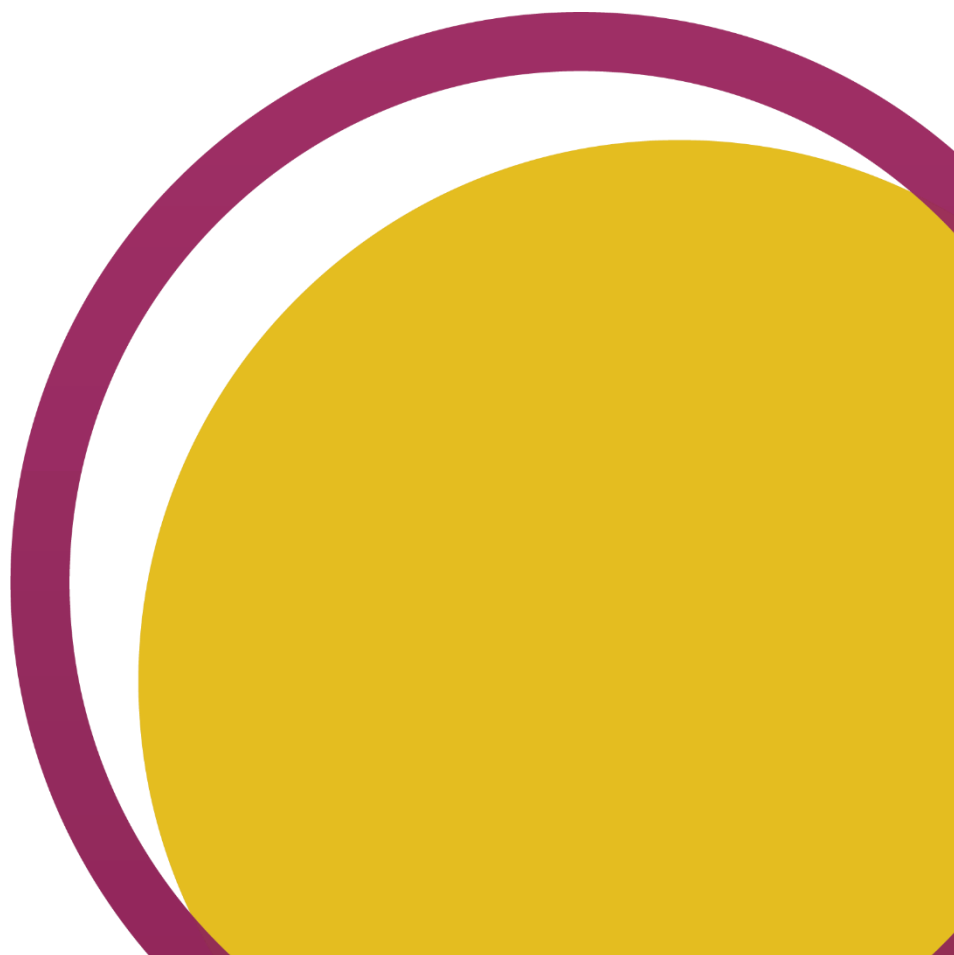


# Plan of Operations

## 2022-2023





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20



21 **Introduction**

22  
23 The purpose of this document is to give instructions on which operations shall be conducted as well as  
24 which operations are prioritized during the operational year of 2022/2023 for Jönköping Student  
25 Union (JSU) and is established by the Annual General Meeting. The board has the right to interpret the  
26 goals if there are any uncertainties.

27  
28 The JSU Board is tasked with actualising the Plan of Operations and is responsible for delegating *who* in  
29 the organisation shall carry out the recurring activities as well as the goals, and in some cases *how*. Other  
30 documents may give the JSU board information on who shall carry out the goals and shall consider these  
31 when delegating.

32  
33 The Plan of Operations must be adapted to the current circumstance affecting JSU, such as political climate  
34 both locally and nationally, other steering frameworks, budget and other resources available.

35

36 **What is the Plan of operation based on?**

37  
38 The Plan of Operations has its base in the purpose statement of JSU as written in the By-laws and is  
39 for clarity's sake included in this document with an elaboration on what the purpose means. Each  
40 area's purpose, recurring activity, and goal shall in some way contribute to the overall purpose.

