

Sweden

ILO Convention 190 – Public inquiry Sweden

- Swedish law is responding to it's requirements mainly through
 - Criminal law
 - Discrimination law
 - Work environment law
- And also through government strategies and political priorities such as
 - Gender mainstreaming
 - Work environment strategies
 - National plan against racism
 - Protection of free speech

Ratification of the Convention and reporting yearly can ensure continuity despite political changes.....

Sweden

ILO Convention 190 – Public inquiry Sweden Proposed legislative changes

- Work Environment Act

“Work environment shall, as far as possible, be free of violence and harassment” (non official translation)

The aim is to make it more clearly that violence and harassment is a question of work environment and has to be a part of the Systematic Work Environment Management.

The fall of the Swedish Gender Equality status?

What happened in Sweden?

- *Strong movement*
- *Long tradition of Gender Equality*
- *Vocabulary*
- *Back lash*
- *Awareness is higher*



Inclusive workplaces within Performing Arts

- Initiated by Employers' Organization and Trade Union
(Swedish Performing Arts Association & The Swedish Union for Performing Arts and Film)
- Joint council on Equality since 2012
- #metoo 2017 started within the Cultural sector in Sweden
- Within 48 hours there was a joint plan on necessary steps towards better working environment
- Survey on perception of Sexual harassment within the sector
- An independent commission against sexual harassment was appointed by the parties
- Committee put forward a report in April 2018
- Project leader jointly assigned by the parties autumn 2018

Activities 2020

- Report translated to English <https://teaterforbundet.se/om-teaterforbundet/verksamhet/jamstalldhet-och-diskrimineringsfragor/dokument/>
- Study questions in Swedish and English based on the report
- Theme based activities inspired by the report – Reconciliation in 2020
- Three seminars/webinars focusing on Reconciliation
- Podcast on Inclusive workplaces within Performing Arts – 4 episodes
- Digital dialogue with freelancers on their perception on work against sexual harassment
- Two digital workshops in organisations within the sector (Reconciliation and Culture of Silence/By stander perspective)
- Communication every Friday
- Collective Agreement on Code of Conduct and guidelines for Intimacy scenes

Activities 2021

- Guidelines, Code of Conduct and Intimacy
- Follow-up survey on Sexual harassment November
- Theme 2021 – Safe spaces
- Dialogues focusing on Safe spaces (employers and employees/freelancers) May and November
- Seminar on Safe spaces in February
- "Memorial day" #Metoo 8th of November

And several other activities by the social partners in their daily work.

Embrace Complexity!

Thank you!

