



Equal Opportunities Plan

2022—2025

PROGRAM **PLAN** POLICY GUIDELINES

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HELSINGBORG

City of Helsingborg's policy document

Activating

Aims to change and develop

PROGRAMME – sets out long-term ambitions and intentions

PLAN – specifies concrete measures, timeframes and responsibilities.

Normative

Regulates existing services and our approach to a given situation.

POLICY – sets out principles and guidance.

GUIDELINES – sets absolute limits and compulsory requirements.

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1. Introduction

We want Helsingborg to be an open and inclusive city. To achieve this, we will create equal opportunities for people and lead the way in preventing and counteracting all forms of discrimination.

Those of us who work for the city of Helsingborg have an important mission, namely to deliver equal and equitable services for the residents. In order to do that, we need to understand the everyday life and needs for different residents and work innovatively to solve challenges. We need to develop our work to make inequality more visible and act on it. The city of Helsingborg should be a role model and in all situations stand up for compassion, equality, openness and respect.

We need to address the challenges of large and growing differences in living conditions between different groups of residents of Helsingborg. We need to reduce people's experiences of feeling unsafe and security, abuse and discrimination.

Promoting equal opportunities is about preventing discrimination but also promoting equality of opportunity and ensuring basic human rights. To achieve the Agenda 2030 principle of not leaving anyone behind, we need to focus on

the groups that are furthest away from accessing human rights and good living conditions. Equal opportunity in Helsingborg is a prerequisite for a smart, sustainable and equal city.

The plan will create change and progress

The Equal Opportunities Plan is our city-wide tool in the work against discrimination and human rights. The plan covers all seven grounds for discrimination as well as socioeconomic status. The grounds for discrimination under Swedish law:

- sex
- age
- ethnic origin
- religion or other belief
- disability
- sexual orientation
- gender identity and gender expression

Issues of gender mainstreaming, work against age discrimination, the rights of the child, anti-racist work, accessibility and LGBTQI issues are collated in the plan.

The previous plan covered the years 2017 to 2020. Experiences and lessons learned from that work underpin the new plan.

The Equal Opportunity Plan contains concrete measures and is based on the

city's Quality of Life Programme which is our steering document for sustainable development.

The plan is aimed first and foremost at the City of Helsingborg's committees, departments and municipal companies. Therefore, when the plan says us, our or the city, this refers to those who are part of the Helsingborg City organisation. The plan is city-wide and also wants to

involve and inspire the city's business community, organisations and residents to participate in the work towards equal opportunity. We need each other to succeed.

In 2035 Helsingborg will be a creative, vibrant, global, united and balanced city.



What does inequality look like in Helsingborg?

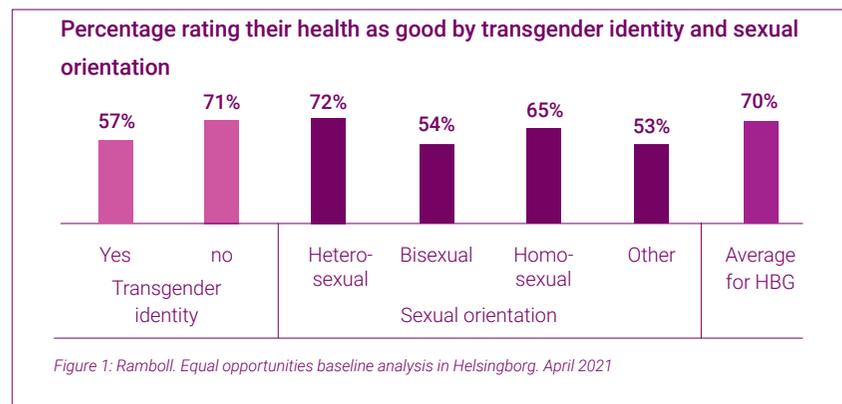
There are different ways to identify and make inequality between residents visible. One way is to analyse existing data based on different variables. As a starting point for the Equal Opportunity Plan, we have analysed public health data¹ based on the seven grounds for discrimination. This allows us to see the inequality of health, safety and security, employment, participation and other living conditions between different groups in Helsingborg. Here are some results:

- People with disabilities, transgender and people with sexual orientation other than hetero-sexual have worse physical and mental health and living conditions than others.
- Women have worse mental health and feel more stressed, which is already evident at an early age.

- Older residents and people born outside of Sweden have significantly lower social participation than average.
- Men lack emotional support to a greater extent than women.
- Women of all age groups are more afraid than men to go out alone.
- Women are more commonly subjected to abusive treatment. In cases where men are subjected to abusive treatment, this is often due to ethnic origin, skin colour and religion.
- Poorer socioeconomic conditions in the family affect girls' participation in organisations and groups more than boys'.

We have also carried out a survey where people in Helsingborg have been given the opportunity to share their experiences and thoughts about discrimination and inclusion in Helsingborg. The stories provide examples of people's experienc-

1. [Skåne Region Public Health Report 2020](#), Ramboll. Equal opportunities baseline analysis in Helsingborg, 2021.



