



## **Activity report 2022 for SULF/Uppsala**

*Unofficial English translation—the Swedish version is authoritative*

### **Membership**

In November 2021, SULF/Uppsala had 1970 members. Of these, 973 were women and 997 men, 1,612 were regular members, 342 doctoral students and 16 were retired. A year later, in October 2022, the number of members had increased by 12 to 1982. Of these, 986 were women and 996 were men, 1615 were regular members, 351 doctoral students and 16 were retired. Apart from the comparatively smaller age groups "younger than 30 years" and "older than 65 years", the age distribution among members was quite evenly distributed.

### **Board members and other officials**

During the activity year, SULF/Uppsala's board included the following people: Eric Stempels (chair), Julie Hansen (vice-chair), Marco Chiodaroli, Sigrid Berglund, Petra Eriksson, Ulf Zackariasson, Folke Tersman, Cajsa Bartusch and Josef Pallas (ordinary members), as well Shweta Premanandan, Gubb Marit Stigson, Mohamed Al-Sabri, Mercé Montoliu Nerín, Anna Eklund, Michael Papenbrock and Britt-Inger Johansson (deputies).

Lars-Göran Sundell has been the auditor and Gunilla Ransbo has been his deputy.

The election committee (valberedning) was comprised of Camilla Ekwall (convener), Gabriele Messori and Haro de Grauw.

During the activity year, board member Petra Eriksson has participated in SULF's negotiating delegation, which is a sounding board for various types of central negotiations. Among other things, the new LAS regulations and the new postdoctoral agreement were discussed there.

Board members Petra Eriksson, Cajsa Bartusch and Michael Papenbrock (from October 2022) have also been on the board of Saco-S at Uppsala University and thus functioned as a link between Saco-S and SULF/Uppsala.

### **Board activities**

During the activity year, the board had 10 board meetings and a planning retreat. The planning retreat was supposed to take place in the spring of 2022, but, due to the pandemic, had to be postponed until August 2022.

During the activity year, SULF/Uppsala has divided its work within different areas of responsibility and distributed tasks between several working groups as follows:

- Equal opportunities. Convener: Anna Eklund
- Working conditions, working environment, competences and careers. Convener: Julie Hansen
- Recruitment and external communication. Convener: Marco Chiodaroli

#### *Working group for equal opportunities*

The group has discussed and produced a draft of an equal-opportunities plan. The proposal was later discussed by the entire board, and the result will be presented at the 2022 annual general meeting.

#### *Working group for working conditions, working environment, competences and careers*

On April 25, the working group conducted a digital seminar on work task plans (tjänstgöringsplaner) in collaboration with Saco-S at Uppsala University. The zoom seminar, which was open to all employees at Uppsala University, had the title "Work task plans—a support for employees." Charlotte Swenning Leyser gave a talk on teachers' rights, the collective agreement, the importance of work task plans for the distribution of working hours, and the relevant regulations. The lecture was held in English with the opportunity to ask questions in both English and Swedish. The moderator was Julie Hansen from the working group, while Robert Malmgren from Saco-S assisted Charlotte by answering questions in the chat. About 30 people participated in the seminar.

On August 24, SULF and Saco-S organized a member seminar at Uppsala University about the first survey study on gender-based vulnerability and sexual harassment in the

Swedish higher education sector. Principal investigators Christina Björklund and Karin Dahlman-Wright from Karolinska Institutet presented the study's aims, method and results. Robert Malmgren, chair of Saco-S at Uppsala University, and Paulina Rajkowska, chair of SULF's doctoral candidate association, commented on the results from a union perspective. Then a discussion was held with the audience about how the working environment at universities can be improved. The moderator was Josef Pallas from the working group. About 80 people participated in the seminar.

On November 14, vice-chair Julie Hansen represented SULF/Uppsala in the discussion panel at a rector's seminar about the aforementioned survey study on gender-based vulnerability and sexual harassment in the Swedish higher education sector.

In June, the web version of Universitetsläraren published the debate article "Universities must confront the problem with harassment" about the results of the aforementioned study written by vice-chair Julie Hansen.

#### *Working group for recruitment and external communication*

SULF/Uppsala's recruitment strategy in 2022 focused on organizing large seminars in collaboration with other organizations operating at or near Uppsala University (Doktorandnämnden, Junior Faculty, Uppsala University Postdoc Association, SLU Postdoc Association) and at the national level (Swedish National Union of Students). This collaboration was crucial in meeting a large number of PhD students and postdocs who were not (yet) members. In addition, the working group has continued and further developed collaborations with other SULF local associations (SULF/LiU, SULF/Karlstad, SULF/HDa, and SULF's contact person at Örebro University).

The events carried out by the working group are as follows:

- A pensions seminar on 13/5 in collaboration with Junior Faculty. Speaker: Anna Ekenberg (SULF). Via Zoom. 100+ participants from UU.
- A short presentation at an information session organized by UUPA. Via Zoom. 30+ participants from UU.
- A doctoral-student seminar on 24/5 in collaboration with Doktorandnämnden and SULF's doctoral candidate association. Speakers: Robert Malmgren (Saco-S), Paulina Rajkowska (SULF/DCA). Via Zoom. 30+ participants from UU.
- An information event according to the "fika with the union" model on SULF day. 35-40 participants.

- A doctoral-student seminar on 24/10 in collaboration with SFS. Speakers: Robert Andersson (SULF), Linnea Carlsson (SFS), and Liselott van den Bussche (head safety representative at UU). Via Zoom. 90+ participants from various universities (LiU, UU, HDa, Mälardalen, Karlstad, Örebro).
- A postdoc seminar in collaboration with UUPA and SLUPA on 8/11. Speakers: Robert Andersson (SULF) and Robert Malmgren (Saco-S). Via Zoom. 55 participants from UU and SLU.

All of these events were conducted in English. Through these seminars, the working group has conveyed information about union membership to approximately 350 prospective members. The working group has also worked to identify participants interested in becoming involved in the union and followed up with them personally.

The working group has also discussed and drafted a written plan about SULF/Uppsala's presence on social media, which the board will discuss and possibly start implementing in 2023.

### **Other activities**

The board's planning meeting at the beginning of the activity year had to be moved to a later date due to the pandemic, and during the month of August, a planning retreat was held at Campus Gotland, where the board discussed the ongoing and planned activities. The board also met three of the head safety representatives at Uppsala University as well as the adviser to the vice-chancellor for Campus Gotland.

During the activity year, the board worked on revising the local association's bylaws. This revision was prompted by inconsistencies due to previous bylaws revisions, but also by changes in SULF's template bylaws for local associations. The bylaws changes do not significantly affect the daily operation of the association.

The bylaw amendment was handled at an extra general meeting on June 7, 2022, where a member motion "for increased language flexibility at union meetings" was also discussed.

SULF/Uppsala has sent two representatives to SULF's central council (förbundsråd) in September, which is the annual meeting where SULF's members, through the local associations, can take part in and discuss the ongoing work of the national board (förbundsstyrelse). Representatives of SULF/Uppsala have also participated in SDF's annual representatives meeting.

Eric Stempels, chair of SULF/Uppsala