



Human Resources (HR) Strategy Oriented Towards Structural Changes in the European Union

First Results/Observations



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LÄNSSTYRELSEN
ÖSTERGÖTLAND

Main information on the first company interviewed



Sector of activity: engineering and consulting services

Date of foundation: 1996

Number of employees: 40

Number of women: 17

Number of men: 23

Main information on the second company interviewed



Sector of activity: chemistry/foundry

Date of foundation: 1962

Number of employees: 80

Number of women: 30%

Number of men: 70%

Common observations on the recruitment procedure



- Respect of all national requirements
- No special consideration of requirements in order to avoid discrimination during the writing up of the job advertisement.

Common observations on the career models



Both companies have a small amount of employees, in comparison to bigger companies. Therefore all human resources activities have a rather personal dimension. However, like in any other company the standard criteria for the promotion or career development are fulfilled.

This implies:

- Promotions are negotiated individually.
- Meetings for agreements on objectives in the company (there are some in company 1 but none in company 2).
- Leadership is analyzed and evaluated.

Common observations on the corporate culture



- Respect of the national legislation in terms of gender equality, but no special measures for **Work-Life Balance**.
- A contact person in case gender-related questions or problems occur.
- Working hours are normal office hours (for company 1 between 9:30 and 17:30 and for company 2 between 8:00 and 17:00, company 1 has a common coffee break between 9:30 and 10:00 so that the employees can exchange with each another and in company 2 no meetings are organized after 17:00).
- Considering the structures of the companies problems are dealt with at “personal level”. “Open access” with the responsible people.

Common observations on the models for employment and working hours



- Employers consider modes of flexible working hours for their employees, since the number of employees is not high in relative terms.
- There are no specific entry and exit models for employees. The sizes of the companies enable accommodations on a case by case basis.

Common observation on development of human resources and training



Training sessions are proposed to employees depending on their position in the company. Employees dealing with technical aspects are more likely to benefit from training sessions proposed in their activity sector, whereas employees in the sales sector for example will benefit from English lessons. There is no difference between men and women, it rather depends on the job and needs.

Common observation on salary structures



There is no difference between men and women considering the salary. The salary is determined in relation to the position and the field of activity.

Common observation on compatibility of job and private life



- Women in those companies take parental leave.
- Considering childcare the companies prefer to adapt on a case by case basis by offering flexible working hours, for instance.

Why are there less women than men in those companies?



Observation from company 1: There are almost as many women and men in this company. The slightly difference is due to competences.

Observation from company 2: On the job market in the field of chemistry/foundry, there are less women than men available in order to fulfil technical tasks. However, the ratio of qualified younger women is increasing.

General observations concerning the two companies: There are not enough technically qualified women for the job on the market.

Recommendations



- Increasing awareness amongst the female public concerning technical jobs (especially students and qualified staff), on-the job training should be enhanced significantly at professional schools and universities.
- Making technical education channels more attractive for women (students).

Conclusions



- The lack of qualified women for company 2 is a fact. The company is willing to engage more women but the offer is not there. Therefore the company does not have as many female as male employees and as a consequence in the current situation gender equality issues are not a priority of the company and apply to a lesser extent.
- For company 1 the number of women and men is relatively similar. There is no difference between men and women. All is depending on the qualifications and fields of responsibility.