



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**

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Item 4 of the provisional agenda

**Consideration of reports submitted by States parties under  
article 18 of the Convention on the Elimination of All Forms of  
Discrimination against Women**

**List of issues and questions in relation to the combined  
eighth and ninth periodic reports of Sweden**

**Addendum**

**Replies of Sweden\***

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*Note:* The present document is being circulated in English, French and Spanish only.

\* The present document is being issued without formal editing.

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## **Constitutional, legislative and institutional framework**

### **Issue 1**

1. As stated in Sweden's eighth and ninth reports (point 25) a review was carried out and resulted in amendments to the law. With respect to the Instrument of Government there are no plans for a further review regarding these issues. With respect to the Freedom of the Press Act (FPA) and the Fundamental Law on Freedom of Expression (FLFE), the Freedom of Expression Committee started its work in autumn 2014 and is to present a proposal to the Government no later than 1 September 2016. Its remit includes a linguistic review of both Acts. This includes modernizing the language.

2. On 1 January 2015 the Discrimination Act (2005:567) was amended to make inadequate accessibility for persons with disabilities a new form of discrimination under the Discrimination Act. This means that reasonable measures have to be taken so as to put a person with a disability in a comparable situation to persons without this disability. The ban applies to all the areas of society in the Discrimination Act.

3. In 2012 an amendment to the Discrimination Act entered into force that means a ban on having different insurance premiums and benefits for women and men in the provision of insurance services.

4. Measures that are intended to ensure equality between all women and men in the whole of the country are reported under each issue.

### **Access to justice**

#### **Issue 2**

5. The legislation applies equally to women and men. When new legislation is drafted, the impact of the proposal has to be analysed and social impacts, such as effects on integration, gender equality and discrimination have to be taken into account.

6. For people who are crime victims (injured parties) there is a possibility of getting a legal counsel at the expense of the state under the Injured Party Counsel Act (1988:609). The injured party counsel has to look after to the interests of the injured party in the case and provide support and assistance to the injured party.

7. The rules about injured party counsel apply irrespective of the injured party's sex, origin or nationality.

8. As regards women who have been subjected to discrimination, in cases where no crime is involved, there are possibilities of obtaining legal aid under the Legal Aid Act (1996:1619).

9. In order to spread knowledge about violence in close relationships and encourage people who are victims of violence to make a report, the police have conducted special information campaigns. The police have also developed a special information page, *Come to us*, for people who are victims of violence in close relationships. On it information is available in eighteen different languages.

10. The work of the Equality Ombudsman is described in the latest Swedish report paragraphs 43-53.

11. To improve the prospects that more individuals who have been subjected or risk being subjected to discrimination will have their rights safeguarded, the Government announced in the Budget Bill for 2016 that work to address discrimination will be strengthened by providing increased resources for the Equality Ombudsman (DO) and for local services to address discrimination, the anti-discrimination offices.

### **National machinery for the advancement of women**

#### **Issue 3**

12. The Government Offices has a Division for Gender Equality (the Division) that is responsible for ensuring that the Government's gender equality objectives have an impact on government decisions in all policy areas. The Division also has an overall responsibility for coordination and monitoring of work on gender mainstreaming in the Government Offices.

13. Commissions that contribute to the realization of gender equality policy are assigned to a number of different agencies at national and regional level.

14. Support in this work is available from the Swedish Secretariat for Gender Research at the University of Gothenburg and the National Centre for Knowledge on Men's Violence against Women at Uppsala University as well as from the DO.

15. In the Government Offices work on gender mainstreaming is governed by a "Strategy for work on gender mainstreaming in the Government Offices". The strategy applies to the period 2012-2015. See paragraph 9 of the Swedish report for more information.

16. Each ministry drafts a plan of work for how to conduct work on gender mainstreaming. Each ministry has a coordinator responsible for work on gender mainstreaming in their ministry, who is a member of cross-ministry cooperation in this area and who reports the results of their work at the request of the Division for Gender Equality.

17. In autumn 2015 the Government started extensive development work to ensure that the gender equality perspective has a broad impact. The Minister for Gender Equality has convened a special group of ministers to develop gender equality policy and all ministers and state secretaries have participated actively in training on gender equality.

18. The Government received the report of the Gender Equality Inquiry in October. The Inquiry's remit from the Government was to follow up and analyse the development of equality between women and men at both national and regional level over the past ten years. A special analysis was also to be made for women and men born abroad. In addition, the Inquiry was tasked with presenting proposals for changes regarding the organization and structure of gender equality policy and reviewing the objectives and indicators of gender equality policy. A consultation will be held on the Inquiry's proposals and then they will be prepared in the Government Offices.

19. A government inquiry has been appointed to propose how work to address discrimination can be organized and made more effective. The inquiry is to investigate and present proposals that ensure that people who are exposed to discrimination are in a good position to claim their rights. The inquiry will analyse

the Equality Ombudsman's possibilities and mandate regarding the processing of complaints, settlement proceedings and legal standing and consider the need for clarifications. The inquiry is to present its report by 18 December 2015.

#### **Issue 4**

20. Work on gender mainstreaming is monitored each year by Statistics Sweden, as set out in the report (paragraph 10). The follow-up by Statistics Sweden of work in 2014 shows that about 90 per cent of the relevant government bills, Swedish Government Official Reports and ministerial communications contain a gender equality analysis, which is an increase on the previous year. There has been a large increase regarding terms of reference for government inquiries, where 84 per cent had a gender equality perspective, compared with 69 per cent on 2013.

21. A qualitative evaluation of work on gender mainstreaming in the Government Offices will be carried out in autumn 2015. The purpose is to gather the effects of the work done so as to obtain knowledge that can form the foundation for the stronger development of and continued work on gender mainstreaming. A new strategy will be drafted in conjunction with the evaluation.

22. The Government intends to return to the Riksdag (the Swedish Parliament) with a new strategy for work on human rights in Sweden. The strategy is being drafted in the light of two earlier inquiry reports. The strategy will take account of views and recommendations that Sweden has received from international review bodies, as well as from civil society and other actors. One important part of the new strategy will be to propose the establishment of an independent national institution with the task of protecting and promoting human rights in conformity with the Paris Principles.

