

Gender School is an Equal project aiming to increase equality in working life through better knowledge, changes in attitudes and other development work. More information is available at www.genderschool.se

Challenging your Challenges conference

On September 1st Gender School organised a conference on the theme of Challenging Your Challenges featuring David Lega and Veronica Hedenmark. Both these young peoples are successful both in business and on the lecturing circuit. David also has a career as a top swimmer behind him with three gold and two silver medals from the Olympic Games in Sydney to his credit. Veronica is active as a politician in the County Council and as a deputy Member of the Swedish Parliament.



Veronica Hedenmark, Marianne Lundberg from Gender School and David Lega

The one-day conference dealt with the issue of getting society at large to understand that the physically challenged form a resource at the workplace and not a burden. There were many examples of this during the afternoon when the speakers described their working lives in business and in politics.



David Lega during his lecture at the Kristinehallen lecture hall

The most important message David conveyed during the day was don't challenge everyone else and compete with them, set your own targets and challenge yourself. Veronica underlined that the physically challenged have to take part in public debate and function as role models.

And these two young people are true role models for all of us. Take a look at their websites to find out more: www.lega.se and www.vhassistens.se

Welcome to a conference on "Recruitment on Equal Terms"

Thursday December 7th, 10-16
Scandic Hotel, Falun
Lilla Hyttlös room, Svärdsjögatan 51

Programme

- 9.30 Coffee and registration
- 10.00 Welcome – representative from Region Dalarna
- 10.15 Chair: Laila Edholm, MD of Dala-Demokraten newspaper
- 10.20 Two HR directors look at recruitment in the future
HR Director Helle Konga-Nielsen, Regional Employment Board and
Acting HR Director Leif Pettersson, Swedish Road Administration
- 11.10 Break – refreshments
- 11.25 Why is good recruitment so difficult?
Recruitment in a research perspective. Anders Nergaard, National Institute for Working Life
- 12.10 Lunch
- 13.10 Trends and developments in recruitment
Eva Löfgren, consultant, Diversity Support
- 14.00 Gender equity in recruitment. Gender School
Results from a study at Dalarna County Council and the Regional Employment Board. Inger von Schantz and Mats Lundgren, Dalarna University
- 14.45 Coffee
- 15.00 Focus on equality and diversity in recruitment
Open discussion
- 15.45 Summing-up
- 16.00 Seminar ends

All welcome



Conference fee. 280 SEK excl vat. Lunch and refreshments included

Register with Agneta Danielsson, Dalarna County Council,
023-490168, agneta.danielsson@ltdalarna.se
Final date for registration: December 1st 2006



Unique Generation

A new magazine to be published shortly. It's our guest lecturer from the September 1st conference, David Lega, who will be editing Unique Generation – a new magazine for all unique people.

This is not a magazine for the disabled, David writes in the first issue to be published shortly - it's a unique magazine. Interested? Check out

www.uniquegeneration.com



Gender School to publish Methods Book

All the experience gathered in 600 so-called Break Projects scrutinized by Gender School is to be published in the form of a Methods Book. The Break Projects have formed a concerted effort by the Swedish Employment Board, in progress since the 1990's, to break segregation in the job market.

We are currently compiling a research report at Gender School combining an in-depth study of the essence of all the projects with the conclusions to be drawn that can help further future development on the basis of the experiences drawn from the projects. In mid-December the report will be sent to four senior research experts in the area and finalized in mid-January before being published as a book of methods.

On March 8th 2007 the Methods Book will be presented at a Gender School conference to be held again at the Pylonen facility at the Swedish Road Administration in Borlänge. Note the date in your diary now.

All welcome!

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Female leaders with physical challenges

This exciting Gender School project deals with female leadership and physical challenges. After an intensive search, including advertising, the working group has now found participants willing to take part in the project, including female



business owners and other physically challenged leaders. We have also been able to recruit participants from our overseas partners, giving us reason to raise our ambitions even more: what does working life look like for physically challenged female leaders in Sweden, Scotland and Slovenia? How has society adapted conditions for the physically challenged with their own businesses? What support do the small enterprise federations provide? How aware are people of the problems posed and what can be developed further?

