

# Board Report 2021/2023



## **The PhD Chapter at KTH / Doktorandsektionen vid Tekniska Högskolans Studentkår**

A report summarizing chapter operations during the mandate period July 2021 - June 2023.



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## Nomenclature

KTH: Kungliga tekniska högskolan (The Royal Institute of Technology)

FR: Fakultetsrådet (The faculty council)

US: Universitetsstyrelsen (The university board)

THS: Tekniska högskolans studentkår (KTH student union)

Dr/THS: Doktorandsektionen vid Tekniska Högskolans Studentkår (PhD chapter at KTH)

KS: Kårstyrelsen (The union's board)

KL: Kårledning (The union's management team)

KF: Kårfullmäktige (The union council or the general assembly)

CFU: Chef för utbildningsinflytande (Head of educational affairs)

PAD: Program ansvarig doktorand (PhD student representative for the program)

DrInK: Doktorand Integrerade Klubbmästeriet (Master of ceremonies group)

SFS: Sveriges förenade studentkårer (The Swedish National Union of Students)

SSCO: Stockholms studentkårer centralorganisation (Stockholm's student unions central organisation)

STAD: Stockholm förebygger alkohol- och drogproblem (Stockholm prevention of alcohol and drug problems)



## Purpose

A Chapter Board Report is a summary and analysis of the activities conducted by the PhD Chapter during the past year. It accounts for the organizational operations undertaken by the Chapter, including its financial operations, work in educational advocacy and representation, internal affairs, and external affairs. This document is also intended to serve as a background for the auditors' report. Further, the THS bylaws<sup>1</sup> (via §9.1.1.) mandates each chapter to write an annual report, as does the PhD Chapters' statutes. This report has been written by Mohammad Abuasbeh, who was the chairperson for the PhD Chapter during the second half of the mandate year 2021/2022<sup>2</sup> and 2022/2023.

## Background

The objectives of the PhD Chapter are to promote more effective and higher quality PhD education and research, promote a stimulating work environment, and improve the general conditions for its members. The PhD Chapter should also work toward fostering greater unity and fellowship among its members. 2021/2023 was a rather busy and rather unusual mandate for the PhD Chapter. The operations of the Chapter were characterized by the global COVID-19 pandemic, the slow easing of restrictions during post-pandemic on public events, initiating school-level PhD surveys, starting to work with the newly granted KTH activity budget of 1,000,000 to the PhD chapter, as well as dealing with the negative impacts of the new migrations law "New Aliens Act" that severely affected international PhD students and researcher in Sweden. The sections below present an overview of elected officials and the work done by the Chapter during the year.

## Elected Officials and Appointed Representatives

### PhD Chapter Board of Directors 2021/2022

Chairperson	Mohammad Abuasbeh (since December 2021)
Vice-Chairperson	Federico Izzo (until December 2021)
Treasurer	Mohammad Abuasbeh (until December 2021) Saumey Jain (since January 2022)
Education Manager	Daniel Berlin (since December 2021)
Council Coordinator	Saiman Ding (until December 2021)

<sup>1</sup> [https://cdn.thskth.se/wp-content/uploads/2018/07/THS\\_Reglemente\\_180515\\_ENG.pdf](https://cdn.thskth.se/wp-content/uploads/2018/07/THS_Reglemente_180515_ENG.pdf).

<sup>2</sup> Mohammad Abuasbeh was elected as chair from 14th December 2021 on the [2nd chapter meeting 2021/2022](#).



Communication Manager	Fabio De Ferrari (since January 2022)
Event Manager	Sahba Zojaji (since December 2021)
Business Liaison	Ines Lourenco (until December 2021)
Workgroup Manager	Jing Jing
Webmaster	Vacant

### PhD Chapter Functionaries 2021/2022

THS Student Council (KF)	Mohit Daga
Auditors	Anna-Karin Högfelddt Kateryna Morozovska
Nomination Committee	Sina Sheikholeslami Ines Lourenco (since January 2022) Tage Mohammadat (until December 2021) Deniz Yildiz (until December 2021) Alessandro Enrico (until 31 May 2022) Mohammad Abuasbeh (until 31 May 2022)
Master of Ceremonies	Ines Lourenco
Standard Bearers	Mohammad Abuasbeh (since January 2022) Daniel Berlin (since January 2022)
Head of Women Doctoral Student Committee (WOP)	Deniz Yildiz (until December 2021)