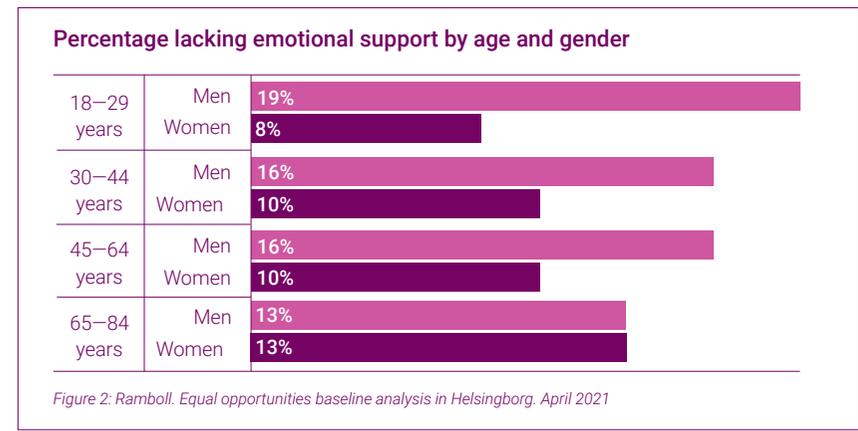
es in our city and can give us a deeper understanding of discrimination and exclusion. The stories deal with all grounds for discrimination and in principle all sections of society. Among the stories we find descriptions of many small events, which happen frequently and in different places leading to a pattern of feeling unsafe and insecure. For example, vulnerability is described as having become part of everyday life, something people have learned to live with and as little things happening on a daily basis. For example, the stories dealt with:

- Lack of accessibility in terms of physical obstacles and negative responses to people with disabilities;
- Sexism in the form of abuse and harassment of women by men, as well as decisions guided by stereotypes.
- Ageism in the form of negative views on the elderly, digital exclusion and discrimination at work.

- Transphobia in the form of negative responses and exclusion from premises and services.

Those who do not experience the city as inclusive ask for changes in the following areas: respect and treatment, laws and regulations, knowledge and skills, representation and participation, and safety and security. Some also describe concrete changes they want to see such as removing physical barriers in the urban environment, meeting places, efforts at school, no longer dividing everything by only two genders.

The plan aims to meet the challenges identified in analyses and documents with the help of the various measures listed in the plan.



An important and complex task

Promoting equal opportunities is necessary to achieve quality and drive innovation work that truly solves the complex challenges facing society and our organisation. We need to work with rights holders¹, civil society and businesses to find the solutions.

Equal opportunity should be an obvious part of our welfare mission. Discrimination grounds and equal opportunities will be considered in decision making, resource allocation and creation of norms. Norms are that which are expected or an unspoken notion of what is considered "normal." Some norms are needed in society for people to live together.

Examples of such norms might include standing to the right of the escalator so that those in a hurry can walk past on

1. All people are rights holders and have the right to have their human rights met. The State and all public sector employees are responsible for respecting, protecting and promoting rights.

the left. There are also norms that are linked to the seven grounds for discrimination that may seem harmless but govern the way we think and act. Anyone living in accordance with a certain norm often does not think about it but the norm only becomes apparent when broken or challenged.

People who are not part of prevailing norms are at risk of being excluded and discriminated against. Examples include the whiteness norm where people with light skin colour are rarely questioned about their Swedishness but people with dark skin colour may need to explain their Swedishness. Heteronormativity means that we take for granted that a human is attracted to someone of the opposite sex than one's own.

Society is marked by heteronormativity in pictures, films and cafe conversations. In working to create equal opportunities, it is important to think and review the norms you are a part of and how that influences you and your working environment. By reviewing prevailing norms, we can find shortcomings or areas where our operations can be developed and thus become more open and inclusive to more people. This is what we mean when we mention norm-critical in the plan.

Complex problems are not solved by individual actors. Instead, we all need to find space for action and our contribution to solving the challenges. An example follows to illustrate how two services can help solve a societal challenge.

Figure 3: examples of how we can influence complex societal challenges.

Societal challenge

People with disabilities have poorer health outcomes than people without disabilities.



Municipal services

- Leisure services
- Support for jobseekers.



Measure or change

- Adaptation of premises, services and communications so that everyone regardless of their ability can participate.
- Dialogue with companies on the importance of adaptations in working life to increase accessibility.



When working towards equal opportunities, it is important to be aware that several discrimination grounds and their associated norms and privileges are connected (intersectionality). Together, they affect a person's opportunities to participate and have their rights met. When we work from an intersectional perspective, it helps us to make visible differences, needs and living conditions of our target groups.

For example, in the case of people with disabilities, we need to work from the basis that women with disabilities have poorer health than men and that transgender people and those with a sexual orientation other than heterosexual have poorer health.

