



## **Ethnic Diversity Among the Personnel in The Gothenburg Region's Member Municipalities**

**May 2000**

### **The Purpose**

The Gothenburg Region's Member Municipalities have, by way of the GR government, decided to jointly assist each other in working to increase the workplace ethnic diversity within the regions' municipalities. The government recommended, in October 1999, that the member municipalities determine the proportion of immigrant employees that comprise the current workforce demographics. Each municipality determined its own criteria for assembling the materials and combining them in order to provide their data. Materials from twelve of the thirteen Gothenburg Region's Member Communities: Ale, Alingsås, Göteborg, Härryda, Kungsbacka, Kungälv, Lilla Edet, Mölndal, Partille, Stenungsund, Tjörn, och Öckerö have been received. When the time had come to combine all the materials, we had not received anything from Lerum community. As a result, only the materials received from each participating municipality were used to create this report.

The report is based on a statistical version of the information. Eight (8) of the municipalities have used their salary system and combined it with SCB information about country of birth. This information is based on records of employees who are foreign born. Four (4) communities have chosen instead to distribute the survey to managers, which means that the information may include people born in Sweden of immigrant parents.

Only existing permanent employees are included in the data. The list corresponding to "Country of Birth" categories is presented in Appendix 1. The categories are, for the sake of simplification, continuously designated by country of birth in grouping of results. Each community's choice of method is presented and summarized in Appendix 2.

In addition to separating the data according to country of birth, it is further categorized by country of birth using the following groupings:

- Sweden and Scandinavia
- Outside of Scandinavian Countries

This is done for two reasons:

- An open employment market among the Scandinavian countries has been practiced for a very long time
- The Labor Department (Länsarbetsnämnden) applies the definition "within Scandinavian citizens" in its workforce statistics. Dividing the data in this way also makes certain data comparisons possible.

**Göteborgsregionens kommunalförbund**

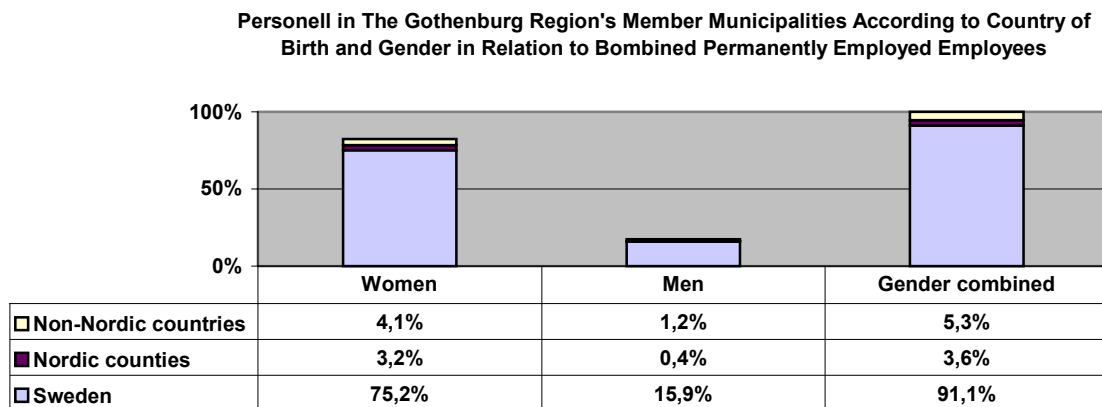
---

Ale - Alingsås - Göteborg - Härryda - Kungsbacka - Kungälv - Lerum - Lilla Edet - Mölndal - Partille - Stenungsund - Tjörn - Öckerö 1

## Personnel and Country of Birth

The combined number of permanently employed personnel in member municipalities (12) amounts to 49, 812 persons. Women represent eighty-two and a half percent (82.5%) and men account for the remaining seventeen and a half percent (17.5%). The non-Swedish born employees amounts to a total of 4,419 people, which is equivalent to 8.9% of the total permanent employees. Of these, 3.6% were born in another Scandinavian country. Among those not born in Sweden, the number of permanently employed women and men amounts to 7.3% and 1.6% respectively.

