

HR-STRATEGY ACTION PLAN 2021-2024

Proposed action	Timing	Responsible Unit	Target/ Indicators	Remarks
<p>1. Implement the activities proposed in the <i>Gender Mainstreaming Plan for 2020-2022</i></p> <p>GAP Principle 27 (Gender balance)</p> <p>GAP Principle 10 (Non-discrimination)</p> <p>GAP principles 12 (recruitment), 13 (recruitment code)</p> <p>OTM-R nr 3- Training of recruiters.</p>	Q4 2022	HR Division	<p><u>Targets:</u></p> <p>1) Opportunity for all individuals and groups that are involved and have influence in recruitment and competence supply to participate in training on unbiased recruitment.</p> <p><u>Indicators:</u></p> <p>1) Develop a digital training programme that includes gender-mainstreaming components and focuses on unbiased recruitment.</p>	<p>The ongoing work in gender mainstreaming is specified in Uppsala University's Gender Mainstreaming Plan for 2020–2022 (UFV 202/343).</p> <p>Work on gender mainstreaming is a long-term, continuous commitment.</p>
<p>2. Development of the digital platform- Uppsala international HUB in collaboration with other organizations in Uppsala.</p> <p>GAP principle 24- (Working conditions)</p>	Q2 2021	Department for internationalization and HR (International faculty and staff services.)	<p><u>Target:</u></p> <p>1) Improving support and facilitating mobility for international staff and offering activities and support for researchers and their families.</p> <p><u>Indicator:</u></p> <p>1) Development of the digital platform- Uppsala international HUB in collaboration with other organisations in Uppsala.</p>	Development of the international HUB is in collaboration with SLU, Uppsala commune, the region of Uppsala and Chamber of Commerce.
<p>3. Formalization of researchers stay at Uppsala University when not employed.</p> <p>GAP principle 24- (working conditions)</p>	Q4 2022	HR division	<p><u>Target:</u></p> <p>Clarification of terms and conditions for staff that are not employed but are active at the University.</p>	

			<p><u>Indicators:</u> Development of template that clarify terms and conditions for non-employed staff</p>	
<p>4. Development of framework and support for the organization within the area of work environment including an equal opportunities perspective.</p> <p>GAP principle 24- (working conditions)</p> <p>GAP principle 23- (Research environment)</p> <p>GAP principle 10- (Nondiscrimination)</p>	<p>Q2 2023</p>	<p>HR-division</p>	<p><u>Targets:</u></p> <p>1) A safe, stimulating and challenging teaching and research environment enabling prosperous operations that contribute to Uppsala University's operations and to UU being an attractive employer</p> <p>2) Facilitate the local systematic work in the area of work environment locally focusing on the organizational and social work environment and including an equal opportunities perspective.</p> <p><u>Indicators:</u></p> <p>1) Revision of policy for work environment and equal opportunities for Uppsala University (Q1 2022)</p> <p>2) Development of support material to investigate the organizational and social working environment and a working method to improve and develop the working environment. (Q4 2021)</p> <p>3) Implementation of a digital system for reporting, follow-up</p>	<p>Uppsala University aims to have health promoting and sustainable work environment with rights and possibilities for all employees and students, regardless of legal gender, gender identity and gender expression, ethnicity, religion, functional variation, age and social background.</p>

			and the managing of work environmental incidents and risks. (Q2 2023)	
<p>5. Development of university-wide on-boarding process for new staff.</p> <p>GAP principle 24 (working conditions)</p>	Q4 2021	HR-division	<p><u>Targets:</u></p> <p>1) Enhancement of knowledge about the University's organization. 2) To be introduced to the university's disciplines and the most prioritized development areas. 3) To be introduced to what it means to work at the university and at a state authority. 4) A strengthened image of Uppsala University as an attractive employer.</p> <p><u>Indicators:</u></p> <p>1) Develop a digital introduction on the internal web both in Swedish and in English (including an updated web page on benefits for employed staff) 2) Develop a new concept for the welcoming day both in Swedish and in English.</p>	
<p>6. Improvement of advertising (templates and channels).</p> <p>GAP principles 12 (recruitment), 13 (recruitment code)</p>	Q4 2023	HR-division	<p><u>Target:</u></p> <p>1) Enhanced quality of advertisements through a developed description of working tasks and requirements as well as relevant links to</p>	

<p>OTM-R advertising and application phase.</p>			<p>web pages at Uppsala University including information about our working conditions and benefits. 2) Enhanced knowledge regarding which advertising channels the employer can choose.</p> <p><u>Indicators:</u> 1) Development of advertising templates for researchers, postdocs and PhD (technical administrative staff) (Q3 2021)</p> <p>2) Development of support and information on internal webpage regarding advertising channels. (Q2 2023)</p>	
<p>7. Financial incentive to disciplinary domains to increase employment of assistant professors/tenure track employment.</p> <p>GAP principle 25 (Stability and permanence of employment)</p>	<p>Q4 2024</p>	<p><i>Vice-Chancellor</i></p>	<p><u>Target:</u> 1) Strengthen the long-term supply of competence/skills and establish the employment category as a basis for a career system. 2) Increase the amount of tenure track employments at Uppsala University.</p> <p><u>Indicator:</u> 1) Increase of financial support to disciplinary domains as an incentive to increase employment of assistant professors/tenure track.</p>	<p>Operational plan 2022 Uppsala University UFV 2021/224 Section 4.4, page 23.</p>
<p>8. Directive for all disciplinary domains/faculties and departments to address and document</p>	<p>Q422</p>	<p><i>Faculties of all disciplinary domains</i></p>	<p><u>Target:</u> To improve competence supply at all levels of the organization and</p>	<p>Operational plan 2022 Uppsala University UFV 2021/224 Section 4.4.1, page 22.</p>

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<p>competence supply issues in the operational plan.</p> <p>GAP principle 28 (Career development)</p>			<p>integrating the planning as a part of the operational plan.</p> <p><u>Indicator:</u> All disciplinary domains/faculties are to address competence supply issues, including an equal opportunities perspective, in the operational plan.</p>	
<p>9. Development/review of supplementary guidelines for recruitment and promotion at all faculties of all disciplinary domains, due to centrally updated appointment regulations.</p> <p>GAP principles 12 (recruitment), 13 (recruitment code)</p> <p>OTM-R selection and evaluation</p>	<p>Q4 2023</p>	<p><i>Faculties of all disciplinary domains</i></p>	<p><u>Target:</u> 1) Clarification of assessment criteria for the recruitment and promotion of teachers at each individual faculty, in order to develop an even clearer and more legally secure recruitment process. 2) Create clearer tools for those who are to assess. 3) Give applicants more insight into how their qualifications should be assessed, and contribute to an even more open and consistent process.</p> <p><u>Indicator:</u> 1) Development of local appointment regulations.</p>	<p>Appointment regulations § 2 (2021-04-22) UFV 2019/1673 Section 2, page 8</p>
<p>10. Development and implementation of a policy for code of conduct for all employees at Uppsala University.</p> <p>GAP principle 24 (working conditions)</p>	<p>Q4 2022</p>	<p><i>HR Division</i></p>	<p><u>Target:</u> 1) To clarify the common values of Uppsala University and to specify and clarify responsibilities regarding behavior between staff and between staff and employer.</p> <p><u>Indicator:</u> 1) Development of a policy for code of conduct at Uppsala University.</p>	<p>Operational plan 2022 UFV (University administration) UFV 2021/2446 Section 5.2, page 9</p>

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			2) Development of guidelines/support material to facilitate implementation.	
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