A survey on behalf of the Swedish Association of Local Authorities and Regions:

“Identification of remaining obstacles for obtaining a non-discriminating labour market”.

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Official aim:

• The public sector should be a role model:

• It should be representative and non-discriminating
The legislation requires employers must take action regarding

• Equal working conditions;
• Recruitment – measurements, policies;
• Ethnical harassment – a plan!
Key areas

• Recruitment;

• Climate at the work place;

• Commitment of the management.
Obstacles found:

- The Swedish self-image;
- Attitudes towards the unknown;
- Organisation in itself: Policies, leadership, administrative rules
The Swedish self-esteem...

"Discrimination is out of question!"

But even in Sweden...
To succeed:

- Leadership’s commitment and
- responsibility for attaining goals

measurements
Justice and representation do not motivate enough.

Even in the public sector the profit seems to be an important changing factor.
Results from Växjö and non-identifying application forms

- 8 times more of administration work;
- The personnel did not have enough knowledge about foreign education;
- Not a fair and correct picture of the applicant was made;
and

- You loose applicants as the process takes too long time;
- The managers are disqualified..
- LESS CHANCE TO INCREASE A DIVERSE WORK FORCE
AND

- How were the formal demands formulated.. Did they exclude new competence?

- Is this an example of the problem to implement the legislation into a work place?
So obstacles there are…

- Justice is not enough!
- Perceptions, norms, attitudes…
  …great effect on recruitment.
- Quality of the Leadership.
- Policies and measurements.
Finally:

Less discrimination needs efforts at all levels with several tools, which may touche all our senses and beliefs!