At present a journalist is working with the project participants on producing a book in Swedish and English to be presented at a conference in Mora on Friday **March 2nd, 2007**. The programme will include a large number of both exciting and unique people. The conference will be led by TV personality Sivert Öholm.

Book the date in your diary now. Detailed programme to be published soon.

Statistics Sweden: Women still have less money than men in Sweden

An article from the biggest Swedish daily, Dagens nyheter, August 29th 2006. This is the way things still are in 2006!

"Women continue to choose occupations dominated by women. They more often work in the public sector and also more often work part-time than men do. These are choices that bring lifelong disadvantages in the form of lower income levels.

On Monday, Statistics Sweden presented their condensed guide to statistics on gender equality, "Speaking of Women and Men", which is published biannually and describes the social and financial conditions for women and men in statistical form. Figures, graphs and bar diagrams demonstrate how equality is faring in such areas as wages and careers, power and influence, criminality and causes of death.

Swedish women live longer than men – average life expectancy is now 83 years for women and 78 for men. But women have less money to spend, except at the beginning of their working lives.

Then the children arrive and it's still the mums that take the brunt of the responsibility for them. The fathers of small children are admittedly getting better and better at making use of their paid parental leave – 20 percent of the total days available last year. But the women still take 80 percent. And it's still far more common for women to work part-time, 35% of them do, compared to only 11 percent of the men.

Gender segregation starts at school. Only 30 percent of young people choose to study on programmes at upper secondary school that might be called equal in gender terms.

Working life is also divided by gender. There are only five trades or professions that can be said to be truly equal, in that they have as many as women as men working in them: sales, accountants, journalists, chefs and doctors.

Secretaries in offices and healthcare are the jobs with the largest proportions of women, 97 percent, while car mechanics and car repair workers are 99 percent men.

The jobs dominated by women have the poorest pay, according to Statistics Sweden. In addition men are on average generally better paid when they have the same jobs as women.

In politics Swedish women do fairly well though. Both the Government and parliament, the *Riksdag*, are fully equal. The least equal of the political parties is the Christian Democrats.

State-owned companies have succeeded in getting female directors onto their company boards but only five out of 291 public companies on the Stockholm Stock Exchange are led by women as managing directors.

by Cecilia Jacobsson (cecilia.jacobsson@dn.se +46 8 7381163)"

Gender School led study visit to Brussels

Gender School has six partners working together in all parts of the project, which offers opportunities for competence development and knowledge exchange, both important objectives of the Equal programme.



Anita Hovden of the Dalarna County Council during the visit to Brussels

During the spring, Gender School therefore arranged a study trip to Brussels for the entire partnership in Dalarna. There were three delegates from the County Council, three from the Regional Employment Board and two from the Minerva Foundation.

The purpose of the trip was to enhance knowledge and understanding of transnational work within the EU, as well as to give the participants the opportunity to learn more in preparation for their ongoing work in Gender School during 2006-2007. During the trip, delegates took part in the Employment Week which is organised annually in Brussels, as well as visiting the Central Sweden office there and the European Parliament. The Swedish party thought the most rewarding part of the trip was the visit to the Central Sweden Office, which works on behalf of the counties of Dalarna, Gävleborg and Örebro.



Carin Paulin of the County Council on her visit to Employment Week in Brussels

They were met by Head of Office Maria Fogelström Kylberg, who guided them through the structure of the EU and how Central Sweden can help them in their day-to-day work at home, not least how to build networks and apply for funding from the different EU programmes.

