

## Organization development from an employer perspective



### Strategic consultation for change

Equal Relations helps employers to fulfil their visions. It is by offering the methods for how the visions at the central level can be realized in everyday life, at all levels in the organization, that we see that our contribution can make a great change. It is about having the arguments to convince the leaders of the organization and finding the right management strategies.

### Integration of different perspectives

We assist organizations in their work on gender mainstreaming. It is about organizing the business, finding areas for improvement, developing and evaluating processes so that gender equality perspectives are incorporated into all decision making in work processes at all levels of the organization or a project. But what about the other grounds of discrimination?

On behalf of the Equality Ombudsman, we have developed a method for how non-discrimination can be prevented based on seven grounds of discrimination. In short we do analyses of the employees' work processes together with the staff in our search for risks of discrimination on the basis of seven discrimination grounds. In support of their work, we then create checklists with question batteries for self-reflection.

### Development of the work for equal rights and opportunities in certain areas

Equal Relations helps employers develop different parts of their work with affirmative actions. We can offer you effective measures based on a large knowledge bank of best practice. We are certified evaluators and make *follow-ups* and *evaluations* of ongoing processes, preferable based on established indicators.

We are one of the leading specialists in the area of *discrimination-free recruitment* in Sweden. In one company, we've worked two years to increase the number of women in a male-dominated organization. In many organizations, our task is to develop their preventive work against discrimination, *harassment and victimization*. To ultimately succeed in their recruiting organizations also need to ensure an inclusive organizational culture. However, more is needed to create a workplace for everyone. We therefore support organizations in their efforts to create an *inclusive organizational climate*.

Patrik Edgren has worked with supervision, counseling and education in the field of *equal pay* since 2006. The rules for how this work is to be conducted are the same, but there are different opportunities to adapt the work to the needs of the business. We also assist organizations in the areas of *education, skills development and worklife balance*.

Patrik Edgren has experience of working as a work environment specialist for the Teachers' Union. Therefore, we can offer high quality support in this field. Here we've noticed that organizations need a lot of help. A systematic work management is usually established. However, in order to comply with the Discrimination Act, it must be conducted on the basis of seven discrimination grounds. The work in these two areas can fertilize each other. We can help you with coordination.

**Does this sound interesting?**

☎ +46(0)720 034 294

✉ patrik.edgren@equalrelations.se.

[www.equalrelations.se](http://www.equalrelations.se)

