

# Plan against discrimination



Malmö stad

# Disposition

Page.

Introduction	1
Work against discrimination	5
A labour market free from discrimination	9
A housing market free from discrimination	13
A school free from discrimination	15
Right to participation	19
Support upon discrimination	23
Follow-up and reporting	25

## Introduction

The equal value of all is the basis of democracy. Despite this, people are treated differently and discriminated against. Discrimination involves special treatment that directly or indirectly disadvantages, violates and/or restricts the individual's freedom of action and choice within different parts of community life and which also violates the individual's personal integrity. Discrimination is one of the social actions that maintain a certain type of social power structure and which disadvantages a special group. Discrimination can be traced to many reasons but an underlying cause is the norms which are present in society. To belong to a norm, not to be questioned, involves advantages that are often not visible before one breaks with the norm. The fewer norms one relates to, the less opportunity one has to influence.

Discrimination can also affect persons on the basis of people's prejudices about individuals or groups and their characteristics. It isn't only individuals who discriminate but also society's institutions and organisations through, e.g., laws, authorities and educational systems. Discrimination can be conscious but can also be due to deficient interest and knowledge regarding which effects, rules or routines can have for certain groups. It can thus be difficult to identify, describe and prove. There exist no simple or general given methods of attacking discrimination.

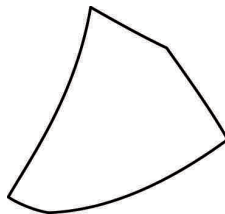
The City of Malmö shall, by means of a plan of action against discrimination, make discrimination visible and work against it and promote human rights and equal treatment. The aim is for all who work in the municipal sector to be aware of the norms and structures that exist in their own activity and that expose people to discrimination. This means that one must constantly examine one's own activity from many different angles and also consider how one is to justify the decisions that are taken.



The plan of action against discrimination has been drawn up by the City of Malmö's Anti-discrimination Committee consisting of elected representatives and representatives of organisations.

The City of Malmö's plan against discrimination lays down that the municipality has a responsibility for promoting human rights and equal treatment. The plan shall be a support for countering discrimination in all activities. It is aimed at all municipal activities in Malmö, relates to all in the municipality and encompasses all discrimination grounds in accordance with legislation:

- **Gender**
- **Age**
- **The less able**
- **Ethnicity**
- **Religion or other beliefs**
- **Sexual orientation**
- **Trans-gender identity and expression**



The Municipal Executive Board has an overall responsibility for leading the committee's work against discrimination on the basis of this plan. A instance responsible for reporting is appointed for each assignment in the plan.

The plan is a part of the City of Malmö's undertaking based on membership of the "European coalition of cities against racism".

The plan shall be made known to all the people of Malmö and be available in different languages and in forms that enable as many as possible to become aware of it. Information about the plan shall be disseminated through different media, organisations and associations.



## Work against discrimination

The work against discrimination is primarily controlled by the discrimination law but in other legislation including working rights laws (such as the right to parental leave) or in the criminal code, there are tangential rule systems which influence, or can influence, the municipal activity.

Examples are given under the respective sections regarding legislation and other already applicable control documents.

In addition to the laws, the City of Malmö is also tied by certain international agreements to which the city is a signatory.

The City of Malmö is a member of the "European Coalition of Cities against Racism" (ECCAR) and has undertaken to work in accordance with the coalition's ten point programme against racism and discrimination.

The City of Malmö has also signed the "European declaration of equality between women and men at the local and regional level", a declaration that urges Europe's municipalities and regions to employ their authorities and partnership in achieving equality for their inhabitants.

Applicable control documents that concern the equality work are the UN's declaration of human rights, discrimination law, the European equality declaration as well as the City of Malmö's personnel policy, the City of Malmö's basis of valuation for work and relations, programme for sexual health and the City of Malmö's Integrated domestic violence programme. Work is ongoing, aimed at replacing the current overall plan for equality by a development plan for equality integration.

Diversity and equality plans have been drawn up by the administrations as a tool in their work for equal rights. The work is reported in connection with the annual report and final accounts.



STOP



An assessment indicates that there is a great difference in the ambition levels between different administrations. The plan against discrimination should be able to contain a high and more even standard.

Freedom of expression is protected under the Swedish constitution. The plan against discrimination lays down that the municipality's personnel shall feel secure in the right to employ the freedom of expression in order to draw attention to discriminatory structures.

