



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 300 000 inhabitants. About 30% of the population was born outside Sweden. They represent 170 nationalities. The largest groups come from Denmark, Iraq and former Yugoslavia. Lately a large number of refugees have come from Iraq, Afghanistan and Somalia. Many of them are children, coming to Sweden on their own, without relatives and often carrying traumatic experiences and anxiety.

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 4000-8000 people.

Relevant laws, regulations and strategies

Issues concerning racism and discrimination as well as all “hate crimes” are being dealt with by the state authorities, mainly police, the courts of justice and the “Ombudsman against discrimination”. For more information see: www.do.se
The municipality is engaged in strategic and preventive work against racism and has recently adopted an action plan against discrimination. The City of Malmö gives financial support to an independent NGO that provides support and advice for those who have been subject to discrimination.

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

Commitment 1

Greater vigilance against racism

In September 2010 the City Council adopted a “Plan against discrimination”. The work to implement the plan has started and is being supervised by the central administration. Another strategic plan to promote gender equality is currently being processed and will hopefully be adopted by the City Council during 2011.
For more information: irene.malmberg@malmo.se

In April 2009 the “Roma Information and Education Centre” opened. The Centre is part of the city administration. It has a special task to develop methods for social inclusion and participation in society of the Roma group and to counteract the discrimination of Roma people. There are five people employed at the centre, four of them are Rom.

For more information: mujo.halilovic@malmo.se

The City gives economic support to associations working against discrimination. The newly started NGO Malmö Against Discrimination is given financial grants from the state and the city to run a support agency for people who are being discriminated against. Another example is an NGO called "Iran/Swedish society" that runs a project to prevent honour related crimes.

Commitment 2

Assessing Racism and Discrimination and Monitoring Municipal Policies

The City of Malmö does not collect and analyse data on racism and discrimination within the administration but we have a continuous cooperation with the police and the Ombudsman against discrimination as well as the NGO Malmö against Discrimination. This helps to keep the city updated on the current situation in Malmö.

There have been attempts to create indicators to measure migrant's integration in society but nothing has been adopted by the City Council so far.

The City has access to a "panel of citizens" (1500 persons) to monitor questions of central and democratic interest. The panel represents the population at large and they answer surveys and questions via the official website.

There is a continuous cooperation between the City and the University of Malmö where the university performs research and evaluations of different projects and initiatives concerning democracy, social inclusion and integration. There is also direct cooperation in events like conferences and seminars on Human Rights issues.

Commitment 3

Better support for the victims of Racism and discrimination

The City gives financial support to associations representing groups that are frequently exposed to racism, discrimination and hate crimes. Support is for instance given to an association for equal rights for homosexual people, to an association of "Eyewitnesses to the Holocaust", to a Roma cultural association and to a Somali association.

Commitment 4

More participation and better informed citizens

To secure the memories of those who were victims of the Holocaust the City Theatre started a story-telling project. The result has been performed by actors from the theatre in schools in Malmö and the region.

For more information: jesper.larsson@malmostadsteater.se

Since 1993 there is an Anti Racist Film Festival in Malmö every year for a week in October or November. The festival is given financial support by the city.

For more information: paula@arfarf.se www.arfarf.se

Every year the international day to combat racism and discrimination, March 21, is being celebrated with an open conference. It is arranged by the City in cooperation with the university, the local state administration and a group of local NGO:s.

For more information: irene.malmberg@malmo.se

The Holocaust Memorial Day, January 27, is always being celebrated by an open conference at the City Library. On the same day there are interactive workshops arranged especially for students from upper secondary schools at the City museum.

Commitment 5

The City as an active supporter of Equal Opportunity Practices

The City of Malmö has decided to use a clause in all procurements stating that no contract will 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.

The city of Malmö cooperates with an association of private enterprises that have diversity on the agenda. The cooperation consists of joint public seminars, training facilities for newcomers in the enterprises, mentorship programmes etc.

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 but affirmative action is not allowed according to Swedish law.

The city has allocated money to educate the city staff and especially all the leaders in city administration on how to prevent and counteract discrimination.

In Malmö a system that secures the recruitment process from discrimination has been introduced.

The Fire Brigade has initiated an educational programme that offers education to 24 young men and women from the multicultural suburbs of Malmö. The goal is to counteract prejudice and hostility on both sides and to increase the number of migrants in the brigade. The education lasts for 10 months and those who pass exam will get work with security issues within the brigade.

Employees from the gay and lesbian community in the municipality have formed a network with the purpose to support individual employees as well as to counteract discrimination and prejudice against those who do not belong to the heterosexual majority.

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.

Commitment 8

Challenging Racism and Discrimination through Education

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

At the Pedagogical Centre, which is a support organisation for the schools, there are people employed to offer tailor-made educations in intercultural communication to teachers and sometimes to teachers and students together.

The 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.

Some of the City districts in Malmö have developed their own programmes for equal treatment and how to combat racism in the schools. One example is Limhamn-Bunkeflo that recently started a programme within all the schools in the district.

The department for Education has started a programme to prevent hate crimes in upper secondary schools in Malmö.

The City of Malmö also cooperates with the "number one" local Football Club in Malmö (MFF) within a project called "Football against racism". The project started after a call for participation from Unesco and FC Barcelona to member cities in ECCAR.

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.

Commitment 10

Hate Crimes and Conflicts Management

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. For more information: bjorn.lagerback@malmo.se