

## **Profile of Partner Equality Body**

### **Name:**

Ombudsman against Ethnic Discrimination (DO)  
*Ombudsmannen mot etnisk diskriminering*

### **Address:**

Drottninggatan 89, Box 3045, 103 64 Stockholm, [www.do.se](http://www.do.se)

### **Date established:**

1 July 1986

### **Mode of establishment:**

Established by the Parliament through the Law against Ethnic Discrimination.

### **Status:**

Government authority with an independent status. The DO is an independent body. Within its field of competence, the DO can also look into the way government acts and may even sue the government in its function as an employer.

### **Mandate/Objectives:**

The Law on the Ombudsman against Ethnic Discrimination (1999:131) regulates the duties of the DO. According to its mandate, the DO shall advise and in other ways assist victims of ethnic discrimination in order to help them realise their rights. The DO shall, through meetings with government authorities, companies and organisations, as well as through influencing public opinion, by virtue of the provision on its public information function, and in other similar ways, initiate measures against ethnic discrimination. The DO shall in particular work to combat ethnic discrimination against job applicants. The DO shall, in collaboration with employers and relevant unions, promote good relations between different ethnic groups in working life.

The DO's activities in the area of working life are based on the Law on Measures against Discrimination in Working Life on Grounds of Ethnic Background, Religion or Belief (Law 1999:130), which is based on Directive 2000/78/EC. According to the law currently in force, the DO shall investigate and, if necessary, bring labour law cases to court when complaints have been submitted by individuals. The DO monitors how employers comply with the obligation to actively promote equal rights and equal opportunities for employees without regard to ethnic origin, religion or belief.

Since March 1, 2002, the Act on Equal Treatment of University Students (2001:1286) gives the DO authority to investigate students' complaints concerning discrimination on grounds of ethnic origin, religion or belief as well as represent them in court (competence based on Directive 2000/43/EC).

According to the new Law against Discrimination (based on Directive 2000/43/EC) enacted on July 1, 2003, the competence of the DO to investigate complaints and bring to court cases concerning discrimination on grounds of

ethnic origin, religion or belief was widened to areas such as housing, goods and services, social services, social insurance and medical care.

**Grounds of Discrimination covered:**

Ethnic origin, religion or belief.

**Competences and responsibilities:**

The DO's main responsibility is to combat discrimination by independent investigation of individual cases and litigation and, as regards preventive work, by monitoring employers' anti-discrimination efforts with regard to employees and recruitment. The authority also has the power to impose a punitive administrative fee on companies if they do not comply with the DO's requests in an investigation.

**Main activities:**

Investigating individual complaints, informing people of the legislation and initiating and undertaking active measures to prevent discrimination.

**Publications:**

Publications include a news leaflet and are available on: [www.do.se](http://www.do.se)

**Management:**

The DO and four heads of section: an Administrative Section, the Section for Individual Complaints, the Section for Information and Education and the Section for Active Preventive Measures.

**Nomination of senior staff and board:**

The DO is appointed by the government for a period of six years, renewable for a further three years. All other staff members are recruited by public advertisement and open competition.

**Number of Staff:**

30 including the DO.

**Budget:**

24 million SEK per annum (approx. € 2,603,000)

**Accountability:**

Annual report to government.

**Project contact person:**

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