41

42 **Purpose**

43  
44 "The student union's purpose is to work towards and create conditions for students studying at JU  
45 where they are included, supported, and safe in their student life. "

46

47 *Included*

- 48 Stands for:
- 49 - that all students shall be included in the development of 1) their education and 2) conditions  
50 impacting the education.
  - 51 - that all students shall feel that they are a part of the student community and have meaningful  
52 leisure time, whether this means finding new friends, just having fun or developing skills for  
53 the future.

54 *Supported*

- 55 Stands for:
- 56 - that all students shall know and feel that the student union has their back when it comes to  
57 voicing their opinions as well as supporting them in their issues related to education.

58



59 *Safe*

60 Stands for:

- 61 - that no student shall be afraid of reprisals when they voice their opinion.
- 62 - that the study environment, as well as the social environment, is a place where every student
- 63 can participate without being discriminated, bullied, or harassed in any way.

## 64 **Basic Principle**

65 JSU's operations are based on one basic principle which is that the union is run by students, for  
66 students.

67

68 This means that what can be done by students, either volunteer or remunerated, should be done by  
69 students. It also means that each student must take one's responsibility and contribute to the student  
70 life if there is to be one; whether that means answering a course survey, being part of a study social  
71 group, being a part of one of the boards or apply for one of the remunerated positions.

72

## 73 **The structure of this document**

74

75 The Plan of Operations consists of 12 chapters and each chapter can be divided into three different  
76 categories. The Plan of operations shall describe *what* operations shall be conducted during the  
77 operational year and to the largest extent possible, leave flexibility on *how* and *who* shall ensure that  
78 the goals are reached.

79

## 80 **Purpose of the individual areas**

81 Each chapter has a section that describes the purpose of the area.

82

## 83 **Recurring**

84 Each chapter has a list of recurring activities which has the purpose of giving the members insight into  
85 the operations performed which are conducted continuously throughout a year and which are  
86 conducted to uphold the organisation in its current form.

87

## 88 **Goals/Focus areas**

89 Each chapter then describes the specific goals or focus areas that the organisation shall work for or  
90 focus on during the year. This part is divided into primary and secondary goals/focus areas and this  
91 division communicates which goals/focus areas shall be prioritized during the year. Not every chapter  
92 has secondary goals/focus areas.

93 The aim is to achieve the goals within the year and might be completed at different points during the  
94 year. However, some points under this category can't be achieved within one year and as JSU, like any  
95 organisation, has limited resources, there is a need to choose which areas to focus on and the same  
96 goal might be kept for another year. This situation is mostly applicable to the student questions  
97 (chapters 1-5).



98 **Chapter I – Education**

99

100 **Purpose:**

101 The purpose of this area is to work towards that each student receives the highest quality education  
102 possible and that individual students, as well as student representatives, have a good opportunity to  
103 impact the development of their education.

104 **Recurring:**

- 105 - Continue managing student cases.
- 106 - Continue being a support function for the education committees.
- 107 - Offer one education for the education committees each semester.
- 108 - Participate in JU's cyclical quality assurance system.
- 109 - Represent in the different education councils and committees.
- 110 - Monitor JU's progress within the area of digitalisation from an educational perspective.

111

112

113

**In 2022/2023, Jönköping Student Union shall:**

114 **Primary:**

- 115 - Lobby for JU to develop the feedback routines after a course survey to the students who made  
116 the survey.
- 117 - Work for the conclusions of the report "Project: Course Development" to be implemented both  
118 at JU and JSU.
- 119 - Closely follow the development of "EDUCATE" to ensure that JU continuously improves  
120 teachers' pedagogy abilities and where it is possible, lobby for a general improvement and  
121 education of teachers within pedagogy.
- 122 - Investigate the possibility of implementing a Studentombudman at the union and if possible,  
123 implement the position as soon as possible.
- 124 - Investigate how the union can support the student associations with the issues surrounding  
125 internships and work with internship issues on its own.
- 126 - Investigate how JSU systematically can work with QAR.

127 **Secondary:**

- 128 - Lobby for a faculty transcending definition where mandatory elements must reward credits.
- 129 - Investigate how JU works with program evaluations.



130 **Chapter 2 – Work Environment**

131

132 **Purpose:**

133 The purpose of this area is to work towards that all students have the best conditions possible to  
134 succeed in their studies, which includes how the education is structured, students' health, and the  
135 physical as well as psychosocial work environment.

136 **Recurring:**

- 137 - Continuously monitor the work environment situation at each faculty through the
- 138 committee WORC.
- 139 - Continuously participate in JU's Work Environment Committees meetings.