#### **Issue 5**

23. Sweden has worked in various ways to promote the participation of women in the process that has led to the adoption of the 2030 Agenda for sustainable development. Representatives of women's organizations have been invited to the post-2015 consultations held by the Ministry for Foreign Affairs with civil society.

24. The Ministry for Foreign Affairs has also — in line with the Ministry's action plan for gender mainstreaming — ensured that women have represented Sweden in international post-2015 meetings and negotiations. One way in which this has been done has been by appointing women as post-2015 ambassadors.

#### **Temporary special measures**

#### **Issue 6**

25. The Riksdag has laid down that there have to be targets for the gender distribution of newly recruited professors at higher education institutions. As a result the Government has specified such targets that cover all universities and other higher education institutions with state governing bodies and apply until and including 2015. At present the Government is preparing proposals on new targets for the gender distribution of newly recruited professors at higher education institutions.

26. A development programme on gender mainstreaming in government agencies (JiM) is being implemented to strengthen the work of government agencies on gender mainstreaming. The programme covers 41 government agencies that have been commissioned to present a plan for gender mainstreaming to be implemented in 2016-2018. The Swedish Secretariat for Gender Research at the University of Gothenburg has been commissioned to support the work of these government agencies on gender mainstreaming.

27. The Government intends to speed up progress towards a more equal gender distribution on the boards of listed companies. In the Budget Bill for 2016 the Government announces the target that the percentage of women on the boards of listed companies is to be at least 40 per cent no later than 2016. If this target is not reached, the Government will propose legislation on quotas. The state has also achieved a more equal gender distribution in wholly state-owned companies.

28. The Swedish Agency for Youth and Civil Society (MUCF) has completed a commission to distribute funds to national minority organizations for equality between women and men and against internal discrimination in their activities. 19 organizations were awarded grants of SEK 10.3 million for a total of 34 projects in 2011-2014. According to a follow-up conducted by the MUCF, many of the projects have influenced participants in a positive sense and several participants have also learned more about gender equality and discrimination issues.

29. Several measures have been taken for the rights of Roma women. Please see issue 18 and 20 for more information.

30. The Sami Parliament has continued to work on gender mainstreaming in the authority. The Sami Parliament is also to conduct development work so that its activities contribute to the achievement of the objectives of gender equality policy. The report that the Sami Parliament submitted to the Government Offices in April 2015 shows that the authority has focused on internal training and a review of the agency's management documents, policies and procedures and that awareness-raising measures regarding norms and values have been carried out for both staff and members of the Sami public. In 2015 the Sami Parliament is to present an updated action plan for further work on gender mainstreaming.

31. In 2015 the Government decided to commission the Swedish Agency for Participation to conduct a communication campaign in cooperation with the DO in order to counter discrimination of people with disabilities. The Government identifies areas of particular interest such as education and the labour market. The communication campaign is to start from and make visible the needs, circumstances and conditions of women and men. The commission is to run between 2015 and 2017.

## **Stereotypes and harmful practices**

### **Issue 7**

32. The broadcasting licences for public service companies Sveriges Radio, Sveriges Television and Utbildningsradion for the period 2014-2019 contain a provision that their overall programming is to be conducted from a gender equality and diversity perspective. It is still too early to draw any conclusions about what the new condition has led to.

33. The Government and the Swedish Association of Local Authorities and Regions (SALAR) have reached an agreement to strengthen the work on gender equality on men, boys and masculinity norms in municipalities, county councils and regions in 2015-2016. The initiative covers areas including awareness of masculinity norms in staff groups; men and boys in education and occupations dominated by women; the responsibility of men and boys for unpaid housework and care work; men's and boys' awareness of and care of their own health and the health of others, including sexual and reproductive health and rights and health; and the participation of men and boys in organized gender equality work, including work to prevent violence.

34. In the work of the Government to address men's violence against women, action to change stereotyped male roles is a high priority. The Government has commissioned the Swedish Agency for Youth and Civil Society (MUCF) to identify effective violence prevention programmes based on changing stereotyped roles concerning sex/gender. The MUCF has also been commissioned to stimulate municipalities and civil society organizations to use one or more of these programmes. The MUCF is to report on this commission by 1 April 2017. The Government has also commissioned the National Agency for Education to evaluate the effects of one of the programmes in Sweden. The National Agency for Education is to report on this commission by 1 May 2018.

35. Organizations and services can apply for and be awarded grants from the MUCF under the Ordinance on Government Grants for Projects to Promote Gender Equality. The Government has increased funding of grants for gender equality projects in 2015-2016. In the first place the increased funding is to be allocated to projects that support men's and boys' work for gender equality.

36. In 2013 the Swedish Social Insurance Agency (the Agency), which is the agency responsible for payments of parental benefit and for information to parents, had the following objective in place for its parental insurance services: "Parents shall be given good knowledge of the regulations for parental insurance, thus creating the conditions for choice, gender-equal parenthood and power over their life situation". For 2015 this objective has been made tougher: The Agency shall work for gender-equal use of parental benefit and temporary parental benefit.

37. To increase gender equality regarding unpaid housework and care work and in the labour market, the Government has presented a proposal to the Riksdag to introduce a third reserved month per parent for parental benefit as of 1 January 2016. This means that a total of 90 days at the sickness benefit level per custodian cannot be waived to someone else. A decision will be taken in the Riksdag in autumn 2015. The Government has also presented a proposal to abolish the municipal child raising allowance as of February 2016; a decision will be taken in the Riksdag in autumn 2015. Moreover, in the Budget Bill for 2016 the Government announced the appointment of an inquiry to make an overall review of parental insurance.