### KTH Central Representatives 2021/2022

University Board (US)	Saiman Ding (until December 2021) Mohammad Abausbeh (from December 2021)
Strategic Council (SR)	Jing Jing
Faculty Council (FR)	Federico Izzo (until December 2021) Saumey Jain (since December 2021)
Future Faculty Group	Federico Izzo (until December 2021) Saumey Jain (since December 2021)
Language Committee	Daniel Berlin (since December 2021)
Board of Education (UN)	Daniel Berlin (since December 2021)



Third Cycle Education Committee (FU)	Mohammad Abausbeh (Until December 2021) Daniel Berlin (since December 2021)
KTH Sustainability Council	<sup>3</sup>
Ethics Committee	<sup>4</sup>
Scholarship Committee	Federico Izzo (until December 2021) Fabio De Ferrari (since December 2021)
ISP Focus Group	Fabio De Ferrari (since December 2021)

### National Representation 2021/2022

Migration Law National Campaign Workgroup	Mohammad Abuasbeh
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### PhD Chapter Board of Directors 2022/2023

Chairperson	Mohammad Abuasbeh
Vice-Chairperson	Vacant
Treasurer	Saumey Jain (Until December 2022) Fabio De Ferrari (since January 2023)
Education Manager	Doğa Gürgünoğlu
Council Coordinator	Vacant (Until December 2022) Jana Vasiljevic (Since January 2023)
Communication Manager	Fabio De Ferrari (Until December 2022) Vacant (Since January 2023)
Event Manager	Sahba Zojaji (since December 2021) Beatriz Pérez-Horno
Business Liaison	Sahba Zojaji
Workgroup Manager	Elina Charatsidou
Webmaster	Daniel Medeiros

<sup>3</sup> Appointed by the board on a case by case basis.

<sup>4</sup> Appointed by the board on a case by case basis.

### PhD Chapter Functionaries 2022/2023

THS Student Council (KF)	Ksenia Loskutova
Auditors	Pil Maria Saugmann
Nomination Committee	<b><i>Until December 2022</i></b> Sina Sheikholeslami Ines De Miranda De Matos Lourenço Federico Izzo Jing Jing Daniel Berlin <b><i>Since January 2023</i></b> Saumey Jain Vladilena Gaisina Doğa Gürgünoğlu
Master of Ceremonies	Saumey Jain Beatriz Pérez-Horno
Standard Bearers	Martin Karp (since January 2023) Mohammad Abuasbeh (since January 2023)
Head of Women Doctoral Student Committee (WOP)	Chrysovalantou Vasiliki Leva (since January 2023) Elina Charatsidou (since January 2023)

### KTH Central Representatives 2022/2023

University Board (US)	Mohammad Abausbeh
Strategic Council (SR)	Fabio De Ferrari <sup>5</sup>
Faculty Council (FR)	Saumey Jain
Employment Council (AN)	Saumey Jain
Future Faculty Group	Fabio De Ferrari
Language Committee	<sup>6</sup>
Board of Education (UN)	Doğa Gürgünoğlu
Third Cycle Education Committee (FU)	Doğa Gürgünoğlu
Academic Reference Group for Sustainability	Beatriz Pérez-Horno

<sup>5</sup> Assisted by Mohammad Abuasbeh.

<sup>6</sup> Appointed by the board on a case by case basis.



