

# Gender Equality in Academia and Research

## Gender-integrated Leadership Programme (AKKA) (SE)

In 2004, Lund University (Sweden) launched a gender-integrated leadership programme (AKKA). Within this programme, leadership is understood as something that can be learnt and developed, and that focuses on the individual's competences, and not on personal characteristics. The AKKA programme aims at raising gender knowledge and awareness, and providing methods and tools for structural change in order to achieve sustainable gender equality. From 2004 to 2014, five AKKA programmes have been offered for 150 senior scholars in Lund University (Sweden) (of which 37 were men). The programme runs over a year with monthly meetings. Throughout the years, AKKA has increased the number of women in leading positions, contributed to an enhanced visibility of women as potential leaders, increased willingness of both women and men to assume leadership positions, raised gender awareness among female and male academic leaders, promoted networking and collaboration within the university, raised the knowledge about the university's politics and activities, developed tools to deal with resistance to gender issues and for change management, contributed to highlight discrimination, and developed concrete change projects.

### FURTHER INFORMATION

- AKKA reports: [2006](#), [2008](#), [2010](#), [2012](#), [2014](#) (in Swedish)
- Report from the project '[Core values work at Lund University](#)' by Tomas Brage and Inger Lövkrona (in English)
- [Presentation](#) by Inger Lövkrona at Learning and Dissemination Seminar on Promoting Gender Equality in Research and Higher Education Institutions (9 September 2016)
- [Full description on EIGE's compendium of good practices](#)
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