

# Active measures – the work for equality at the workplace

**Welcome to a course on how the employer's work for gender equality, diversity and non-discrimination can be successfully conducted. During this full-day education you'll learn how the work should be conducted to meet the new requirements of the Discrimination Act and it ought to be organized in order to have the greatest possible effect.**

Since 2017, the requirements of the Discrimination Act regarding work on active measures have changed in several ways. As the seminar leader has worked for the Equality Ombudsman, we can certainly guarantee you will learn exactly what is required to fulfil the requirements of the Discrimination Act.

You will learn the methods to systematically conduct the work with the help of examination technique, methods for analysing and evaluation. During this course you will learn other methods for how the work should be conducted in the following areas:

- Work environment
- Parenthood
- Harassment, victimization and reprisals
- Education and competence development
- Recruitment and promotion
- Equal pay

## Target groups and purpose

The seminar is aimed at those who, in their organization work with these issues as a representative of the employer or a trade union organization.

As this is a basic course, you do not need any actual prior knowledge. You learn about methods to use in your systematic work in search for obstacles and risks of discrimination. You'll also get several recommendations on which active measures that can be taken to prevent different forms of discrimination.

During the day the seminar leader mix lectures with workshops. We begin by creating an understanding of why inequalities occur in organizations - to know what problems that may need to be solved. How the work is conducted within the organization is crucial for its success. Based on research and proven experience, the seminar leader gives advice on how the work with active measures ought to be organized in order to reach the goals.

During the course, the participants will reflect together and exchange experiences of how their organizations have chosen to work with these issues. Another question that gets its answer is how the work environment work and the work for equal working conditions can be coordinated.

## Some acknowledgements from previous participants:

*"It was a very intensive and busy day where we acquired a lot of new knowledge about how the work can be carried out."*

*"Unlike what I previously read about equality; the content of the course was concrete. After the education I feel motivated to use what I learned."*

*“The seminar leader was experienced. I got many solid tips on how different employers have solved situations and dilemmas - also thanks to the opportunities given to exchange ideas with other human resource strategists.”*

*“I thought our organization had a fair view of how to conduct the work of active measures. Now I am filled with thoughts about what we need to do further.”*

*“We think that we’ve been pursuing an ambitious work with active measures. But in our organization it has not been easy for the human resource department to run this process. The part about how the work should be organized was therefore particularly valuable to us.”*

## The seminar leader



**PATRIK EDGREN** has worked devotedly for 15 years with issues related to equality, diversity, inclusion and work environment for the Teachers' Union, the Equality Ombudsman, the Equality Ombudsman and as a consultant for Equal Relations. During the 1990s, he worked on developing relationships and individuals of different youth groups.

His experience of how different employers have organized their work for equal rights and opportunities, in combination with his knowledge of what the research indicates are the most successful strategies, constitutes the basis for the course content.

Patrik has helped the Equality Ombudsman to develop a method for anti-discrimination based on seven grounds of discrimination. For several years, Patrik has been one of the participants in the gender equality minister's gender equality council.

Patrik has trained thousands of leaders and HR specialists. He has a pedagogical degree and works responsibly and engaged as a seminar leader.

For eight years Patrik studied Sociology, Human Resource Management, Work Environment Management and Pedagogy at university level. He's got a master's degree in history and social science with a specialization in democratization processes.

If this course sounds interesting, please contact Patrik Edgren.

### **Patrik Edgren**

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