Ethics Committee	Elina Charatsidou
Scholarship Committee	Fabio De Ferrari <sup>7</sup>
ISP Focus Group	Sahba Zojaji
ASP reading group (created by UN)	Daniel Medeiros
Committee for the assessment of suspected deviations from good research practices	Daniel Medeiros
Equality council	Elina Charatsidou

### National Representation 2022/2023

Migration Law National Campaign Workgroup	Mohammad Abuasbeh Daniel Medeiros
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## Account on Financial Operations

During the mandate year 2021/2022, two important aspects can be highlighted regarding the PhD Chapter's financial situation. First, by the end of 2021, the PhD Chapter obtained a professional license for bookkeeping software Fortnox to provide more transparency and facilitate accounting and financial auditing. This became especially necessary given the recent PhD Chapter annual budget of 1,000,000 kr granted by KTH. Second, the board initiated communication with school councils in order to promote activities in all schools and facilitate funding allocation and financial administration. The funds are primarily spent to support the Chapter and school council activities, including activities related to educational advocacy, student representation, career development, equality and diversity, work environment and wellbeing, equality & diversity as well as social events. This first installment of this annual budget was transferred to the chapter, on June 18th, 2021. The pending activity grants, and the need to establish a suitable system to manage these funds combined with the ongoing global pandemic put on hold the planning of most events until spring 2022. From Fall 2022, following the easing of the pandemic restriction, the chapter dedicated significant time and resources to planning and organizing social events for PhD students (such as PhD pub, ski trip, laser tag tournament, and many more).

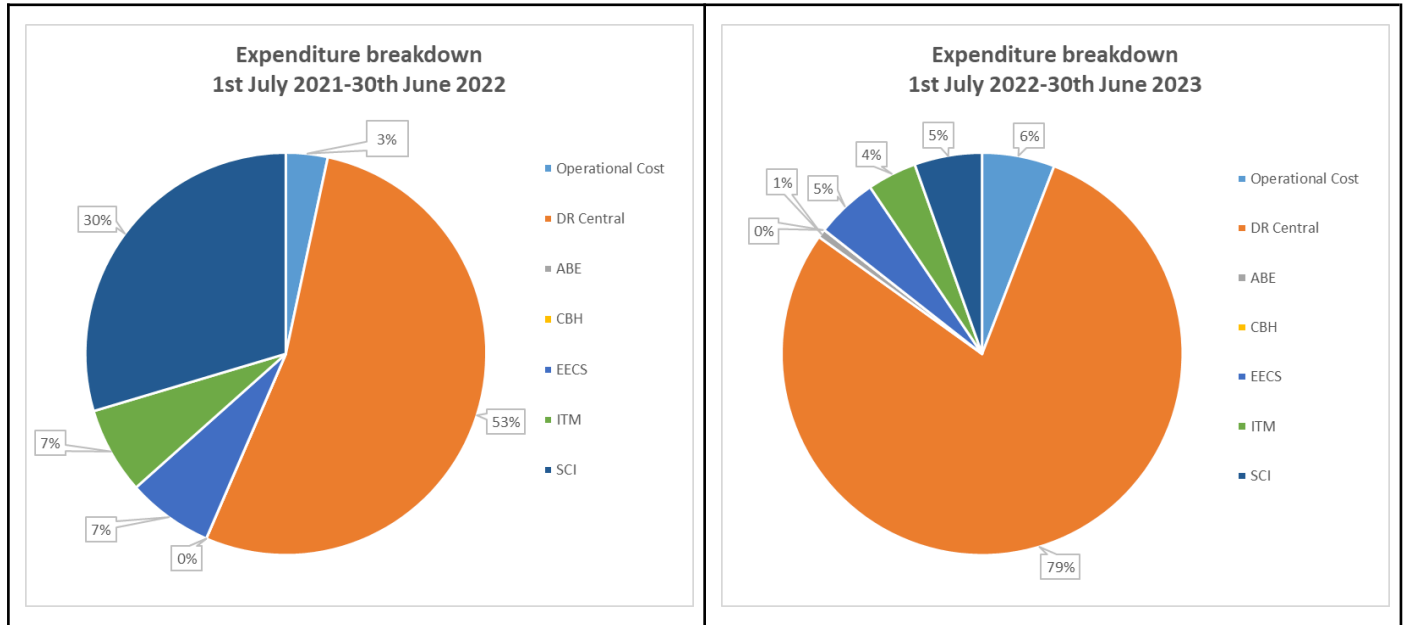
During the operational period 2021/2023, the starting balance as of 1st July 2021 was **SEK 1,520,025.84** and the closing balance as of 30th June 2023 was **SEK 1,901,988.24**. The chapter received a total of **SEK 1,118,965** in terms of grants from THS and KTH. The total expenditure amounted to a total of **SEK 737,002.6** around 33%

<sup>7</sup> Assisted by Mohammad Abuasbeh.





of which was spent during the period 2021/2022 and 67% of which was spent during the period 2022/2023. During the operational years 2022/2023 which has been spent primarily on Chapter and school-level activities related to educational advocacy, student representation, career development, equality and diversity, work environment and well-being, equality & diversity as well as social events expenses breakdown below.



