



UPPSALA
UNIVERSITET

Equal opportunities plan

Dept. of medical biochemistry and microbiology

2022-02-07

Equal opportunities plan

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Equal opportunities plan

Equal opportunities plan

1. Department.

Dept. of medical biochemistry and microbiology

2. Date

2020-02-07

3. Cooperation

(Collaborated in the design of the department's equality plan)
Equal opportunities group



Catharina Svensson, Head of Dept.

4. Equal opportunities group

(Members of the department's equality group)
Matthew Webster, Professor (chair)
Jennifer Meadows, Researcher

Nima Rafati, bioinformatician
Christopher von Beek, PhD student



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5. The work of last year in the equal opportunities group

(Detail report of how the previous year's assignments and measures have been implemented)



Communication within IMBIM.

The equal opportunity group advertised the group's membership and how to find information about this team and its purpose on the IMBIM website to all department members via IMBIM email in early 2020. The website detailing the guidelines for handling harassment cases was also updated <https://www.imbim.uu.se/Internt/likavillkorsgrupp/>. The website contains additional information such as links to interesting articles on the subject. These are updated on an ongoing basis.

Bias in new recruitments

The Equal Opportunities Group has carried out an analysis of the process for recruitment to new positions during the period 2019 - mid-2021. During this period, seven recruitments have been carried out. We have reviewed the recruitment process for these services to determine if there is evidence of discrimination in any of the recruitments, if any of the recruitment methods could potentially involve a risk of discrimination. The results are compiled in a report to be presented in 2022.

Functional e-mail address for equal opportunities delegate

There is an email address to contact the equal-opportunities delegates (likavillkorsombud@imbim.uu.se). There is also an open web form (KURT) that can be used if a department member wants to send a message to the group anonymously. Information about both is available on the group's website. This makes it easier for everyone at the department to contact the group, whether they have questions or wish to share information and ideas. To date, no new issues have been raised.

Review of premises, operations and information from an accessibility perspective.

In connection with an annual safety tour, premises were also examined from an accessibility perspective. The translation of the equal-terms plan into English is also a way to increase the availability of information. From spring 2018, all minutes from the department board's meetings will also be translated into English.

Documentation of implemented active measures in the annual report

The IMBIM equal opportunities efforts are reported under "Annual documentation of equal opportunities work in the faculty for Medicine and Pharmacy" as part of the University Annual report.

Annual report of follow-up of implemented active measures

Registered follow-up has been sent to the department.

