

“Gender Equality Work in Linköping”

Mr Gunnar Broman, Vice Mayor of Linköping



Linköping

Where ideas come to life

In the heart of southern Sweden

To Stockholm

Train: 1.40 hours. Car: 2.15 hours.

To Gothenburg

Train: 3.15 hours. Car: 3 hours.

To Malmö

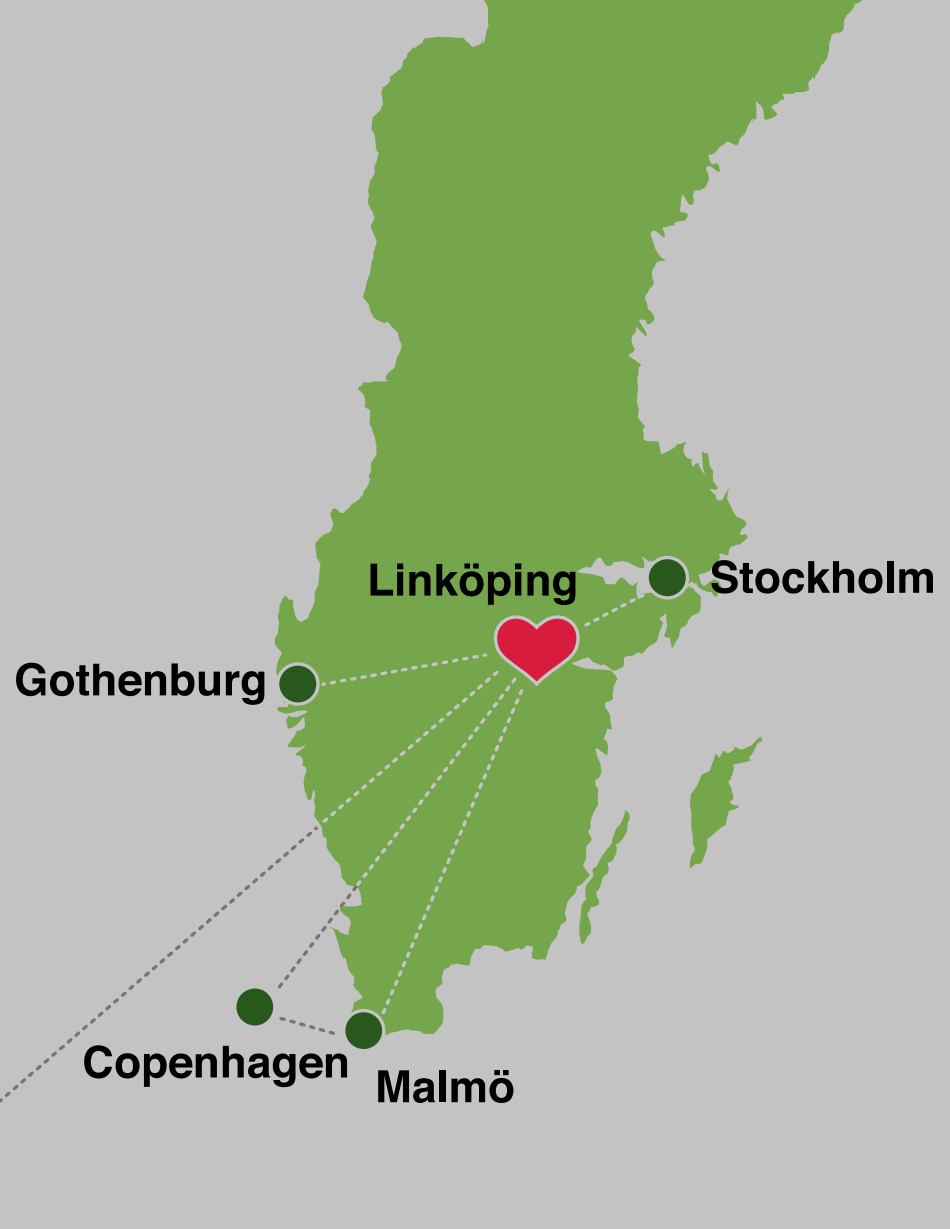
Train: 2.45 hours. Car: 4.15 hours.

To Copenhagen

Train: 3 tim. Flight time: 1.10 hours.

To Amsterdam

Flight time: 1.45 hours.



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Research, innovation and growth
characterize the city of
Linköping.



