

UPPSALA
UNIVERSITET

Equal Opportunities Plan

Department of Medical Biochemistry and Microbiology

2020-01-31

Equal Opportunities Plan

Contents

- Equal Opportunities 3
- 1. Institution. 3
- 2. Date 3
- 3. Participants..... 3
- 4. Equal opportunities group..... 3
- 5. Follow-up of previous year's equal opportunities work 4
- 6. Description of current situation 6
 - 6.1. Employees, including PhD students with employment..... 6
 - 6.2. PhD defenses 7
 - 6.3. Brief description of the cases that do not show even gender distribution 8
- 7. Ongoing work in the University's action plan for equal opportunities 8
- 8. Action list.....10

Equal Opportunities Plan

Equal opportunities

1. Institution

Department of Medical Biochemistry and Microbiology

2. Date

2020-01-31

3. Participants

Equal Opportunities Group



Head of Dept. Catharina Svensson

4. Equal Opportunities Group

Malin Rask, financial administrator (contact)

Matthew Webster, professor (chairman)

Anaisa Moreno, PhD student

Jennifer Meadows, researcher



5. Follow-up of previous year's equal opportunities work

(Redovisa utförligt hur föregående års uppdrag och åtgärder har genomförts)



Training on Uppsala University's guidelines for handling harassment cases in accordance with the Discrimination Act.

The Equal Opportunities Group sent out information about the group and its work to everyone at IMBIM by email in early 2019. We have also updated our website where there are guidelines for handling harassment cases [https://www.imbim.uu.se/Internt/ as condition group /](https://www.imbim.uu.se/Internt/as%20condition%20group/). We plan to continue informing IMBIM in this way and initiate discussion in the group members' respective groups (teacher's college, doctoral meeting, TA meeting, etc.) in 2020.

Project for equality integration: "Uppdrag, en merit eller en börda"

On 31 October 2018, the Equal Opportunities Group submitted an application for funding for a project for equality integration, which was granted SEK 50,000 on 21 November. The purpose is to investigate the assignments that employees and doctoral students have and the basis of how these assignments are distributed among the employees. Since some assignments can be regarded as merit while others are burdensome, it is important to investigate whether there are gender-related differences in how assignments are distributed at the institution.

In 2019, the Equal Opportunities Group completed a large part of the project. The grant was used to give assignments to Anneli Häyren and colleagues at the Center for Gender Sciences, UU to work on the project. In collaboration with them, we did a survey that was sent out to everyone at IMBIM. The purpose of the survey was to catalogue all assignments performed at IMBIM, where everyone gets their assignments from, and who does assignments that are considered meritorious or non-meritorious. 55 people responded to the survey and the results were analyzed by the group and the analysis was presented at a network meeting for all university equal-terms representatives. Anneli and colleagues have now also interviewed a sample of those who answered the questionnaire and are preparing a report.

Functional address for equal-terms representatives

We have created an email address for the equal-terms group (likavillkorsombud@imbim.uu.se). There is also a web form (KURT) that can be used if you want to send a message to the group anonymously. Information about both found on our website. This makes it easier for everyone to get in touch with us if there are questions about the equal-terms group that they want to disclose. So far, however, no information has been received that was not previously known.

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

In connection with the conduct of an annual safety inspection round, premises were also examined from an accessibility perspective. The translation of the Equal Conditions Plan into English is also a way to increase the availability of information. As of spring 2018, all minutes from the meetings of the Institution Board are also translated into English.