Whatever issue we tackle, we need to start digging a little deeper into the analysis of the target groups. In the example above, we begin with disability and expand to gender and sexual orientation. If we add more perspectives, it helps us understand a problem better and to design more accurate interventions.

Boundaries and priorities

Promoting equal opportunities is broad and complex. This plan cannot cover every problem, need or imaginable effort. The plan focuses on some selected challenges in Helsingborg today with measures intended to make a difference

in promoting equal opportunities in the coming years. The plan does not include the active measures to prevent discrimination imposed on the city of Helsingborg as an employer based on the Discrimination Act. There are also other challenges which local government lacks the power to resolve and which must instead be resolved by other actors or at regional and national level.

There is much more that has a bearing on creating an equal and sustainable city but we need to start somewhere to be able to create learning within the organisation and then be able to level up the work.



2. Legal requirements and link to other documents

In one of Sweden's four basic laws, Instrument of Government, Chapter 1:2 it states "public power shall be exercised with respect for the equal worth of all persons and for the freedom and dignity of the individual. The public institutions shall promote the opportunity for all to attain participation and equality in society". Further, Chapter 2:1 of the Local Government Act states "municipalities and county councils shall treat their members equally".

In an ideal world, this would be sufficient as a legal requirement but the reality is quite different. People who do not adhere to norms linked to the discrimination grounds, risk not having their rights met, having worse opportunities than others, and face discrimination. Therefore, in Sweden the Discrimination Act (2008:567) counters discrimination and promotes equal rights and opportunities regardless of sex, gender identity or gender expression, ethnic origin religion or other belief, disability, sexual orientation and age.

There are also a range of laws linked to specific services, such as the Education Act and the Support and Service to Certain Disabilities Act, which relate to the work towards equal opportunities.

The Equal Opportunity Plan is based on the UN Universal Declaration on Human Rights and associated conventions:

- abolition of all forms of discrimination against women
- abolition of all forms of racial discrimination
- the rights of the child
- rights for people with disabilities.

The plan also relates to national goals and strategies for:

- anti-racism
- anti-segregation measures
- children and young people policy
- democracy
- discrimination
- public health
- disability policy
- LGBTQI rights
- integration
- equality
- human rights.

The starting point of the equal opportunities plan is Helsingborg's Quality of Life Programme and the issues are important perspectives in our work on trends and the world around us. The City of Helsingborg has taken several important steps aimed at countering discrimination and promoting equal opportunities. The commitments based on these de-

isions have been gathered in this plan and here are some examples:

- Signing of CEMR- the European Declaration for Equality of women and men in local and regional life.
- Membership of ECCAR- European Coalition of Cities Against Racism.
- Joined the regional strategy One Equal Skåne.

Promoting equal opportunities in services and city work with our residents and customers is closely connected to our internal work against discrimination and towards a good working environment. Both external and internal work for equal opportunities depend on employees having knowledge, skills and experiences of human rights. A lack of representation within the organisation can mean an absence of perspectives, competencies and experiences that, in turn, can affect the quality of the services and customer experience we deliver.

We want to be an attractive and interesting employer characterised by good quality, innovation skills and efficiency and therefore we strive for broad representation that reflects society and that residents can recognise themselves in. Our workplaces should be safe, accessible and inclusive to attract a diverse group of people.

By working on active measures based on the Discrimination Act, we prevent discrimination and promote equal rights and opportunities in our organisation. Our internal work against discrimination and to support equal opportunity is based on the employer policy, the attractive employer plan and the city's protocol regarding special treatment, harassment and reprisals. Supporting the work are materials such as LikaOlika and the city employee survey.

There are other governing documents in the City of Helsingborg which relate to the plan in various ways:

- Library plan
- Action plan for the prevention of violent extremism
- Helsingborg city programme for rights of national minorities
- Cultural programme
- Land and housing programmes
- Business programme
- Service policy
- Elderly care programme.

3. Support and organisation

Promoting equal opportunities involves several cross-cutting issues that departments and municipal companies need to integrate into their activities. Clear support is needed for this.

The city management department's strategic social development division is responsible for the document as well as developing a central sustainable support structure for the implementation of equal opportunities. The support should focus on:

- Activities for implementation of the plan's measures and in the work of equal opportunities.
- Knowledge and training for public sector staff and politicians.
- Exchange of experience and learning.
- Support in analyses and follow-up
- Communication about the city's work.

For each respective measure in the plan, different actors are responsible for implementation and coordination. Departments and municipal companies are responsible for:

- Implementing actions relating to the measures of the plan for which they are responsible for implementation or coordination.

- Designing a robust structure and organisation to work towards equal opportunities.
- Employees have sufficient knowledge and support for implementing the measures in the plan.
- Enable and encourage staff to participate in training sessions; development processes and learning about equal opportunity and discrimination.

A steering group will follow the implementation of Equal Opportunities Plan.



4. Measures

OPERATIONAL MANAGEMENT

1. We will explore how the operations can contribute to equal opportunities through our baseline analysis, business plan and in operational dialogues.