140

141 **In 2022/2023, Jönköping Student Union shall:**

142 **Primary:**

- 143 - Work for a development of the group room system.
- 144 - Work for more pleasant physical work environments in relation to the interior at each facility.
- 145 - Investigate how correcting exams on time can be improved and if possible, lobby for a change.
- 146 - Continue to implement a safety round per semester, per faculty, performed by WORC.
- 147 - Continue to implement a structure of student safety representatives
- 148 (studerandeskyddsombud).

149

150

151 **Secondary goals:**

- 152 - Investigate the issues with frequently changed schedules further.
- 153 - Lobby for the implementation of 2 scheduled free days between exams.
- 154
- 155 - Lobby for the implementation of exams from not being held on weekends.
- 156
- 157 - Work for a more standardized structure in Canvas.

158



159  
160

## Chapter 3 - Equal Opportunities and Harassment

161 **Purpose:**

162 The purpose of this area is to work towards that all students can participate with equal opportunities in  
163 their education as well as their study social life and that no students are discriminated, bullied, or  
164 harassed in educational or study social contexts.

165 **Recurring:**

- 166 - Continuously participate in the forum at JU for equal opportunities.
- 167 - Continuously monitor the situation at each faculty from an equal opportunity perspective

168 **In 2022/2023, Jönköping Student Union shall:**

169 **Primary:**

- 170 - Lobby to improve the reporting system at JU for discrimination and harassment.
- 171 - Follow-up with JU as well as JSU actions following “the Prevalensstudy”.
- 172 - Investigate further how Akademien is experienced from a safety perspective by students and  
173 implement actions towards a safer experience.
- 174 - Investigate further how the Kick-Offs are experienced from a safety perspective by students  
175 and implement actions towards a safer experience.
- 176 - Work towards international students having equal opportunities to impact their educations  
177 as national students do.
- 178 - Work for equal opportunities for representation in decision making bodies at all faculties.

179

180 **Secondary:**

- 181 - Investigate the possibility to educate all involved students on cultural differences and equal  
182 opportunities and harassment and if possible, implement an education.
- 183 - Investigate how recruitment processes to all involvements within the union can become  
184 more objective and if possible, implement action against relationship biased recruitment.
- 185 - Continue to investigate and develop how the kick-off can become more inclusive.



186

## **Chapter 4 - Accommodation**

187

### **Purpose:**

189 The purpose of this area is to work towards that all students have affordable student accommodation  
190 with a good living standard.

191

### **Recurring:**

- 193 - Participate in meetings with the municipality regarding accommodation questions.
- 194 - Continuously have contact with the JU accommodation office.
- 195 - Continuously handle accommodation cases from students.
- 196 - Continuously monitor the number of admitted students and map possible scenarios in  
197 relation to the accommodation situation.

198

### **In 2022/2023, Jönköping Student Union shall:**

#### **Primary:**

- 201 - Specify which areas within the accommodation question are relevant for the union to work  
202 with and investigate how the union can make a difference within these areas.
- 203 - Investigate the possibility to collaborate with Hyresgästföreningen to offer students legal  
204 counselling and education within the Swedish accommodation system.

205





206 **Chapter 5 – Integration**

207

208 **Purpose:**

209 The purpose of this area is to work for integration between national and international students and that  
210 international students feel welcomed and included in the student community.

211 **Recurring:**

212 - Continuously develop the integrations activities on campus both from the perspective of  
213 quality as well as quantity.

214 - Continuously have contact with JU: s International Office and participate in joint planning  
215 and executing the events with the same.

216 - Continue to offer the integrations programmes currently existing.

217 - Continuously have contact with and collaborate with the international committee under  
218 each student association.

219

220 **In 2022/2023 Jönköping Student Union shall:**

221 **Primary:**

222 - Continue to investigate how the union can work with integration from a strategic perspective.

223 - Investigate what information international students are lacking and investigate if the union  
224 or JU should provide it.



225 **Chapter 6 - Sustainability**

226 **Purpose:**

227 The purpose of this area is to work towards that JSU as well as JU are as sustainable as possible  
228 following economic conditions.

229

230 **Recurring:**

- 231 - Continuously work within the environmental certification issued by the company  
232 “Miljöstrategen” by the standards of “Svensk miljöbas”.



