

National Employer Survey 2005

Knowledge, practices and attitudes



SWEDISH INTEGRATION BOARD

This presentation includes

Purpose

Methodology

Different sections

Preliminary results



National Employer Survey 2005

- Purpose A) Evaluate knowledge about the legislative framework.



National Employer Survey 2005

- Purpose B)
Evaluate practices and attitudes within the area of ethnic and religious discrimination.



Data collection

- Sample of 2200 employers of various sizes, from different branches and geographical locations
- Phone interviews ,November 2005 and January 2006
- Answer rate Approx. 70 Percent



Section 1

Employers knowledge of the legislation

Prohibition of discrimination act (2003:307)

The act on measures against discrimination in
Working life on grounds of ethnic origin,
religion or other belief (1999:130)



The act on measures against discrimination

The act on measures against discrimination in working life was implemented in 1999. How well are you acquainted with the legislation and to what extent?

	All %	Public %	Private %
A lot	5	8+	4-
Quite a lot	42	53+	37-
Total a lot	47	61	41
A little	36	30-	39+
Not much at all	10	6-	11+
Total Little	46	36	50
Not at all	7	3-	9+
Total	100	100	100
Number of interviews	2123	923	1200



The prohibition of discrimination

The prohibition of discrimination act was implemented in 2003. How well are you acquainted with the legislation and to what extent?

	All %	Public %	Private %
A lot	4,5	5+	3,5
Quite a lot	38	52+	28,5-
Total a lot	42,5	57	32
A little	37	32-	41+
Not much at all	10	5-	13+
Little total	47	37	54
Not at all	10,5	6-	14
Total	100	100	100
Number of interviews	2123	923	1200



Section 2

Employers active work with measures against discrimination

- Employers shall actively work with measures to counteract discrimination.
- This study shows that employers have shortcomings working actively to counteract discrimination.



Level of cooperation

Do you cooperate with employees and/or unions/labour organisations?

	Total %	Public %	Private %
Always	47	58+	42
Often	14	14	14
Total Cooperate	61	72	56
Sometimes	14	6-	17+
Never	24	20-	26+
Don't know	1	2	1
Total	100	100	100
Number of interviews	2099	916	1183

*Denna grupp arbetsgivare uppger att de skulle samarbeta om behov skulle uppstå



Section 3

Employers and religious diversity

- One of the most important measures – adapting the working place so it is suitable for all employees regardless of their ethnic origin religion or other belief.



Recruitment of Muslims

Are you as responsible for recruitment willing to employ a muslim, competent for the job?

	Total %	Public %	Private %
Yes	96	98+	95-
No	2	0-	2+
Don't Know	2	2	3
Total	100	100	100
Number of interviews	2099	916	1183

Are you as responsible for recruitment willing to hire a muslim woman with a veil with competence for the job?

	Total %	Public %	Private %
Yes	67	80,5+	62-
No	21	8-	26+
Don't know	12	11,5	12
Total	100	100	100
Number of interviews	2099	916	1183



Section 4 advice and support

- To find out the best way to reach different employers, they were asked about their mainsource of information.



External advice and support

From where have you received your main information about the legislation on discrimination?

	Total %	Public %	Private %
DO	2	3+	1
Employerorganisation.	27	25	28
Union	7,5	7,5	7
Media	46	34,5-	51+
Internet	24	26	24
Colleague	10,5	15+	9-
Other	21	35+	15-
No source	3	1-	4+
Don't know	1	0	1
Total	142	147	140
Number of interviews	2038	908	1130



Conclusions

- Unique study in terms of sample size,
- Representative result