38. The Swedish Social Insurance Agency shows in a report (Social Insurance Report 2013:8) that the share of parents who have a 40/60 split in their use of parental benefit is increasing gradually for each cohort of children. The measure means that at least 40 per cent of the days have to be taken by men and no more than 60 per cent by women or the other way round. For children born in 2001, 5 per cent of parents had a 40/60 split of their days when their child was two years old,

while the corresponding figure for children born in 2010 was more than twice as high, 12.7 per cent. The report shows that the likelihood of a gender-equal use is higher for parents with a higher level of education or a higher income.

### **Issue 8**

39. In March 2015 the Östergötland County Administrative Board presented two guidance documents on how authorities and services at local level can address honour-related violence and oppression and female genital mutilation. They are intended for professionals at local level who work with children and young people in preschools, schools, healthcare, social services, the police and the values-based sector. In June the Government commissioned the County Administrative Board to spread these guidance documents to Swedish municipalities in collaboration with the other county administrative boards.

40. The Östergötland County Administrative Board has also the Government's commission, covering the whole of the country, to map preventive action in the form of universal and targeted parental support in order to counter honour-related violence and oppression and also child marriages and forced marriages and female genital mutilation. The purpose is for the Government to access methods that produce results that can be spread to the rest of the country.

41. The National Board of Health and Welfare (the Board) has recently made calculations of the number of girls and women who have been genitally mutilated or who risk being subjected to genital mutilation which shows that almost 38,000 girls and women in Sweden may have been subjected to some type of genital mutilation. These girls and women were subjected to genital mutilation before coming to Sweden. As part of this commission the Board has produced material for professional development for healthcare professionals who meet girls and women who have been or risk being genitally mutilated and guidance material for public communicators in their meetings with new arrivals in Sweden.

42. In 2014 the Government commissioned the Östergötland County Administrative Board to develop a skills team with the task of promoting work to combat marriage against the will of a party, child marriage and honour-related violence and oppression in various ways. As part of this commission the County Administrative Board set up a telephone support service for professionals who meet victims. In the period 13 March 2014 until and including 18 August 2015 it received cases concerning 492 victims or potential victims, the majority of whom were girls and young women.

43. In order to improve inter-agency coordination the Östergötland County Administrative Board has been responsible for a national network of 18 agencies in work to address honour-related violence and oppression. In addition, all county administrative boards have been commissioned to promote and provide support for action to counter honour-related violence and oppression. The Östergötland County Administrative Board is responsible for coordinating the reporting of the commission. The final report is to be submitted on 15 March 2016.

44. All county administrative boards have been commissioned to support coordination in the counties of action intended to counter men's violence against women, children witnessing violence, honour-related violence and oppression, and prostitution and human trafficking for sexual purposes. The Stockholm County

Administrative Board (the Board) is responsible for coordinating the commission and a report from the Board states that coordination between agencies and organizations in support of individuals has been improved through this initiative. According to the Board, important success factors in this work have been the established role of the county administrative boards as regional coordinators, clear commissions, funding and the function of coordinating the protection of women against violence. The county administrative boards have also produced handbooks and action plans for the social services, schools and women's shelters and provided consultative support to professionals.

### **Violence against women**

#### **Issue 9**

45. Within the Government Offices the Division for Gender Equality is responsible, in close cooperation with the relevant divisions in the Ministry of Health and Social Affairs and the Ministry of Justice, for coordinating action taken by the Government to achieve the gender equality policy objective of ending men's violence against women. A large number of national and regional agencies have commissions in this area. Two agencies have national commissions. One is the National Centre for Knowledge on Men's Violence against Women, whose commissions include spreading knowledge and conducting education and training about men's violence against women and compiling and disseminating research results and conducting research linked to clinical services in the area. The Östergötland County Administrative Board also has a national commission, and it is described in point 105 of the Swedish report.

46. The National Coordinator on Domestic violence presented a report to the Government in June 2014. A number of the coordinator's proposals will be considered in the context of the Government's coming national strategy to address men's violence against women while other have points of contact with commissions already issued by the Government. The latter concern the involvement of the police and social services when persons who are victims of crime by people close to them need to collect their belongings in the home as well as the opening of a national knowledge centre concerning violence against and abuse of children. The Government has also strengthened its support to women's and girls' refuges and made it possible for these organizations to apply for grants extending over two years, which is a response to the coordinator's proposal that women's and girls' refuges should receive more long-term support. The Government has also increased the funds for gender equality projects supporting the work of men and boys for gender equality.

47. The inquiry appointed to propose a comprehensive national strategy to address men's violence against women presented its final report in May 2015. The inquiry chair proposes a framework containing eight monitorable objectives that are intended to coordinate, increase the effectiveness of and quality-assure work to prevent violence and provide support. The inquiry report has been referred for consultation to the relevant actors. Thereafter the proposals and the comments of the bodies consulted will be prepared in the Government Offices.

48. For information about the reform of sexual crimes implemented in 2005 and the amendments made in 2013, see Sweden's sixth and seventh reports, paragraphs

73-74 and eighth and ninth reports, paragraph 66. For more information on Sweden's legislation concerning sexual crimes please see Annex 1.

49. The 2014 Committee on Sexual Offences is carrying out a review of the crime of rape. The review includes the question of introducing regulations based on consent and a special criminal responsibility for careless rape. In addition, the remit includes analysing the causes why so few reports of rape lead to prosecutions and convictions and considering measures to enable the judicial system to further improve its work in the area. The Committee also has the remit of considering whether tougher penalties are needed for the most serious sexual offences. Another matter to be considered by the Committee is whether penal law provides sufficiently strong protection against certain sexual abuse committed via the internet. The Committee has also been tasked with considering measures to improve procedures concerning the appointment of injured party counsel. The committee is to report its findings no later than 1 October 2016.

50. The 2014 Human Trafficking Inquiry is also examining questions concerning purchases of sexual services and purchases of sexual acts from children. For further information, see under issue 12.

#### **Issue 10**

51. The "investigations into deaths" by the National Board of Health and Welfare have been evaluated by the Swedish Agency for Public Management, which has proposed certain improvements. Work is under way in the Government Offices to increase the effectiveness of the investigations by the National Board of Health and Welfare of certain deaths.