The diagram below shows the percentage share (in relation to the total) of the presently employed in Gothenburg region's municipalities. The data are arranged according to gender and the following groups, according to country of birth: Sweden, Nordic countries and Non-Nordic countries.



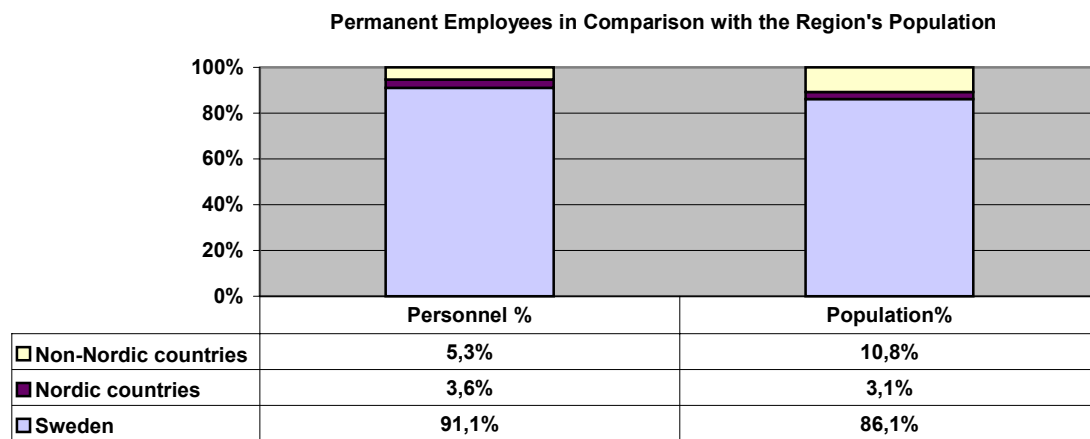
The table below shows the data corresponding to the above diagram with the focus on birth country number and percent share.

Country of Birth	Women	Percent of Women	Men	Percentage of Men	Total	Percent
Sweden	37450	75,2%	7943	15,9%	45933	91,1%
Nordic countries	1615	3,2%	179	0,4%	1794	3,6%
EU 15 (excluding Denmark and Finland)	332	0,7%	162	0,3%	494	1,0%
The rest of Europe	779	1,6%	145	0,3%	924	1,9%
Africa	104	0,2%	29	0,1%	133	0,3%
North America	61	0,1%	16	0,0%	77	0,2%
South America	222	0,4%	67	0,1%	289	0,6%
Asia	486	1,0%	172	0,3%	658	1,3%
Others	42	0,1%	11	0,0%	53	0,1%
<b>Sum</b>	<b>41088</b>	<b>82,5%</b>	<b>8724</b>	<b>17,5%</b>	<b>49812</b>	<b>100,0%</b>

## Permanently Employed Personnel in Gothenburg Region's Municipalities in Comparison with the Region's Overall Population

The total population across the member municipalities amounts to 836,850 people. Of the entire population, 111,627 people are not Swedish born. This indicates that 13.9% of the region's population was born in another country. The permanently employed in the 12 municipalities amounts to 49,812 persons; of these 4,419 were not born in Sweden. Of the member municipalities, 8.9% of the permanent employees are foreign born, whereas 3.6% of them were born in another Scandinavian country.

The diagram below shows the percentages of permanent employees in the region's municipalities. This information is distributed according to birth in Sweden, Nordic countries and Non-Nordic countries, and compared with the overall population in the region.



The table below shows the number and percentage of permanent employees, represented in the above diagram, but specific to each country of birth. Permanent employees across the region are combined for comparison across birth country and with the total population.