233 **Chapter 7 – Study Social**

234  
235 **Purpose:**

236  
237 The purpose of this area is to support the students in the process of creating the study social life they  
238 want.  
239

240 **Recurring:**

- 241 - Coordinate Autumn and spring Kick Off.
- 242 - Arrange Kick Off Festival during the autumn Kick Off.
- 243 - The production and coordination of events result in recurring activities such as drawing up  
244 schedules and run sheets and executing them, bookings, contact with partners and suppliers  
245 and managing the project team.
- 246 - Monitor the situation regarding the use of campus arena during kick-offs for sittnings.
- 247 - Continuously assisting the sub-organisations which includes regular contact with all the  
248 sub-organisations, assisting them with for example bookings, their democratic structures,  
249 developments of their activities and other administrative work.
- 250 - Co-plan the welcome fairs with JU.
- 251 - Continuously have contact with partner companies regarding national as well as  
252 international trips.

253  
254 **In 2022/2023, Jönköping Student Union shall:**

255 **Primary:**

- 256 - Offer one internal board education each semester for the new board members in sub-  
257 organisations.
- 258 - Work for that all students know the union can help with starting a new sub-organisation or  
259 arranging a one-time event.
- 260 - Arrange recruitment events- and opportunities for sub-organisations twice per year.
- 261 - Investigate and if possible, implement a membership system for all sub-organizations who  
262 has fee-paying members.
- 263 - Develop a system where sub organisations receive regular updates about their account at  
264 the union both in terms of cost and income.
- 265 - Arrange a Valborg event.

266  
267 **Secondary:**

- 268 - Promote collaboration between sub-organisations.
- 269 - Continue to develop the process for how events are planned, executed, and evaluated.



270 **Chapter 8 – Service operations**

271

272 **Purpose:**

273 The purpose of the service operations is to provide venues for the study social life and to provide  
274 student-friendly prices on food and drinks.

275

276 **Recurring:**

- 277 - Continuously work to uphold a good work environment for volunteers and personnel within  
278 the service venues.
- 279 - Continuously follow-up and actively work with the financial state of the service venues.
- 280 - Continuously follow-up on and develop the supplier contracts tied to the service venues.
- 281 - Continuously order and produce products that are sold in the service venues.
- 282 - Continuously work by the environmental certification.

283

284

285 **In 2022/2023, Jönköping Student Union shall:**

286 **Primary**

- 287 - Investigate the possibility of placing parts, or all, of the service operations in a limited  
288 liability company (aktiebolag).
- 289 - Continue to investigate, and if possible, implement an alternative to the system of free  
290 water and soda at Akademien.



291  
292

## Chapter 9 – Communication and Marketing

### 293 **Purpose:**

294 The purpose of this area is to ensure that members and the union can effectively communicate with  
295 each other.

### 296 **Recurring:**

- 297 - Continuously work with the communication from a strategic perspective with a focus on  
298 how channels (social media, web, etc), the content and the methods can be developed for  
299 more effective communication.
- 300 - Coordinate and execute the different communications projects which include project  
301 leading, production of photos, video and other graphical material, and publishing digitally  
302 and physically.
- 303 - Continuously collaborate with relevant departments at JU, foremost the communication  
304 department.

305

### 306 **In 2022/2023, Jönköping Student Union shall:**

#### 307 **Primary:**

- 308 - Develop how the union informs students about student questions and core operations.
- 309 - Develop how the union communicates and invites students to give input on the union's  
310 operations.
- 311 - Develop how the union internally coordinates external communication.
- 312 - Coordinate communications and marketing efforts with the student association in the  
313 "communications group" and evaluated the collaboration continuously.
- 314 - Create an introduction video about the union and ensure it is shown at all roll calls.
- 315 - Create a video explaining how the student influences work and how you as a student can  
316 impact the student's life.

#### 317 **Secondary:**

- 318 - Clarify for the members of the Union and participants of the Kick-Off Festival that it is  
319 arranged by the Union.
- 320 - Clarify for members and participants in events arranged by the Union that the Union is the  
321 organiser.

322

323

324



325 **Chapter 10 – Organisation**

326

327 **Purpose:**

328 The purpose of this area is to ensure volunteers and remunerated have the support they need to execute  
329 their tasks and fulfil the goals set by the annual meeting.