ANALYSIS

2. We will test ways to describe the impact of equal opportunities in informing decision-making.

3. We will present and analyse data relating to individuals, based on gender and other factors (for example, age, disability, neighbourhood, education level, domestic/foreign born).

4. We will implement efforts to learn about different groups' experiences of our service and their contact with our organisation.

COMMUNICATION

5. We will develop our work on accessible, norm-critical and inclusive communication.

INCLUSION

6. We will work proactively to reach more groups of people with our activities and dialogues, particularly those who are currently less involved.

7. We will ensure that our premises and services are inclusive and accessible and that this is clearly communicated.

CO-OPERATION WITH CIVIL SOCIETY

8. We will increase co-operation with civil society on anti-discrimination and equal opportunities efforts.

9. We will offer knowledge and methodological support to organisations working towards equal opportunity and inclusion.

10. We will consistently raise issues of anti-discrimination and equal opportunities in municipal councils, consultations with national minorities, user committees, as well as meetings with civil society and residents.

11. We will develop, in co-operation with civil society, residents' opportunities for advice and guidance on human rights and discrimination issues.

COMPANIES

12. We will develop action on anti-discrimination, accessibility and human rights in procurement and purchasing.

13. We will develop how promoting business and industry can contribute to equal opportunities.

14. We will increase co-operation with businesses on anti-discrimination and equal opportunities efforts.

SCHOOLS

15. We will develop and strengthen support for staff in preschools, schools and recreation centres in their democracy and core values mission with particular focus on the seven grounds for discrimination.

PREVENTION OF VIOLENCE

16. We will strengthen the preventive work against violence in close relationships.

17. We will develop actions to better identify and prevent hate crimes.



4.1 OPERATIONAL MANAGEMENT

Promoting equal opportunities will be an integral part of the city's core business, quality and innovation work in order to make a real difference to people's quality of life. Our decisions become more meaningful, our analyses better and our operations more efficient when they are based on people's actual needs. To do that, we need to ask critical questions about whose needs we meet and who we include. What norms and beliefs influence the decisions we make and what will the effects of that be?

The current equal opportunity analysis¹ in Helsingborg highlights some of the needs and challenges that exist and, together with the documentation and data, forms the basis for analysis and planning. Our innovation work is a tool to solve the city's challenges. In that work, it is important to analyse and respect the different conditions, needs and challenges of residents.

The equal opportunity governance is primarily about looking at the services and efforts already planned and seeing how equal opportunities can be integrated into them. When equal opportunities are defined and included in

analysis and planning it also becomes part of the execution and follow-up. For example, an action in a business plan to produce quality indicators can be developed by dividing into and analysing indicators based on sex, age, disability and more to get a better picture of how fair and equal the operation is.

Similarly, a challenge to work more collaboratively and involve residents may be about describing which groups the business does not currently reach and what can be done to reach a greater diversity of people.

Measure 1: We will explore how the operations can contribute to equal opportunities through our baseline analysis, business plan and in operational dialogues.

Responsibility for implementation:
all departments.

Responsibility for coordination:
city management department
(finance and governance division).

Contribute to the following areas of the Quality of Life Programme: strengthening democracy, improving integration, creating good conditions for all children to grow up, increasing gender equality, increasing safety and security, improving health, increasing accessibility to experiences, increasing employment, improving people's living environment.



¹ Ramböll. Baseline analysis of equal opportunities in Helsingborg. 2021

4.2 ANALYSIS

Inequality between different groups in Helsingborg is increasing in several respects. To reduce the differences, be able to provide equal services and inclusive services, and build a socially sustainable city, we need to get better at highlighting what inequality looks like and the effectiveness of our efforts.

In the baseline analysis, we see differences based on gender, for example, on issues related to safety and security, mental health and participation. For people with disabilities, people born abroad and LGBTQI people, living conditions are in many cases lower than the norm.

To get better data and analysis, we need to split the data we have based on sex and other variables. This will allow us to see how the municipal business meets the needs and rights of different groups. We also need to use this and make it visible in the documentation we use when making decisions. As we highlight differences and assess impact, we can also make more effective decisions, develop better interventions and services, and get a view of norms and beliefs that affect our decisions and services.

Often norms, values and assumptions govern the way we deliver services, in many cases unconsciously. By follow-

ing up and evaluating the experiences of service users, both digitally and in person, we can identify shortcomings and areas of development to increase equality, improve contact and more qualitative service in line with the city's Service Policy.

Measure 2: We will test ways to describe the impact of equal opportunities in decision-making.

Responsibility for implementation: all departments and municipal companies.

Responsibility for coordination: the city management department (law and service division).

Measure 3: We will present and analyse data relating to individuals, based on gender and other factors (for example, age, disability, neighbourhood, education level, domestic/foreign born).

Responsibility for implementation: all departments and municipal companies.

Responsibility for coordination: city management department (strategic social development division and finance and governance division).

Measure 4: We will implement efforts to learn about different groups' experiences of our service and their contact with our organisation.

