

Sexual orientation

Everybody at Åbo Akademi University is to have the same rights and opportunities regardless of sexual orientation. This means, among other things, that the sexual orientation of employees or students may not be questioned. Sexual identity is to be viewed as an element of personal integrity. Everybody has the right to tell or refrain from telling about their private life, including their sexual orientation or identity.

The university should strive to prevent that those who choose to tell about their orientation are discriminated against. In order to increase equality and openness, the diversity of gender and sexual orientations should be actualized and the assumption that all people are heterosexual, or cisgender persons, should be discarded.

Discrimination and harassment on the grounds of sexual orientation is different from discrimination and harassment on the grounds of gender.

3.4.2. Accessibility

An accessible university means that a person regardless of special traits can function as an equal in the physical, psychological and social environment. A disability may not restrict access to employment, education or facilities. The Act particularly stresses the possibility of disabled persons to participate in activities, including activities arranged outside working hours and studies. The aim should be to make it possible for persons with a disability to take part in the university's community life on equal grounds. The work community is also responsible for considering disabilities when arranging activities outside the work or study environments.

Teaching is, as far as possible, planned so that students with different types of special needs are regarded.

Åbo Akademi University offers support in matters regarding learning, study techniques, time management, stress management, reading and writing difficulties as well as other special needs.

Disability refers to permanent physical, mental or social restrictions to a person's ability to function in relation to the environment. This may be due to, for example, mobility, visual or hearing impairments, speech disorders and learning difficulties, intellectual disability, mental or other illnesses.

Research and Education Services take special measures when persons with disabilities take part in teaching, research and other work and when disabled students wish to take part in entrance examinations. An action plan for encountering students with disabilities was adopted at Åbo Akademi University in the autumn of 2010.

Based on the action plan the Equality Committee in the autumn of 2011 compiled a concise summarizing brochure to be distributed within the university.

In 2004 physical accessibility at Åbo Akademi University was surveyed, which resulted in the report *ÅA utan hinder* ('ÅA without obstacles'). The report presents many suggestions for improving physical accessibility. The occupational safety manager follows up the realization of the measures suggested in the report. In the autumn of 2010 a new survey was made and reported in the document *Åtgärder inom ÅA utan hinder, september 2010* ('Measures at ÅA without obstacles') and the physical accessibility was surveyed again in the spring of 2017. Employees and students can follow the continuous work done for improving the physical resources on the university's website.

3.4.3 State of Health, Medical History and Age

An authority, education provider, employer or provider of goods and services has to make due and appropriate adjustments necessary in each situation for a person with disabilities to be able, equally with others, to deal with the authorities and gain access to education, work and generally available goods and services, as well as to manage their work tasks and to advance their career. In assessing the reasonableness of the adjustments, attention shall also be devoted, in addition to the needs of the person with disabilities, to the size, financial position, nature and extent of the operations of an actor, referred to in subsection 1, as well as the estimated costs of the adjustments and the support available for the adjustments. (The Non-Discrimination Act 1325/2014 section 15)

State of Health and Medical history

Health or sickness should not lead to discrimination. Some illnesses can cause prejudices and fear that can lead to discrimination. Everybody has the right to choose whether to tell about an illness or reason for a sick leave or not. Åbo Akademi University strives to provide the same rights and possibilities for everybody within their work and studies, regardless of disability, illness or state of health.

Health, sickness or looks may not without justified grounds affect recruitment decisions, nor may students on such grounds be denied admission. If changes in a person's health influences his or her work performance, this must be discussed first with the person concerned in private.

Age

Åbo Akademi University views it as an asset that there are personnel and students of different ages at the university. A person's age is not to influence the way in which he/she is treated.

Table 2. The development of the age distribution among the personnel

Age group	Percentage of the personnel 2016, (%)	Percentage of the personnel 2013, (%)
-24	1.4%	1.2
25-29	9.8%	13.9
30-34	12.6%	13.4
35-39	11.5%	14.1
40-44	15.1%	11.5
45-49	12%	12.4
50-54	15.2%	9.7
55-59	10.1%	10.3
60-	12.3%	13.5

The average age of the employees had first decreased, then increased since 2010. In 2009 it was 41.5 years, in 2012 40.9 and 31.12.2016 44.5. The average age of Åbo Akademi's students is 24 years⁴ (24.3 in 2010).

At Åbo Akademi University age management is applied, which means that age and life situations are considered when organizing work. The intention of age management is that the personnel should be able to work longer. Chronological age is just one aspect

⁴ Statistics of 20.9.2016. The average age excludes students aged 36 or older, of whom there are 983. (If all up to 65 are included, the average age is 28.)

of aging; it need not match the person's social, psychological and physiological ages and must therefore be considered in its complexity. Managing personnel at Åbo Akademi University should have an ability to equally consider the different age groups' needs; for example, that parents of young children are in a phase of life where they need flexibility in daily working hours, while older employees may need longer unbroken holidays for leisure time and recovery. Work time management is a supplementary way of considering the life situations of the personnel. The aim at Åbo Akademi is to help the personnel to cope at work and increase their involvement with the working place through flexible working hour arrangements.

The experience of the older employees is valuable, and it is a challenge for Åbo Akademi University to transfer their knowledge to younger employees, particularly in connection with retirements. This is to be considered in the personnel policy programme of the university. Plans for retirement are to be brought up at the discussions on performance and professional development with members of staff who are 60 years or older. It is important to do this considering the transfer of silent knowledge. From 2015 Åbo Akademi University offers an agreement for professors emeritus, which enables them to continue contributing with their expert knowledge in their field.

Encountering people in the same way does not always guarantee equal treatment, since people's needs and possibilities depend on their points of departure and life situations, which may depend on age.

4 Coming into force

The Equality and Diversity Plan comes into force immediately upon being approved by the Rector of Åbo Akademi on 15 February 2018 and are valid during 2018–2020. The revisions of 6 October 2018 enters into force immediately.

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