330 **Recurring:**

- 331 - Continuously uphold and improve the work environment for volunteers,  
332 remunerated as well as employees.
- 333 - Continuously follow-up and actively work with the financial as well as  
334 organisational state of the union.
- 335 - Continuously work to ensure the membership fee is paid by all students.
- 336 - Continuously work by the environmental certification.
- 337 - Continuously update and develop the steering documents.
- 338 - Continuously offer the services in Student Service which include answering  
339 students' questions and helping them, ordering and offering material needed in  
340 their studies.
- 341 - Continuously evaluate the "Annual Timeplan" and make adjustments where  
342 needed.

343

344 **In 2022/2023, Jönköping Student Union shall:**

345 **Primary:**

- 346 - Investigate the distribution of the membership fee between the student  
347 association and the union.
- 348 - Continue to develop a handover process for the presidium which is not  
349 dependent on the presidium.
- 350 - Investigate the organisational support to the remunerated and if possible,  
351 develop it.

352

353 **Secondary:**

- 354 - Investigate how JU communicates about the mandatory membership of the  
355 union.



356 **Chapter II – National Advocacy**

357

358 **Purpose:**

359 The purpose of this area is to ensure the voices of the students studying at JU are heard on a  
360 national level.

361

362 **Recurring:**

363 - Continue to actively participate in SFS meetings and represent JSU members' opinions.

364

365 **In 2022/2023, Jönköping Student Union shall:**

366 **Primary:**

367 - Actively share the information of possibilities to get involved in SFS:s committees as well  
368 as missions.

369

370 **Secondary:**

371 - Create a handover document for JSU Rep.

372 - Clarify on the webpage what JSU Rep is.



373 **Chapter 12 – Collaboration**

374

375 **Purpose**

376 The purpose of this area is to seek out and uphold necessary collaborations as well as add value to the  
377 student life.

378 **Recurring:**

- 379 - Organise one collaborative activity for JSU and the student associations' boards  
380 per semester.  
381 - Collaborating with the existing partners according to the contracts.  
382 - Continue to actively take part in and develop the collaboration in SIV (Studentkåren i  
383 Väst/Student unions in the west.)  
384

385 **In 2022/2023, Jönköping Student Union shall:**

386 **Primary:**

- 387 - Investigate the possibilities to work with and lobby the municipality.  
388 - Implement the sponsor policy.  
389 - Develop a routine to visit the student association boards regularly.  
390 - Investigate the need and possibility to create more forums where the union and the student  
391 associations and union together can share experiences and coordinate around questions if  
392 needed.  
393

394 **Secondary:**

- 395 - Investigate the possibility for the union to work with career opportunities for students.



# **Cover Letter**

# **Plan of operation**

# **22/23**





### **Purpose of the cover letter**

This cover letters' purpose is to present the JSU Boards' motivation or explanation of some or all goals proposed in the Plan of Operations. Motivations or explanations are not given if the JSU Board believes that the goal fully explains itself.

### **Introduction**

Below the JSU Board shares information on this year's process of creating the Plan of Operations that we believe is valuable for our members to know in relation to the Plan of Operations.

The JSU Board believes that it is important to recognise that JSU has limited resources and therefore must make prioritisations. The goal from the JSU Board's side is to propose a plan of operation that is not a wish list but an actual list of prioritizations that the organisation shall work with during the year.

During the spring of 2022, the JSU Board made an effort to try to specify the unions' purpose. We felt that without a clear purpose it's hard to know what goals we should work for and how to prioritize between goals. Additionally, many students ask what the union does and work for and a clearer purpose statement could help in the communication with members. Workshops have been hosted with the JSU Board, the staff of JSU and the four student association boards to explore our purpose. This work has resulted in a by-laws proposition (number 1) but also that the goals in the plan of operation are proposed with the new purpose statement in mind.

During the spring of 2022, the JSU Board through the JSU president has made an extra effort to collect student opinions as well as input from the student association boards on *what* the union should work with and prioritize. A survey was sent out to all students and suggestion boxes were placed around campus. The workshop held with all the four boards of the student associations gave us crucial input about what they think the union should work with, apart from input regarding the union's purpose. The majority of the sub-organisations boards or equivalent have also been visited to collect input on what the union should do and inform about the annual meeting. This means that several of the proposals in this year's plan of operations comes from the survey, workshops, and meetings with sub organisations.



