

Organizational and social work environment survey (OSA)

Department of Physics and Astronomy



14 May 2025

Introduction

- 2025 is the second time the OSA survey was done at the department. The first was in 2022.
- The survey is anonymous and not the channel to report work environment issues.
- The survey address conditions for a group of people and not single individuals.
- If you are an employee and feel subjected to harassment, sexual harassment, or reprisals you should, in the first instance, contact your line manager. If you feel subjected to harassment, sexual harassment, or reprisals from your line manager, you should contact your manager's superior.
- As an employee, you can contact the occupational health service, a safety representative, or your union for support.
- A head of the department/equivalent who becomes aware of a potential case of harassment, sexual harassment, or reprisals within their sphere of responsibility must, without delay, make an initial assessment of the need for measures and the need to investigate the matter further and take any measures that are needed.
- Report occupational injuries and incidents:
<https://www.uu.se/en/staff/service-and-tools/tools-and-guides/report-occupational-injuries-and-incidents>



Commonly identified risks 2022

- Recuperation - high work load, overtime
- Noice
- Feedback
- Administrative support
- Conflict, harassment (incl sexual), victimization



Suggested action 2022

- **Recuperation - high work load, overtime**
 - Clarify roles, responsibilities, goals and expectations
 - Ok to not answer emails outside office hours
 - Plan time for recuperation after high work load or travel
- **Noise**
 - Keep lab doors closed
 - Close office doors when talking
- **Feedback**
 - Employee dialogue/Medarbetarsamtal/ISP
- **Administrative support**
 - Communicate manuals, admin routines, purchasing, etc, in English
- **Conflict, harassment, victimization**
 - Communicate regularly about the process of reporting
 - Medarbetarpolicy/Staff policy UU
 - Early intervention
 - Train group managers/doctoral ombud in this regard
 - Social activities to strengthen group spirit



OSA in 2025

- Every member of the department was asked to fill 2 surveys. (Retired persons and short time guests excluded)
- One survey with question for grading the work environment (eng and swe versions)
- One survey with free text answers (eng and swe combined)
- Surveys was sent to members of the department in March and accepting answers for 2 weeks
 - 238 replies in survey with questions
 - 91 replies in free text survey (more than one input/suggestion allowed in the free text replies)
- No “human contact” between the survey answers and personnel at the department has been allowed.
 - The result from the survey with questions has be processed with a python code generating plots and statistics
 - The result from the free text survey has been processed by AI with a double check by an external person checking the quality of the AI work. The AI generated case studies from the free text input

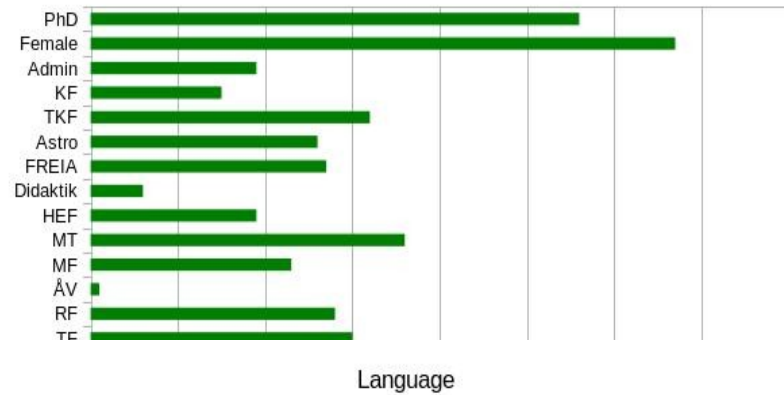


2022

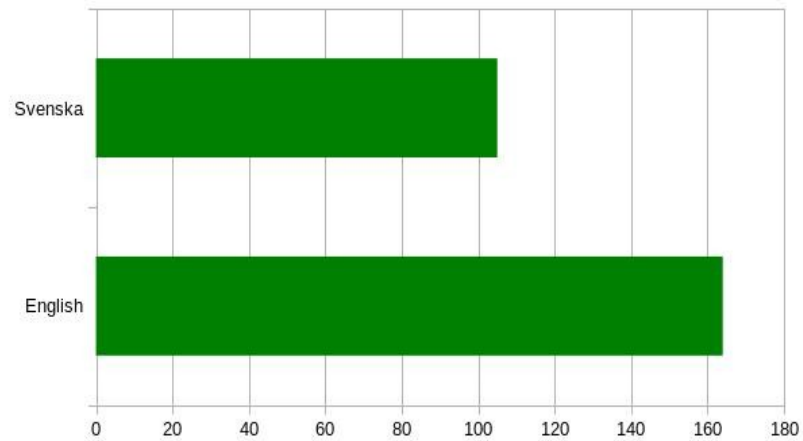
OSA vs.