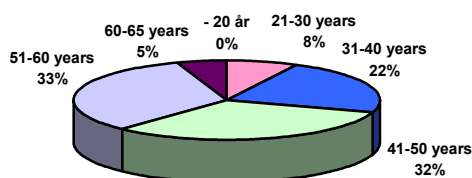
Country of Birth	Personnel	Percent of Personnel	Population	Percent of Population
Sweden	45393	91,1%	720223	86,1%
Nordic countries	1794	3,6%	25683	3,1%
EU 15 (excluding Denmark and Finland)	494	1,0%	11748	1,4%
The rest of Europe	924	1,9%	29691	3,5%
Africa	133	0,3%	7834	0,9%
North America	77	0,2%	2575	0,3%
South America	289	0,65	5120	0,6%
Asia	658	1,3%	33594	4,0%
Others	53	0,1%	382	0,0%
<b>Sum</b>	<b>49812</b>	<b>100,0%</b>	<b>836850</b>	<b>100,0%</b>

## Age and Country of Birth

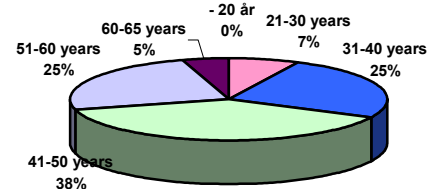
The largest group among the permanently employed is in the group ranging between ages 41-50 years old, followed by the 51-60 year-old employee category, when Sweden and Scandinavia as countries of birth are combined. Of those born outside of Scandinavia, there is a greater tendency for the permanently employed to range between 31 and 40 years of age in comparison with those born in Sweden and Scandinavia. The 51-60 year-old age group is a bit *smaller* among the foreign born.

The diagram below shows how the age distribution looks among the municipalities' permanent employees, distributed across Sweden, Scandinavia, and foreign countries. The percentages are related to the total within the two major groupings.

**Age Distribution Among Personnel Born in Sweden and Nordic countries**



**Age Distribution Among Personnel Born in Non-Nordic countries**



The table below shows the percentage of (in relation to the total) permanent employees in Gothenburg municipalities distributed according to age group and birth country, and summed for the following groups: Sweden and Nordic countries combined and Non-Nordic countries.

Age	Sweden and Nordic countries		Non-Nordic Countries	
	Number	Percentage	Number	Percentage
-20	8	0,0%	0	0,0%
21-30	3528	7,1%	186	0,4%
31-40	10369	20,8%	662	1,3%
41-50	14858	29,8%	1021	2,0%
51-60	15116	30,3%	645	1,3%
60-65	2519	5,1%	121	0,2%
<b>Total</b>	<b>47198</b>	<b>94,7%</b>	<b>2635</b>	<b>5,3%</b>

The table below shows the number and percentage of permanent employees distributed according to age groups, as represented by the data in the table above, but specific to each country of birth.

Age	Sweden		Nordic countries		EU 15 (excl. Denmark & Finland)		Other Europe		Africa		North-America		South-America		Asia		Other		All combined	
		%		%		%		%		%		%		%		%		%		%
<b>-20</b>	7	0,0%	1	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	8	0,0%
<b>21-30</b>	3479	7,0%	49	0,1%	27	0,1%	42	0,1%	12	0,0%	3	0,0%	21	0,0%	69	0,1%	12	0,0%	3714	7,5%
<b>31-40</b>	10056	20,2%	313	0,6%	80	0,2%	164	0,3%	61	0,1%	29	0,1%	60	0,1%	252	0,5%	16	0,0%	11031	22,1%
<b>41-50</b>	14242	28,6%	616	1,2%	140	0,3%	389	0,8%	44	0,1%	31	0,1%	127	0,3%	277	0,6%	13	0,0%	15879	31,9%
<b>51-60</b>	14461	29,0%	655	1,3%	192	0,4%	277	0,6%	14	0,0%	12	0,0%	74	0,1%	66	0,1%	10	0,0%	15761	31,6%
<b>60-65</b>	2359	4,7%	160	0,3%	52	0,1%	52	0,1%	2	0,0%	2	0,0%	7	0,0%	4	0,0%	2	0,0%	2640	5,3%
<b>Total</b>	45404	91,1%	1794	3,6%	491	1,0%	924	1,9%	133	0,3%	77	0,2%	289	0,6%	668	1,3%	53	0,1%	49833	100,0%

