



Gender School
- to the benefit of equal rights at work



Gender School aims to enhance equal rights at work by means of a development process, building on knowledge, and changing attitudes – so that following equal opportunities rules and laws be as natural a part of life as respecting road traffic laws. The project is working on a significant change process in which equal opportunities issues are integrated into day-to-day work.

The Equal project in Dalarna

The Equal programme, which comes under the supervision of the European Social Fund, is in progress in all EU countries simultaneously. The EU and Sweden are using Equal to invest resources in order to bring about a working life that is characterised by equal opportunities and diversity, with no discrimination or exclusion. Gender School is a new project in Dalarna, taking place under the auspices of the Equal programme.

Development partnership forms the foundation for all Equal project work. These projects are based on a number of partners from various areas of society working together to develop ideas, working methods and procedures at work. Transnational partnership is another important element of all Equal projects. This implies that every project should also work in partnership with projects from other countries in Europe.

Gender School – practical everyday knowledge

The objective is to pass on knowledge and to make both women and men aware of the discrimination on the basis of gender that continues to prevail in working life. We need carefully prepared strategies that everyone can use in their work to counter discrimination on the basis of gender. Practical tools and methods supporting this working method will be presented.

The Gender School project is based on partnership among a number of influential figures in society. Equal opportunities issues should not simply be a matter for women and their adaptation within male structures, but should also be a joint issue for all our workplaces. Gender School should affect everyone within the labour market, particularly in Dalarna.



Gender School subprojects

Analysis of BRYT projects

There is no general list of the country's BRYT projects* implemented in Sweden since the early 1990s. Gender School will be analysing and listing these. Our aim is to develop methods from previous good experiences that may be sustainable and disseminable for a long time to come.

** An initiative of the Swedish National Labour Market Board (AMS) for increasing the number of men in female-dominated workplaces, and vice-versa. Objective: to modify the distribution of genders within the labour market and to increase equality between genders.*

Leadership from a gender perspective

Current managerial training within the County Council and National Road Administration is being mapped in order to ensure that each course includes a gender perspective as an integral part of each element of training.

Recruitment – a conscious strategy to enhance equality

This project aims to result in methods and tools to ensure that there is no discrimination on the basis of gender before, during or after the recruitment process.

Career development – expanding opportunities

Career development incentives are needed that respect gender within the various operations of the partnership. Work within the project should generate tools in this field.

European cooperation

”Hackers for Equality”, in cooperation with Scotland and Slovenia. Together, collective structures and models will be produced for leadership and growth on the basis of gender.

”A private matter”, in cooperation with Spain, Italy and France. The aim is to exchange experiences on how the balance between working and private life could function more effectively in the future.

Age and employability

This project aims to map how attitudes towards women's ages affect workplaces, primarily within the County Council.

Female managers and leaders with disabilities

The aim of this project is to place emphasis on women who hold managerial positions in society despite their disabilities. This project also aims to enhance awareness of how various social initiatives, reforms and rulings are perceived by female managers and leaders with disabilities.

The role of women's organisations and the gender-segregated labour market

The objective is to analyse existing knowledge of women's organisations and their equality work. This project aims to take as a starting point the role that women's organisations have played and the influence they have had on related developments.

Gender from a trade union perspective

The Swedish Confederation of Professional Employees (TCO) is responsible within the partnership for ensuring that all results are examined and developed from a trade-union-based gender perspective.





Working in Partnership

Dalarna County Council. The largest employer in the county and beneficiary of the support provided by the project. Runs its own subprojects and maintains an important position as an influencer of attitudes in the region. *“One important part of our job is to enhance people’s knowledge about equal opportunities so that we can develop these issues in the long-term and ideally serve as a model in our capacity as employer.”*

Minerva Foundation (Stiftelsen Minerva). A regional resource centre for concepts and skills development for women in Dalarna. Overall coordinator of the project. Maintains contact with other Equal projects and coordinates the trans-national partnership. *“We view this as a unique opportunity to develop gender from a regional and European perspective. We hope to be able to develop a Gender School that many people can benefit from both regionally and nationally.”*

County Employment Board (Swedish Labour Market Administration). Principal figure in the county’s labour market with considerable dissemination power at various levels in society, and able to act as an influencing factor via the county’s employment offices. *“We also hope to have the opportunity to test new models when recruiting men to female-dominated places of work, and vice-versa. We expect the gender perspective to be given a clear place in the growth process of the region.”*

National Road Administration. A government authority working to provide citizens and industry with every opportunity to implement transportation in an efficient, secure and environmentally appropriate manner. Will be studying professional criteria for men and women who have the same education. Assists with the development of new models for leadership training with a gender perspective. *“We would like to show that we are at the cutting edge of things as regards the gender perspective – not least in leadership training and career planning.”*

VH Assistans. A private company working with personal assistance for children, young people and adults with disabilities. *“Overcoming gender restraints is a field that interests us a lot. How do we persuade more men to take on jobs as personal assistants? Our knowledge of disabilities and, not least, leadership by women with disabilities will be of great benefit to the project.”*

The Swedish Confederation of Professional Employees (TCO). Provides the project with a trade union perspective. This is needed in order to bring about change in the manner the labour market is apportioned according to gender. *“Our job includes helping to pass on awareness of equal opportunities at work. We will benefit from the experiences of the other parties involved, and we will forward interesting results to our members and other trade union organisations.”*

A short glossary

Equal opportunities

A situation in which men and women both have the same rights, obligations and opportunities in all areas of life.

Feminism

An awareness of the fact that there is an imbalance of power between men and women, and a desire to see this changed.

Gender Power Hierarchy

The order we create by allocating women and men different roles, and where men hold the power in this system.

●●●●●●●●●●

Equality

Fair conditions among various individuals and groups in society. Based on the fact that all people are of equivalent value, irrespective of their gender, ethnic background, religion and social affiliation. Equal opportunities are an important equality issue.

Disability

The difference between an illness and a disability is the fact that an illness is normally a temporary state, while a disability often involves lifelong impairment to physical and mental functions.

Our objective

All in all, our development partnership can provide many years of experience and plenty of expert knowledge in the fields of equal opportunities, leadership, recruitment and trade union activities – including aspects for people with disabilities. Together, we can use Gender School to enhance our opportunities to influence developments in the right direction. Everything we do within the project rests on a scientific base that is guaranteed through close and constant cooperation with researchers. Assessment of the entire project will be carried out by Dalarna University.

