

Work Environment and Equal Opportunities Action Plan 2026-2027, Department of Sociology, Stockholm University

This is a living document which is regularly revised and followed up on. A more structured follow-up is made yearly by the work environment and equality group, which consists of representatives for employees, students and PhD students. (More information about the yearly follow-up can be found in *HR-Guiden* on SU:s web site).

The employer is responsible for that the actions in this document are implemented, kept alive and are followed up.

The starting point for the local Work Environment and Equal Opportunities plan should be Stockholm university's Policy for Work Environment and Equal Opportunities (*Arbetsmiljö- och lika villkorspolicy*) and Goals for the Work Environment and Equal Opportunities Work (*Mål för arbetsmiljö- och lika villkorsarbetet*).

Subjects/goals	Examination methods	Indications	Actions	Persons responsible	Follow-up
Increase the sense of cohesion at the Department	Work environment survey; Development talks	The WE survey indicate that there are problems with the cohesion between e.g., permanent and nonpermanent staff, demography and sociology, T/A and other staff	In terms of room allocation, work towards a more mixed group of employees on both floors 8 and 9. Take into account representativeness based on position and seniority in decision-making, preparatory, advisory bodies, and working groups. Identify possible overlapping research interests and encourage the formation of cross-cutting research groups and collaborations at the department (appropriate forum: research days or department day). Organize after-work activities to which all employees are invited.	Prefekt / stf prefekt / SUDA-föreståndare / administrativ chef	VT-2027 VT-2027 VT-2027 VT-2027
Create a more inclusive department	Work environment survey. Equality plan.		Revise the Gender equality mapping for 2026 and include - where possible - aspects of equality other than gender equality, such as country of birth. Regularly inform about whom to report incidents to as well as the digital reporting system, and how it can be used to report discrimination, harassment and other work environment problems.	Prefekt / RALV Prefekt / Arbetsmiljöombud	VT-2027 VT-2027
A more attractive physical work environment	Safety inspection (skydds rond) Work environment survey	Remarks in the work environment survey about cleaning, broken furniture etc	Examine further whether the aesthetic appearance of our premises can be improved in a cost-effective way (e.g. walls, toilets, kitchen on floor 9), and elevator entrances. Repaint rooms that are currently empty. Regularly remind staff (at staff meetings) who to contact if something in the office environment needs to be replaced (e.g., chair, desk, lighting).	Prefekt, stf prefekt, SUDA-föreståndare, RALV, Admin chef	VT-2027

Subjects/goals	Examination methods	Indications	Actions	Persons responsible	Follow-up
Monitor and understand study environment	Study rep in RALV, SI-ledare, course evaluations.		Investigate how course evaluations can be used better for gathering information that provides feedback on the study environment.	Prefekt/Bitr prefekt/studierektor GN/AN	VT-2027
Increased transparency regarding the department's organization, decision making	Work environment survey.	Remarks about need for increased transparency in the WE survey	Create a description of the organization and governance structure of the department. Update policy documents in the common folder and create a better and more user-friendly structure to make sure that in particular The Departmental Decision and Delegation Rules/ Besluts- och delegationsordning för Sociologiska institutionen, and other relevant governance documents that describe our decision processes and organization, are available.	Studierektor / Prefekt / Stf prefekt / IT-ansvarig / Kommunikatör	VT-2027
			Expand the dissemination of information about ongoing processes, decisions made, and current policies.	Prefekt / stf prefekt / protokollförare för respektive möte	VT-2027
			Create graphical representations of the department's course structure.	Studierektor	VT-2027
			Create better structural conditions for improved collegial influence in	Prefekt / stf prefekt	VT-2027
Increased transparency regarding teaching planning	Work environment survey. Faculty meetings.	There are many remarks about the need for increased transparency in the WE survey	Increase forward planning regarding teaching and increase transparency on how hours for teaching are distributed and followed up.	Studierektor / biträdande prefekt	VT-2027

Subjects/goals	Examination methods	Indications	Actions	Persons responsible	Follow-up
Minimize/ handle work- related stress	Work environment survey	Remarks about stress in the WE survey, in particular among employees with fixed term employment	Provide support to manage well-known risks of stress in academia by providing support to prepare for career development within or beyond academia, including planning ahead and managing stress at the end of a fixed-term employment (e.g. PhD students, postdocs, fixed-term lecturers), and following up stressors like PhD seminars. Clarify the rights of fixed-term researchers at the department with regard to teaching, supervision, service, professional development, and employment. Communicate this at the start of employment and regularly thereafter.	Prefekt / SUDA- föreståndare / Studierektor forskarutbildning / Adminchef / Supervisors	VT-2027
Reduce language barriers	-		Work towards parallel language use (Swedish/English) in the department's work, in accordance with SU's Language Policy.	Prefekt / SUDA- föreståndare /Adminchef	VT-2027