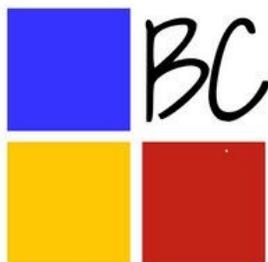




norden



B-Creative Förening

## **Strengthening the NGO network – a tool for social security**

### **Equal opportunities and access to the labour market.**

Project No. 1020370

Responsible partner: Foundation  
„Interakcia”, Belarus

2021-09-24



## Gender equality in the labour market

Gender equality means that women and men have the same rights, obligations and opportunities within all important areas of life. The Government has set targets for increasing gender equality in Sweden. When a society makes the best of both men's and women's skills and creativity, this contributes to greater justice and economic growth, among other things.



## Gender equality in the labour market

Sweden is, in many ways, a country where there is gender equality. About 80 per cent of all women in Sweden aged 20 to 64 work outside of the home, which is a high proportion compared to many other countries.

However, there are is a lack of gender equality in the labour market. Women who work in the same professions as men usually have lower wages, despite doing the same job as men. There are fewer women than men in the senior management of companies.



## Gender equality in the labour market

Research also shows that there are differences between the opportunities men and women have to combine work with family life. Women do the majority of housework, even if they work just as much as men. More women than men take parental leave for longer periods.



## Gender equality in the labour market

The Government is working to increase gender equality in several areas. One goal, for example, is for women and men not to have to choose their professions based on their sex but on their aptitude, skills and interest.

The labour market in Sweden is still divided, with more women working in nursing and care, for example, and more men working in the engineering and construction industry. There are also more men than women who start their own businesses and are managers in a workplace.



- Year 1939 Working women may not, with certain exceptions, dismissed due to pregnancy, childbirth or marriage.
- Year 1980 Laws against gender discrimination in working life are introduced.
- Year 2019 The International Labour Organization adopts a convention on the elimination of violence and harassment in working life.



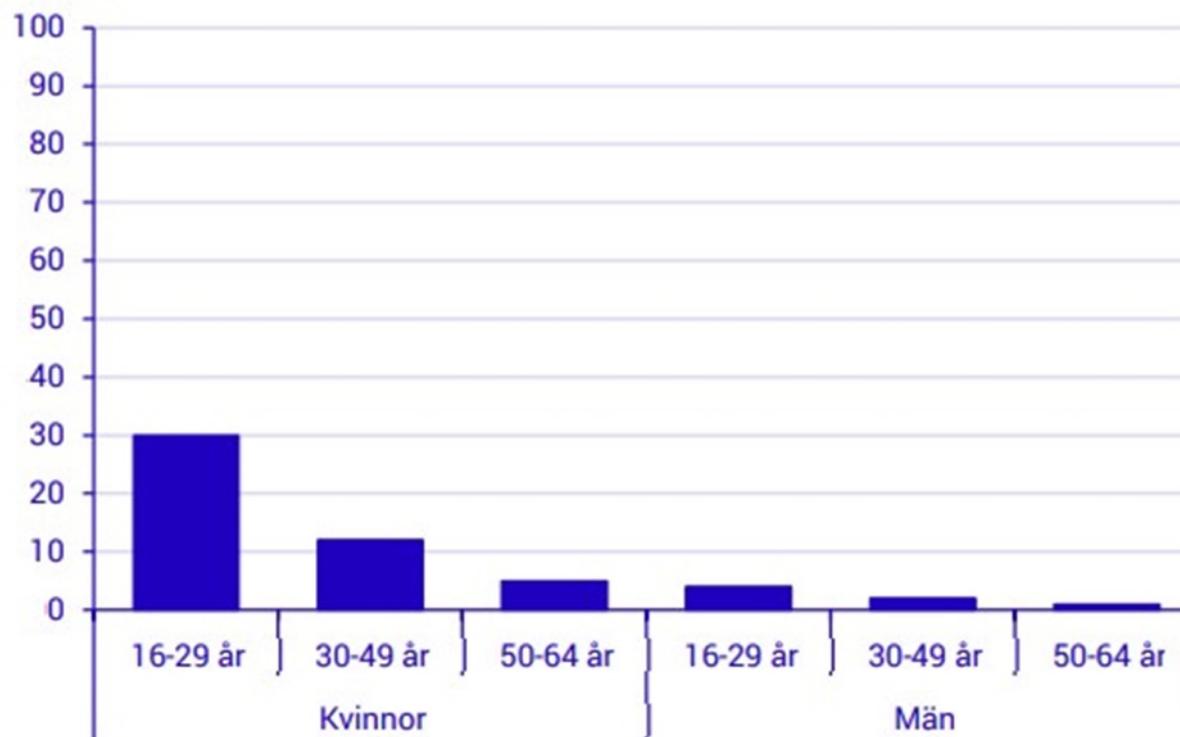
On 21 June 2019, the International Labor Conference adopted a convention on the elimination of violence and harassment in working life and the accompanying recommendation.

The purpose of the convention is to counteract violence and harassment as well as gender-based violence and gender-related harassment in working life .

**Diagram 13. Utsatta för sexuella trakasserier på jobbet från chefer/arbetskamrater och/eller andra under de senaste 12 månaderna efter kön och ålder, 2017**

Andel i procent av sysselsatta

Procent



Källa: SCB, Arbetsmiljöundersökningen 2017



Despite a ban on discriminating against and disadvantaging pregnant women at work, reports continue to flow into the trade unions and the Discrimination Ombudsman (DO).



norden



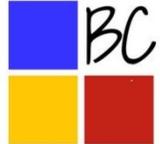
We can state that discrimination in working life occurs and for a change to take place, active work is required.

By integrating perspectives on non-discrimination and equal opportunities, we can get one step closer to the goal:

**A labor market that is accessible to all on equal terms.**



norden



B-Creative Förening

Thank you  
Any questions ?