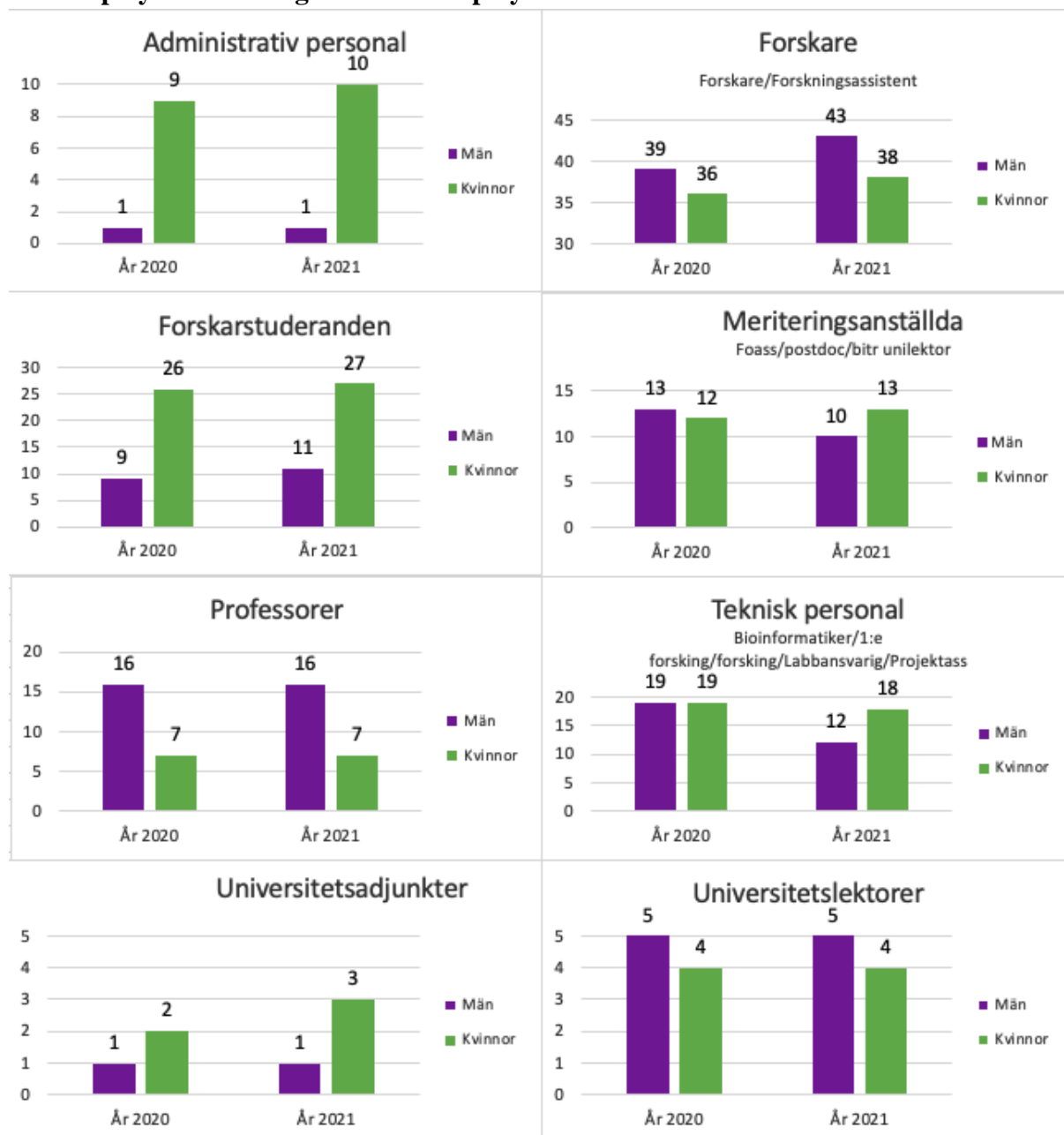
Equal opportunities plan

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Equal opportunities plan

6. 2020 situation description

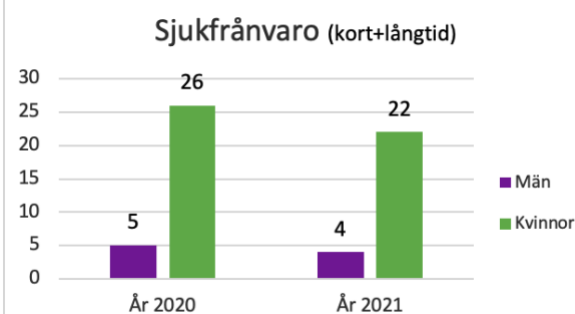
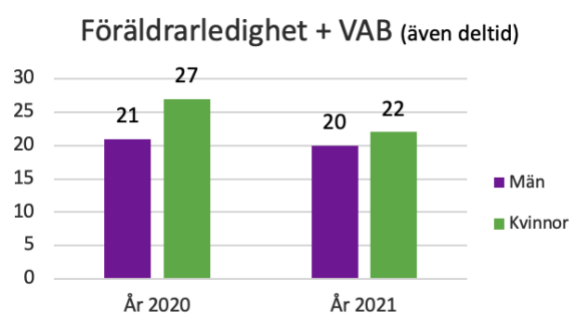
6.1. Employees including PhD with employment



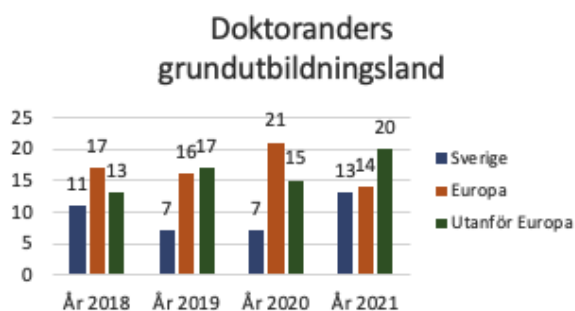
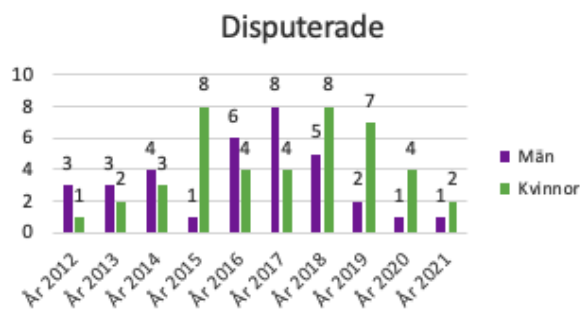
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	2020				2021			
Föräldrarledighet (även deltid)	K		M		K		M	
Föräldrarpenning >1mån	10	56%	8	44%	7	58%	5	42%
Ledighet utan lön >14d	8	57%	6	43%	5	33%	10	67%
VAB >1d	9	56%	7	44%	10	67%	5	33%
summa	27	56%	21	44%	22	52%	20	48%

	2020				2021			
Sjukfrånvaro	K		M		K		M	
korttid <1mån total	23	82%	5	18%	18	82%	4	18%
långtid >15d heltid	3	100%	0	0%	4	100%	0	0%
summa	26	84%	5	16%	22	85%	4	15%



6.2. Dissertations



6.3. Comments about the groups that don't show equal gender distribution

Equal opportunities plan

The statistics show the situation at the department in December 2021. By definition, the groups technical staff, researchers, merited employees and senior lecturers are equal (ie within the 40/60% range). There is an uneven distribution within doctoral students (71% women 2021) and the professor group (30% women 2021). The groups of employees with the most skewed gender distribution are administrative staff (10% men) and postgraduate students (30% men). To the extent that positions are advertised, it is important to promote underrepresented gender in order to get more applicants so the work becomes attractive for both sexes.