*Work against discrimination shall also be conducted in accordance with the following points.*

- The municipality's work against discrimination shall identify which obstacles are present to all people's right to equal treatment. By making the obstacles visible and drawing attention to them, the systems and routines as well as the attitudes that create discrimination, can be influenced and removed.
- All activity in the municipality shall be characterised by treatment that involves respect for the individual.
- Knowledge that society as a whole benefits from an open and inclusive climate, shall be spread.
- Equal rights and opportunities shall be the norm in Malmö
- Persons who feel subjected to discrimination shall know where to turn for support and help.
- The municipality shall draw attention to, and conduct, active outgoing opinion work aimed at everyone's equal rights and opportunities.





## A labour market free from discrimination

*The municipality shall work actively for equal opportunities for employment for all inhabitants.*

Where the City of Malmö as an employer is concerned, the activity is primarily controlled by the labour laws legislation and the law against discrimination. Other control documents are the City of Malmö's personnel policy, the Value basis for the City of Malmö, The overall equality plan as well as the municipality's budget. In the HR strategic department work is going on in quality assuring the recruitment process and the document KARP (quality-assured recruitment free from discriminatory structures) will form part of the process in the future. The department is also responsible for certain diversity training that is directed at all personnel in the municipality. One example is to be found in the City of Malmö's diversity games.

*The municipality shall continue to conduct active work against discrimination in accordance with the following points.*

- The municipality shall continuously conduct education for all employed leaders in antidiscrimination and how one creates a workplace for all. *Assignment: The city office.*
- The personnel policy objectives of the municipality's personnel policy shall be followed up and reported on the basis of gender, age and foreign background. *Assignment: The city office.*
- The proportion with a foreign background (born abroad or born in Sweden with two foreign-born parents) of the municipality's staff at all levels, shall correspond to the proportion of the total population; *Assignment: The city office.*



- The municipality shall counter structurally conditioned wage differentials. The municipality shall take note of the wage development for those on parental leave. The municipality would like to see an even take-up of parental leave. *Assignment: The city office.*
- The municipality shall, by means of active efforts, promote opportunities for people with physical and mental disabilities to obtain work training and employment, in the first instance within its own activity. *Assignment: All administrations.*
- The municipality shall promote an open and inclusive climate at the municipality's work-places by supporting networks started up from the discrimination bases. *Assignment: All administrations.*
- The goals for the municipality's labour market policy in the municipality's budget shall be followed up and reported on the basis of gender, age and foreign birth. *Assignment: The city office.*
- The municipality's procurement policy about equal treatment, anti-discrimination and social/ethical conditions shall be specified in respect of the municipality's procurements. *Assignment: Procuring administration.*
- The municipality shall take part in networks with private businesses and other organisations in order to counter discrimination in working life. *Assignment: All administrations.*



## A housing market free from discrimination

*The municipality shall take active measures for a fair access to housing in the municipality.*

The municipality is responsible, in accordance with the planning and construction legislation, for giving consideration to accessibility for persons with disabilities in respect of all new building and reconstruction.



*The municipality shall, moreover, work in accordance with the following points.*

- The municipality shall operate a housing agency with clear and transparent rules for the allocation of housing. *Assignment: The city construction office.*
- The municipal housing company MKB shall give consideration to the housing needs of different groups and actively counter housing segregation, promote integration and equality and combat discrimination. *Assignment: MKB*
- The municipality's planning of new production of housing shall include mixed sizes and forms of provision in order to satisfy different groups' requirements. *Assignment: The city construction office, The city property office and The city office.*
- The municipality shall work actively for everyone to have access to a home. *Assignment: The city districts administrations together with the Social resource administration and the technical administrations.*





## A school free from discrimination

The municipality shall promote equal opportunities for learning and development and work towards education being available to all.

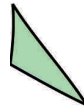
Within the school sector the activity is controlled by e.g. the discrimination law and the UN's children's convention. In the school law there is nothing laid down about discrimination in the sense of the law but about other offensive treatment than discrimination, something that is often controlled by the same underlying mechanisms.

The City of Malmö's school plan and value basis applies to all pedagogic activity. In accordance with the laws the schools draw up equal treatment plans that take up both discrimination and other offensive treatment than discrimination.

In the schools' equal treatment plans it shall be clearly seen what has been done in the activity during the preceding year and what is planned in terms of efforts during the year ahead.

