A SUSTAINABLE WORK ENVIRONMENT

Action Plan for the Work Environment, Gender Equality and Equal Opportunities at the Faculty of Medicine 2020-2022
“We exist to improve human life and health”

From the Strategic Plan for the Faculty of Medicine, 2019-2024
Risks with regard to the work environment

In general, work environment management at the faculty operates well, and regular follow-ups and risk assessments are conducted. As a result of risk and impact analyses, the faculty has identified the following priority areas:

- Insufficient systematic work environment management due to a lack of faculty-wide routines and structures.

- The organisational and social work environments are a lower priority than the physical work environment due to unclear routines and work methods.

- Individual staff risk being affected by stress as a result of insufficient support.

- Insufficient management of work environment issues as a result of uncertainty amongst staff, leaders and managers.

- Insufficient processing of work environment issues as a result of unclear managerial support or support failing to be obtained in time.

- Individual staff risk being dealt with unprofessionally as a result of uncertainty in managerial roles.

More about the faculty's risk and impact analyses: WEBSITE
Measures

A number of measures will be implemented at faculty, department and staff level in a bid to prevent identified risks.

THE FACULTY OF MEDICINE SHALL:

- Create:
  
  faculty-wide routines for systematic work environment management in the physical, organisational and social work environments, and a clearer focus on annual follow-ups.

  faculty-wide information channels for work environment management that are clear to employees, for example newsletters and on the web pages.

- Clarify:
  
  the division of responsibilities within the faculty following a review of steering documents and delegations, and how work environment delegations and forwarded tasks are documented and followed up.

- Develop:
  
  faculty-wide managerial training in collaboration with the central university administration, focusing on the role of the employer and work environment with the purpose of reinforcing expertise in this area among all faculty managers.

  a faculty-wide introduction for all new staff that focuses on the work environment.

  a course for doctoral students that focuses on collegiality to strengthen future leaders.

- Ensure:
  
  that organisational, social and physical work environments are addressed during each staff appraisal.

  that stress and stress-related factors receive special attention in systematic work environment management.

- Reinforce:
  
  administrative organisational support to managers, leaders and staff for work environment matters. The role of work environment coordinator at faculty and department level is to be strengthened. Work environment coordinators and HR staff with a high level of expertise are to be ensured through regular training.

- Implement:
how the various service organisations at HSC, CRC and BMC address work environment tasks and harmonise processes.

Risks with regard to gender equality and equal opportunities

For a long time, the Faculty of Medicine has conducted various efforts to counteract discrimination and highlight the significance of equal opportunities. Nevertheless, we are yet to successfully establish systematic preventive work procedures.

The faculty has identified the following priority at-risk areas:

- Risk of discrimination, harassment and victimisation due to insufficiently comprehensive systematic preventive work at local level.

- Risk of discrimination, harassment and victimisation due to unclear investigations and action processes with regard to discrimination.

- Risk of discrimination, harassment and victimisation due to insufficient knowledge amongst staff and students.

- Risk that women do not attain the highest academic positions due to structural barriers.

- Risk of insufficient gender integration, particularly in the health sciences.
Measures for gender equality and equal opportunities

A number of measures will be implemented at faculty, department and staff level in a bid to prevent identified risks.

THE FACULTY OF MEDICINE SHALL:

- Develop and implement:
  
a leadership programme for senior researchers targeted at increasing the number of non-male professors.

  a managerial training course focusing on equal opportunities.

  a course for doctoral students focusing on equal opportunities.

- Introduce and implement:
  
  systematic preventive work against discrimination in all departments or the equivalent and in all degree programmes.

  a faculty-wide action plan for use when harassment is suspected.

  a faculty-wide action plan for staff who are reported for or report harassment in order to successfully address issues and prevent reprisals.

- Organise:
  
  regular seminars and workshops for staff, students and the general public.

  a faculty-wide introduction for all new staff that focuses on equal opportunities.

- Encourage:
  
  all staff to report discrimination, harassment and victimisation at all levels of the organisation.

  activities to counteract and prevent discrimination, harassment and victimisation using information and guidance.