52. The Government allocates SEK 109 million per year in development funding to provide support for women who are victims of violence, children who have been subjected to or witnessed violence and perpetrators of violence. This funding is also allocated to municipalities and non-profit organizations and to the establishment of national and regional support regarding knowledge and methods in order to develop the quality of work at local level.

53. In 2015 the National Board of Health and Welfare (the Board) presented an investigation showing how well sheltered housing meets the requirements in acts of law, regulations and general advice. The Board has also developed a number of indicators to measure and assess the quality of sheltered housing. The indicators will be reviewed in 2015 in cooperation with non-profit organizations, municipalities and private providers.

54. The report mentioned in point 108 of Sweden's report was submitted to the Government in February 2015. The report shows that a large majority of the non-profit organizations in Sweden do not do preventive work on sexual violations and that there is a lack of knowledge in the area among, for example, leaders of activities for children and young people. To strengthen this knowledge the Swedish Agency for Youth and Civil Society (MUCF) has set up a website providing support and guidance for leaders of activities for children and young people on how to do preventive work and how they should act in crisis situations to counter sexual violations or abuse.

55. The methodological material from the MUCF mentioned in point 109 about sexual exploitation of children and young people and the vulnerability of young

people to violations, threats and violence on the internet is now being implemented in schools and other agencies and organizations affected in civil society. The methodological material has been sent to all junior secondary schools in Sweden.

56. To strengthen the work of women's and girls' refugees the Government has decided to allocate SEK 25 million in 2015, and thereafter SEK 100 million per year in order to contribute to greater long-termism and a better context for planning for women's and girls' refugees. The funds will be allocated to support women and their children living in sheltered housing regarding areas including advice, talking support, practical support, professional development and the development of quality work, routines and documentation. In the Budget Bill for 2016 the Government announced that support would continue to organizations working to develop crime victim services aimed at lesbian, gay, bisexual and transgender people who are victims of violence in a close relationship.

57. The Government has the following gender equality policy objectives for the judicial system: the proportion of people in the population who are victims of violence in close relationships shall decrease, the ability of the judicial system to take action to address threats and violations on the internet shall be strengthened, the clear-up rate for rapes shall increase, individuals who are victims of sexual crimes shall be given adequate professional assistance by an injured party counsel early in the process and the proportion of women in the Swedish Police Authority shall increase.

58. As regards training for judges the Courts of Sweden Judicial Training Academy offers courses focusing on honour problems and sexual offences and violation of integrity offences. In addition, the Swedish Prosecution Authority has been commissioned to draft a plan for gender mainstreaming in the authority.

59. See also the information under point 2 about the work of the police.

60. The focus of the commission given to the Swedish Crime Victim Compensation and Support Authority presented in paragraph 99 of the latest Swedish report has been on training about the particular vulnerability and needs of children and young people in cases of these crimes, the judicial chain perspective and cooperation with the actors involved, both inside and outside the judicial system in cases of sexual offences. The training programme included the importance of an empathic approach in meetings with crime victims.

### **Issue 11**

61. The position of the Government regarding the causes of violence against women has been based since the 1980s on research that shows that essentially men's violence against women can and should be explained from a societal structural gender power perspective. A lack of gender equality and cultural ideas about gender and gender relations are a prerequisite for the emergence of men's violence against women. The structural explanations can be reinforced by individual and contextual factors that act as triggers and/or reinforce the vulnerability of women, for example in cases where the perpetrator has a psychiatric diagnosis, serious mental ill-health or alcohol and/or drug misuse.

### **Issue 11.a) – 11.e)**

62. See annex 2 for a presentation of the statistics requested.

## Trafficking and exploitation of prostitution

### Issue 12

63. As the action plan against prostitution and human trafficking for sexual purposes was completed in 2010, the Government has taken forward new commissions on account of the deficiencies that emerged in the evaluation and on the basis of lessons learned from the measures taken in the action plan. The Government's assessment is that there is a continued need to support work on coordination and it has therefore extended the commission to Stockholm County Administrative Board to coordinate work at national level, to increase knowledge about prostitution and human trafficking and to chart the scope, extent and forms of prostitution.

64. The Stockholm County Administrative Board has established a National Task Force (NMT) that brings together agencies and civil society organizations in the area.

65. All county administrative boards in Sweden still also have a commission to support and reinforce the coordination of regional action to combat and prevent prostitution and human trafficking for sexual purposes. This commission is described in more detail below.

66. The Government has also taken forward an action plan to protect children from human trafficking, exploitation and sexual abuse for the period 2014-2015 with measures in various policy areas. An update of the action plan will be drafted for the period 2016-2018. So far the action plan has contributed to a number of government commissions; for example, the National Board of Health and Welfare has revised and spread guidance aimed at social services, staff of homes for care or residence and guardians of unaccompanied minors. The Stockholm County Administrative Board has received special funding for measures to address child sex tourism and for a national survey of children suspected of being victims of human trafficking. A report on the commission is to be presented in December 2015.

67. The *2014 Human Trafficking Inquiry* is to examine whether there is a need for measures to ensure strong protection in penal law from human trafficking, purchases of sexual services and purchases of sexual acts from children. For this purpose the Inquiry is to evaluate the application of the penal provision on human trafficking and examine how the law enforcement authorities investigate and handle cases of human trafficking, evaluate the impact of the more severe penalty introduced in 2011 for purchases of sexual services and review the scale of penalties for purchases of sexual acts from children. The inquiry is to present its report by 9 June 2016.

68. The official statistics do not indicate the gender of the victim, partly because the official statistics contain large volumes of data about very many different crimes. However, the National Rapporteur in the Swedish Police Authority regularly presents statistical data on human trafficking, including gender-disaggregated information.