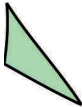
*The activity within the school shall also be conducted in accordance with the following points.*

- The pedagogic activity shall be conducted and organised and shall also contain educational material which promotes the inclusion of all. Teaching means in school shall be free of prejudices and discriminatory attitudes. *Assignment: The city district administrations, The education administration and The city office.*





- Personnel and students in the school and pre-school shall be supported in their commitment regarding human rights and anti-discrimination matters. One example can be inviting in associations that form opinion regarding the matters. *Assignment: The education administration and The city office.*
- The school shall have access to educational material with methods and tools for working against discrimination and violations and for assessments that protect the equal value of all. *Assignment: The district administration, The education administration and The city office.*
- Information about teaching plans, the school's work and the student's development shall be available in a language and in a form that can be understood by those concerned, such as parents/guardians. *Assignment: The city office, The district administrations, The education administration.*





## Right to participation

*The municipality shall promote equal conditions for participation in society.*

Within the culture sector the board has adopted a plan for extended participation in culture that shall make the offer available to people who currently do not enjoy it.

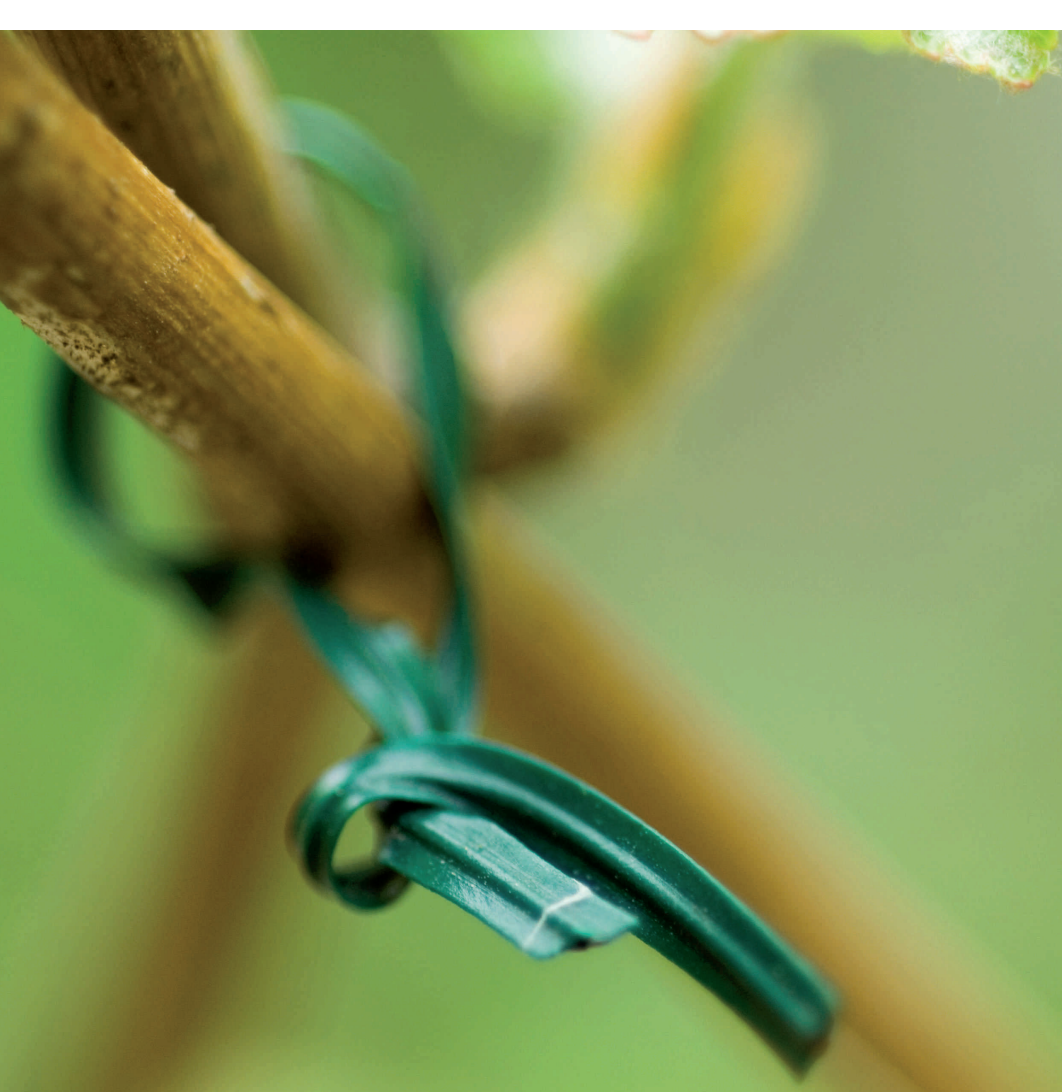
The City of Malmö's integration plan adopted by the municipal council in 1999, will be replaced. Ongoing work aimed at determining measurable indicators for integration form a part of the work.

