



AALBORG UNIVERSITET

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AMIU – Working environment discussion 2020, Department of Materials and Production

Time: Wednesday, August 26, 2020 at 9.00-11.00 - SU participates at 9.00-10.00

Place: Room 56, Fib 14.

Participants: Kjeld Pedersen, Casper Schou, Jette Marie Christensen, Karina Boller Jensen, Karina Kjeldgaard Ludvigsen, Peter Fojan.

Absent: Niels Gorm Rytter (AMIU), Christine Steenberg Pedersen (SU)

Other participants: The Joint Consultation Committee participates under item 1: Lars Rosgaard Jensen, Brian Vejrum Wæhrens, Klaus Kjær, Kjeld Nielsen, Lars Diekhöner, David Hansen.

Minutes

1. Working environment discussion: debate and input to the working environment 2020/21 – SU participates

- A) *What has been in focus the last year? AMIU gives a brief status of the past year's work in the working environment committee and SU informs us on their work related to working environment.*
- B) *Debate, ideas and input on possible topics for the coming year. What topics should we focus on in 2020/21?*

Enclosure 1: Link to material on working environment discussion: <https://www.arbejdsmiljoe.aau.dk/arbejdspladsvurdering/#359211>

Enclosure 2: Working environment discussion 2019

Enclosure 3: Status and presentations on topics in 2020/21

A) Status

Jette opened the meeting by setting the frame and purpose for the discussion with the Joint Consultation Committee.

On behalf of the entire AMIU, Karina Boller gave a status of the working environment based on the points described in enclosure 3 (Status and presentations on topics 2020/21). She supplemented with the finding that the corona outbreak and repatriation naturally have filled a lot and have challenged well-being, knowledge sharing and community. But despite the circumstances, we made it work and has come through the situation reasonably well. Among other things, it has shown us that we can also use "the digital" in social activities and networking. Karina also talked about the experiences with the "new" organization where the working environment groups are executive and AMIU has a more coordinating role. It works really well. We



know the task, and each one of us knows what to do and when. We have become more visible in the organization and vigorous both at and between meetings. It is constructive and operational.

Karina also took a brief look ahead: We are waiting with impatience for the sickness absence statistics during corona time – what will the numbers show and is there anything we can learn from it? APV: We usually changes focus from year to year (in 2018 mental work environment, in 2019 physical work environment, etc.). In the future, we will focus on all areas every year. The Working Environment Authority will visit Fib 16 in the near future. They should have visited us on Fib 14 earlier this year, but they have not turned up yet – probably because of corona.

Lars Rosgaard Jensen told on behalf of the Joint Consultation Committee about the working environment-related issues they have worked with. The work has particularly concentrated on gender equality, fair and visible distribution of work tasks (activity planning) and repatriation due to corona.

B) Debate and discussion

We came around the following inputs and main topics:

- **Work-life balance**
How do we ensure a good balance for all employees regardless of age and life situation? The impact on the work is pronounced, but the framework is fluid – it can be difficult to see what is expected of you as a researcher, teacher, administrative employee, etc. When has one done well enough? What does the competitive culture do and is there anything about the job structure in the university that makes it more difficult? Should we change the job structure? This issue is also being discussed in the Central Consultation Committee (HSU).
- **An everyday life with corona**
There are many offshoots that needs to be discussed and incorporated into everyday life, e.g. online meetings, mental health, homework and presence (could we operate with 'the open door' when working from home? How do we avoid burdening the employees who show up physically? How do we ensure a fair division of tasks and a professional environment?)
- **Work backlog after corona; general work pressure due to the exposed tasks.**
- **Bullying**
This is a difficult issue, it depends on whether it is only about a 'stand-alone experience' or whether it is about a 'constant pressure'. What exactly does the result from the well-being survey cover? Offensive behavior, bullying and abuse in one and the same question – maybe one should ask in a different way, but we have no influence on the questionnaire. It is an individual assessment / experience. We encourage employee to go to their leader if they do not thrive or if they experience abusive behavior. It is gratifying that the majority have spoken to their leader. We generally try to build a trust between managers and employees, but what do we do when the person experiencing bullying does not want to enter into a dialogue with their leader (or someone else) about the situation?
- **Cohesion – well-being and community in the research groups**
It takes effort to maintain the good things we have accomplished. It is important that we take responsibility for each other. This can also help us avoid bullying. How do we keep the groups alive and make them function collegially while helping each other and discussing things, e. g. research and teaching?

Who does what?



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| 2. Working environment discussion in AMIU |
| <i>The working environment discussion follows the agenda in the template - see enclosure.</i> |
| <i>Enclosure 4: template for working environment discussion</i> |
| Discussion carried out based on the template – see points, goals, etc. in Minutes from working environment discussion. |
| <i>Who does what</i> When the Minutes from the working environment discussion have been approved by AMIU members, Anne sends it to the Working Environment Section (deadline August 31, 2020). |
| 3. Communication to the Department |
| <i>Is there anything from today's meeting we need to communicate and who will do it?</i> |
| <i>Enclosure: none</i> |
| We can generally get better at our communication to employees. It is a challenge for us to reach out to the entire department. There is potential for improvement, and we will continue to work on that. In future, we will have this item on the agenda. In relation to the specific meeting and the working environment discussion, we will send an email to the employees at the department with the following main messages: <ul style="list-style-type: none">• we have had a working environment discussion together with SU• the goals for 2020/21• use your working environment representative... and who are they again (name, affiliation, telephone number) + link to minutes on intra. |
| <i>Who does what</i> Anne makes a proposal; Kjeld sends out via email. |