

Inclusive work environment

—
A service within the framework
of Sustainable Working Life





The Social Partners' Council in brief

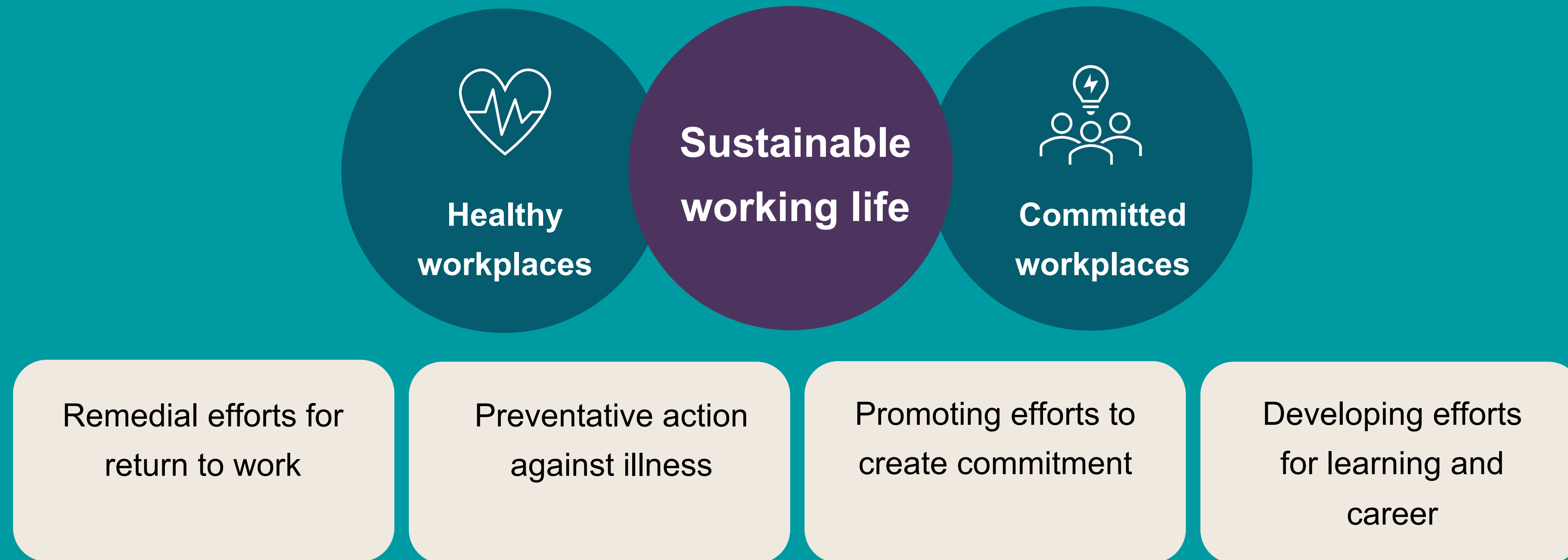
The Social Partners' Council is a non-profit organisation consisting of unions and employers within the central government sector.

We produce support for the areas that are laid down in collective bargaining agreements. As of 2021 we are working in the following areas:

- Work environment
- Sustainable working life
- Wage formation
- Cooperation

A total of 247 central government agencies are members.

A better working day, every day, in healthy and committed workplaces



Based on universal design of workplaces (UDW)

UDW is a development of the concept of *universal design* which is taken from the UN Convention on the Rights of Persons with Disabilities and is defined as:

“the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.”

UDW focuses on designing **workplaces** in a way that is as universal as possible from the outset.

UDW in a central government context

The parties agreed to adapt UDW to a central government context, which resulted in the creation of the service Inclusive Work Environment. This service is designed to allow both parties to work collectively with UDW.

The service addresses the question ‘Who is our workplace designed for?’ by focusing on:

- Work environment – who feels good here?
- Supply of competent staff – whose skills are being developed here?
- Equal treatment – does everyone have equal opportunities?

