

## **City of Malmö**

### **Implementation of the “Ten-point-plan of action” against racism and discrimination.**

#### **Part 1 – General information**

##### **Structure and population**

Malmö is a rapidly growing city, the third in size in Sweden, with more than 300 000 inhabitants. About 30% of the inhabitants are born outside Sweden. They represent 170 different languages. The largest groups come from Denmark, Iraq and former Yugoslavia. Lately a large number of refugees have come from Syria, Afghanistan and Somalia. Many of them are children, coming to Sweden on their own, without relatives and often with severe traumas in their background.

##### **The number of persons who could be subjected to racism and discrimination**

Studies of tolerance and intolerance among the population show that immigrants from countries outside Europe and especially those who are Muslims or of African descent are exposed to racism and xenophobia in a higher degree than others. Another group that is often met by hostility is the Roma group. In Sweden ethnicity is not registered. The Roma organizations estimate the size of the Roma group in Malmö to be somewhere between 8000-10 000 people.

##### **Relevant laws, regulations and strategies**

Issues concerning racism and discrimination as well as all “hate crimes” are being handled on a the state level, mainly by the police, the courts of justice and the “Ombudsman against discrimination”. For more information see: [www.do.se](http://www.do.se)

The municipality is however responsible for the wellbeing and the welfare of the population and is therefore an important actor in strategic and preventive work against racism

Fighting poverty and closing social gaps are very important since a polarized society with large social gaps often result in mistrust and conflicts between people. If people are subject to crimes they can get personal support within the municipality but the City of Malmö also cooperates with and gives financial support to an independent NGO that provides support and advice free of charge for those who have been subject to discrimination.

#### **Part 2 Implementation of the “Ten point plan of action”**

The City of Malmö has been a member in ECCAR since 2007. The City of Malmö is also a member of the ECCAR steering committee and since November 2013 part of the vice-presidency.

The cities in the coalition are committed to integrate the Ten point Plan in the municipal strategies and policies. In Malmö this led to the Action Plan against Discrimination that was adopted by the City council 2010 and which is now revised in a broad dialogue with the civil society and with the city employees. The plan has a new name and is now a “Strategic Plan for developing work against discrimination in Malmö”. In the plan there is a direct mentioning of different forms of racism and how to work preventive as well as directly counteractive.

Every year the member cities report their work to the coalition secretariat. This report documents what has been done in Malmö since the last report in 2013.

Within ECCAR Malmö has taken part in several joint initiatives like for instance “Football against Racism” and joint actions on March 21, the international day against Racism and Discrimination. Malmö also takes part in different working groups before meetings and conferences within the coalition.

Malmö has in cooperation with Botkyrka, another member city in ECCAR, and two more Swedish cities started a national Unescocentre. The Centre is located mainly in Botkyrka and is a meeting place for municipalities, universities and civil society. The task is to create just and socially sustainable ethnically diverse societies where every citizen’s human rights are respected

With the membership in ECCAR follows an agreement to work in accordance with the Ten point Action Plan against Racism that has been adopted by the Coalition. The different points relates to the different areas of competence that lies within the cities, like education, housing, employment, culture and sports:

1. Greater vigilance against Racism
2. Assessing Racism and Discrimination and monitoring municipal policies
3. Better support for the victims of Racism and discrimination
4. More participation and better informed citizens
5. The City as an active supporter of Equal Opportunity Practices
6. The City as an Equal Opportunities Employer and Service provider
7. Fair access to housing
8. Challenging Racism and discrimination through Education
9. Promoting Cultural Diversity
10. Hate crimes and conflicts management

## **Commitment 1**

### **Greater vigilance against racism**

The implementation of the Action Plan against discrimination is ongoing. The Plan has been revised and is now called “Strategic Plan for developing work against discrimination in Malmö”. The City Office is responsible for follow up and support to the different departments in their work.

Among the things that have been implemented is an education for managers and heads of departments in how to work against discrimination. This education is done in cooperation with the independent Antidiscrimination Office (see below). To make the action plan known to the public the City Office arranges seminars that highlight different parts of the Swedish legislation and human rights issues.

The Roma information- and knowledge centre, RIKC works with a project called ”Roma inclusion” for more information contact: [jenny.malmsten@malmo.se](mailto:jenny.malmsten@malmo.se) )

Dialogforum (Forum for dialogue) works with dialogue between different groups to prevent and counter harassments and hate crimes. The work is based on the convention of Human Rights and the equal value of every human. For information contact: [jenny.malmsten@malmo.se](mailto:jenny.malmsten@malmo.se) or [cecilia.bengtsson@malmo.se](mailto:cecilia.bengtsson@malmo.se))

The city of Malmö gives financial support to organizations that work against discrimination. In Malmö this work is being done for instance by the Antidiscrimination agency run by an NGO called Malmö against discrimination.

## **Commitment 2**

### **Assesing Racism and Discrimination and monitoring municipal policies**

The City of Malmö does not collect statistics on racism, discrimination or hate crime. We get the information we need through the police and through frequent contacts with the ombudsman against discrimination and the antidiscrimination agency in Malmö. We also have an ongoing cooperation with the University of Malmö and follow the research that is being done in this field. Now and then we also use a digital “panel” of citizens (a representative population of 1500 inhabitants in Malmö) to ask about their experiences within the area. During 2013 a study was initiated that measures to what extent citizens in Malmö are experiencing discrimination. If studies like this are repeated they can indicate if the acts that are taken to counteract discrimination are effective.