## Occupational Groups in Relation to Country of Birth

The data used in this survey vary according to method used in each municipality to collect it. Alingsås and Kungälv have not given data for the Swedish-born personnel, therefore part of the personnel data needed to provide a more precise account of the region's employment information are missing. In Härryda and Partille data concerning those born outside of Europe are provided, which have been placed under "Other" (instead of providing separate categories for each country). Partille provided a summary by gender, which we chose to use for the general summary as well, since gender is not considered meaningful for this survey. With these as justifications, we have chosen to focus on the percentages.

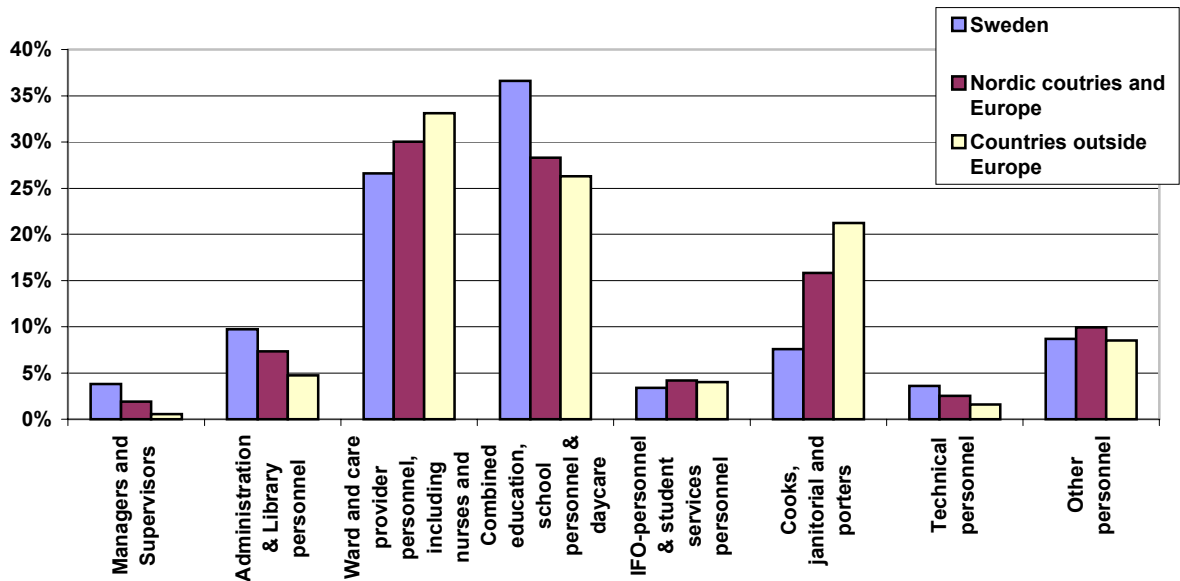
### *Occupational Distribution With a Focus on Country of Birth*

Personnel born in Sweden are represented highest among all occupational categories, besides within the Cook, Janitor, and Porter category. Africa, South America, and Asia are over represented within this occupational area in comparison with the Nordic groups. Within the Cook, Janitor, and Porter occupational group, those born in other parts of Europe (Other Europe) are represented more than the Swedish born followed by North America born.

The table below depicts the occupational distribution by country of birth. The percentages are related to the total for respective countries; for example, 3.8% of the Swedish born personnel work as managers or supervisors.