## Account on account on education Advocacy and Representation

During the mandate period 2021/2023, the PhD Chapter Board continued to represent PhD students in the various central-level forums (committees, councils, workgroups, etc.) at KTH. Following the Doctoral Student Survey, which was published by the PhD Chapter Board in June 2020, a school-level survey project group was initiated to involve the school councils and PADs in the survey design to best capture all relevant questions to PhD students. Using SurveyMonkey licenses as a platform, the first two school-level surveys were conducted at ITM in the Fall of 2021 and then at EECS in Spring 2022. The surveys were meant to investigate in detail all aspects concerning PhD education, employment, work conditions, stress and wellbeing, KTH support structure, and conditions for international PhD students. The results of these surveys were presented at several KTH central forums, including the Faculty Council, Third Cycle Education Council FU, as well as school-level committees at the respective schools including the management group, third cycle education group, and individual departments. Despite the lengthy survey, of around 180-200 questions that took roughly 45 min to finish, the survey showed a high participation rate among PhD students averaging 70-80% depending on the school and up to 95% in some PhD programs. This provided very valuable input and highlighted the main focus area for the PhD Chapter work and advocacy. Given the success of the survey project, during spring 2023, a KTH-wide survey was designed, involving all school council's feedback. The survey was meant to investigate in detail all aspects concerning PhD



education, employment, work conditions, stress and well-being, KTH support structure, and conditions for international PhD students on KTH level but also provide the possibility for department or program-specific questions. Furthermore, the survey was designed to facilitate potential causal or correlation analysis between differential questions. This allowed a deeper analysis of potential causes for the issues highlighted and potential actions that can be taken to address them. The results of this survey was presented at several KTH central forums, including the Faculty Council, Third Cycle Education Council FU, as well as school-level committees at the respective schools including the management group, third cycle education group, and individual departments. Despite the lengthy survey, of around 106 questions that took roughly 25-30 min to finish, the survey showed a good participation rate among PhD students averaging 60-70% depending on the school and up to 90% in some PhD programs. This provided very valuable input and highlighted the main focus area for the PhD Chapter work and advocacy (See the general 2023 survey results summary [here](#)). The PhD Board raised issues on the basis of the survey results, which (among other things) highlighted:

1. A need for better PhD student onboarding.
2. A need for improved doctoral student supervision in terms of time and quality,
3. A need for improved frequency and quality of PhD courses.
4. A need to allocate more resources for Swedish language learning.
5. The severe impact of the new migration law “Aliens Act enacted in July 2021” on international PhD students and on the brain drain threat it poses to Sweden as a knowledge and innovation nation.

Grounded in the survey results, the PhD Chapter Board, through school council advocacy, successfully advocated for starting a PhD introduction course at ITM meant to be compulsory for all new PhD students to equip them with the knowledge they need about, among others, their rights and responsibilities regarding PhD education, employment, work conditions in Sweden and PhD student representation. Additionally, the ITM school initiated PhD supervisors meetings to be held 4 times a year where all PhD supervisors and PhD students are invited to present and discuss relevant issues regarding PhD supervision. The agenda for those meetings is set in collaboration between the director of third cycle education FA and PhD students' council. Initially, the survey project example at ITM was communicated to EECS, then launched throughout KTH and similar measures are being discussed to be implemented at the different schools.

On a more social and practical front, the PhD Chapter maintained good contact with KTH Relocation; board members participated in meetings to enhance collaboration on issues related to PhD onboarding and discuss what would constitute an ideal onboarding process for international PhD students arriving newly into the country and institution.