**Vem är vår arbetsplats
utformad efter?**

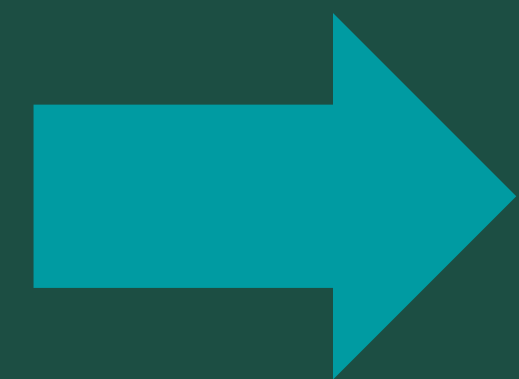


Purpose and target group

- Online support in three parts, designed in the context of central government workplaces. Each section is made up of a workshop that is led by the agency.
- The purpose of the service is to contribute by providing tools and new perspectives on how work with the work environment, equal treatment and the supply of competent staff can be coordinated and expanded/developed.
- The target group for the service is a group made up of both parties, for example a work environment committee or a liaison group.

Section 1: Equal terms in working life (Workshop 3 h)

- Film with accompanying reflection exercise.
- What does the research say? Information about power, norms and discrimination in the workplace.
- Examples of how work environment issues, equal treatment and supply of competent staff are connected.
- Investigate your own workplace.



Work with
question-
naires or
safety
inspections

Section 2: Designing a workplace for all (Workshop 3 h)

- Fictional audio story with accompanying reflection exercise.
- Review of the results of an investigation and wider analysis.
- How can we create workplaces for everybody? Examples of measures and success factors.
- Identify prioritised areas and measures
- Test using tools.



Work with
identified
measures

Section 3: Follow up the work (Workshop 1 h)

- Reflection on the work in part 1 and part 2.
- Follow-up of the work with identified areas and measures with a checklist.
- Planning future work.
- Concluding exercise.

Quality assurance of the service

- Representative from the Swedish Agency for Government Employers in the project's steering group.
- The Union for Professionals', Akademikerförbundet SSR, participation in the internal project group.
- Frequent reference group meetings with approximately ten agencies.
- Pilot with the Swedish Tax Agency.
- Accessibility test – in progress.