- **Lobby for that JU develops the feedback routines after a course survey to the students who made the survey.**
- **Work for that the conclusions of the report “Project: Course Development” are implemented both at JU and JSU.**

From the survey sent out to students, it is clear that students want to be part of their education but feel that they have a low impact or no impact on their education. This is foremost due to the lack of feedback regarding if their input has to lead to any changes. The foundation for giving feedback is the course development system with surveys and course developers. The union has during spring 2021 investigated this system and a report was compiled, called “Project: Course development” (PCD Report). This report addresses issues with the course surveys for example the lack of feedback to students after a completed course and course survey. However, it addresses many other issues as well and we believe it is of great importance to work with them all. Yet, it was clear from the survey that feedback routines are incredibly important to students and therefore we have proposed that this is its focus area even if it is included in the PCD report and then that the union continues to work for that the conclusion of the PCD report is implemented both by JU and JSU.

The PCD report is sent out as an attachment to this annual meeting.

- **Closely follow the development of “EDUCATE” to ensure that JU continuously improves teachers’ pedagogy abilities and where it is a possible lobby for a general improvement and education of teachers within pedagogy.**

From the survey sent out to students, it was clear that the teacher’s ability within pedagogy is a prioritized area and important that it is improved. JU is implementing a new project called EDUCATE which aims at developing teachers’ capabilities within different areas, one being pedagogy. Thereby we think it’s the right forum and a good opportunity to work for that pedagogy is prioritized within this project but also that we bring up this question in the other forums we have access to.

- Investigate the possibility of implementing a Studentombudman at the union and if possible, implement the position as soon as possible.

#### **Current system:**

The educational committees at each student association handle the majority of so-called student cases\*. The Vice President of the union takes over cases if they are too complicated or when it is required to go higher up in the academic hierarchy to solve the issue where the vice president naturally has a better connection or sits in the councils relevant for the question.



\* Student case: where a student(s) has an issue with their education which can be everything from not getting an exam corrected on time, unfair grading to structural or more time-pressing issues with the quality of the education.

### **Identified issues with the current system:**

- Educational committees are built of volunteers which are switched out very often and the handovers are not a stable routine which means that it is difficult for the committee to give the same quality of help to every student.
- Student cases take up a lot of time for the educational committees which means they can spend less time contributing to the development of education from a more long-term perspective.
- The Vice President is also switched out regularly and the handover process is not stable which means that there is no stable support to the education committees in terms of handling cases and the quality of the help to the individual student is also affected by this and has a high risk of being low.
- In many cases both the volunteers of the committees and the vice president meet students who are stressed and, in some cases, have been subjected to discrimination or harassment, and neither position has the education or the experience to handle and meet these students in a good way.
- It is confusing for students in terms of who they should turn to in order to receive help with their student cases when they first have to turn to a committee and then might need help from the vice president. This might lead to students not submitting their cases and do not receive help.

### **Future solution:**

We first want to clarify here that we in no way believe that the committees or the vice president are not doing their best and their work in helping students is invaluable. However, we think that the requirements on especially the volunteers but also the vice president are unreasonable and that the quality of the help we together offer to the students could be much higher than it is. In addition to this, if time is freed up for the committee and the vice president they could focus on the more long-term representation and quality of the education, which is where student representatives are needed, and it is only students who can do this work.

We have looked at how other student unions work within this area, and many have an employed position called "Studentombudsman" which handles these cases instead of volunteers or remunerated. We believe that an employed Studentombud has the possibility of creating routines in a different way which would lead to a more effective and increased quality in the help students can receive. In addition to this, a studentombudsman will have experience and education in the area of handling difficult conversations and helping someone who has been subjected to discrimination or harassment which also results in a much higher quality of help received.



There will still be a communication issue with reaching students that this function exists and if it is implemented the union must do a communication effort, but we believe that one place will be easier to communicate to the students and in the end, lead to more students reporting their cases.

**Consequences of the suggestion:**

One out of the four educational committees have expressed worry that not handling student cases would lead to the committee getting further away from the students and noted that many of the current committee members have applied for the reason that the committee handles student cases.

Another potential consequence is that the union must look over the internal organisation as it with the current budget and structure there is no place for another employee. Simply put, we cannot afford it. The board does not believe it is reasonable to increase the membership fee. The first option would be to approach JU in this question as many other universities full or partly funds the position and the second option would be to investigate if effectivizations and saving can be done without decreasing our capabilities in actualizing the plan of operations and our recurring operations.