### Issue 13

69. In 2013 the Stockholm County Administrative Board was commissioned by the Government to chart and gather knowledge about the development and scale of prostitution in Sweden. In its report, the County Administrative Board concludes

that the methods available to measure the scale in terms of the number of victims are not good enough to enable us to estimate the exact scale in terms of the number of women and girls and men and boys exploited in prostitution and human trafficking for sexual purposes in Sweden. According to the population study conducted in 2014, the share of individuals who have bought or sold sexual services is relatively constant over time. Around 7.5 per cent of Swedish men aged between 18 and 65 years say that they have bought sexual services at some time in their lives. The share who bought sexual services in the past year is 0.8 per cent. It is solely men who say that they have bought sexual services.

70. As part of work to gather knowledge about the scale and development of prostitution over time the Government has commissioned the National Board of Health and Welfare to investigate and propose a model for following the development and scale of prostitution over time. The model is to describe how to gather knowledge about changes in the scale, geographical spread and forms of prostitution in the best possible way. The same applies to the collection of data on who buy and sell sexual services, their financial, health and social situation, what needs they themselves see of support and assistance and what experience they have of treatment by and action on the part of authorities and voluntary organizations.

71. The Swedish Prison and Probation Service has reported, with respect to action for women who are victims of human trafficking or who were in prostitution, as mentioned in point 138, that the measures they take have been developed through the commission and that health services in women's prisons have been developed and reinforced. For example, healthcare professionals at women's prisons now provide expanded health counselling including issues of human trafficking, prostitution, abuse and other vulnerability. The new skills acquired through the commission have made it possible to talk with the women about types of vulnerability and experiences of abuse, which were not raised previously in the women's contacts with healthcare professionals.

## **Participation in political and public life**

### **Issue 14**

72. Among members elected in the 2014 municipal assembly elections 44 per cent were women and 56 per cent were men, which is a slight increase in the proportion of women since the 2010 election.

73. Information about the use of quotas is given under issues 6 and 16.

74. Since 1988 the gender distribution on the boards of government agencies at central and regional level has been reported each year. This year's report relates to boards, advisory boards, commissions and foundations in which the Government appoints all or part of the members and applies to the situation on 31 December 2014. Overall, there has been a positive development in the proportion of women among members, including chairs, of central boards and advisory boards. On 31 December 2014 the proportion of women among members of central boards and advisory boards was 49 per cent and the proportion of men 51 per cent and among chairs the proportion of women was 46 per cent and the proportion of men 54 per cent. The proportion of women and men in government inquiries is reported each year in the government communication to the Riksdag on government inquiries.

75. Out of 241 boards and advisory boards reported, 179, or 74 per cent, had a gender distribution in the 40-60 range. This is a reduction of 4 percentage points compared with 2013.

76. On the boards of government agencies where the Government only appoints a part of the members, there is a completely even gender distribution among all members; the proportion of women is 50 per cent and the proportion of men is 50 per cent.

77. The number of boards reported in which the Government only appoints a part of the members is 65 boards in 2014. As regards chairs, the proportion of women was 38 per cent; compared with 2013 this is a reduction of 2 percentage points. The proportion of chairs who were men was 62 per cent.

78. The Swedish State holds one of the largest portfolios of companies in Sweden. State ownership policy lays down that companies with state ownership are to set good examples in gender equality work.

79. Under the state ownership policy the composition of each board shall be such as to achieve balance regarding, among others, gender. The Government seeks to achieve an equal gender balance and the aim is that the proportion of women and men shall be at least 40 per cent.

80. 49 per cent of board members, including chairs, are women in companies that are wholly state-owned. In the listed companies the proportion of women on boards is 29 percent, according to SIS Ägarservice. The Government's objective is for each board to have at least 40 per cent of each sex. 46 per cent of chairs are women in wholly state-owned companies, compared with 41 per cent in the previous year and 23 per cent in 2006.

81. On 31 December 2014, 32 per cent of companies with state ownership had a woman MD, and 39 per cent of management team members (excluding MDs) were women.

82. The Government makes an annual report to the Riksdag giving an account of companies with state ownership. This communication includes the Government's report of the activities of companies with state ownership, setting out gender-disaggregated statistics about their boards, MDs and management teams, etc.

83. In Sweden's foreign service women account for 42 per cent of senior management positions. There is a particular focus on creating a good recruitment base for senior management positions by ensuring an equal gender balance at lower levels of management. Sweden's dialogue with representatives of the UN, the European Commission and the EEAS (European External Action Service) includes this issue as a recurring point, under which Sweden stresses the importance of these organizations working in a more strategic way for a more equal distribution between women and men in more senior positions.

## **Education**

### **Issue 15**

84. In 2012 the Equality Ombudsman (DO) started an audit of equal treatment plans for 35 schools run by a total of 10 education providers. In 2013 an audit was begun of 24 schools and higher education institutions with different education

providers. In 2014, 42 higher education institutions were audited as part of a government commission. In the same year audits were also held of 250 compulsory schools run by a total of 62 education providers. In all, the DO has audited 337 different activities (some have been audited more than once) run by 123 education providers. This means that the DO has audited the equal treatment plans of all education providers in higher education at least once. In the other forms of education covered by the Discrimination Act the DO has audited about 7 per cent of education providers. In all, about 10 per cent of education providers in Sweden have been audited.

85. In the decisions closing these cases, the DO has set out any deficiencies that have emerged so that the education provider can see for itself what needs to be done to comply with the Discrimination Act. In addition, the DO — who has in the first place to try to get those who are covered by the Act to comply with it voluntarily — has provided support to education providers to conduct active equal treatment work through advice, development and the provision of various tools, courses, etc. During the period concerned the DO has not made any application to the Board against Discrimination to have an education provider ordered, subject to a financial penalty, to fulfil its obligations regarding active measures under Chapter 3 of the Discrimination Act.

86. As stated in Sweden's Core Document (paragraph 16), in autumn 2011 new and tougher requirements were introduced for eligibility to national programmes at upper secondary school, and this means that newer statistics are not directly comparable with earlier figures. In addition to the previous requirements, i.e. passes in English, mathematics and Swedish or Swedish as a second language, passes are now also required in a further five subjects for eligibility to a vocational programme, where the eligibility requirements are lowest. This means a total of eight subjects.