A look at the online tool





Del 1: Lika villkor i arbetslivet

[ÅTERUPPTA](#)[ÖVERSIKT](#) ▼

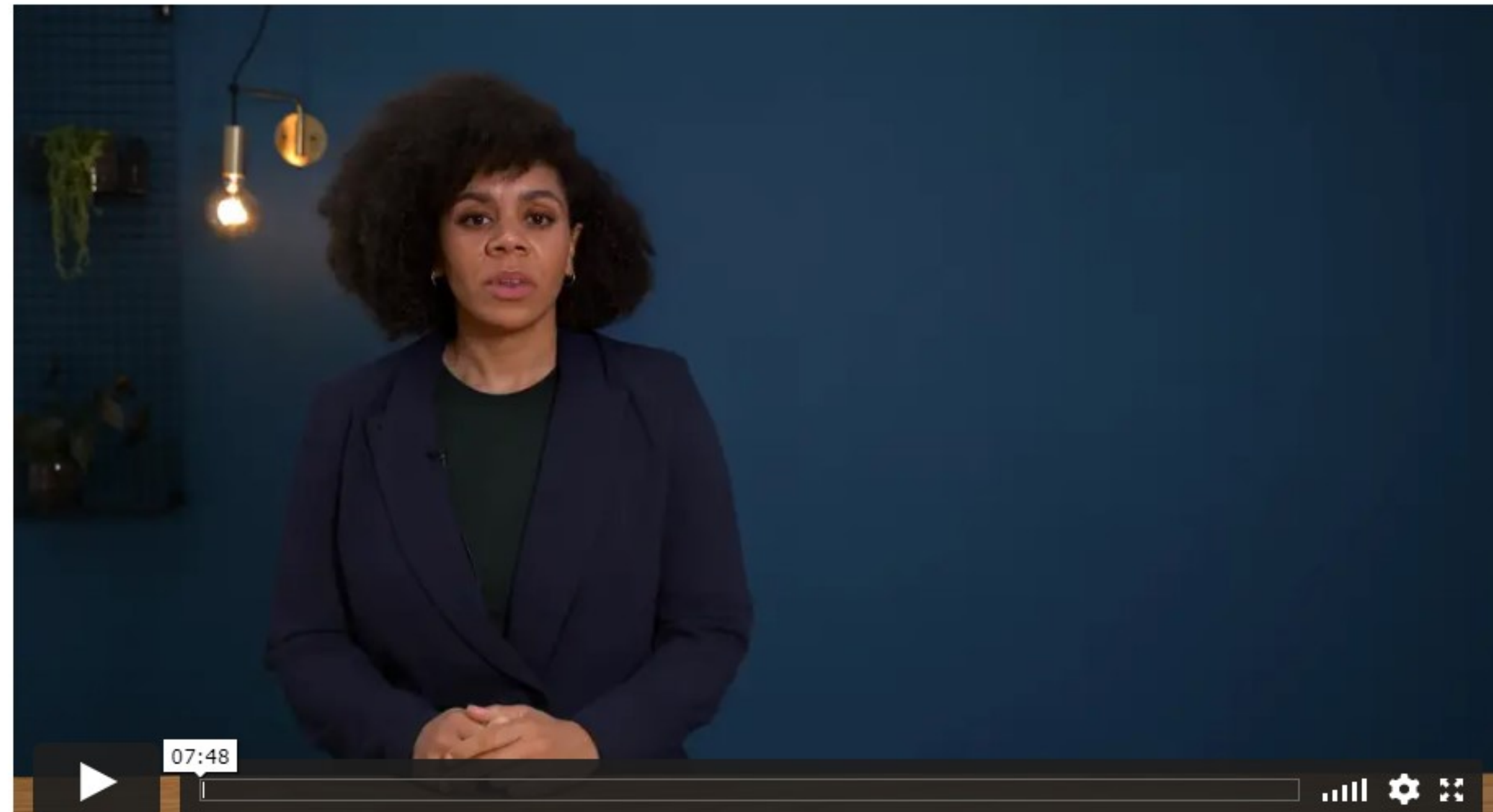
PARTSRÅDET

Första delen i tjänsten *Inkluderande arbetsmiljö* handlar om lika villkor i arbetslivet och tar ca 3 timmar att genomföra. De avsnitt som ingår ser du nedan. I avsnitt 5 kommer ni att välja ett analysverktyg att arbeta med: medarbetarenkät (5a) eller skyddsron (5b). Om ni vill arbeta med båda verktygen avsätter ni ytterligare cirka 45 minuter. Ni kan när som helst klicka er tillbaka till tidigare avsnitt.

4. Exempel på åtgärder

Hur kan vi skapa arbetsplatser för alla?

Hur kan vi göra för att göra rätt från början? Denise Beniwa Johnson, sakkunnig inom området, ger exempel på åtgärder som kan främja en arbetsplats för alla.



Del 2: Utforma en arbetsplats för alla

0% GENOMFÖRT

- 1. Introduktion
- 2. Från hinder till möjligheter
- 3. Bredda analysen: diskutera resultat
- 4. Exempel på åtgärder
- 5a. Exempel på åtgärd: inkluderande möten
- 5b. Exempel på åtgärd: inkluderande samarbeten
- 6. Planera en åtgärd
- Referenser och resurser

FAQ

How can my workplace use this service?

A call-off order submitted jointly by both parties is required in order to use the service. This means that representatives from both the employer and union are behind the call-off order. Both parties also need to participate in the Social Partners' Council's evaluations.

How long does the process take?

The Social Partners' Council has developed a recommended set-up in which it is estimated that 1–3 months should elapse between part 1 and 2, and 3–6 months between part 2 and 3. There is a trade-off between the estimated time the tasks will take to be implemented between the different parts of the service and not allowing too much time to pass between the sessions.

FAQ

How is the service delivered?

The agency can choose to have access to the service via the Social Partners' Council website or as an HTML or SCORM package that can be uploaded into an own LMS.



Any other questions?

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