Documentation of active measures implemented in the activity report

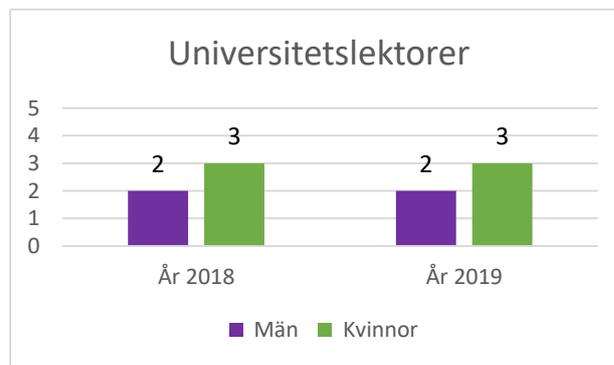
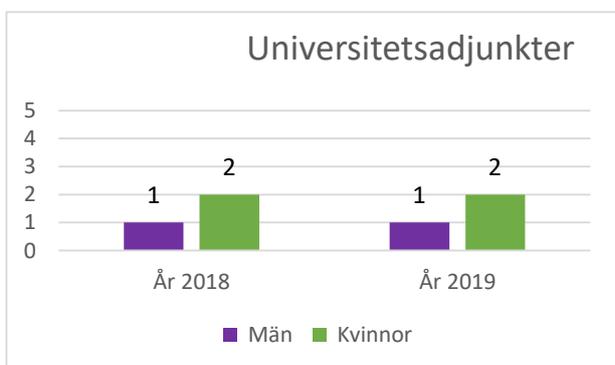
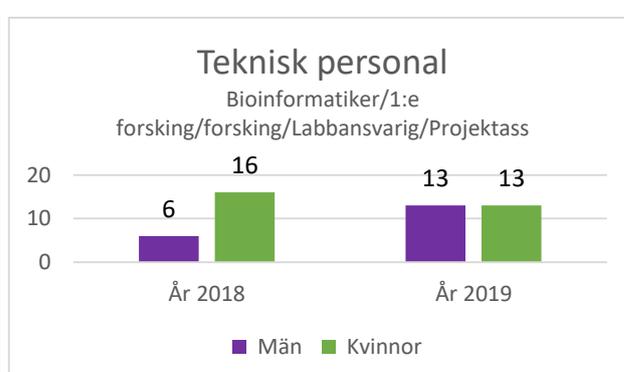
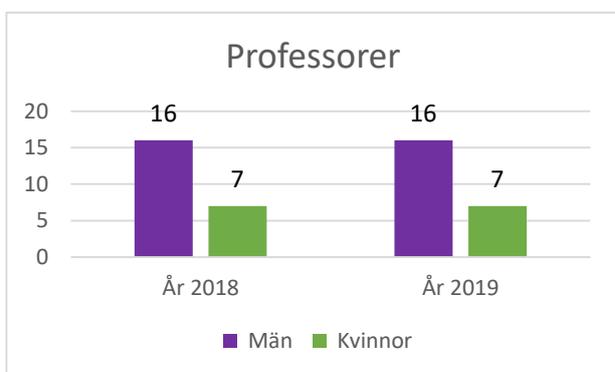
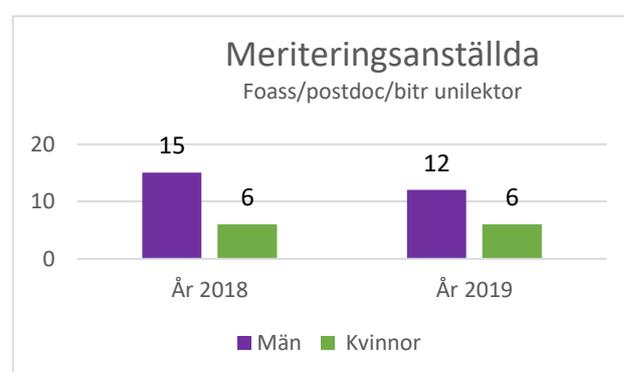
