

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

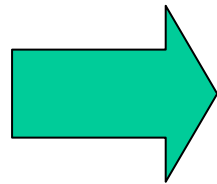
# The Swedish self-esteem...

”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!