



City of Malmö

Mayor

A stronger social Europe is a Europe of inclusive cities with inclusive labour markets. The city of Malmö takes its responsibility to live by the principles of the European Pillar of Social Rights very seriously and wholeheartedly. Malmö works actively to give its citizens equal access to the labour market and equal opportunities. Anyone who can work should be allowed and enabled to work.

Malmö's commitment to principle 3 - Equal opportunities

-One important step towards achieving equal opportunities in Malmö is through the city's strategic development plan, regarding our work against discrimination. This politically agreed strategy is meant to ensure that all inhabitants in Malmö are provided with the same rights and opportunities to access the services offered by the city. Part of this is to ensure that the city of Malmö with close to 25 500 employees, provides a discrimination-free workplace. That is why our directors, managers and employers within the city administration, since many years, receive training about Swedish discrimination laws in order to counteract all types of discrimination and to handle potential cases of discrimination. Since 2018, all directors and managers are also trained in how they should actively work against discrimination in line with new Swedish laws, something which is a high priority. 278 of our employers, which is about 95% of the total number, received this training. The aim is for this number to be 100%. A report will be released shortly which will present what type of outcomes that are expected from the employers as a result of this training.

-The city of Malmö actively strives for equal opportunities through its work with including the Swedish Roma minority in all parts of society. This is done through an action plan that was adopted in 2016 and through the activities of the Roma information center that is run by the city of Malmö. The Roma knowledge and information center works closely together with the city's different departments and are now making additional efforts to ensure that more Roma children attend pre-school and compulsory school. In the last two years 610 thousand Euro have been invested in this and another 430 thousand Euro are to be invested in the center during 2019. In addition to this a 'Malmö council for the national Roma minority' was established. This council is tied to the executive municipal board in Malmö and is coordinated by the Roma information center where politicians and Roma representatives meet regularly.

Malmö's commitment to principle 4 - Active support to employment

- Malmö works actively with this principle by focusing much of its attention towards those who depend on and receive social welfare. The number of participants in job-seeking initiatives increased by 43% between 2017 and 2018 and the number of newly registered participants in job-seeking initiatives increased by 53% between 2017 and 2018. In 2018 a new process was established in order to reallocate more social welfare recipients towards labour market initiatives, which makes it possible for more individuals to participate in these initiatives. Those who receive welfare, due solely to the fact that they are unemployed, are expected to participate in an active labour market initiative which within 14 days will help them and lead them on towards employment and or further education.

-Our city has a special focus on summer internships for Malmö's teenagers. Our goal is to let all our 6000 high school students participate in this programme. In this way they will have the opportunity to gain an important first crucial step onto the labor market. In order to ensure that all summer internship applicants are to be treated fairly, the spots are drawn from an electronic raffle. Both private and public (city of Malmö) employers and businesses are going to work together and to collaborate. In 2018 the employers offered a total of 875 work places and the goal for 2019 is to increase this number by 30%. One work place can receive several interns. The city of Malmö plans to invest 30 million SEK in this programme during 2019.

-The city is committed to offering language courses "Swedish For Immigrants (SFI)", since language is the decisive factor for entering into the labor market. In Malmö the budget invested in this is 22, 2 million Euro for 4600 full-year beneficiaries (this figure includes part-time students which means that the total number of students exceeds the number of full-time beneficiaries). Malmö is looking into whether it is possible for the city to offer extra language support at municipal meeting spots, such as information points, municipal centers, and cultural centers as an additional service to SFI. This gives those who are on parental leave, which is mostly women, a greater chance of learning Swedish. In this way the city increases those women's opportunity to access the labor market, integrate and to support themselves.



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