Responsibility for implementation: all departments and municipal companies.

Responsibility for coordination: the city management department (law and service division).

Contributes to the following areas of the Quality of Life Programme: strengthening democracy, improving integration, creating good conditions for all children to grow up in, increasing gender equality, increasing safety and security, improving health, increasing accessibility to experiences, increasing employment, improving people's living environment.



4.3 COMMUNICATION

The city's communication is an important way to build confidence in those we support and for more people to feel addressed, included and reached by our information. Norm-critical work is visible in different areas of the department's services, but there are several areas of development. The 2020 Equal Opportunity Plan follow-up report shows that several people find that the city's communication and appeal is directed to a narrow norm and more development is needed for more people to feel included.

Our communication, internally and externally, should counter prejudices, behaviours, language and images that can reinforce norms and stereotypes. It is important that services analyse which groups are reached or not in order to find new ways or channels of communication. We want digital alienation to decline and more people to feel involved in society.

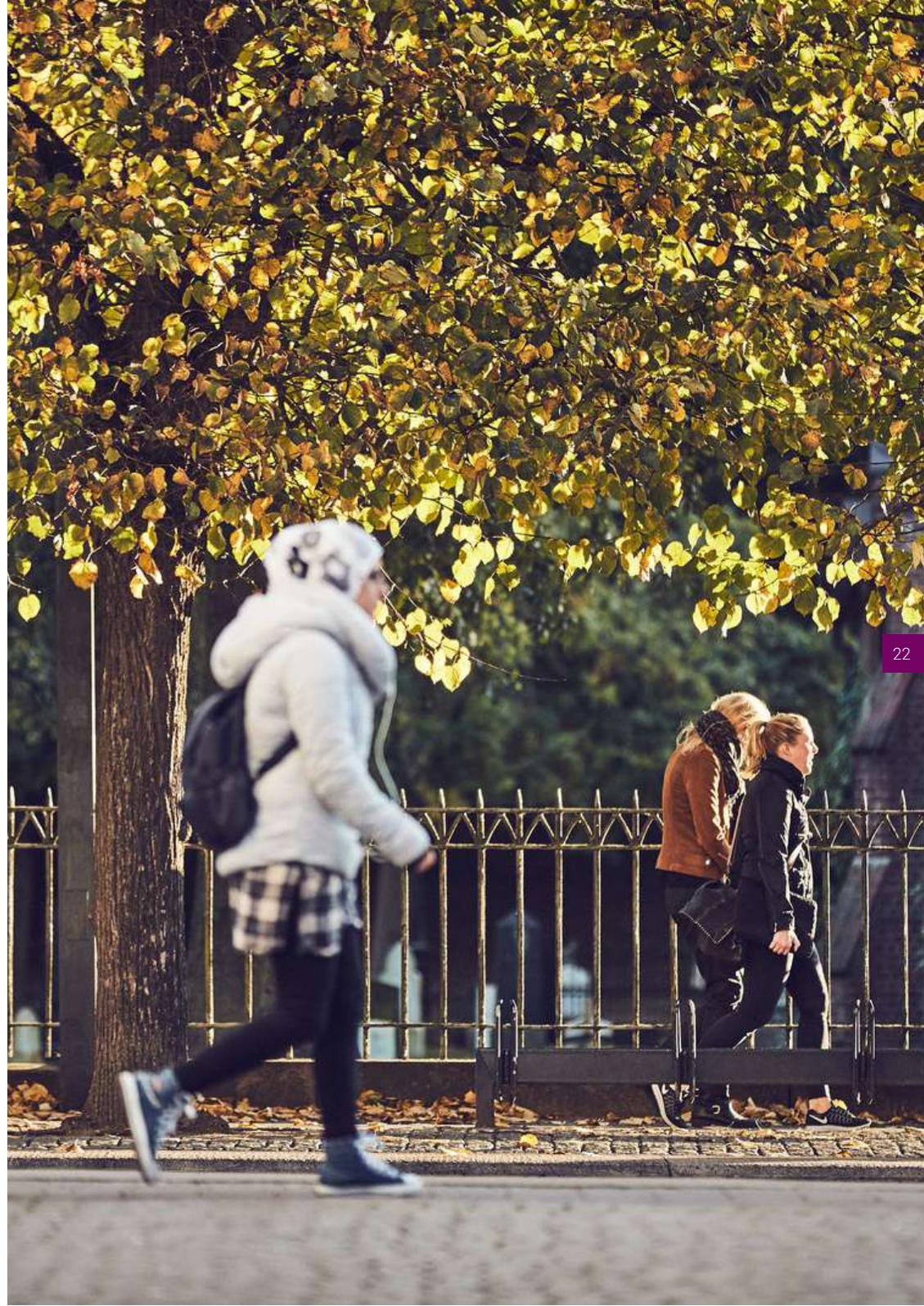
More inclusive communication may also be about us getting better at explaining and communicating as we make efforts to promote equal opportunity. The city's network of communicators is a central support function for the issues of available, equal and norm-critical communication in the departments and municipal companies.

