

Supervision

Why can an external supervision be valuable?

The new Discrimination Act from 2017 sets new requirements for the employer's work on active measures. The difference between the past and the present is great, especially regarding the systematics. How the work is to be conducted within each area has also changed. Gone is the opportunity to wait three years to take actions. The work must now be conducted and followed up continuously. There are also new requirements regarding the documentation.

Allowing an examination of the ongoing work on active measures can save hours for the human resource department and the organizations management team, who otherwise must try to find out what measures that need to be taken. The examination result also provides the organization with the preparation required before a possible inspection of the Equality Ombudsman.

For them that already work ambitiously, an external examination can give a receipt for a well-executed work. And that which is worth raising can advantageously be communicated both internally and externally.

What is being examined during the inspection?

The examination is based on sixty criteria. After completing the inventory, a report is written in which you get to know in which parts the work lives up to the Discrimination Act's requirements and what could be further developed.

- The systematics
- Recruitment & Promotion
- Education & Competence Development
- Working conditions
- Parenthood
- Harassment, sexual harassment & retaliation
- Equal pay
- The way the work is organized
- Documentation procedures

How long will this examination take, including the writing of a report?


Approximately 20 hours.

Out of many questions, what do Equal Relations consider to be the most important ones during the examination?

- Is there a documentation that shows how the work is carried out, what investigations and analyses have been done and are adequate measures taken?
- Have any follow-ups and evaluations been conducted?
- How is everything organized? Does the delegated responsibility work out well? Do managers know what their mission is in this change process? What is being done to increase the managers' opportunities to act in line with your goals?

If this sound interesting, please contact

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