



Activity plan 2023 for SULF/Uppsala

Unofficial English translation—the Swedish version is authoritative

General goals

SULF/Uppsala is the union and professional organization of university teachers, researchers and doctoral students at Uppsala University. We work to provide our members with good member service and active employee representation. We strive for the university to be an attractive workplace with service structures fit for the purpose. We work to create a good knowledge of SULF and SULF/Uppsala in the workplace. We do this, among other things, by:

- informing about SULF and SULF/Uppsala's activities and the benefits of union membership;
- identifying and highlighting policy issues that are important to our members;
- carrying out local opinion work through debate articles, promotion activities, and information dissemination;
- working actively with the recruitment of new members and retaining the members we have;
- advising members on union and professional matters;
- training union representatives;
- cooperating with Saco-S at UU regarding decisions that affect our members.

The direction of the board's work is determined by the activities conducted by SULF at the national level. The board also contributes to activities conducted at the national level with help from the central SULF office in Stockholm, for example during SULF day.

Specific goals for activities in 2023

In the coming activity year, the board intends to continue with member care, through both existing and new channels. Seminars will be organized on current topics, together with recurring information meetings on established themes, such as pensions, working

conditions and career opportunities. We also intend to continue our work with equal-opportunities issues, both through relevant seminars and open and inclusive recruitment.

The division of work in thematic working groups should continue. The starting point is the existing division (see below), but these may be adapted to the needs of the incoming board:

- Equal opportunities
- Working conditions, working environment, competences and careers
- Recruitment and external communication

Working group for equal opportunities

The working group for equal opportunities will continue to work on equal opportunities issues at a comprehensive level. This is done, among other things, through seminars and public-opinion work.

Working group working conditions, working environment, competences and careers

The group's work focuses on initiatives that increase members' awareness and knowledge of important areas and issues related to working conditions, the work environment and careers. These areas include discrimination, collegial and democratic participation in central work-related issues, work-task planning, and skills development. Examples of suitable activities are seminars, workshops, internal and external opinion formation, but also a direct dialogue with relevant decision-makers and experts at Uppsala University

Among the activities planned in 2023 are a member seminar on bullying in the academy on January 11 (on campus, English) and an information seminar on the new work-time contract during the spring semester (both in collaboration with Saco-S).

The working group for recruitment and external communication

SULF/Uppsala shall continue to cooperate with other local associations in recruitment matters, which includes inviting union representatives from other universities to various recruitment activities.

The association must also continue and further develop its collaboration with Doktorandnämnden, SFS, Junior Faculty, UUPA, SLUPA and similar organizations.

Webinars and seminars that were successful should be repeated and new events and activities should be arranged and implemented.

Members who want to get more involved in the union should be asked to assist direct-recruitment efforts at the departmental level ("one-on-one organizing"). Part of the recruitment work must focus on member groups that are underrepresented (e.g., doctoral students and postdocs).

The working group intends to continue working to ensure that SULF/Uppsala can establish its presence on social media without taking resources away from regular recruitment work.

Finally, SULF/Uppsala, in consultation with SULF's central office, must identify reasonable recruitment targets and introduce processes to regularly evaluate its recruitment work.

Continuous work

The board's work, including the activities organized based on the above goals, is planned by the incoming board starting with a constituent meeting. After that, regular board meetings are held approximately once per month, as well as one to two longer meetings, including, if possible, a retreat. A budget for the activities is received annually from the central association. The board expects that the budget will be able to cover the planned activities as they have a similar scope to previous years.