Measure 5: We will develop our work on accessible, norm-critical and inclusive communication.

Responsibility for implementation: all departments and municipal companies.

Responsibility for coordination: city management department (communications and marketing division).

Contributes to the following focus areas of the Quality of Life programme: strengthening democracy, increasing accessibility to experiences, improving integration, increasing gender equality, good conditions for all children growing up.



4.4 INCLUSION

Participation is an important principle of democracy and human rights. We want everyone, regardless of their background, to have equal conditions and the same opportunities to fulfil their human rights. For this, we need to find innovative and smart ways to reach the people we do not usually reach. For example, we can see that the elderly, young girls, foreign-born people, people with disabilities and LGBTQI people have lower social participation rates.

Participation varies between different groups and neighbourhoods in Helsingborg and is often linked to education and socioeconomics. When speaking to residents, we find it difficult to reach certain groups which means some voices are not heard and documentation becomes less representative.

A prerequisite for participating in our services is that our premises are accessible and physically and socially inclusive. This may involve entrance steps, lifts, hearing loops, flexible dressing rooms and toilets but also symbols, how they are treated, jargon as well as digital skills and access. The physical planning of the city is also significant. Some groups, for example, children, young women, LGBTQI people, people with disabilities may need separate safe rooms in order to meet and interact with others. Better information about premises and the design of events and activities as well as accessibility adaptation would facilitate more target groups of residents and visitors.



Measure 6: We will work proactively to reach more groups of people with our activities and dialogues, particularly those who are currently less involved.

Responsibility for implementation: labour market department, culture department, school and recreation services department, social services department, urban planning and technical services department, city management, city management department, health and social care department.

Responsibility for coordination: the city management department (law and service division).

Measure 7: We will ensure that our premises and services are inclusive and accessible, and that this is clearly communicated.

Responsibility for implementation: property management department, Helsingborgshem, Hasab, culture department, school and recreation services department, social services department, urban planning and technical services department, city management department, health and social care department.

Responsibility for coordination: property management department and school and recreation services department.

Contributes to the following areas of focus in the Quality of Life Programme: improving health, increasing accessibility to experiences, improving integration, creating good conditions for all children growing up, increasing gender equality, strengthening democracy, creating a more robust society.

“Getting around by electric wheelchair is difficult in Helsingborg. Local buses cannot take electric wheelchairs. Stairs, bumpy pavements, no ramps, cramped lifts or no elevators. Traffic lights that change too fast so you end up in the middle of the street. Too high curbs without edge adaptations so you have to drive and look for them. The people are amazing and are happy to help, but the logistics when planning this beautiful new Helsingborg leave much to be desired.”

QUOTE FROM SURVEY ON DISCRIMINATION

4.5 CO-OPERATION WITH CIVIL SOCIETY

The role of civil society as a community actor in Helsingborg is important. Many organisations engage with issues around equal opportunity and have a lot of knowledge, experience and commitment. Co-operation needs to happen at several levels. Civil society has a major role to play in implementing services for equal opportunities. Dialogue and co-operation with civil society is also a way to increase knowledge and find hard-to-reach efforts. Often, they are closer to residents, able to see need and reach out in different ways.

The city provides financial assistance to many organisations that conduct important services for the city's residents. We can develop work with organisations so that they can live up to the requirements for democracy, together with financial support.

Involving more groups and perspectives is a prerequisite for working on the challenges and innovation of the city. There are several established forms of co-operation between city and association life, business and residents. In order to increase our knowledge of how the situation and needs look in connection with work on anti-discrimination, human

rights, equal opportunities, issues need to be raised in existing forums and co-operation with civil society strengthened.

It is important that people in our city know where to receive support and help if they experience violations, discrimination or when their rights are not met. Surveys¹ show that few people in Helsingborg know where to get support and guidance. Accessible, compassionate support must be available for those who have suffered racism and discrimination and we will clearly inform residents of this.

There is a lack of clear support for children and young people to turn to if their rights are not being met. This can be developed using experience gained from existing counselling functions at the city's contact centre.

Measure 8: We will increase co-operation with civil society on anti-discrimination and equal opportunities efforts.

Responsibility for implementation: labour market department, culture department, education and leisure department, social department, urban planning and technical ser-

vices department, city management department, health and social care department.

Responsibility for coordination: the city management department (law and service division).

Measure 9: We will offer knowledge and methodological support to organisations working towards equal opportunity and inclusion.

Responsibility for implementation: labour market department, culture department, school and recreation services department, social services department, city management department.

Responsibility for coordination: the city management department (law and service division).

Measure 10: We will consistently raise issues of anti-discrimination and equal opportunities in municipal councils, consultations with national minorities, user committees, as well as meetings with civil society and residents.

Responsibility for implementation: all departments and municipal companies.

Responsibility for coordination: The department for strategic social development division at the city management department

Measure 11: We will develop, in co-operation with civil society, residents' opportunities for advice and guidance on human rights and discrimination issues.