2025

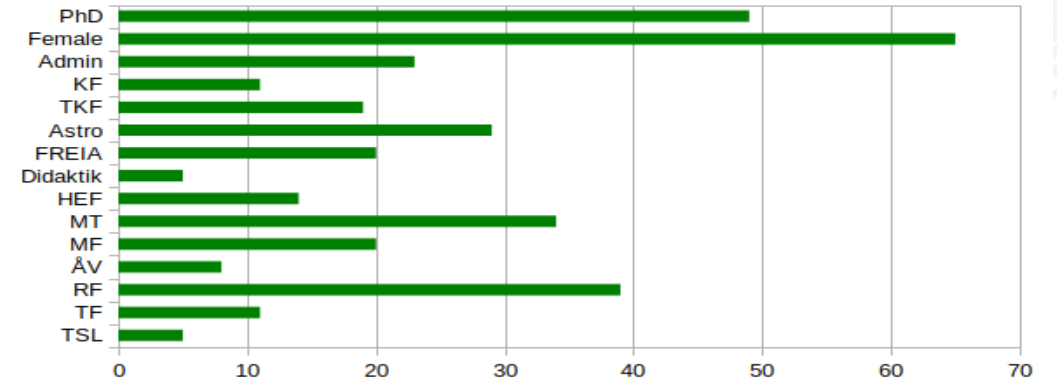
Divisions and Selections
(271 answers)



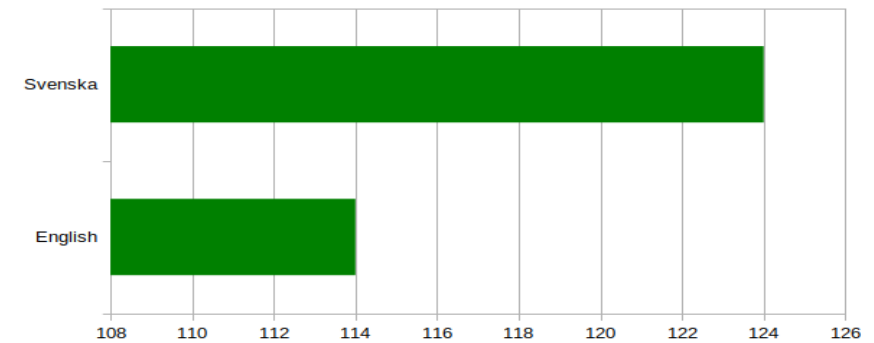
Language



Divisions and Selections
(238 answers)