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City of Linköping

- Sweden's fifth largest city
- A fast growing city
- Large number of knowledge-intensive companies
- Focus on innovations

Employee Political Vision

"The municipal employee political vision is to establish good work conditions, where all employees feel job satisfaction and pride, have influence and the opportunity to develop and be part of the common welfare sector."

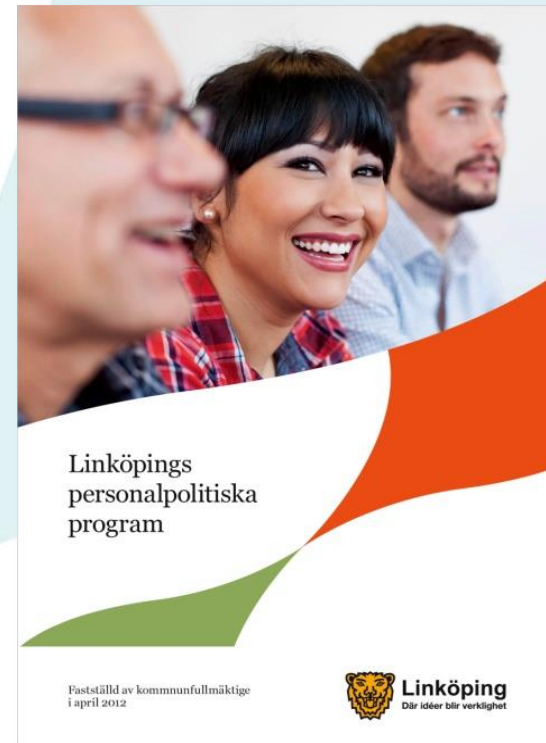


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Linköpings Employee Political Programme

This is a visionary municipal document applicable to all workplaces within the administration.

It shall provide guidance when planning the HR activities relating to the employees.



We Shall Have a Common Approach Regardless of Mission, Role or Function Based on the Following Principles:

The **public perspective shall be the focus** in all contacts with users and customers.

Work to ensure that all employees shall experience job satisfaction, harmony and professional pride.

Respect all opinions, roles and functions.

Work to ensure that ideas become reality.

Cooperate across borders within our organisation as well as with external partners.

Take active responsibility for your own and the organisation's development.

Changes in Society

- More young and older people
- Artificial Intelligence/digitizing
- Increase in regional differences
- Generation thinks different
- Increased movement



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Implementing the Branding Platform and Employee Political Programme

Core Values → Courageous
Human
Multi-faceted

Brand Promise → Linköping – where
ideas come to life

Gender - Routines and Skills

In January 2018, the City Council adopted a number of decisions to strengthen the competencies of gender equality in the municipality:

Decision to make gender equality as a subject area of education for all new employees

Decision on gender equality as a subject area will be a part of the municipal programs

Decision to educate all elected representatives on gender equality from the 2018-2022 term of office

Decision to instruct the Chief Executive Officer to ensure that there are resources for gender equality work at the administrative level, including contact area with the municipal management

Gender equality integration is about a systematic improvement work. It is not enough to collect and divide the statistics by gender. Follow-up must be developed in order to lead to gender equality analyzes, goals and measures to be meaningful, and the activities should not contribute to creating inequality.

Today, all statistics related to individuals should be collected, analyzed and presented by gender and where possible, constitute an overall basis for classification in the statistics.



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- **Organizations** that do not work actively for gender equality are perceived as irrelevant, especially by young people
- **Reduced tolerance** to sex stereotypes
- **The norms of sport and society** are increasingly being questioned
- **Non-gender-based** sports are growing
- **Gender equality** is about structures, governance and culture
- **Equality is a matter of sport development**





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Bolag	Turnover Outcome 2017 (SEK million)	CEO
Linköpings Stadshus AB	77	Male
Tekniska verken i Linköping AB	4 839	Female
AB Stångåstaden	1 483	Male
Lejonfastigheter AB	736	Female
Sankt Kors Fastighets AB	196	Male
Visit Linköping & Co AB	121	Male
Science Park Mjärdevi AB	13	Female
Linköping City Airport AB	62,4	Female
Resecentrum Mark o Exploatering i Linköping AB	16,8	Male
Linköpingsexpo AB	29	Male



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Goals for Political Boards

The Budget 2018 Budget Plan, with plans for 2019-2021

The Social Welfare Board:

To reduce the differences in processing and execution time between sex within the Board's authority.