Responsibility for implementation: employment department, culture department, school and recreation services department, social department, city management department, health and social care department.

Responsibility for coordination: city management department (law and service division and strategic social development division).

Contributes to the following areas of the Quality of Life programme: strengthening democracy, increasing accessibility to experiences, increasing gender equality, improving integration, increasing safety and security, creating good conditions for all children growing up.

1. Sensemaker survey on the experience of discrimination in Helsingborg, 2021

Percentage subjected to abusive treatment last 3 months, by country of birth



Figure 4: Ramboll. Equal opportunities baseline analysis in Helsingborg. April 2021

Percentage of those exposed to violations stating that it was related to:

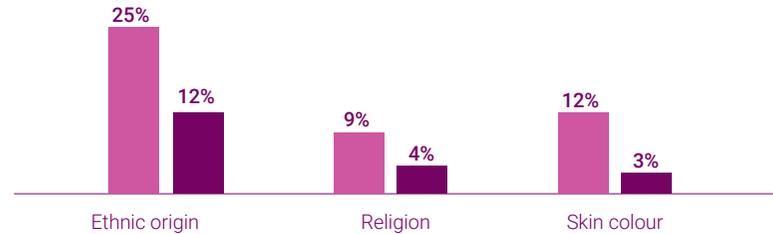


Figure 5: Ramboll. Equal opportunities baseline analysis in Helsingborg. April 2021 ■ Men ■ Women

"I'm of a foreign background. Everywhere I go, there's someone always looks at me strangely. If you go into a store, you feel watched. On public transport, people don't want to sit next to me. If the police see you driving a car you know they're going to pull you over. Everyday racism is so common nowadays that we have learned to live with it. No matter how integrated you become into society, you will never be seen as Swedish. I've lived in Sweden since - 87."

QUOTE FROM SURVEY ON DISCRIMINATION

4.6 COMPANIES

Companies are important actors in the work against discrimination and for equal opportunity. Several companies in Helsingborg are actively working against discrimination, but there is interest in increasing co-operation and further developing promotion of equal opportunities. In addition to better life conditions for people, there are several other potential gains for business and society.

The city's role as a buyer is important in order for the companies delivering goods and services to the city of Helsingborg to contribute to equal opportunity. The procurement process is a tool to contribute to universal design for increased accessibility and proactive work for anti-discrimination and equal opportunity.

The city's ambitions in the Economic and Social Development Programme are about strengthening and promoting the business community to create a sustainable place that is attractive to people and businesses. Industry and business promotion can contribute in several ways to ensure that people have equal opportunities, for example, running businesses, participating in the workforce, and ensuring businesses are well placed to work for inclusion.

Measure 12: We will develop action on anti-discrimination, accessibility and human rights in procurement and purchasing.

Responsibility for implementation: all departments and municipal companies.

Responsibility for coordination: city management department (finance and governance division).

Measure 13: We will develop how promoting business and industry can contribute to equal opportunities.

Responsibility for implementation: labour market department, environmental management, social services department, urban planning and technical services department, city management department.

Responsibility for coordination: city management department (enterprise and destination development division).

Measure 14: We will increase co-operation with businesses on anti-discrimination and equal opportunities efforts.

Implementation responsibilities:
all departments and companies.

Responsibility for coordination:
city management department (enterprise and destination development division).

Contributes to the following areas of the Quality of Life Programme: increase employment, improve integration, and increase gender equality.



4.7 SCHOOLS

Focusing on children and young people's conditions throughout the childhood is a central issue in creating conditions for good quality of life and reducing differences in the city. Managing school is an important prerequisite and protective factor for health for all children and young people. Creating a safe physical and social environment, treating people well and protecting from bullying, violations and honour-related violence and oppression are part of schools' democracy and core values mission. It is central to enabling children to achieve knowledge goals. Yet some children and young people in our schools experience feeling unsafe and insecure, violations, threats and violence, for example, based on sex, ethnicity, disability, sexual orientation and gender identity.

Knowledge of discrimination grounds needs to increase. We need to reinforce skills on pedagogy and methodology that, for example, counter racism, toxic masculinity norms and promote gender equality and the rights of LGBTQI people.

Measure 15: We will develop and strengthen support for staff in preschools, schools and recreation centres in their democracy and core values missions with a particular focus on the seven grounds for discrimination.

Responsibility for implementation:
school and recreation services department, social services department.

Responsibility for coordination:
school and recreation services department.

Contributes to the following areas of focus in the Quality of Life Programme: improving health, improving integration, increasing safety and security, increasing gender equality and creating good conditions for all children growing up.

'I'm a trans man and had to change in the girls' dressing room for a whole academic year after I came out, ahead of every sports lesson. I would have much rather changed individually, partly because I've been in the situation where others have questioned why I'm in the girls' locker room and because it feels wrong when I'm not a girl. This gave me a lot of anxiety before sports lessons.'