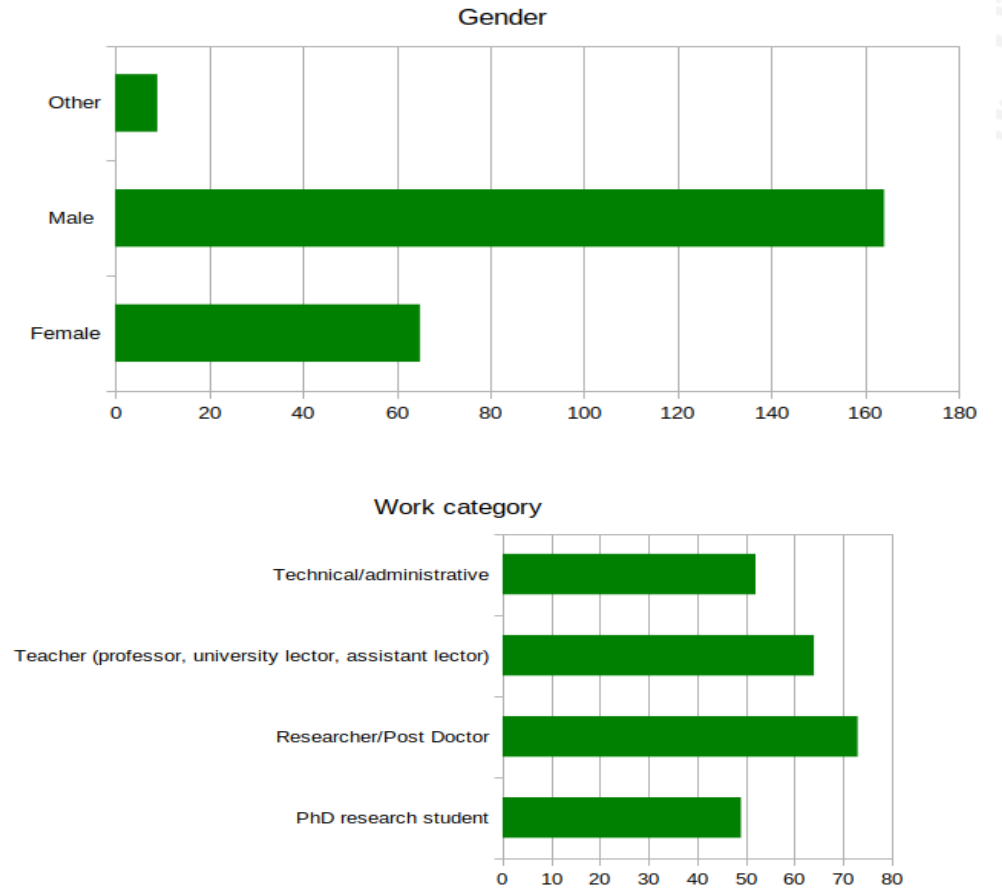
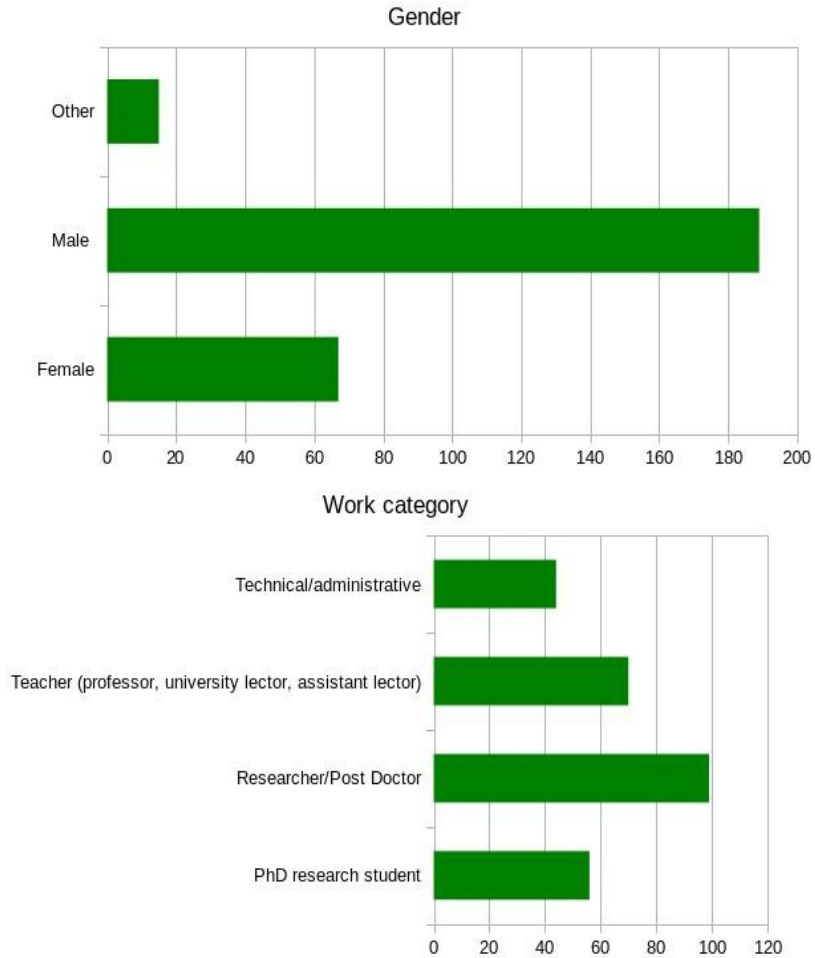
Language



2022

OSA vs.

2025



Plan forward

May 2025:

Review of the overall results for the department/equivalent — Department meeting

June–September 2025:

Divisions hold internal feedback meetings and work with the results.

May–September 2025:

The Work Environment Group conducts a risk assessment of identified risks and finalizes a proposed action plan based on the risks and proposed measures developed during the feedback meetings — Department meeting

October, Week 42, 2025:

Board retreat to work with the OSA survey results and the proposed action plan

November 19, 2025:

The employer decides on the action plan — Board meeting

November 2025:

Presentation of department-wide/equivalent risk assessment with action plan — Department meeting

November 2025:

Presentation of the risk assessment with the approved action plan for the divisions

January/February 2026:

Follow-up according to the action plan — in the Work Environment Group and IVP



Review of results 1

- The division will receive:
 - The result from the department wide survey (no separation between categories)
 - The result from the division answers to the survey (no separation between categories)
 - 5 case studies based on the free text inputs
 - Every member gets the booklet with "Staff Policy"
- The divisions are requested to:
 - Meet to discuss the OSA result for the division and department. Material will soon be sent to division heads.
 - In short:
 - Identify areas that have problems
 - Formulate actions to improve the situation at the division and department
 - Discuss the case study and suggest actions to be taken
 - More details on the procedure in the materials to be sent
- The department:
 - Collect the feed-back from the division and make an action plan which will be followed up in the departments yearly activity plan → see previous page.



