|  |  |
| --- | --- |
|  |  |
| **Promemoria**  |  |
|  |  |
| 2016-06-23 |  |
|  |  |

|  |
| --- |
| **Kulturdepartementet** |
|  |
| Enheten för diskrimineringsfrågor |
| Anna Schölin |
| Telefon 51404 |
| E-post anna.scholin@regeringskansliet.se |
|  |

Questionnaire from the Office of the High Commissioner

1.)The prohibition of discrimination through inadequate is regulated in the Discrimination Act (2008:567). The prohibition applies to the following areas of society:

•Working life

•Education

•Labour market policy activities and employment services not under public contract

•Starting or running a business

•Professional qualifications

•Membership of certain organisations

•Goods and services

•General meetings

•Public events

•Health and medical care

•Social services

•Social insurance

•Unemployment insurance

•State financial aid for studies

•Military and civilian service

•Public employment

2.) The measures are to be reasonable for the business. In making that assessment, account must be taken of provisions containing accessibility requirements in law or in other statutes. These provide strong guidance as to what can be required under the ban on inadequate accessibility. Financial and practical conditions for taking the measure must also be taken into account. For example, the draft legislation exempts companies in the areas of goods and services and health and medical care that have fewer than ten employees.

3.) According to the Discrimination Act an education provider is to conduct goal-oriented work to actively promote equal rights and opportunities for the children, pupils or students participating in or applying for the activities, regardless of sex, ethnicity, religion or other belief, disability or sexual orientation. An education provider is to draw up an equal treatment plan each year containing an overview of the measures needed to promote equal rights and opportunities for the children, pupils or students participating in or applying for the activities, regardless of sex, ethnicity, religion or other belief, disability or sexual orientation. An employer or educations provider who does not fulfil the obligations concerning active measures may be ordered to fulfil them subject to a financial penalty.

The parliament has recently decided on changes in the Discrimination Act. The changes include the ground disability within the work of active measures within the working area.

4.) The Swedish Government is presently preparing for a new disability policy that will follow the present strategy beyond 2016. The policy will be founded on the Convention on the Rights of Persons with Disabilities and take into consideration i.a. the recommendations from the Committee on the Rights of Persons with Disabilities.

5.) The Equality Ombudsman has the task to both monitor compliance with the Discrimination Act and to combat discrimination and promote equal rights and opportunities for all. Around 2 000 individual complaints are submitted every year to the Equality Ombudsman. The Equality Ombudsman also has conducted a study on self-perceived discrimination.

6.) -