



Göteborgs
Stad

Why and how will we work with human rights, equal opportunity and gender equality ?

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**”Anyone who has the answer to the
”WHY QUESTION”**

**Would also Have a shorter way to the
answer to the ”HOW QUESTION”!**



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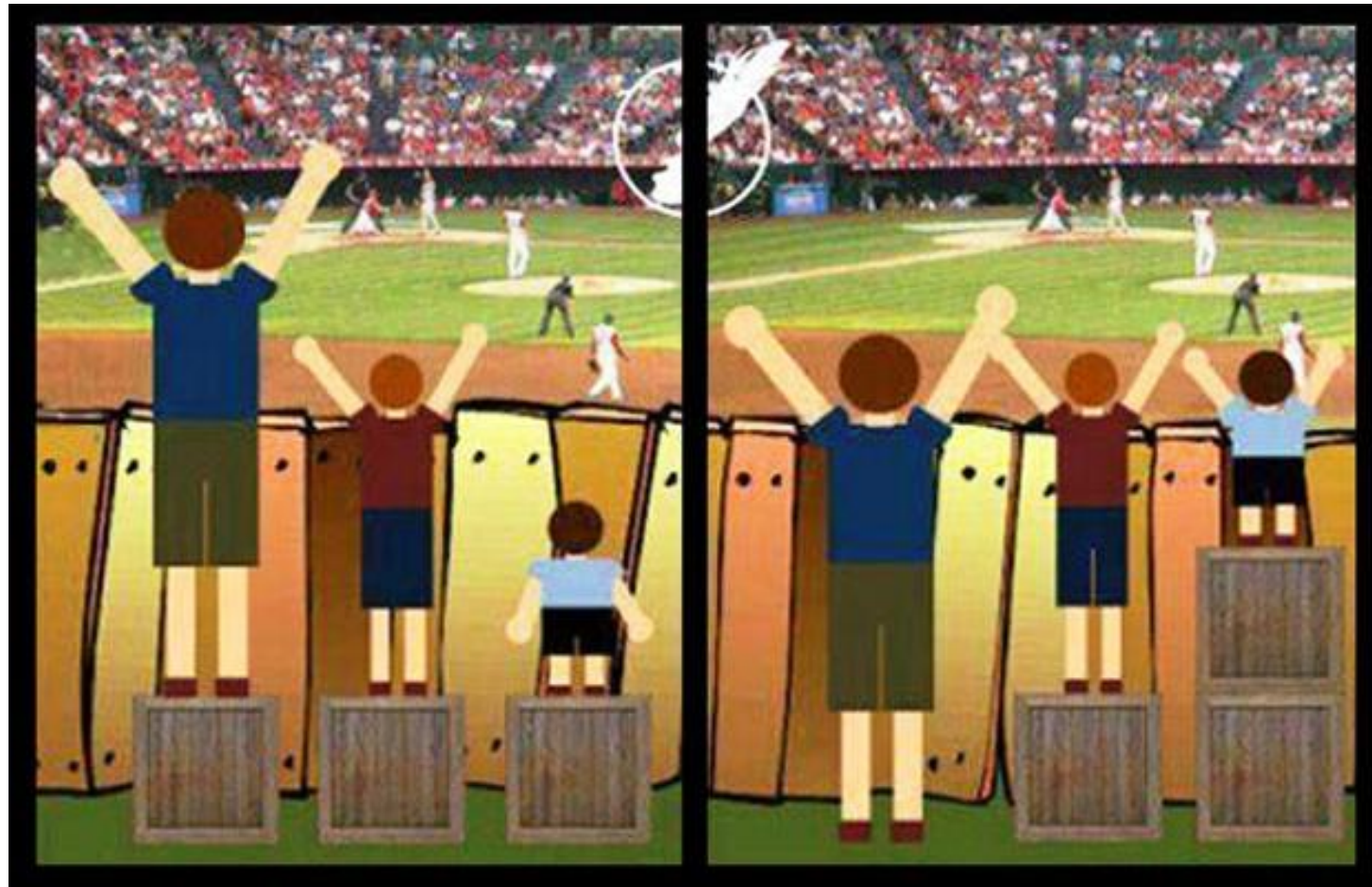
Equal Göteborg

Making the entire city socially sustainable

January 2017



What is equal treatment?



Why should Göteborg become more equal?