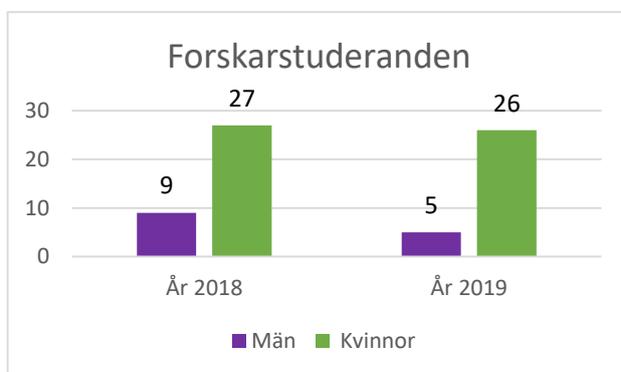
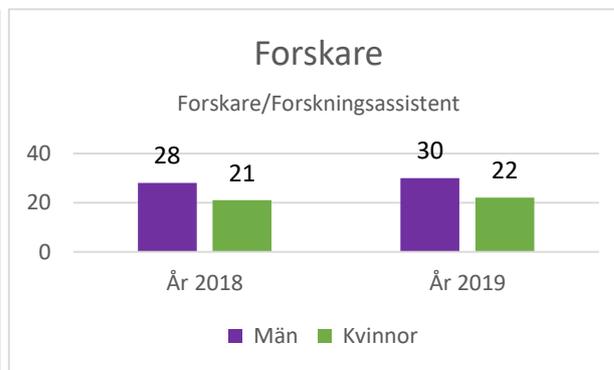
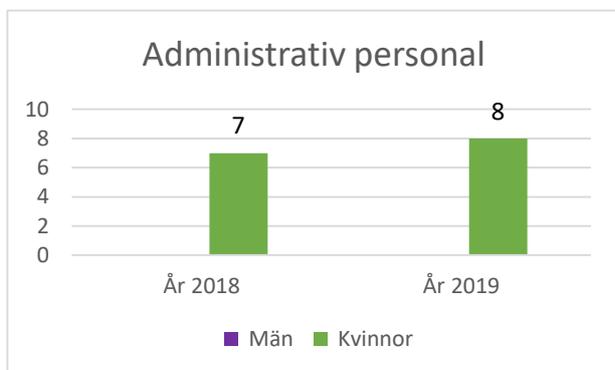
The department's equal opportunities work is reported in "Annual follow-up of the work in the scientific field of medicine and pharmacy" to be included in the university's activity report.