87. In spring 2014, 13.1 per cent of pupils leaving compulsory school were not eligible for a vocational programme. For girls the proportion was 11.7 per cent, while it was 14.5 per cent for boys.

88. Among pupils born abroad who immigrated before the age of seven (the usual school starting age in Sweden) 13.9 per cent were not eligible for vocational programmes. For girls the proportion was 12.6 per cent, while it was 14.2 per cent for boys.

89. Among pupils who immigrated after the age of seven, 48.1 per cent were not eligible for vocational programmes. For girls the proportion was 44.4 per cent, while it was 51.3 per cent for boys.

90. The Government has taken a number of measures to improve the performance of pupils in compulsory school. The measures taken include general professional development and support measures for teachers of Swedish and mathematics. A three-year trial of increased teaching time in Swedish/Swedish as a second language for newly arrived pupils in compulsory school is also being conducted until and including 2016.

91. The Government has a particular focus on early action and action that increases equality. For example, the Government has commissioned the National Agency for Education to distribute a government grant in order to increase the number of employees so that preschool teachers and teachers in preschool classes

and junior level classes can devote more time to each pupil. An inquiry has been appointed to examine the possibilities of introducing a reading, writing and arithmetic guarantee and make proposals on the design of such a guarantee. The purpose of the inquiry is to draft a proposal for a system that makes sure that all pupils are given the support or special support they need to be able to achieve the minimum knowledge requirements to be attained in the subjects of Swedish or Swedish as a second language and mathematics in Year 3 of compulsory school and Sami school and in year 4 of special school. All pupils feeling well is of great importance for achieving success in the task of schools to promote knowledge, and more girls and young women than boys and young men experience mental ill health. The Government has therefore announced that SEK 200 million will be allocated as of 2016 in order to reinforce and develop pupil health services.

92. The National Agency for Education is also to carry out systematic measures to strengthen the ability of school organizers to offer newly arrived pupils education of high and equal quality in the short and long term. The Riksdag has adopted the proposals in the Government Bill *Education for newly arrived pupils — reception and schooling* that mean that, as of 2016, a compulsory inventory of the knowledge of a newly arrived pupil is to be carried out within two months. The National Agency for Education has also been commissioned to support school organizers in their work on inventorying the knowledge of newly arrived pupils.

93. The Government has commissioned the National Agency for Education to draft and implement national school development programmes regarding ways of working and work practices to develop work on the fundamental values of schools, which include work on gender equality and the criticism of norms.

94. As stated in Sweden's Core Document (paragraph 15) pupils who are asylum-seekers have the right to primary and secondary education but are not obliged to participate in it. Nor are statistics on educational participation in this group as a whole compiled regularly. However, in 2013 the Swedish Schools Inspectorate carried out a national inspection that showed that an estimated 78 per cent of children seeking asylum of compulsory school age (7-16 years) and about 59 per cent of those of upper secondary age were participating in education.

95. Three out of twelve vocational programmes display a relatively equal gender distribution with between 40 and 60 per cent of each sex. The Vocational Programmes Inquiry was tasked in supplementary terms of reference given in 2014 with analysing and proposing how trials of industry apprentices can be organized so as to encourage pupils to make less gender-stereotyped educational choices. The Inquiry is to report in this by 15 November 2015.

96. The Higher Vocational Education Agency has been commissioned to draft a plan for how to develop the work of the agency on gender mainstreaming so that its activities contribute to achieving the objectives of gender equality policy. The Agency is to identify development needs, objectives and activities that the Agency intends to implement in 2016-2018.

97. Out of the total number of applicants to higher education in 2014, 61 per cent were women and 39 per cent were men. The gender distribution among applicants to many of the large programmes leading to a professional qualification was unequal. The biggest difference between the sexes was in the nursing programme and the social work programme, where 84 and 83 per cent of eligible first-choice applicants

in autumn 2014 were women. In the programmes leading to a Degree of Bachelor and Degree of Master of Science in engineering the share of men was instead 75 and 70 per cent. Examples of programmes leading to a professional qualification with an equal gender distribution are the economics and business programme with 49 per cent women and the medical degree programme with 59 per cent women among eligible first-choice applicants.

98. In the Budget Bill for 2016 the Government proposes allocating SEK 5 million per year in 2016-2019 to support universities and other higher education institutions in their work on gender mainstreaming.

99. In May 2015 the Government appointed an expert group for greater gender equality in higher education. The Expert Group consists of representatives from different parts of society who can contribute knowledge and experience in gender equality matters.

## **Employment**

### **Issue 16**

100. In 2015 the Government commissioned the Swedish Public Employment Service to design its services in such a way that the Service promotes gender equality and counters gender segregation in the labour market.

101. As regards measures to counter the gender-segregated labour market, see also the reply under issue 15.

102. Women have a lower participation rate than men and women born abroad have a lower participation rate than women born in Sweden. For the full year of 2014 (age group 15-74 years) the participation rate of women born abroad was 54.8 per cent and the participation rate of women born in Sweden was 66.0 per cent. The participation rate of men born abroad was 63.1 per cent and the participation rate of men born in Sweden was 69.8 per cent.

103. Stockholm University has been commissioned to examine the introduction commission of Swedish Public Employment Service. Effects are to be measured by comparing outcomes for newly arrived refugees who arrived just before the reform was implemented with a group who arrived just after implementation. The commission includes making a special study of the outcomes for women. The final report is to be delivered in April 2016.

104. In 2012 the inquiry on “*greater labour force participation among women born abroad and other close relative immigrants*” examined how women born abroad used parental benefit. The inquiry found that the regulations for parental benefit may delay establishment in the labour market. Another study of how parental benefit influences the establishment of new arrivals born abroad in the labour market (*Institute for Evaluation of Labour Market and Education Policy, Report 2013:3*) shows that access to parental benefit reduces labour force participation by 7 percentage points for newly arrived mothers. No effect was demonstrated for newly arrived fathers.