PhD student representatives from school councils were invited to participate in their school's quality dialogues, as part of UKÄ's assessment process of KTH's quality assurance system. Also within the context of quality assurance, the PhD Chapter Board, together with THS, worked on the issue of “broadened recruitment” (Sv: breddad rekrytering) and “broadened participation” (Sv: breddat deltagande) as they bear on the situation of doctoral students.



During this period, the second and third versions of the Supervisor of the Year Award were held, which was aimed at highlighting and celebrating good examples of supervision within third-cycle education. 50-60 nominations were received each year and an independent jury representing all schools at KTH was tasked to carry out the assessment over two rounds of evaluations after which the winner was announced during spring 2022 and spring 2023.

As the circumstances of the global COVID-19 pandemic posed significant challenges for many doctoral students, the PhD Chapter Board continues the work initiated by the previous board and advocated for more generous policies and increased clarity in the processes of applying for an extension of the doctoral studies as a result of COVID-19-related delays. This resulted in clear guidelines on how to report COVID-19 related delays in the eISP in order to be granted an extension.

Following the easing of the pandemic restriction, the chapter dedicated significant time and resources to planning and organizing social events for PhD students (such as PhD pub, ski trip, laser tag tournament, and many more). Furthermore, the PhD Chapter strengthened its network and contacts with the industries in Sweden (such as Resolution Games, ABB, NKT, Hitachi Energy, Scania, Ericsson, and Microsoft) to promote career development for PhD students after graduation through planning PhD dedicated study visits to the companies. The first visit took place in April 2022 to Resolution Games Company and several other visits to the other companies took place during fall 2022 and spring 2023.

The PhD Chapter Board continued the work of the workgroup established to create guidelines for time compensation for doctoral student commission of trust assignments that includes all schools' PhD student councils. This work resulted, in collaboration with the school councils, in newly established and signed guidelines for SCI, ITM and ABE schools where the work on similar decisions for CBH, and EECS was still ongoing and final drafts of the guidelines have been prepared. The guidelines detail all school council board positions (chair, vice-chair, treasurer, education manager, event manager, webmaster) and PADs for all programs. Both the number of positions and the time compensation budget allocated for each position are set, after consultation with the PhD Chapter, to be proportional to the amount of work expected and the size of each PhD program. The work results in Finalizing the ABE School guidelines and successfully negotiating the revision of the SCI guidelines.

At KTH level, to mitigate the impacts of the new migration law "New Aliens Act" enacted in July 2021, since August 2021, the PhD chapter has led the effort to raise the issue in numerous KTH committees such as university board (US), third cycle education committee (FU), the faculty council (FR) and, through school councils, to all relevant committee in all schools as well as to all PhD students at KTH through emails and writing articles to raise awareness to this law and its severe consequences on international PhD students. Additionally, the PhD chapter board submitted a [practical proposal at the third cycle education committee FU](#) during the [meeting in November 2021](#) to ensure that PhD student employment is extended to the maximum possible (up to two years) near the end of their PhD to increase the chances of the PhD students being granted permanent residency after 4 years of PhD studies. This proposal was later adopted by KTH central HR and communicated to all schools. This



led to school level decisions and guidelines (ex. [decision from ITM](#)) that facilitates the contracts renewals routines to ensure that the lengths of PhD contracts are as long as possible to improve the PhD chances of receiving residence permit.