*The municipality shall also conduct work aimed against discrimination on the basis of the following points.*

- The municipality's activities shall undertake a needs analysis with the aim of charting its own work against discrimination and violations and for assessments that protect every-one's equal value. *Assignment: All administrations.*
- The municipality's personnel shall be given support for working with, and observing, treatment in meeting with the people of Malmö. *Assignment: All administrations.*
- The municipality shall, in its citizen dialogue work, particularly seek to bring in views from the groups that would not otherwise have their voices heard. *Assignment: The city office.*
- Examinations of the quality in the municipality's activity shall be undertaken so that discrimination is noted. *Assignment: All administrations.*



- All the people of Malmö shall have access to community information in a language and in a form that promotes their opportunity of gaining access to service on equal premises. *Assignment: All administrations.*
- The municipality's premises shall not only be available but shall also be useable for all irrespective of disability. *Assignment: All administrations.*
- Organisational activities and the voluntary organisations are important for creating places where groups who run the risk of discrimination can experience social togetherness and participation in the community. The organisations shall be able to seek financial support from the municipality for this activity. *Assignment: Administrations that deal with financial support for associations on the basis of the stated objectives.*
- How one actively works against discrimination and violations in general, shall be included in training for associations. *Assignment: Administrations that have training for associations.*
- The municipality's activities shall work towards family constellations other than the traditional nuclear family, being supported and made visible. *Assignment: All administrations.*
- The municipality's information material and forms shall be reviewed from an anti-discrimination perspective. The material shall be gender neutral. *Assignment: All administrations.*
- The municipality shall not hire out premises to organisations which, in their articles of association, indicate discrimination in breach of current legislation. *Assignment: All administrations.*





## Support upon discrimination

The City of Malmö's plan against discrimination only follows the grounds and criteria that are laid down in Swedish legislation against discrimination inasmuch as it shall be possible for the individual to take matters further with the aid of legislation in the cases where discrimination has possibly occurred. The municipality also has a responsibility to advise and refer people who consider themselves to have been subjected to discrimination. Even if it is not a case of discrimination according to legislation, it may be so that the municipality has a responsibility, but it then falls outside of the framework for the plan against discrimination and is dealt with under other laws and guidelines such as e.g. the social service law, the health and medical care law or the school law.

Individuals who consider themselves to be subjected to discrimination can contact the Discrimination ombudsman (DO).

- The municipality's citizens office shall have personnel who can refer whoever feels discriminated against to the correct instance in order to gain a dialogue and support. *Assignment: The district administrations.*
- The municipality shall support independent organisations that prevent and counter discrimination through free-of-charge advisory services and information to individuals as well as through opinion forming and education. *Assignment: The city office.*





## Follow-up and reporting

- The municipal executive board is responsible for following up and revision of the plan.
- The activities shall report on their assignments under the plan and the collated result shall be reported to the municipal council each year in connection with the annual report. *Assignment: All administrations.*
- Information about the situation in Malmö and the execution of the plan shall be presented annually on the City of Malmö's homepage. *Assignment: The city office.*
- The municipality shall avail itself of various tools in order to assess the quality of the municipality's objectives of equal rights and opportunities. This shall be accomplished by a combination of testing, random sampling, questionnaires as well as targeted interviews. *Assignment: The city office.*

Much of the work under the plan deals with behaviour and attitudes. This, of course, makes it difficult to find specific indicators that measure how the work is progressing. In many cases the report will therefore perhaps deal with matters such as whether equal treatment plans or diversity and equality plans have been drawn up or whether training has been undertaken or talks given and conferences held within the area.