As of 2021, the management of the department is evenly distributed between women and men. Women are overrepresented when it comes to sick leave. The proportion of men who take out parental benefit and "VAB" days is relatively evenly distributed between the sexes. Other unpaid leave is also evenly distributed between the sexes. There is also a certain distortion in the statistics as women dominate among TA staff who to a greater extent report sick leave, even shorter sick leave, which the research-teacher group does not.

The doctoral students' country of basic education has been examined. The proportion of students with a Swedish undergraduate education is 25%. The proportion was previously much lower and has increased in 2021.

7. Ongoing assignments in the University Action plan for Equal Opportunity

(Ongoing assignments in the central plan)



1. Teachers, and other staff who meet students, shall be continuously trained in how the equal opportunity perspective is integrated into the planning of teaching and the organization of the education. Responsible: Heads of department, responsible for undergraduate education.
2. The equal opportunity perspective must be integrated in all decision-making, and at all levels, within the university. Responsible: Managers at all levels within the university.
3. All staff and students shall be informed of the meaning of the concepts of discrimination, harassment and sexual harassment; how matters concerning this are handled at Uppsala University; and where information about this is available. Responsible: Managers at all levels within the university.
4. The equal opportunity perspective must be integrated into the entire recruitment process regarding employment and positions of trust. Responsible: Managers at all levels within the university and chairman of the faculties' recruitment groups.
5. The equal opportunity perspective must be integrated into the local plan for skills supply, such as career planning and skills development planning. Responsible: Managers at all levels within the university.
6. Promotion and wage setting shall be based on objective grounds, so that no irrelevant factors linked to any of the seven grounds of discrimination affect wage setting and wage development. Responsible: Managers at all levels within the university.

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7. The equal opportunity perspective must be integrated in the work of reducing the amount of sick leave, in order to prevent and/or remedy sick leave related to the work environment and the grounds of discrimination. Responsible: Managers at all levels within the university.

8. Questions about working environment and equal conditions must be highlighted in connection with development interviews. Responsible: Managers at all levels within the university.

9. Studies, research and other work at the university must be organized so that it is possible to combine this with parenthood. Responsible: Managers at all levels within the university as well as research leaders, study counsellors, study directors.

10. An even gender distribution in the workplace and in leading positions must be sought. Responsible: Managers at all levels within the university.

11. Teaching methods, educational materials and organization of education are designed so that student throughput increases, and the number of study interruptions related to the grounds of discrimination are minimized. This is in conjunction with the goal to increase the quality of teaching. Responsible: Heads of departments, directors of studies, course coordinators, examiners.

12. Individual adaptation and accessibility measures are taken in regards to teaching methods, examination and infrastructure. Responsible: University director (student department), heads of department, directors of studies, examiners.

8. Action list					
Action list for equal opportunities work for the period 2022-01-01—2022-12-31					
The proposal is produced by equal opportunities group (Matthew Webster, Jennifer Meadows, Nima Rafati, Christopher von Beek) in consultation with head of department Catharina Svensson.					
The proposal was adopted 2021-05-03 by the department board					
Revised and updated 2021-02-07					
	Measures (WHAT)	Responsible (WHO/WHOM)	Work done by: (DELEGATED TO)	Implemented (WHEN)	Background / Comment / Follow-up
1	Communication within IMBIM	Head of Department.	Equal opportunities group at IMBIM	2022	<p>We intend to send an information letter by email to IMBIM-all each semester that conveys the group's work and refer to the website for more information.</p> <p>We will keep the website updated with the group's summary, how to contact the group, and information on guidelines for handling harassment cases.</p> <p>We will also keep the list of relevant articles on equal terms issues updated and available on the website</p>
2	Proposal for next year	Head of Department	Equal opportunities	2022	In 2022, the group will evaluate possible projects that deal with non-gender discrimination (e.g.

	project		group at IMBIM		ethnicity, nationality, religion) and invisible bias. We plan to meet at least once each semester.
3	Bias at new employments	Head of Department	Equal opportunities group at IMBIM	2022	During 2021 the group has analysed the recruitment process for new recruitments. The report will be published in 2022
4	New group members	Head of Department	Equal opportunities group at IMBIM	2022	The group lacks a student representative and we will work with the student union to find one.
5	Increase cooperation with other equal opportunities groups at the University	Head of Department	Equal opportunities group at IMBIM	2022	The group intends to increase cooperation with other equal opportunities groups at the university by e.g. participate in equal opportunities conferences/meetings.
6	Review of premises, operations and information from an accessibility perspective.	Head of Department	The person responsible for work environment	1 every year	Plan to remedy any deficiencies in accessibility regarding premises, operations and information. Carried out in connection with the protection round being undertaken.
7	Documentation of work done during the year.	Head of Department	Equal opportunities delegate	1 every year	The IMBIM equal opportunities work are reported in “Annual documentation of equal opportunities work in the faculty for Medicine and Pharmacy” and to be a part of the University Annual report.
8	Annual report of work done during the year.	Head of Department	Equal opportunities delegate	1 every year	Recorded follow-up is sent to the planning department and the results are taken into account in the coming years' active measures.