- Working for equity is an investment. Apart from the fact that people gets better life quality, it costs considerably less to prevent poor health compared to dealing with it's consequences.
- An efficient, socially sustainable society creates good conditions for establishing and developing of trade, industry and new enterprises.
- The obligation to work towards social sustainability is also part of the national law in several areas. The Instrument of Government (part of the Constitution) states:

“The personal, economic and cultural welfare of the individual shall be the fundamental goal of public institutions. (...) Public institutions shall also encourage everyone to participate in society on an equal footing, and ensure that the rights of the child are safeguarded.”

Results from the reports

Good health

- Gender equality – no difference
- Geographic area in Göteborg – difference

Trust between people

- Gender equality – no difference
- Geographic area in Göteborg – big difference

Objectives for an Equal Göteborg

- A good start in life (0-6 years)
 - Good conditions throughout school years (6-18 years)
 - Preconditions for employment
 - Equal and sustainable environments and communities
 - Trust, participation and influence
-
- Within each objective someone has been appointed with overall responsibility to take the work forward across the city.

What we are currently working on

- The social dimension is being applied in construction and planning. New forms of collaboration have been developed together with the city authority, academia and property developers.
- A programme for Equal Gothenburg will be devised during the year.
- Cooperation with civil society organisations will be developed in all focal areas.

A mobilization together with all employes in the city and the civil society



Practical examples of gender equality in maintenance support

- Maintenance support 50 millions
 - men 30 millions
 - women 20 millions



Huge differences within some subgroups i.e.:

- "Rules barriers for social reasons" – men get more than twice as much as women.
- "Acute/ random needs" - men get more than twice as much as women.



A gender-mainstreamed process – example from one district

- When we are sure that we ask the same questions and give the same time of speech to women as to men in the exercise of authority, for example the authority.
- When we ensure that written investigation are not biased by our (unconscious) beliefs/conception about gender
- When we have exposed all groups within our steering documents, in the budget for example.
- When we know that all the children in a preschool have the same opportunities to choose toys regardless gender.
- When we know that all the residents of an elderly care home have the same opportunities to activities based on the their abilities and interests and not biased by gender.



Follow the work to promote an Equal Gothenburg

- Website: www.goteborg.se/jamlikt
- Twitter: [@JamliktGoteborg](https://twitter.com/JamliktGoteborg)
- Facebook: [Jämlikt Göteborg](https://www.facebook.com/JamliktGoteborg)
- Contact: jamlikt@goteborg.se



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Tack !
Thank you !

To think ahead !

- Who took the decision, can I say no ?
- What are the costs for our aim, do we have the economical resources in order to reach our objectives ?
- Why must we deal with this matter, what are the benefits ?
- Who has the responsibilities and the mandate ?
- How will this affect how I work today ?
- It was not included in my education or assignment
- I do not know how it should work, what is expected from me and how will I do ? (lack of knowledge)
- Dependent: Is there something new we deal with except all our other assignments we manage today ?

Everyone desire development but no one wants changes!



Improvement require :

-Vision and objectives

-Action plan

-Ressources

-Competence

-Motivation

BUT WHAT HAPPENS IF ALL THOSE ELEMENTS ARE NOT
CONCURRENTLY ?



- **Without vision and objectives**

Confusion

- **Without action plan**

Pseudo start

- **Without resources**

Frustration

- **Without competence**

Anxiety

- **Without motivation**

partially and gradually changes



**IN ORDER TO ACCOMPLISH CHANGES YOU
NEED CLARITY IN**

Position

Organisation

Profession

Relation

Collective level

Human Rights, Constitution, national legislation, city council's budget,..

