

FAIR – FUTURE ADAPTED INCLUSIVE RECRUITMENT

Based on studies of best practices in the European Union, the Swedish FAIR DP has developed a structured and non-discriminating recruitment model that focuses on competence. The model will function as a guide for recruitment mainly for the public sector in Sweden, but the project team believes that it can also contribute to the creation of European standards in this field.

The DP's work was grounded on a diagnosis that equal access to work is frequently hampered by flaws inherent in recruitment procedures and that recruiters are often unaware of the extent to which their own values and backgrounds affect their assessment of applicants. The project departed from an overall analysis of the whole recruitment process in order to determine what measures could be taken to overcome discriminatory practices and to develop a higher level of competence among recruiters. This analysis led to a new approach to introducing proactive diversity strategies into all parts of this process.

FAIR set up thematic working groups on a number of specific topics bear on different aspects of the recruitment process and that should be addressed in order to challenge pre-conceptions and concealed discriminatory practices. These groups raised questions on: How to create an inclusive work environment? How to establish common and objective views on behaviours, abilities and competences that match the requirements of a given job profile? How to determine the level of Swedish language proficiency and communication skills that are needed in the workplace or for specific jobs? How to assess the applicants' competences against these criteria?

The DP designed several tools that can be utilised in responding to these questions and to analyse strengths and weaknesses of the workplace "climate". It also provided training on the practical use of these tools in recruitment procedures.

The FAIR project was targeted primarily at organisations in the public sector, but it has also attracted interest of private industry employers such as VOLVO. Its outcomes and experience are presented in a practical guide together with a 20 min film.

The FAIR team stated that cooperation with its partners in the [FAIR GROUND](#) Transnational Partnership has been a strong source of inspiration. One of the transnational partners, the Common Ground DP in the UK, had a strong focus on working with SMEs and its outcomes complement the work of FAIR in several respects (see [Encouraging and understanding diversity](#) and [Building on Diversity - Harnessing the hidden potential of disadvantaged groups](#)).

See also: [FAIR PPT presentation](#) at the EQUAL conference on [Acting against Ethnic Discrimination in Employment](#), in November 2007.

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Link to [EQUAL database description](#)

[Transnational Partnership](#)