Dalarna County Council and Employment Board develop recruitment

How do you make sure that all jobseekers get fair treatment and that no-one is discriminated against during a recruitment process? This is something that Gender School has focused during 2006. At the Regional Employment Board they have developed a new method in recruiting careers advisers for job centres. All the applicants fulfilling the basic requirements are invited to a one-day seminar, which apart from normal interviews also includes other activities where the seminar leaders, job centre managers and union representatives also all take part.

During the spring, Gender School has carried out a study on the basis of a questionnaire among successful applicants and in the autumn among all those taking part in the seminar. Here the purpose was to find out what the participants thought of the seminar process. At the County Council they use more traditional recruitment methods based on CV's and interviews. Gender School chose to study a group of HR officers working on the recruitment of intern doctors. They were asked to fill in a questionnaire similar to the one used by the Employment Board. The questionnaire was followed by interviews with those interns who actually started working for the County Council.



Jannica Hell of the County Council was one of the members of the working group

Those responsible in the Gender School working group are Jannica Hell (Dalarna CC) Lars Jonsson (Employment Board), Margareta Eklund and Marianne Lundberg (Minerva Foundation). All the results from these studies along with other aspects of modern HR recruitment will be presented at a conference at the Scandic Hotel in Falun on December 7th. For further details see the advert on the front page of this Newsletter or the Falukuriren newspaper of Nov 22nd.

Register with Agneta Danielsson, Dalarna County Council, phone +46 23 490168, agneta.danielsson@tdalarna.se

Leadership – a Gender School conference

Gender School's leadership project will be continued using interviews and follow-up questionnaires both in the Dalarna County Council and the Swedish Road Administration. Gabriella Fägerlind, who is a researcher with many years of experience in the area of gender and leadership, will be heading the study.

Gender School's prime objective in the study is to find out whether there have been any changes in gender awareness in the leadership programmes in the two organisations.

On November 30th, the work done so far within the Leadership knowledge dispersal project will be presented at a conference for the executives of both the Dalarna County Council and the County Employment Board.

Apart from Gender School, Gertrud Åström the Government's special adviser on gender equality issues, will be taking part.

The conference will be held at the Pylonen facility at the Swedish Road Administration at Borlänge.



Gertrud Åström



Leif Pettersson,
Swedish Road
Administration



Leif Walter, Dalarna
County Council

Career Development at the SRA – report completed

As mentioned earlier, career development in a gender perspective is one of the important sub-projects in Gender School. The report, which has been commissioned by the Swedish Road Authority, forms a part of the Authority's efforts to fulfil its commitment to creating a gender equal road and transport system. Quite a self-evident target, you would think, given that motorists and travellers are made up of equal proportions of men and women. Within the SRA, men and women should also have the same opportunities for career development equal rewards.

In order to study a well-defined group within the SRA, they chose project managers in Capital Expenditure. This group is dominated by men with a lot of influence (power) and with high salaries. The SRA executive therefore wanted to study attitudes to gender equality, how people get their project manager appointments in Capital Expenditure, what types of competence are most highly valued and whether women stay on in the group or if they make other career choices. The project managers, both men and women, were asked to complete a questionnaire and a smaller number of them went through in-depth interviews along with their heads of department.



Leif Pettersson, responsible for the report on career development within the SRA

The report shows that the group of Capital Expenditure project managers is undergoing major changes in its culture. Resistance to change within the organization is less than was expected, making women more welcome within the group. But gender awareness is generally at a low level. The men see the SRA as being more equal than the women. Many of the participants would like some form of further training to give them more knowledge of the area.

The women express a strong wish to take on more responsibility and more challenging tasks. Which shouldn't be too difficult given that the women have more and better education than the men. This is in fact true throughout all the different areas of working life in Sweden.



Victoria Carlbaum, author of the report

The report will be presented in its entirety for the SRA executive and the target group of the study during December 2006.

The next Gender School Newsletter

The whole of the next Newsletter will be devoted to Gender School's cooperation with the two transnational projects Hackers for Equality and A Private Matter during 2006 and 2007.



A bit early perhaps, but Gender School wishes its readers a **Very Merry Christmas**



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