<https://uppsalauniversitet.sharepoint.com/:b:/r/sites/Institutionenforfysikoastronomi/Delade%20dokument/Institution/Styrdokument/Verksamhetsplan%20IFA%202025%20FYS%202025-13.pdf?csf=1&web=1&e=sdygPZ>

Review of results 2

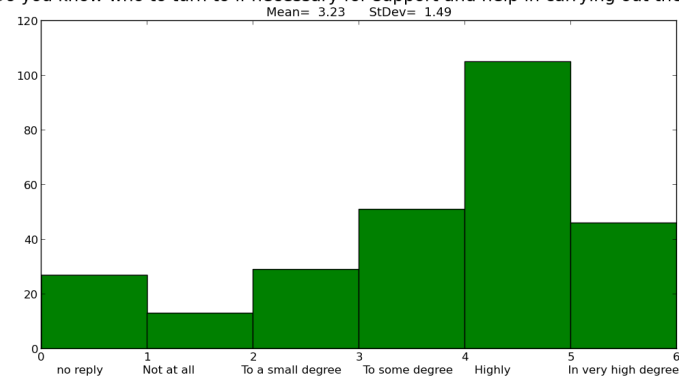
- The PhD students will receive:
 - The result from the department wide survey (no separation between categories)
 - The result from the Phd answers to the survey including selection for female resp male answers only
 - 5 case studies based on the free text inputs
- The equal opportunity group will receive:
 - The result from the department wide survey (no separation between categories)
 - The result from the answers to the survey including selections for all categories
 - 5 case studies based on the free text inputs



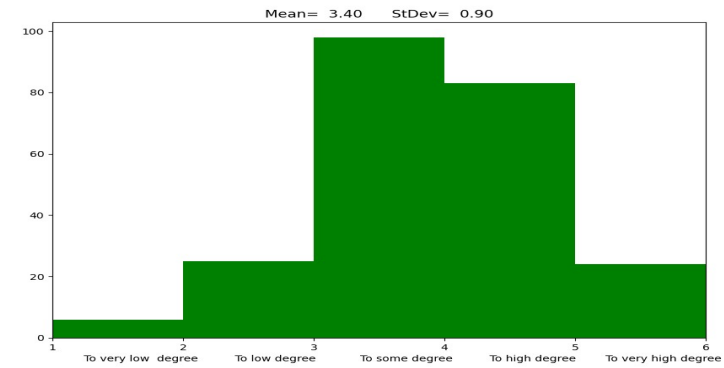
A glimpse....



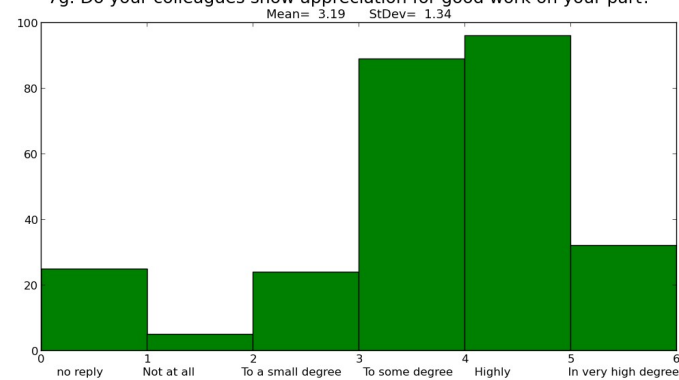
7c. Do you know who to turn to if necessary for support and help in carrying out the work?



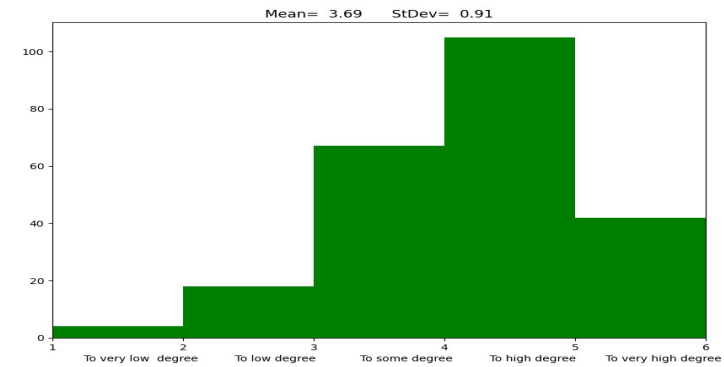
9f. you receive technical and administrative support where necessary?



7g. Do your colleagues show appreciation for good work on your part?



9d. your colleagues show appreciation for good work on your part?



2022

2025



and more....