105. In 2013 the Riksdag adopted a legislative amendment to the effect that after a child’s fourth birthday parental benefit is only payable for a maximum of 96 days. The new age limit underlines that most of the parental benefit should be used when a child is small and the need for care by its parents is greatest. The four-year limit

means a restriction on the number of benefit days with parental benefit for parents who come to Sweden with older children. This is to be seen as one of several measures to increase labour force participation among newly arrived women born abroad.

106. The Swedish National Audit Office has audited state action for the introduction of newly arrived immigrants. The overall conclusion is that the action is not effective enough and that changes are required both in the area of integration and in neighbouring policy areas. Women born abroad have a much lower employment rate and higher unemployment rate than men born abroad. One of the conclusions of the audit is that even though the introduction reform was intended to increase the possibilities for women to take part in labour market-related measures, this has not happened to any great extent. The Budget Bill for 2016 announced a review of the regulations in the introduction mission in order to reduce any unnecessary administrative burdens and create the conditions for greater flexibility in the mission. On 8 October the Government decided to submit Government Bill 2015/16:30 *Abolition of the system of introduction guides* to the Riksdag. The Government has also clarified in the Instructions for Swedish Public Employment Service that its services are to be designed in such a way that the agency promotes gender equality and diversity and counters gender segregation in the labour market.

107. In the population as a whole labour force participation is estimated at 86 per cent for men and 81 per cent for women. For persons with reduced work capacity labour force participation is estimated at 69 per cent for men and 59 per cent for women; but these data are associated with relatively large uncertainty (confidence interval of +/-4 percentage points). For persons with disabilities without reduced work capacity there is no significant difference between the labour force participation of men and women.

108. The number of jobseekers with disabilities resulting in reduced work capacity who were registered with Swedish Public Employment Service and got a job or started regular education or training has increased compared with 2013. Both the number of women and the number of men who got a job increased during the year, but the increase was larger for men. The number going to regular education or training has increased for both women and men, and it was moves by women to regular education or training that increased most.

109. The Public Employment Service has, since 2013, been running a trainee programme in government agencies for persons with disabilities resulting in reduced work capacity as a commission from the Government. Further, the Public Employment Service financial can also offer financial support to employers that employ persons with disabilities resulting in reduced work capacity. In 2014 an average of 92,900 persons per month had an employment with wage subsidy, sheltered employment with a public employer, sheltered employment with Samhall AB or development and security employment. Compared with 2013 this is an increase of 2 per cent. In terms of the number of individuals accessing these measures in a year, the number has increased by 7 per cent. The increase was 5.8 per cent for women and 7.3 per cent for men.

#### **Issue 17**

110. Information about the audits conducted by the Equality Ombudsman (DO) in 2012 and 2013 is given in paragraph 273 of the report (272 of the Swedish version).

In 2014 audits were made of the work of 150 employers on pay surveys and action plans for gender equal pay. In addition, in the period 2013-2015 the DO also audited the gender equality plans of more than a hundred employers and, as part of these audits, the DO checked whether the gender equality plan contained a summary account of the employer's action plan for gender-equal pay, as required by the Discrimination Act. In the decisions closing these cases, the DO has set out any deficiencies that have emerged so that the employer can see for itself what needs to be done to comply with the Discrimination Act. In addition, the DO — who has in the first place to try to get those who are covered by the Act to comply with it voluntarily — has provided support, alongside its supervision, to employers in carrying out their pay survey work in the form of, for example, advice, training, material and the provision of special software.

111. During the period concerned the DO has not made any application to the Board against Discrimination to have an education provider ordered, subject to a financial penalty, to fulfil its obligations regarding active measures under Chapter 3 of the Discrimination Act.

112. As stated in Sweden's latest report paragraph 266 (265 of the Swedish version), the Inquiry on active measures against discrimination proposed that pay surveys should be carried out each year and that all employers with at least 10 employees should have to document this work. Its proposals are being processed in the Government Offices.

## **Health**

### **Issue 18**

113. As regards the number of reports received in the area of health and medical care regarding sex as grounds for discrimination in the period 2009-1 September 2015, the Equality Ombudsman (DO) reports receiving a total of 99 such reports during the period, of which 66 were from women, 26 from men and 6 from persons with a transsexual identity. The DO notes that most reports received are closed without starting any legal proceedings. Reasons for this can include the DO finding that what has been reported is not covered by the Act or that discrimination cannot be proved.

114. In several contexts the Government has highlighted the question of equality in health care, including a focus on how people are treated in healthcare. One concrete example of work done by agencies is the National Board of Health and Welfare's training material Meetings in health and medical care — a training material for reflection on treatment and equal conditions. This material is intended to support healthcare professionals in working in a systematic way with treatment and equal care. It has been produced in collaboration with the DO and in consultation with the Swedish Association of Local Authorities and Regions (SALAR).

115. In the national public health survey conducted by the Public Health Agency of Sweden, persons with disabilities generally estimate their health as less good than that of the rest of the population. The proportion of women with disabilities who estimate their own health as good is 38 per cent, compared with 79 per cent among women without disabilities. The figure for men with disabilities is slightly higher, 46 per cent, compared with 82 per cent among men without disabilities.

116. The National Board of Health and Welfare was commissioned by the Government, as part of the strategy for equality in health care, to develop the training package on better treatment, see paragraph 303 of the Swedish report (302 of the Swedish version). The National Board of Health and Welfare has recently started implementing the training package in healthcare.

117. In June 2015 the Government appointed a Commission for Equality in Healthcare. The main focus of the Commission is to be on health differences between different socioeconomic groups in society. In its work the Commission is also to take account of other health differences in society, for example between persons with disabilities, persons with foreign backgrounds, the Sami people, persons belonging to national minorities and the rest of the population. Under the Commission's terms of reference health differences between the sexes are to consistently be given attention in the work of the commission. The Commission is to present a final report on its work on 31 May 2017.

