

Certified training in gender equality for managers and teachers



Stockholm County Council

Approximately 42 000 employees
about 2 800 managers

A turnover of approximately SEK
43 billion (EUR 4.7 billion)

95 per cent of which is generated
by the health service

Karolinska Institutet

Sweden's only medical university

With 16 different undergraduate
programmes leading to professions
in the health service, the institute
educates many prospective County
Council employees

Stockholm County Council is working together with Karolinska Institutet to train 500 managers and teachers in gender equality and leadership.

For the period between June 2004 and December 2007 the County Council has been granted project funding from the Council for the European Social Fund in Sweden (Swedish ESF Council) to implement certified gender equality training for about 500 managers. (Project number 55277). The training is certified by the Institute for the Professional Development of Physicians in Sweden (IPULS), which means it can be listed as an additional qualification by managers on their curriculum vitae.

The aim of the education

This education project focuses to increase knowledge of the applicable regulatory framework and to raise awareness about the fact that gender equality is an important ethical issue and one of the County Council's and Karolinska Institutet's key values. The training shall provide the participants with in-depth knowledge in the area of gender equality, give them scope to reflect on their own role and approach with the aid of research findings, strengthen the participants' ability to analyse their own role in practical, day-to-day gender equality work and make them more aware of what is going on around them in the world at large.

The gender equality stance

Equality between women and men is a fundamental objective within the County Council. Active gender equality work shall be an integral and natural part of the County Council's personnel policy and be included in all aspects of its personnel strategy. Gender equality work shall be integrated into all the County Council's activities.

Gender equality is a continuously developing area of knowledge. To work for gender equality provides greater insight into the importance of analysing an organisation's activities from a gender perspective.

The phases of mainstreaming gender equality

For efficient mainstreaming of gender equality in the organisation the management must take active action. To take action the management needs education and support to reach all the way to each employee. The County Council has started out the implementation by educating the senior managers and thereafter the intermediate managers. The managers are then responsible for the training of their co-workers in the form of 3 x WPM (Workplace meetings).

Phase 1 - Certified gender equality training for the most senior managers

Process-oriented training consisting of three days over the course of six months. There are 20-25 participants in each group. The target groups are management teams, chief operations officers, etc., as well as teachers at Karolinska Institutet (professors, faculty deans, etc.) After having completed the training and presented set assignments, participants receive a certificate. This acts as quality assurance as it ensures that senior managers acquire knowledge about the Gender Equality Act and other gender equality issues and increases their awareness, both from an employer as well as an operational perspective. Knowledge about gender equality issues should be an added qualification to be considered when appointing managers.

Phase 2 - Gender equality training for intermediate managers

This training is primarily for first-line managers and takes the form of about 1.5 days during the course of a few weeks. The first day is mostly made up of plenary lectures followed by a half-day where gender equality issues are linked to business development. It is also important for first-line managers to acquire knowledge and be made aware of gender issues so that they can head up the efforts at the workplace.

Phase 3 - “3xWPM” (WorkPlace Meetings) training for co-workers

Study material developed by the Swedish Association of Local Authorities and Regions (SALAR) is used at three different workplace meetings. The material describes women’s and men’s working and living conditions and health in Sweden, outlines the history of gender equality policy and contains a number of exercises in ethics and values. The aim is to train first-line managers using the material so that they in turn can lead discussion in their own work groups. The overarching objective is for all co-workers to be made aware of prevailing gender structures.

Today:

100 certified senior managers
270 managers in ongoing training
50 personnel handling officers in ongoing training

The Citizens’ perspective

Promoting gender equality is a matter of human rights and quality assurance and shall be incorporated in the financial management and analysis.



Evaluation

The training has been evaluated by IPULS and the results so far indicate that it is very much appreciated and many feel they can recommend the training to their colleagues. Many also say that knowledge about gender equality has increased and that they also see the importance of working actively with gender equality issues.

Forms of evaluation to estimate the effect of the certified gender equality training.

- Programme evaluation in accordance with IPULS criteria.
- Annual co-worker surveys measure the long-term effects
- Pilot evaluation performed by external business consultants

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