## **Commitment 3**

### **Better support for the victims of Racism and discrimination**

The city of Malmö gives support to victims of crime within the municipality organization but the city also gives support to NGO: s that represent groups that are subject to Racism and discrimination in a higher degree than others. Such groups are for instance the roma group and people of African descent. But also gay, bisexual and transgender persons are at risk for hate crime of the same character. Financial support is given to e.g. Roma Cultural Centre, Somali association and RFSL, the association for sexual equality. These organizations have among their activities also educations for city employees.

## **Commitment 4**

### **More participation and better informed citizens**

Information about rights and obligations for all citizens is given within ordinary education services. For newcomers there is an introduction programme.

But the city also sees the need to increase the knowledge of how racism is constructed and what is its impact. Since 1993 Malmö has the Antiracist Film, managed by an NGO with economical support from the municipality. For information contact: [paula@arfarf.se](mailto:paula@arfarf.se), [www.arfarf.se](http://www.arfarf.se) )

March 21, the international day against racism and discrimination is acknowledged every year with a conference open to the public and free of charge. The conference is arranged by the city in cooperation with the university and a number of local NGO.s. For information contact: [tom.roodro@malmo.se](mailto:tom.roodro@malmo.se) )

The Holocaust memorial day on January 27 is always commemorated with a programme at the City Library and with seminars for upper secondary students at the museum.

To help preserve the eye witness memories there is a drama project at the City Theatre. For information contact [jesper.larsson@malmostadsteater.se](mailto:jesper.larsson@malmostadsteater.se) )

## **Commitment 5**

### **The city as an active supporter of Equal Opportunity Practices**

In all procurements there is a clause stating that no contract is to be given to a company that has violated the law against discrimination. No restaurant will be given permission to serve alcoholic beverages if they have violated the law against discrimination.

Public seminars, training facilities for newcomers in the enterprises, mentorship programmes etc are part of the ordinary municipality activities.

The City of Malmö gives out an award every year. The award is given to a person, a group of persons, an association or a company that has made exemplary achievements in the field of integration and social inclusion.

### **Commitment 6**

#### **The City as an Equal Opportunities Employer and Service Provider**

The City administration has adopted a policy that stipulates that all discrimination is to be prevented. Diversity is a goal in recruitments and they are being done within a competence based recruitment system. Affirmative action is not allowed according to Swedish law with the exception of the underrepresented sex.

To raise the proportion of employees with foreign backgrounds is essential to reach the goal that staff shall mirror the city population. The departments report their efforts every year but it still is a slow process.

Employees from the gay and lesbian community in the municipality have formed a network that has the purpose to support individual employees as well as to counteract discrimination and Prejudice against those who do not belong to the heterosexual majority. The network is supported by the city.

### **Commitment 7**

#### **Fair Access to Housing**

The City owns a real estate company that in its turn owns about one quarter of the rental flats in Malmö. The owner regulation stipulates that the company has an obligation to counteract discrimination.

In 2009 the municipality started an agency for people who are looking for a flat to rent. The agency was started to promote everyone's right to a decent standard of housing and to prevent discrimination.

In Malmö there is a shortage of flats and there is not enough being built. The waiting list for a flat is quite long which causes problems especially for young people and for immigrants and newcomers. During 2013 the problem with discrimination in the housing market has been acknowledged and resources have been given to the antidiscrimination agency to start a project to find out more about the situation. For information contact:

[filippa.swanstein@malmomotdiskriminering.se](mailto:filippa.swanstein@malmomotdiskriminering.se)

### **Commitment 8**

#### **Challenging Racism and Discrimination through Education**

Within the frame of different City districts and departments there are activities against racism and discrimination.

The Pedagogical Centre, which is a support organisation for the schools, offers tailor-made education in intercultural communication to teachers and when needed to teachers and students together. During 2013 a teachers network against racism has started.

The municipal research and development unit has a special assignment in the area of gender equality. They work with schools and preschools to integrate gender equality perspectives in their daily work.

The City of Malmö also cooperates with the “number one” local Football Club in Malmö (MFF) in a project called “Football against racism”. The project started after a call for participation from Unesco and FC Barcelona to member cities in ECCAR. The work has been going on for 5 years and it has also inspired a group of teachers to start Football against Racism in some of the Upper Secondary Schools in Malmö.

### **Commitment 9 Promoting Cultural Diversity**

The Cultural Board of Malmö has adopted a strategy to increase diversity in the cultural sector. This has a special impact on the culture for children and youth since there is a large number of children with foreign background in Malmö. Money is allocated and efforts are made to give equal access to the education in arts and music that is not compulsory today. Efforts are also made to adapt the cultural institutions to the diversity in society so that they better will mirror and represent the population. The work is being done in a broad dialogue with the public, especially children and young people who are being invited to take part in different hearings. The Dramatic Theatre of Malmö is actively integrating an antiracist approach in their work and the museum has started a cooperation with some of the local NGO:s within a project for global and local solidarity and sustainability.

### **Commitment 10 Hate Crimes and Conflicts Management**

All schools in Malmö are obliged to analyse needs and work to prevent harassments and offences of any kind within the school.

A Forum for Dialogue has been started by the Mayor of Malmö. The Forum brings together representatives from the municipality, from religious communities and groups that have been subject to racism and hate crimes. The purpose is to find ways to counteract and prevent such crimes and to create understanding and cooperation. The experiences so far are mainly positive. For more information contact: [jenny.malmsten@malmo.se](mailto:jenny.malmsten@malmo.se) or [birgitta.vilen-johansson@malmo.se](mailto:birgitta.vilen-johansson@malmo.se)

### **Swedish cities against racism**

Malmö is part in a national network of cities against racism. This network is often being called the “Swedish ECCAR” since one purpose is to promote work in accordance with the “Ten-point-action Plan” in Swedish cities even if they are not yet members of ECCAR. The network meets 3-4 times per year for joint seminars and exchange of experience and best practice.