Annual follow-up of implemented active measures

Diary tracking has been sent to the planning department.

6. Description of current situation

6.1. Employees, including PhD students with employment



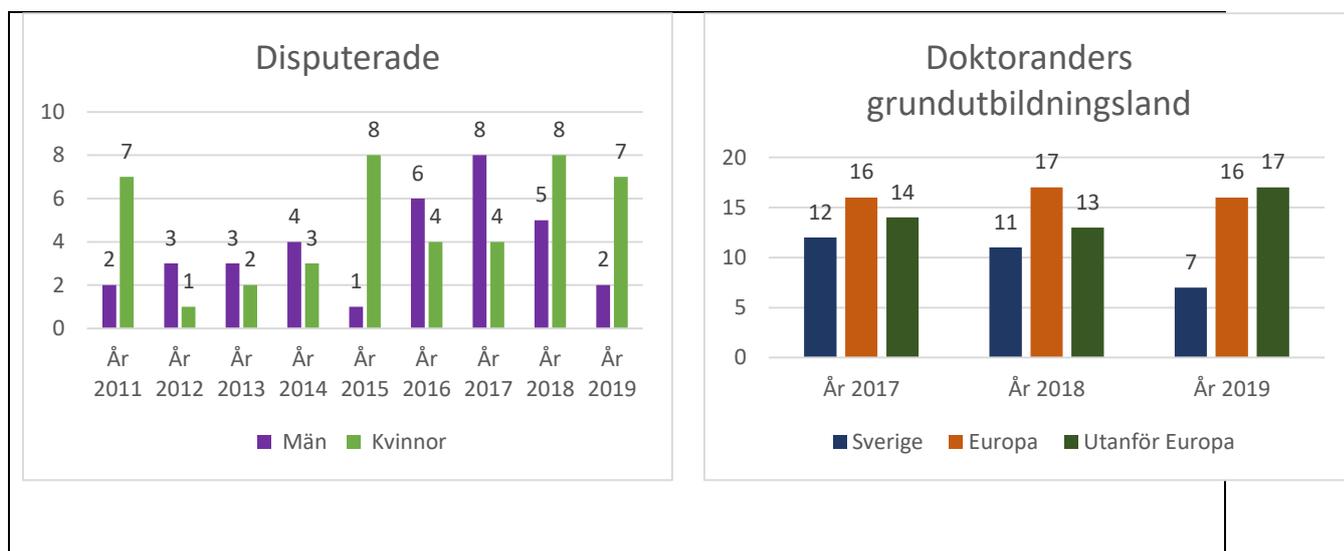
Equal Opportunities Plan

Management	Women	Men
Academic management		
Head of Dept.	1	
Director of Studies (undergrad & postgrad)	1	2

Parental leave	Women	Men
Paid parental leave >1 month	7 (58%)	5 (42%)
Unpaid leave (> 14 days)	8 (44%)	10 (56%)
Temp. paid parental leave (at least 1 day childcare)	9(53%)	8 (47%)

Sick leave	Women	Men
short-term sick leave (occasional days <1 month)	20 (77%)	6 (23%)
long-term sick leave (> 15 days full time)	1 (100%)	0 (0%)

6.2. PhD defenses



Equal Opportunities Plan

6.3. Brief description of the cases that do not show even gender distribution

The statistics show the situation at the department in December 2019. By definition, the groups of technical staff, researchers and university lecturers are equal (ie within the 40/60% interval). The groups of employees with the most unequal gender distribution are administrative staff (0% men) and the research students (16% men). The relatively low wages can be a cause in the category of administrative staff. Noteworthy is also the trend that the proportion of female doctoral students is increasing (84% women in 2019), but the corresponding increase does not appear in the group of merit employees (33% women in 2019) and researchers (42% women in 2019), nor in the professor group (30% women in 2019).) This may be a sign that the "loss" of female researchers previously noted between doctoral level and postgraduate level is not decreasing but rather increasing. The causes of these differences should be sought. To the extent that services are advertised, it is of the utmost importance to turn to the under-represented gender in order to attract more applicants and make the job attractive to both genders.



As of 2019, the management of the department is equally divided between women and men. Women are over-represented when it comes to sick leave. On the positive side, however, the proportion of men who take out parental allowance and "VAB" days is relatively evenly distributed between the sexes. Other leave without pay is evenly distributed between the sexes. When it comes to sick leave, the figures for the institution correspond to what applies to the entire university (that at least twice as many women as men are on sick leave). There is also a certain skew in the statistics in that women dominate among TA staff who to a greater extent report sickness absence even shorter, which the research-teacher group does not.

The undergraduate country of study has been surveyed and it is clear that the proportion of students with a Swedish undergraduate education is under-represented (18%). The fact that Swedish doctoral students are under-represented at Uppsala University has been established in the Diversity Report presented by Hooshang Bazrafshan in 2017. A potential explanation for this, which is usually stated, is that doctoral students with foreign backgrounds can be provided with scholarships and are therefore preferred. However, this does not appear to be the explanation at the department, as only 7 of the 33 doctoral students with a foreign education background are supported by scholarships.