**Summary:**

We think there is much to be gained by introducing a studentombudsman to student life and that despite some possible negative aspects the positive aspect outweighs these and that this solution would be for the better of all students. As education is one of our most important areas and it is what the students after all are here for this area and this implementation should be highly prioritized in terms of resources. However, there may still be aspects to investigate so therefore, the board would like to look at this suggestion a bit closer and anchor it even further with the student associations and their committees and look at the potential consequences for the union before an implementation.

- **Investigate how JSU systematically can work with QAR.**

QAR is a component in JU's cyclical quality assessment system and is simplified a report procured after an assessment and can contain very valuable information for the union and student associations but the union do not right now have a clear routine for how to handle these reports and how to use them in the unions work with educational quality. Therefore, we think it is important that this is developed.



- **Work for a development of the group room system.**

From the survey sent out to students, it is clear that a functioning group room system is crucial. The feedback from students is that the system is ineffective because many group rooms are booked but not used. Several suggestions on how this can be solved have come in but there might be a need to do some further investigation into different options.

- **Continue to implement a safety round per semester, per faculty, performed by WORC.**
- **Continue to implement a structure of student safety representatives (studerandeskyddsombud).**

The union and student associations still lack a clear structure where each faculty is evaluated from a work environment perspective and by implementing a safety round this could be achieved. Additionally, to this system, it would be beneficial if the rounds are performed by students who are educated to be student safety representatives and these students would also be able to contribute to the work environment question within WORC (Work Environment Committee) and this is still not fully in place.



- **Lobby to improve the reporting system at JU for discrimination and harassment.**
- **Follow-up on JU as well as JSU actions following “the Prevalensstudien”.**

In spring 2022 a national study called “Prevalensstudien” was conducted with the aim of mapping out how many staff and students have experienced that they have been subject to discrimination, bullying and harassment at the universities around Sweden. JU’s result was not positive and showed a lot more work could be done and both JU and JSU have put forward a suggestion for development within this area.

This study has shown how much there is still left to be done for our students and for the staff that teaches our students to feel safe and should thereby be a prioritized area to work with. Therefore, we think it is important that we follow up on the action both JU and JSU have presented so they are implemented and evaluated.

Additionally, this study shows that there is an urgent need for the reactive system to work. A question we have actively been working with for the past 2 operational years but without much result as JU has not prioritized the question. This study put the spotlight on these questions and we are more hopeful that our lobbying will be more effective and that a change can be made in this area therefore we would like to keep the first goal for one more year.

- **Investigate further how Akademien is experienced from a safety perspective by students and implement actions towards a safer experience.**
- **Investigate further how the Kick-Offs are experienced from a safety perspective by students and implement actions towards a safer experience.**

Following the national study described above the union sent out a survey only to the student on the topic of discrimination, bullying and harassment and with the focus on *where* students’ experiences being discriminated, bullied and harassed. The result shows that in terms of the union’s operations and the study of social life, Akademien and the Kick-Off is the places where most students report that they have experienced these things and thereby we believe we should investigate this further and see if more can be done from our side. For example, we might need to have a reactive system on our own, work with our staff like guards and the aka crew differently or educate involved students and regular students in different ways.

The students answering the survey reported that overall, the biggest issue is within the education and this issue we will follow up on in the goals above.



- **Work for international students to have equal opportunities to impact their education as national students.**

This is for most in relation to language and to continue lobby for that where it is possible to speak English it shall be in English to enable international students to represent themselves and students in general under the same conditions as Swedish speaking students.

- **Work for equal opportunities for representation in decision making bodies at all faculties.**

There are still differences in how the student associations are represented at the faculty level and it is of importance that all students have equal opportunities to represent the students regardless of faculty. In addition to this, the union has experienced that there is a widespread problem with the attitude towards student representatives among the staff of JU and if there is a negative bias against student representatives it results in an unequal opportunity for representation and making students' voices heard.





- **Specify which areas within the accommodation question are relevant for the union to work with and investigate how the union can make a difference within these areas.**

The Union is still not working well within this area and as there is not a clear counterpart within this area (as it is within education for example where JU is the clear counterpart) there is no clear structure for how the union can influence this area. This should not continue and therefore the board proposes that this area is investigated next year and that it is mapped out how the union can work with the area.