QUOTE FROM SURVEY ON DISCRIMINATION

4.8 PREVENTING VIOLENCE

Violence in close relationships and honour-related violence and oppression relate to the right to safety and security, health and equality. What happens in close relationships in private settings and on the internet also affects people's experiences of feeling unsafe and insecure in the public domain. Women, transgender people and people with disabilities state to a greater extent than others that they are afraid to go out alone in Helsingborg. They are also subjected to more abusive treatment and are often particularly exposed to violence in close relationships.¹

Men are more often suspected of violent crimes² and are more often subjected to violence generally. When women are subjected to violence, it usually occurs in the home, repeatedly and by a relative. Violations and hate crimes due to, for example, skin colour, ethnicity, religion, sexual orientation or gender identity are other kinds of violence occurring in multiple environments and in everyday life. Likewise, sexual assault, prostitution and trafficking are crimes that affect safety and security in both public and private settings.

Many actors can help prevent and manage violence in close relationships as well as honour-related violence and oppression. Therefore, this becomes an issue

for the whole city that ties into crime prevention and safety and security work, the work for Quality of Life and integration. Preventive work in one arena causes violence to decline elsewhere. The social services department today has several projects aimed both at those vulnerable to violence and to abusers once the violence has occurred. Helsingborgshem for their part is making efforts aimed at detecting violence in close relationships. To prevent violence from happening or to detect it earlier, we need more efforts to counter toxic masculinity norms and honour culture. We also need to strengthen gender equality work and increase the skills to be able to identify and manage violent exposure and violence.

Measure 16: We will strengthen the preventive work against violence in close relationships.

Responsibility for implementation:

employment department, Helsingborgshem, school and recreation services department, social services department, city management department, health and social care department.

Responsibility for coordination:

social department and city management department (strategic social development division).

Measure 17: We will develop actions to better identify and prevent hate crimes.

Responsibility for implementation:

labour market department, property department, Helsingborgshem, school and recreation services department, social services department, urban planning and technical services department, city management department, health and social care department.

Responsibility for coordination:

social services department and city management department (strategic social development division).

Contributes to the following areas of focus in the Quality of Life Programme: increasing safety and security, increasing gender equality, creating good conditions for all children growing up and improving health.

'At a number of pubs in Helsingborg, I have been subjected to sexual harassment in the form of older men taking the liberty of groping. This has meant that I am considerably more vigilant and am never alone in a pub or bar.'

QUOTE FROM SURVEY ON DISCRIMINATION

Percentage exposed to violence in the last 12 months by sex and age

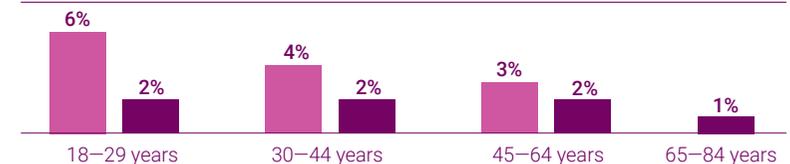


Figure 6: Ramböll. Equal opportunities baseline analysis in Helsingborg. April 2021 ■ Men ■ Women

Percentage who are afraid to go out alone by sex and age

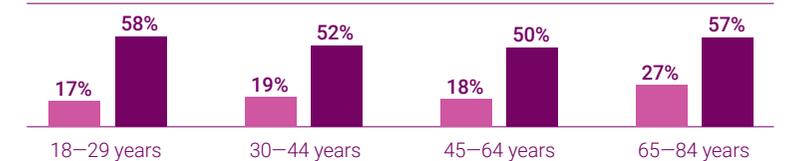


Figure 7: Ramböll. Equal opportunities baseline analysis in Helsingborg. April 2021 ■ Men ■ Women

1. Ramböll. Equal opportunities baseline analysis in Helsingborg. 2021

2. Suspects: Brå. Suspected individuals

5. Follow-up

The follow-up for the Equal Opportunities Plan will focus on two areas; development and implementation. The follow-up will be communicated internally and externally and used for learning and development. As the city's equal opportunity challenges are complex and likewise the solutions, it is difficult to measure the direct impact of our efforts. While we cannot always see the direct connections between our efforts and changes in society, it is important to both follow development and implementation.

Equal opportunity development

Following the end of the validity of the plan, a follow-up of the level of opportunity in Helsingborg will be carried out in conjunction with the baseline analysis which is part of the documentation behind the plan. Effects are also partially analysed in the follow-up to the Quality of Life Programme. Effects should be analysed both using data and experiences from our organisation, civil society, business, academia and residents.

Implementation of the plan

Implementation of the plan will be followed up in order to contribute to learning about working towards equal opportunities.

Every two years, we compile a comprehensive picture with the status of the measures and report to the local government. The follow-up will be designed with a focus on exchange of experience and dialogue so that it contributes to organisations' own development and learning as well as a comprehensive picture of the city's equal opportunity efforts.

The strategic social development division at the city management department is responsible for the revision, follow-up and communication of the plan.