## Account on account Internal Affairs

With regard to the internal affairs of the PhD Chapter, we saw improved engagement on many fronts. The PhD Chapter Board held around 20 board meetings during each mandate year, the majority of which took place digitally due to COVID-19 and to facilitate participation. Additionally, four Chapter meetings were held per year. The first two were conducted digitally and the rest were held physically from spring semester 2022 onward. Throughout this period, the PhD Chapter Board had close communication with THS for matters related to educational advocacy and organizational support. Monthly meetings were held between representatives from the PhD Chapter Board and THS management (the president, the heads of educational affairs, and the head of student welfare). Strong collaboration was maintained between the PhD Chapter Board and the five school councils. The council coordinator continued to serve as a central contact point during 2021. During 2022 and 2023, since the council coordinator (vacant during 2022) and vice-chair positions were vacant, the chairperson was the main contact point. The PhD Chapter Board began to coordinate meetings between the school council presidia and council members, which are aimed at exchanging experiences and highlighting points of common interest across the different schools. It is worth noting that during 2021, due to the lack of time compensation guidelines for school-level representation, some school councils lacked a significant number of representatives. COVID-19 restrictions also contributed to the lack of networking within the schools which posed a challenge to recruit new council members and have a smooth transition. The PhD Chapter Board also faced similar challenges which was evident by its relatively low number of board members (6-8 out of 10) as well as functionary positions during 2021/2022. Despite that, the Chapter board was successful in working with school councils and significantly improved the school council participation in all councils during 2022. By the end of 2022, all schools had fully functioning PhD councils. Similarly, by the end of spring 2023, the PhD Chapter Board was successful to have 10 elected members (out of possible 10) during the summer elections in June 2023 as well as having most functionary positions filled. This would set up the new board for a successful year ahead.

## Account on External Affairs

The PhD Chapter has significantly strengthened collaborations with a number of external bodies during the 2021/2023 period. Including Student organizations (SSCO, SFS, SFS-DK, and other doctoral chapters in Swedish universities such as Karolinska, Stockholm, Chalmers, Gothenburg, Lund, Uppsala, Malmö and others), trade unions (SULF & SULF-DCA, SCAO, Fackförbundet ST, and TCO), early researchers organizations (NJF and SNPA), Swedish Universities Association Swedish (SUHF) and the confederation of the enterprise (Svenskt Näringsliv). In July 2021, the newly introduced migration law (Aliens Act) had an unintended yet severe consequence on international PhD students and researchers' ability to obtain permanent residence in Sweden and made it practically impossible for internationals to pursue an academic career in Sweden without living in a very



unstable temporary residence condition in Sweden which make it hard for them to be able plan their career and personal lives on the long term in Sweden.

Since July 2021, on behalf of the board, the chairperson (Mohammad Abuasbeh) co-founded a national campaign that had two main branches;

1. Leading a grassroots campaign represented by PhD students.
2. Reaching out to all relevant organizations, unions, and politicians.

The aim was to raise awareness about the consequences of the new Aliens Act on international competence in Sweden and the urgent need to adjust the law to avoid such negative consequences on the individuals and on Sweden as a knowledge and innovation nation.

The grassroots campaign was mainly managed by creating a [facebook group for all international PhDs in Sweden](#) to raise awareness and have it as a platform for communication and coordination.

The coordination with other official organizations such as SSCO, SFS, SFS-DK, other doctoral chapters in Sweden, trade unions (SULF & SULF-DCA, SCAO, Fackförbundet ST and TCO), SUHF and Swedish confederation of enterprise (Svenskt Näringsliv) through regular meeting to share updates, plan, gather resources, collaborate and coordinate the plan of actions. The campaign group pursued both direct contact with decision-makers, politicians, and government officials as well as indirect contact and pressure through the different media outlets (newspaper, radio, and TV) in Sweden and internationally to put sufficient pressure on decision-makers to act urgently to amend the migration law to address the negative impacts on international PhD students and researchers. Out of more than 130 publications, below is a list of the most relevant events, articles, and reports published on this issue from July 2021 until June 2022:

1. PhD Chapter Chairperson interview with [The Local newspaper](#) and [SverieRadio](#).
2. The Times Higher Education: [Sweden risks brain drain with 'crazy' post-PhD residency rules](#)
3. For good background and development of the issue until December 2021 [New Aliens Act - Detrimental to International Competence](#) in OL magazine by KTH PhD Chapter Chairman (in which there are useful hyperlinks for further references).
4. Unions (SFS, SFS-DK, SULF, SULF-DCA, Fackförbundet ST, SACO, TCO) made a [joint statement](#) based on the grassroots campaign-led [joint petition](#) (close to 5000 signatures).
5. SUHF (Sveriges universitets- och högskoleförbund) [statement](#) to government.
6. Sveriges Unga akademi, Kungl. Vetenskapsakademien article "[Migrationsreglerna slår mot forskning](#)" in Svenska Dagbladet:
7. [Ge alla utländska forskare permanent uppehållstillstånd](#) in DN by Svenskt Näringsliv, Sveriges universitets- och högskoleförbund, Knut och Alice Wallenbergs stiftelse and Kungliga Ingenjörsvetenskapsakademien
8. Svenskt näringsliv report "[Utländska masterstudenter och doktorander lämnar Sverige](#)".
9. Svenskt näringsliv and KTH vice rektor [joint seminar](#) "Vi satsar på utbildning av spetskompetens – men hur får vi den att stanna i Sverige?" with panel:
  - a. Samuel Engblom, Statssekreterare, Utbildningsdepartementet