- **Investigate the possibility to collaborate with Hyresgästföreningen to offer students legal counselling and education within the Swedish accommodation system.**

The Union has not had the opportunity to work with this area during the operational year of 21/22 and would therefore like to try and work with this question under the next operational year.

Many students lack experience in the legal aspects of signing an accommodation contract both when it comes to rights and obligations. The union has no resources to offer legal counselling or education and should therefore seek out partners in this and the natural one would be Hyresgästföreningen which works with these questions.



- **Investigate the possibility of placing parts or all the service operations in a limited liability company.**

The Union has not had the opportunity to work with this area during the operational year of 21/22 and would therefore like to try and work with this area under the next operational year.

The Service Operations operate on a higher uncertainty than the core operations and by putting it in a limited liability company (Aktiebolag) the core operations would be protected from a potential loss in the service operations and there are also other financial benefits of having a company in terms of taxes. However, there are also difficulties with having volunteers work for a company and therefore the JSU board propose to investigate this question thoroughly and present the result and potentially a proposal at the next annual meeting.

- **Investigate and if possible, implement an alternative to the system of free water and soda at Akademien.**

The Union has not had completed the investigation and not found a solution to the issue but like it is a very heavy cost for the organisation we would like to try and work with this question in the next operational year.

The system with free water bottles and soda cans at Akademien is an unsustainable system from an economic and environmental perspective. However, the JSU board believes that the free alcohol-free options are an important part of Akademien and therefore wants to investigate and if possible, implement an alternative that is less expensive and more environmentally friendly.



- **Develop how the union informs students about the student question and core operations.**
- **Develop how the union communicates and invites students to give input on the union's operations.**
- **Develop how the union internally coordinates external communication.**

From the survey sent out to students and the workshops with the student associations and the board's experience, many students are not aware of what the union works with and for. If students are not aware of us and our operations, they do not have the conditions to influence what the union should work for and then we lack our basic foundation. We are by students, for students. Following this, the board proposes that we during the next operational year focus on developing how we inform the student about our operations as well as how we invite students to give input on what the union should work with. This in turn requires us to develop how we internally coordinate communication and see how everyone internally can be a part of this.



- **Investigate the distribution of the membership fee between the student association and the union.**

During this operational year, the question of why the distribution of the membership fee between the union and the student association is the way it is was brought up. Currently, each student association gets 22kr per student who studies at the relevant faculty and pays the fee, for the students who pay 330 and 200 kr. The board have been unable to find any clear historical reasons as to why this division is as it is. Before 2010 the student association and the union had separate membership fees and from what the board knows the student association membership was approximately 20 kr so it might be that the two different membership fees were just added together. The JSU Board thinks that despite historical reasons, it is relevant to look over the distribution together with the student associations to see what we together think that the membership fee shall go. How much of it should go to what the student associations do and what the union does while investigating if there is a need to change the distribution.

- **Investigate the organizational support to the remunerated and if possible, develop it.**

The remunerated meets challenges in terms of leadership and strategic development of their organisations and as many remunerated are fairly inexperienced within these areas, extra support and education could be very valuable to ensure that they can perform their tasks correctly, efficiently and with quality. Therefore, the board suggests looking over how the union can support all the remunerated presidents, the vice president and the project leader from these two perspectives.



- **Actively share the information on possibilities to get involved in SFS:s committees as well as missions.**

This goal was not achieved during 21/22 but the board still believes there is value to offering the chance for individual students to be involved on a national level at the same time as it would continue to build the union involvement within SFS. Therefore, the board's suggestion is to keep this and see if a routine can be built around this.



- **Investigate the possibilities to work with and lobby the municipality.**

This has not to be achieved during 21/22 but the board would like to keep this goal for next year and see if it is possible to investigate this area.

From the increased collaborations with other unions during the operational year, the JSU board has realised that we as a union work very little with the local municipality and have understood from other unions that there are several benefits from the collaboration they have. Therefore, the JSU board proposed to investigate how the union can work with the municipality in Jönköping.

- **Develop a routine to visit the student association boards regularly.**
- **Investigate the need and possibility to create more forums where the union and the student associations can share experiences.**

From the workshop with the student associations, it was clear that they wished for a closer collaboration where they are informed more regularly on the union's operations and how the union is structured. For example, including an introduction about the union from the union during the student association handovers. It was also identified that forums such as the Kick Off committee and the educational committee under the union are well functioning and it could be interesting to see if more forums like this for other positions could be created and coordinated by the union.