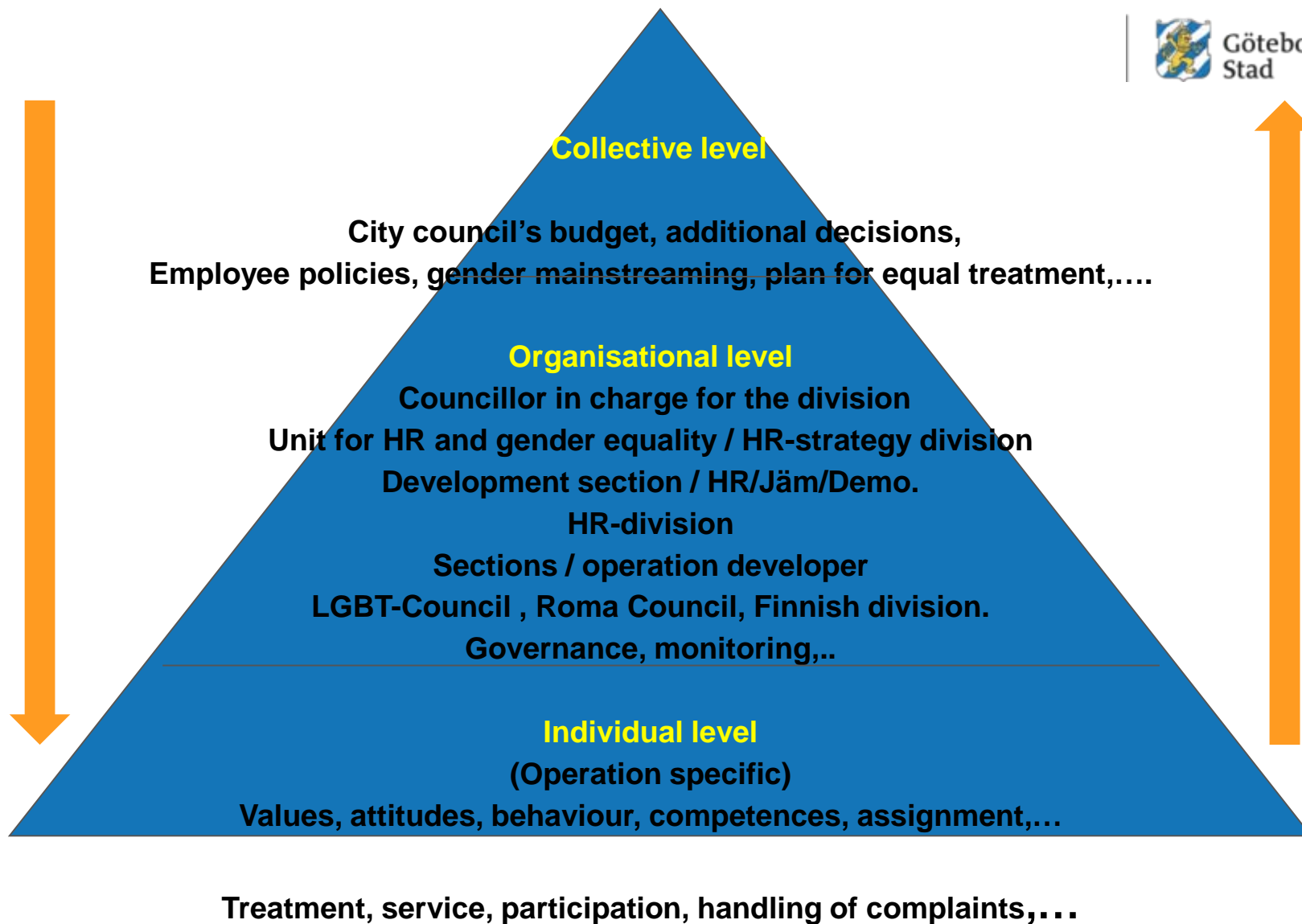
Organisational level

**Council, work organisation ,governance and management,
policies, routines, resources, competence, physical environment,
monitoring...**

Unit and individual level

Values, attitudes, behaviour, competence, assignment,...

Influence , treatment, equal service,...



What is Equal Gothenburg?

- In the City of Gothenburg's budget there is a clear objective that ***“Gothenburg shall be an equal city”***.
- “Equal Gothenburg” is the name given to the long-term initiative linked to the ambition of Gothenburg becoming a more equal and fair city.
- The process involves reducing disparities in living conditions in Gothenburg and ensuring that the city develops in a way that is socially sustainable.
- There is a strong commitment in Gothenburg to create a more equal city. There is also widespread involvement by the private sector and civil society.

What do we gain when working with HR/equality/gender equality ?



- ***A)- Individual level***

Participative democracy, better competence development, better economy and less poverty, less stress and better physical and better mental health.

Better condition for the children in the family

- ***B)- Group level, among other workplace***

Fair treatment from everybody, better motivation and work ethic, better creativity and productivity, better competence development of workforce.

- ***C)- Society level***

The society organises all its competences, becomes more competitive, improved economical growth, sustainable development, reinforced democracy, social cohesion and political stability.