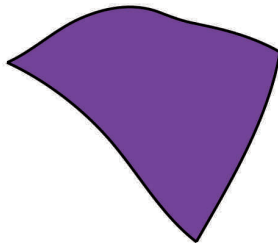


love

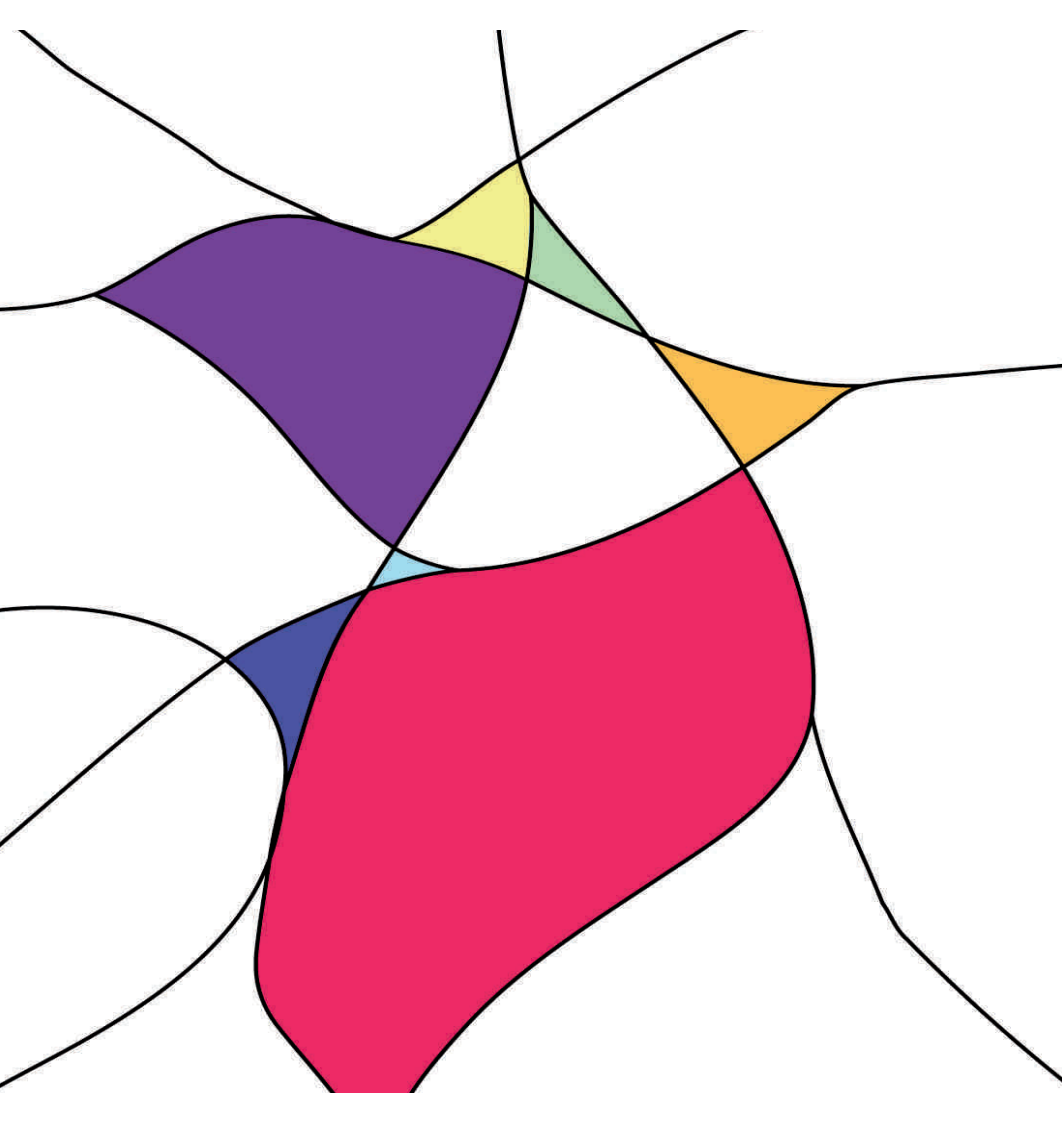
But despite the difficulties it is important for the activities to be as concrete as possible and for one to also state what has been done on the basis of the various discrimination grounds. If, for example, an examination has been made of one's own premises (also e.g. school-yards and play-grounds) from an accessibility perspective, then this is a measurable indicator. Others can be the extent to which KARP (quality-assured recruitment free from discriminatory structures) has been utilised in their recruitment procedures or whether one has been through and altered one's information material and one's form system on the basis of the plan's intentions. Carrying out questionnaires with personnel and/or users also provides an opportunity for measuring the work's effects.

- The City of Malmö's plan against discrimination is not, from the beginning, a complete and final document. The idea is rather that the plan shall indicate both the goals of the activity and, at the same time, constitute a living working material that is altered in line with the activity developing. It is therefore important for all administrations to state in their own activities the concrete indicators that can provide the municipal executive board with information about how the work against discrimination is progressing. *Assignment: All administrations.*

Since this is about a process in several stages it is reasonable to assume that it will take three years in order to be able to make a well-grounded assessment of the plan's effectiveness. The plan shall be revised no later than December 2013. If necessary the municipal executive board can make adjustments to the plan during the period prior to that time.



I ♥  
MALMÖ





**City of Malmö**  
SE-205 80 Malmö  
Tel: +46 40 34 10 00  
E-mail: [info@malmo.se](mailto:info@malmo.se)  
[www.malmo.se](http://www.malmo.se)

