

City to City exchange on gender-equal social services

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Social services are influenced by society's gender norms, which can lead to differences between the sexes being both maintained and reinforced. This affects women, men and people with a different gender identity. At the same time, there are real differences in living conditions between the sexes that social services must take into account. This creates a dilemma and requires knowledge, methods and support to ensure gender equality in social services.

Lund Municipality is seeking an exchange with another European city to gain knowledge about how they work with gender equality in social services. We are interested in strategies for how girls, boys, men and women should be treated and receive interventions based on needs, not based on stereotypical ideas about gender. Lund's goal is to create a shift in knowledge and working methods within social services activities, which in this case do not concern elderly care but rather newly arrived people.

We would like to focus on the following aspects during the coming years:

- Gender-disaggregated operational statistics shall be introduced throughout the administration.
- Gender equality analyses shall be carried out annually and when unjustified differences are discovered, improvement measures shall be taken.
- Gender equality shall be requested in decisions and statistics.
- That all employees shall have adequate knowledge of gender equality and gender-equal social services.

If any city has experience of any of the above, it would be particularly interesting to exchange, but we are also open to other innovative approaches to the issue of gender equality in social services.

We would like to limit the exchange to not include gender equality issues from an employee or employer perspective, nor work with violence in close relationships and honor-related violence, as there are already well-established working methods in the municipality.