- b. Stefan Östlund, Vicerektor för globala relationer, KTH
  - c. Marie-Louise Hänel Sandström (M) Riksdagsledamot, Moderaterna
  - d. Ulf Hellström, Affärsområdesansvarig, ABB Motion Sweden
  - e. Maria Rosendahl, Näringspolitisk chef, Teknikföretagen
  - f. Magnus Wallerå, Avdelningschef kompetensförsörjning, Svenskt Näringsliv
  - g. Amelie Berg, arbetsmarknadsexpert på Svenskt Näringsliv.
  - h. Amelie Berg, Policy expert kompetensförsörjning, Svenskt Näringsliv
  - i. Ulrika Wallén, Policy expert kompetensförsörjning, Svenskt Näringsliv
  - j. Robert Thorburn, Moderator, Svenskt Näringsliv
10. [\*Researchers are less likely to stay in Sweden after the new migration policy\*](#). National Survey (more than 5000 participants) report by KTH PhD Chapter, SFS-DK, NJF and SNPA.
  11. [\*Nine voices from the Aliens in Academia\*](#). Report of a collection of individual experiences by SFS-DK, SULF-DCA in coordination with KTH PhD Chapter.
  12. [\*Vilka är med och bygger framtiden när vi kastar ut kompetensen?\*](#) by 7 student unions of Sweden's largest technical universities: KTH, Chalmers, Uppsala, Luleå, Linköpings, Lunds, Umeå.
  13. Riksdag, question 2021/22:1204 by Betty Malmberg (M) to Minister Anders Ygeman (S): [\*A follow-up of the situation of foreign researchers\*](#).
  14. Public manifestation in [Lund](#), [Göteborg](#), [Uppsala](#), and Stockholm [[1](#), [2](#), [3](#)].
  15. The campaign efforts led to having this issue on the election campaign agendas of most political parties in Sweden as reported in the Universitetslararen article: [\*How the political parties want to govern higher education and research\*](#).
  16. **Big milestone:** Our campaign has reached an important milestone today. In the official agreement for the new government "[Tidöavtalet](#)". They have included the following on page 36: Translated: "*In order to strengthen Sweden's competitiveness as a research nation, special provisions for doctoral students and researchers regarding the possibility of a residence permit after a certain period of continuous employment are examined and, if necessary, constitutionally regulated.*" This is quite interesting since it is in line with a regulation that has already been proposed to the parties in the parliament before the election.
  17. KI Rektor article in [Forskning & Framsteg](#): [\*Absurda beslut i migrationsärenden hotar svensk forskning\*](#).
  18. **For the first time**, the government publicly acknowledged the problem and promised to solve it. That was done by Minister for Education, Mats Persson [[1](#), [2](#), [3](#)] and Migration minister, Maria Malmer [[1](#)].
  19. The government launched an inquiry regarding a review for a [new regulation for residence permits](#) with an expected recommendation for new regulations by the end of 2024.

Through the work on the migration law campaign, PhD Chapter Board members solidified their contacts with Stockholm PhDs, a network of several doctoral student organizations in the Stockholm region; this is a collaboration that the PhD Chapter could seek to further utilize in the coming future.



On behalf of the resigning board 2021/2023

*Mohammad Abuasbeh*

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Mohammad Abuasbeh  
Chairperson 2021/2023<sup>8</sup>  
Stockholm January 30th, 2024

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<sup>8</sup> Mohammad Abuasbeh elected as Chairperson since December 2021.