Occupational Group	Sweden	Nordic countries	EU 15 (excluding Denmark and Finland)	Other Europe	Africa	North America	South America	Asia	Other
Managers and supervisors	3,8%	2,2%	1,8%	1,2%	0,0%	0,9%	1,1%	0,3%	0,0%
Admin. Personnel & Library Personnel	9,7%	6,3%	8,2%	8,8%	3,9%	7,3%	4,5%	3,9%	5,8%
Ward and care provider personnel, including nurses and school nurses	26,6%	31,3%	24,4%	30,5%	39,1%	48,2%	30,0%	27,9%	33,0%
Combined education, school personnel, & daycare workers	36,6%	27,5%	36,1%	25,6%	8,6%	21,1%	28,1%	31,2%	25,2%
I/O personnel & student services personnel	3,4%	5,3%	3,3%	2,5%	2,3%	2,8%	3,0%	5,2%	3,9%
Cooks, janitorial, and porters	7,6%	14,8%	13,3%	19,1%	35,9%	11,9%	22,8%	21,1%	19,4%
Technical personnel	3,6%	1,7%	2,9%	4,0%	0,8%	3,2%	1,1%	1,3%	1,9%
Other personnel	8,7%	10,8%	9,9%	8,4%	9,4%	4,6%	9,4%	9,0%	10,7%
<b>Total</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>

Occupational Distribution With a Focus on Country of Birth



### Birth Country with a Focus on Occupational Group

Within the Manager, Supervisor, Administrative Personnel, Library Personnel combined with Technical Personnel occupational groups, few personnel are not Swedish born.

The table below shows how the occupational distribution within respective countries of birth looks. The percentage number is related to the total sum for the respective occupational groups, for example, 95.8% of the personnel employed as Managers and Supervisors are Swedish born.

Occupational Group	Sweden	Nordic countries	EU 15 (excluding Denmark and Finland)	Other Europe	Africa	North America	South America	Asia	Other	Total
Managers and supervisors	95,8%	2,5%	0,6%	0,7%	0,0%	0,1%	0,2%	0,1%	0,0%	100,0%
Admin. Personnel & Library Personnel	92,8%	2,7%	1,0%	2,0%	0,1%	0,4%	0,3%	0,6%	0,1%	100,0%
Ward and care worker personnel, including nurses and school nurses	88,3%	4,7%	1,0%	2,4%	0,4%	0,9%	0,7%	1,4%	0,3%	100,0%
Combined education, school personnel, & daycare workers	92,1%	3,1%	1,1%	1,5%	0,1%	0,3%	0,5%	1,2%	0,2%	100,0%
IFO personnel & student services personnel	87,7%	6,2%	1,1%	1,5%	0,2%	0,4%	0,5%	2,1%	0,3%	100,0%
Cooks, janitorial, and porters	79,3%	7,0%	1,7%	4,6%	1,2%	0,7%	1,6%	3,4%	0,5%	100,0%
Technical personnel	93,3%	2,0%	0,9%	2,4%	0,1%	0,5%	0,2%	0,5%	0,1%	100,0%
Other personnel	88,9%	4,9%	1,2%	2,0%	0,3%	0,3%	0,6%	1,4%	0,3%	100,0%