118. As regards sex differences in the use of compulsory measures in health and medical care, the National Board of Health and Welfare noted in a report from January 2015 on gender perspectives in compulsory psychiatric care of children that there are deficiencies in reporting by care providers to the register of patients that make it more difficult to draw conclusions as to whether girls are overrepresented with respect to compulsory measures taken. The Government and the SALAR are working together to increase reporting to the register of patients. Reports are to be made each quarter by county councils. In 2009 the Government and the SALAR reached an agreement on improvements in whole-day psychiatric care. The objective of the agreement is to stimulate developments in the direction of structured improvement work with the ambition of increasing quality in whole-day care.

119. In the Budget Bill for 2016 the Government announced a targeted primary care initiative focusing on women's health. The funding, which will have a particular focus on socioeconomically deprived areas, will be SEK 130 million per year in 2016-2019.

120. The report on the Public Health Agency of Sweden's commission, which is described in paragraph 309 of the Swedish report (paragraph 308 of the Swedish version), is to be presented in autumn 2015.

121. The commission to develop a free telephone advice service for Roma girls and women concerning sexual and reproductive health has been modified. The advice service will now be carried out by Roma health advisers. The commission has been extended to 1 March 2016.

## **Rural women**

### **Issue 19**

122. The Rural Development Programme for 2014-2020 contains funding in the form of support and payments to achieve the objectives of rural policy. Environment, sustainable development and innovation are priorities. The Rural Development Programme is intended to result in profitable and vigorous companies and to create the conditions for attractive rural areas. The Programme includes company grants, project grants and Community Led Local Development (CLLD). The grants and payments are financed jointly by Sweden and the EU.

123. The gender equality objectives described in paragraph 354 of the report (353 of the Swedish version) are intended to ensure more equal access for men and women to the measures in the programme. This can, for example, involve training of officials handling the programme, communication strategies with a gender equality perspective, etc.

124. Information about measures intended to ensure gender equality between all women and men in the whole of the country in the areas covered by the Convention are reported here under each issue and, in the Swedish report under each article.

### **Disadvantaged groups of women**

#### **Issue 20**

##### **Issue 20 a)**

125. Action by the relevant agencies as part of the Strategy for Roma inclusion has contributed to progress in this work. The pilot activities for Roma inclusion at municipal level have further developed methods and practices for Roma inclusion and focused more on the longtermism of the activities. The Commission against Antiziganism has helped to make visible the widespread prejudices against Roma and the experience of greater discrimination in this group. The Commission has, for example, held a special women's conference that resulted in a number of concrete demands for action to address antiziganism and how it hits women. The Government announced in the Budget Bill for 2016 that it will allocate a total of SEK 58 million in 2016-2019 for further work on the Strategy for Roma inclusion.

126. The Stockholm County Administrative Board has produced in-depth knowledge about questions of relevance for gender equality between Roma women and men and girls and boys. This study shows that there are experiences of prejudices about Roma as a group and antiziganism, as well as harassment and discrimination, in all areas covered by the study. So, most focus group members had not experienced that the poorer treatment was linked to sex in the first place. But some areas are identified where the treatment of Roma by responsible authorities indicates that Roma women and men have their rights complied with to a differing degree, for example in childcare, healthcare and elderly care, primary and secondary education and social services.

##### **Issue 20 b)**

127. Information and statistics about measures intended to ensure gender equality between all women and men in the whole of the country in the areas covered by the Convention are reported here under each issue and, in the Swedish report, under each article. In addition, the following can be mentioned.

128. There are no statistics based on the ethnic origin of Roma women and girls. But, as part of the monitoring of the Strategy for Roma inclusion, a qualitative study has been carried out and will be repeated regularly during the implementation of the twenty-year strategy. As a commission from the Government, Stockholm County Administrative Board has, in cooperation with several relevant authorities and Roma experts, carried out an inventory of the current situation of Roma in the five municipalities included in a pilot activity for Roma inclusion in 2012-2015. These inventories show that progress has been made towards achieving the objectives of the strategy but that progress is slow and that agencies and municipalities need targeted and funded commissions if it is to be possible to change the situation. The

inventories show that the experience among Roma interviewed was that women's needs in most areas were not satisfied to the same extent as men's.

129. The statistics on the website of the Sami Parliament show the following for 2014. Four out of ten reindeer owners are women. 17 per cent of the group leaders (masters) are women. Personally, women who are group leaders own about half as many reindeer (92 reindeer per person) as men who are group leaders (199 reindeer per person).

## Marriage and family relations

### Issue 21

130. New civil and penal legislation against forced marriages and child marriages was introduced on 1 July 2014. For administrative reasons there are no data about crimes processed and person-based clearances in 2014 regarding the new crimes of coercion to marry and luring someone to travel abroad with the purpose of forcing them to enter into marriage. But the official criminal statistics show that no decisions to prosecute were taken for these two crimes in 2014. So far this year (January-August) 18 cases of coercion to marry and 8 cases of luring someone to travel abroad with the purpose of forcing them to enter into marriage have been reported. Information is given below about the number of crimes processed and person-based clearances in the first half of 2015. Corresponding data about prosecution decisions for the whole of 2015 will be published at the end of March 2016.

131. *Crimes processed (of which investigated) and person-based clearances in the first half of 2015.*

*Source: Official crime statistics, Swedish National Council for Crime Prevention*

	<i>Coercion to marry and luring someone to travel abroad with the purpose of forcing them to enter into marriage</i>
Crimes processed	13
of which investigated	11
Person-based clearances	–

132. There are many authorities and non-profit organizations that can help and support someone who has been the victim of a crime, including the municipal social services, more than 100 local crime victim services and women's refuges.

133. Several municipalities have special support centres for young crime victims. In the first place, they are for young people up to 18 years.

134. There is also a national telephone support line, *Kvinnofridslinjen*, which women who are victims of violence and their relatives, friends and work colleagues can call 24 hours a day. This support line is run by the National Centre for Knowledge on Men's Violence against Women, NCK.

135. As of 1 July 2014 it is no longer possible for children under the age of 18 to apply for permission from a Swedish authority to marry. This means that there is no exception to the age limit of 18 years.