7. Ongoing work in the University's action plan for equal opportunities

1. Teachers and other staff interacting with students shall be trained continuously in how the principle of equal opportunities is integrated into the planning of the teaching and organization of education. Responsible: Heads of Depts. and those responsible for undergraduate education
2. The principle of equal opportunities must be integrated into all decision making and at all levels within the university. Responsible: Managers at all levels of the university
3. All employees and students should be informed of the meaning of the terms discrimination, harassment and sexual harassment; how matters related to this are handled at Uppsala University; as well as where information about this is available. Responsible: Managers at all levels of the university
4. The principle of equal opportunities will be integrated throughout the recruitment process regarding employment and trust assignments. Responsible: Managers at all



Equal Opportunities Plan

levels within the university and chairs of faculty recruiting groups

5. The principle of equal opportunities must be integrated into the local level of skills supply, such as career planning and planning of skills development. Responsible: Managers at all levels of the university

6. Promotion and salary shall be based on objective grounds so that no undue factors linked to any of the seven grounds for discrimination affect salary and salary development. Responsible: Managers at all levels of the university

7. The principle of equal opportunities must be integrated into the work environment to reduce the amount of sick leave, with a view to preventing and remediating sick leave related to the work environment and the grounds for discrimination. Responsible: Managers at all levels of the university

8. Questions about the working environment and equal opportunities should be highlighted in connection with career development discussions. Responsible: Managers at all levels of the university

9. Education, research and other work at the university shall be organized so that it is possible to combine this with parenting. Responsible: Managers at all levels of the university as well as research leaders, study counselors, study directors.

10. A balanced gender distribution at the workplace and at management positions should be pursued. Responsible: Managers at all levels of the university.

11. Teaching methods, educational materials and organization of the education are designed to increase student flow and reduce the amount of disruption in studies related to discrimination, and to increase the quality of teaching. Responsible: Prefects, study directors, course managers, examiners.

12. Individual adaptation and accessibility measures should be applied to teaching, examination and infrastructure. Responsible: University Director (Student Department), Presidents, Study Directors, Examiners.

8. Action list					
Active equal conditions measures for the period 2020-01-01—2020-12-31 Proposals for active measures have been made by the equal opportunities group (Matthew Webster, Jennifer Meadows, Malin Rask, Anaisa Moreno) in consultation with the department's head of department Catharina Svensson. The proposal was approved by the Department Board on 2020-02-11 Revised and updated on 2020-01-31					
Action (WHAT)	Responsible (WHO)	Performed by (DELEGATED TO)	Completed (WHEN)	Background/Comments/Follow-up	
1.	Communication of results of the equality integration project	Head of Dept.	Contact + all members of the equal opportunities group at IMBIM	2020	After we have received the final report from the Center for Gender Science for our gender mainstreaming project, we would like to submit a report to IMBIM electronically (email, web, pdf) and possibly in paper form.
2.	Communication with IMBIM	Head of Dept.	Contact + all members of the equal opportunities group at IMBIM	2020	We intend to send an email letter to IMBIM - every term that conveys the group's work and refer to the website for more information. We will keep the website up to date with the group's compilation, how to contact the group, and information on guidelines for dealing with harassment cases. We will also create a list of relevant articles on equality issues available on the website
3.	Make suggestions for next project	Head of Dept.	Contact + all members of the equal opportunities group at	2020	In 2020, the group will evaluate possible projects that deal with forms of discrimination other than gender (eg ethnicity, nationality, religion) and

			IMBIM		invisible bias. We plan to meet at least once every semester.
4.	New group members	Head of Dept.	Contact + all members of the equal opportunities group at IMBIM	2020	The group lacks a student representative and a member who is employed by IMBIM.
5.	Improve communication between other equal opportunities groups	Head of Dept.	Contact + all members of the equal opportunities group at IMBIM	2020	The group intends to increase cooperation with other equal-opps groups at the university by, for example, participate in equal opps conferences.
6.	Review of premises, operations and information from an accessibility perspective.	Head of Dept.	Occupational health representative	1 per year	Plan to address any shortcomings in accessibility regarding premises and information. Implemented in conjunction with the safety round.
7	Official record of activities performed	Head of Dept.	contact	2020	The institution's equal conditions work is reported in "Annual follow-up of the work within the field of science for medicine and pharmacy" to be included in the university's yearly activity report.
8	Official record of follow-up	Head of Dept.	contact	2020	Registered follow-up is sent to the planning department, and the result is taken into consideration in the next year's actions.