## Appendix 1 – List of countries and their category affiliations

<b>Scandinavia</b>	The Republic of Central Africa	Canada
Denmark	Comoro Islands	Costa Rica
Finland	Djibouti	Cuba
Island	Egypt	Dominica
Norway	Equatorial Guinean	Dominican Republic
	Eritrea	El Salvador
<b>EU15 (excluding Denmark and Finland)</b>	Ivory Coast	Grenada
Belgium	Ethiopia	Haiti
France	Gabon	Honduras
Greece	Gambia	Jamaica
Ireland	Ghana	Mexico
Italy	Guinea	Nicaragua
Luxemburg	Guinea-Bissau	Panama
The Netherlands	Cameroon	Saint Christopher & Nevis
Portugal	Cape Verde	Saint Lucia
Spain	Kenya	Saint Vincent and Grenadines
Great Britain	Congo	Trinidad and Tobago
Germany	Lesotho	USA
Austria	Liberia	
	Libya-Arab Republic	<b>South America</b>
<b>Other Europe</b>	Madagascar	Argentina
Albania	Malawi	Bolivia
Andorra	Mali	Brazil
Bosnia-Herzegovina	Morocco	Chile
Bulgaria	Mauritania	Colombia
Estonia	Mauritius	Ecuador
Yugoslavia	Mozambique	Guyana
Croatia	Namibia	Paraguay
Latvia	Niger	Peru
Liechtenstein	Nigeria	Surinam
Lithuania	Rwanda	Uruguay
Macedonia	<b>São Tomé and Príncipe</b>	Venezuela
Malta	Senegal	
Moldavia	Seychelles	<b>Asia</b>
Monaco	Sierra Leone	Afghanistan
Poland	Somalia	Armenia
Rumania	Sudan	<b>Azerbajdzan</b>
Russia	Swaziland	Bahrain
San Marino	South Africa	Bangladesh
Switzerland	Tanzania	Bhutan
Slovakia	Chad	Brunei
Slovenia	Togo	Cyprus
Czechoslovakia	Tunisia	Philippines
Ukraine	Uganda	United Emirates
Hungary	West Sahara	Georgia
White Russia	Zaire	Hong Kong
	Zambia	India
<b>Africa</b>	Zimbabwe	Indonesia
Algeria		Iraq

Angola	<b>North America</b>	Iran
Benin	Antigua and Bermuda	Israel
Botswana	Bahamas	Japan
Burkina Faso	Barbados	Jordan
Burundi	Belize	Cambodia
<b>Asian Continued</b>	Pakistan	<b>Oceanic</b>
Kazakhstan	Qatar	Australia
China	Saudi Arabia	Fiji
Kirghiz	Singapore	Kiribati
Korean Democratic People's Republic	Sri Lanka	Marshall Islands
Korea Republic	Syria	Micronesia
Kuwait	<b>Tadjikistan</b>	Nauru
Laos	Taiwan	New Zealand
Lebanon	Thailand	Salomon Islands
Malaysia	Turkey	Tonga
The Maldives	Turkmenistan	Tuvalu
Mongolia	Uzbekistan	Vanuatu
Burma	Vietnam	West Samoa
Nepal	Yemen	
Oman		

## Appendix 2

Municipality	Method and comments
<b>Ale</b>	Ale has used SCBs "personnel file" for the information. One discovery was that there were more foreign-born employees than they anticipated. One job started last winter with the inquiry to the administrations between the "thumb and little finger," and the number was much lower than that which came forward now.
<b>Alingsås</b>	Alingsås has sent out a survey to the supervisors which was compiled.
<b>Göteborg</b>	Göteborg sent the municipalities' "personnel files" to SCB for matching by the Register of Education and made its compilation last autumn in 1999. The numbers are based on the personnel compilation for July 1999.
<b>Härryda</b>	Härryda sent the municipality "personnel files" to SCB matching by the Register of Education.
<b>Kungsbacka</b>	Kungsbacka sent the "personnel files" to SCB for matching by the Register of Education.
<b>Kungälv</b>	Kungälv has sent out a survey to the supervisors which was compiled.
<b>Lilla Edet</b>	Lilla Edet sent the municipality "personnel files" to SCB matching by the Register of Education.
<b>Lerum</b>	Lerum has not contributed their municipality's numbers yet.
<b>Mölnådal</b>	Mölnådal sent the municipality "personnel files" to SCB matching by the Register of Education.
<b>Partille</b>	Partille sent the municipality "personnel files" to SCB matching by the Register of Education.
<b>Stenungsund</b>	Stenungsund sent the municipality "personnel files" to SCB matching by the Register of Education.
<b>Tjörn</b>	Tjörn sent out a survey.
<b>Ockerö</b>	Ockerö has sent out a survey to the supervisors which was compiled.