

Gender Equality Plan (GEP) for Region Zealand

This GEP is approved by the CEO of Region Z: Lone Lindsby

The basics and overall goals of Region Zealand

Region Z. is a non-academic, non-profit public body with approx. 16.850 full time employees, of which around 5-15 % are employed with both R&D work and clinical obligations. The main type of R&D activity lies within life sciences. Region Z.'s annual turnover amounts to approx. 3 bn EURO. Region Z. comprises three hospitals, Social Institutions and Psychiatry and a central administration. Its main obligation is to provide and manage health care service for the citizens living in the southwestern part Eastdenmark and to undertake RD.

At Region Z. equality is taken for granted. The overall goal for Regions Z's gender equality work is to allow room for personal differences and a balance between genders at all levels of the organization. Another overall goal is to provide equality in health and well-being for all citizens in the region.

Region Z. is a large organization based across multiple locations that covers many different work situations. Consequently, different initiatives are launched in different parts of the organization. The hospitals and other units have a high degree of autonomy to develop local policies and implement these in accordance with the overall goals.

The previous work with the gender balance in Region Z. is focused on the recruitment process, as it is the most efficient way to improve this balance. However, we hire the person best qualified for any vacant position. Additionally, the gender balance is monitored on a regular basis and data concerning this balance is provided to the management at all levels of the organization. Among the ongoing activities, we like to highlight these as the most efficient:

- When the different parts of Region Z. recruit new member of staff they are all obliged to use a template for the ad. The wording in this ad makes sure that it encourages persons of different sex and backgrounds to apply for the vacant position.
- In all recruitments of new staff members both male and female candidates will be invited, when qualified for the vacant position.
- Recruitment partners encourage the leaders in charge of the recruitment process to consider whether the gender balance in the department, the section or unit ought to be a consideration in the actual recruitment. I.e., all leaders responsible for recruitment of new staff members are encouraged to consider whether the gender balance is an issue at the department and whether it can be improved via the current recruitment of a new staff member.
- When recruiting full research candidates, male and female candidates are identified and encouraged to apply when the vacant position is announced. Further there must be one of each gender in the bowl of qualified candidates from where candidates are chosen for the job interview.

The Status of the Gender Equality effort at Region Z.

The effort of Region Z. on the gender balance is reflected in the Ligestillingsredegørelse (2023) ([Ligestillingsredegørelse](#)). The below numbers are selected from this report to provide the overview of the gender balance at Region Z. The numbers below differ from those stated in the Ligestillingsredegørelse (2023).

Table 1

Level in Region Z.	Share in percentage women/men
At all levels in the organization	77/23
The top management level (Level 1)	25/75
Heads of departments, Chief Physicians (Level 2)	47/53
Heads of sections, Assistant managers	59/41
In RD (see further details in Table 2)	77/23

The Status of the Gender Equality effort at R&D staff

Region Z. have strong focus on the share of women and men in the R&D work. This to ensure that the all relevant talents are provided the opportunities to pursue a career in R&D at Region Z..

In table 2 the gender balance in R&D is listed. We focus on the staff heading the research projects in Region Z.. That is the Associated Clinical Professors, Associated Professors, and Professors. This is a minor part of the R&D staff.

Table 2

R & D project leaders	Share in percentage women/men	Numbers
Associated Clinical Professors	75/25	3/1
Associated Professors	67/33	2/1
Professors	50/50	7/7
Total	57/43	12/9

GEP. Ongoing initiatives

In this paragraph the ongoing initiatives are listed to provide the obligatory information requested by the EU Commission. Following these, the issues that the EU Commission recommend are presented and finally the future goals for improving the Gender Balance at Region Z. are stated.

-dedicated resources: commitment of resources and expertise in gender equality to implement the plan:

- Region Z. works with the gender equality at all levels in the organization. The goals of Region Z. are documented in both the [Employer Policy of Region Z., Policy for life stages, diversity and equality](#) and Region Z. describes the ongoing work in an ongoing Gender equality rapport (Ligestillingsredegørelse). The status of this work is reflected in table 1. The continued work is headed by the Human Resource (HR) department and other departments at Region Z.. They are undertaking activities to raise awareness of the gender balance and monitor this development. The staff members at the HR department hold expertise themselves and are supplemented by experts to identify possible new initiatives concerning gender equality.

– data collection and monitoring: sex/gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators.

- On a monthly basis Region Z. provide data concerning personnel salary, the gender balance, sick leave, staff turnover, maternity leave and similar data to the KRL Sirka public website (<http://www.KRL.Sirka.dk>).
- Every second year a Work-Place Evaluation (Arbejdspladsvurdering (APV)) is used to identify to what extend staff members consider that they and coworkers allow room for different backgrounds like sex, age and whether measures against gender-based violence, including sexual harassment is properly taken by department heads.
- Every third year a ‘Ligestillingsredegørelse’ is published by Region Z.. The regularity and content of the Ligestillingsredegørelse is rule governed.

All heads of departments are obliged to use the data generated by the above-described monitoring in their work. If an APV is significantly below threshold the head of the department must develop a plan describing how the challenges outlined in the APV are improved.

– training: awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers.

Training activities and permanent awareness on the gender Equality is made possible by the below activities:

- When a new staff member is recruited and on a yearly basis the gender balance of the staff members can be taken into consideration by department heads
- All hospitals, departments and sections can use the statistics on the gender balance provided by the HR department to consider the gender balance

- All department heads can use the yearly APV data to improve the gender balance and address other challenging issues as above mentioned

Recommended issues of GEP

- **Work-life balance and organizational culture.**
This aspect is covered by the Employer Policy at Region Z.. This policy among other things states that working conditions at Region Z. must respect possible changes in staffs working abilities
- **Gender balance in leadership and decision-making.**
This aspect is covered by the overall goal: At all levels, where management is part of the task, we strive to obtain a gender balance.
- **Gender equality in recruitment and career progression.**
This is covered by the above mentioned attentions concerning recruitment
- **Integration of the gender dimension into research and teaching content.**
This aspect is covered by the overall goal: At all levels, where R&D is part of the task, we strive to obtain a gender balance.



Signed and certified by CEO, Region Sjælland, Lone Lindsby 2024