Culture and Recreation Board:

To measure the utilization rate based on target groups (age and gender) to monitor how efficiently existing facilities are used. To get a full picture of the Board's effectiveness, key ratios need to be compared to others.



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Follow-up

Gender-divided statistics are found and used in the regular business and budget follow-up. The central instructions show that gender-divided statistics should be reported for the indicators and that in the follow-up, these, where relevant and possible, should be reported and analyzed by gender.

The administrations work on their own business statistics to follow the results.

The different boards work on their own business statistics to follow the results.



Surrounding World Reconnaissance, example from our Culture and Sports Board

- Gender equality is about structures, governance and culture
- Equality is a matter of sport development
- Gender equality is a prerequisite for activity throughout life
- Market value, exposure value, association value

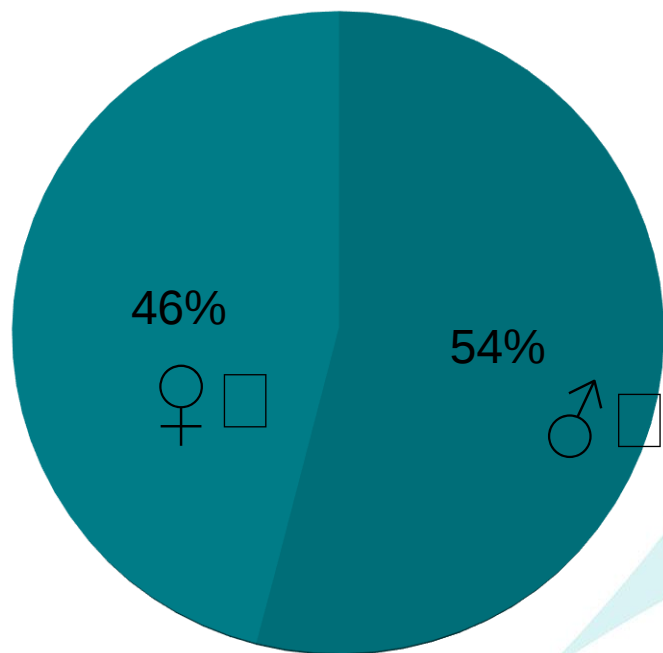


Sponsorship

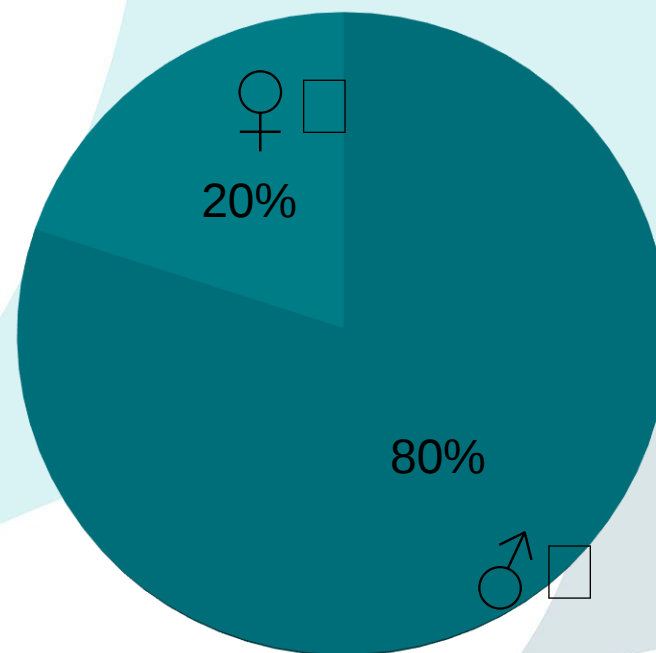
**Cooperation
agreements**



Men receive 2.9 billion SEK more in sponsorship/cooperation agreements income



Number of practitioners



Sponsorship

Idea of Gender Quality

Equal sponsorship from city companies (resources)

A gender equality fund is being built to encourage gender equality in society (structure, governance and culture)

The municipality's current elite support is replaced by development aid focusing on sporting development environments (sports development)

The municipality's elite support is complemented with support that encourages dual careers in which elite athletes are combined with studies (sports development)

International Cooperation



“Coming together is a beginning, staying together is progress, and working together is success.”



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City of Linköping :

- **Vibrant city life**
- **Welcoming**

Countryside

- **Canals and lakes**
- **Cultural activities**
- **Clean air**



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**Linköping is only
one stop away!**



Thank You for Listening