

3.1 Respect quiz

Step 3. Quiz

Time: 15-20 min

Individual exercise

Exercise

Test your general knowledge of human rights, discrimination, and equality. How good is your knowledge? This is a standalone quiz, aiming to opening your eyes in these areas, not test how much you have learned so far. The questions are based on a Swedish context.

NOTE! The quiz is not a knowledge test, but a way to learn more about the subject.

The quiz consists of 20 questions and takes about 15-20 minutes to complete.

1. What proportion of Sweden's managers were women in 2019?

- 1. 49%
- X. 35%
- 2. 20%

2. When do the effects of age discrimination show up in people's chance to be called for job interviews?

- 1. Sixties
- X. Fifties
- 2. Forties

3. What grounds of discrimination were the most commonly notified to DO (Discrimination Ombudsman) in 2021?

- 1. Gender
- X. Ethnicity
- 2. Disabilities

4. When did homosexuality stop being classed as an illness in Sweden?

- 1. 1953
- X. 1965
- 2. 1979

5. How many percent is the wage gap between Afro-Swedes born in Sweden and the rest of the population?

- 1. 15%
- X. 36%
- 2. 10%

6. In 2019, a total of 27.2 billion SEK was invested in tech startups in Sweden. How much of this money went to companies co-founded by women?

- 1. 18%
- X. 13%
- 2. 30%

7. How much more likely is a cisgender person (a person who identifies with the gender they were assigned at birth) to receive a positive response from a job application than a transgender person (an umbrella term for people who violate society's norms of gender and gender identity)?

- 1. 5%
- X. 18%
- 2. 25%

8. How many answered that they could not imagine working with a person with a physical or mental disability in a Novus survey in 2017?

- 1. 3%
- X. 11%
- 2. 18%

9. Sweden is often considered one of the world's most gender-equal countries. But which place did Sweden get in WEF's (World Economic Forum) annual global ranking of countries' gender equality in 2018?

- 1. Fifth
- X. Second
- 2. Eighth

10. What proportion of transgender and non-binary people stated that they had experienced discrimination in the healthcare sector in 2017?

- 1. 30%
- X. 19%
- 2. 23%

11. Roughly what proportion of parental leave days are used by men in Sweden?

1. 49%

X. 31%

2. 23%

12. When did marriage become gender-neutral in Sweden?

- 1. 2005
- X. 2007
- 2. 2009

13. In which part of the area of employment are complaints related to discrimination most common?
(2020)

- 1. Recruitment
- X. Work environment
- 2. Management and distribution of work

14. How much bigger was the average monthly income for a male pensioner compared to a female pensioner in 2021?

- 1. 5200 SEK
- X. 3600 SEK
- 2. 7100 SEK

15. In which occupational area are women subjected to most sexual harassment?

- 1. Industrial sector
- X. Hotel and restaurant sector
- 2. Healthcare sector

16. Which of the following statements is not covered by the freedom of religion under Swedish law?

- 1. The right not to have to say what one's religious affiliation is
- X. People have the right not to see/be reminded of other people's religious practices
- 2. Employers must be flexible about employees' needs for religious practice in the workplace

17. What percentage of the Riksdag members are between 24-29 years old? (2021)

- 1. Under 10%
- X. Under 20%
- 2. Under 30%

18. Hur mycket skiljer sig medellönen för civilingenjörer mellan kvinnor respektive män? (2021)

1. 6 100 SEK

X. 1 900 SEK

2. 3 700 SEK

19. Out of Sweden's 500,000 entrepreneurs, about...

- 1. every fifth is a woman
- X. every fourth is a woman
- 2. every third is a woman

20. Which sector of listed companies has the most women on management teams? (2020-2021)

- 1. Energy companies
- X. Real estate
- 2. Communication

The correct answers

1. Correct answer: 1. 49%

In 2019, 49% of Sweden's managers were women and 51% men. However, there are significant differences in the type of activities and levels at which women and men are managers. If the statistics are broken down by sector, it looks like this instead:

- Private sector: 30% women and 70% men.
- Civil servants: 45% women and 55% men.
- National government employees: 74% women and 26% men.
- Municipal employees: 68% women and 32% men.

Source: Ekonomifakta. (2021). "Kvinnor i chefsposition" (Women in managerial positions, in Swedish).

<https://www.ekonomifakta.se/fakta/arbetsmarknad/jamstalldhet/kvinnor-i-chefsposition/>

2. Correct answer: 2. Forties

The chances of being called for a job interview fall sharply for those in their forties. For those closer to pensionable age the chances of getting an interview are very low, and this effect is stronger for women than for men.

Source: Carlsson, E., & Eriksson, S. 2017. Does the job-seeker's age and gender affect the chances of getting a reply to a job application? The results of a field experiment. The Institute for Evaluation of Labour Market and Education Policy.

<https://www.ifau.se/globalassets/pdf/se/2017/r-2017-08-paverkar-arbetssokandes-ald-er-och-kon-chansen-att-fa-svar-pa-en-jobbansokan.pdf>

3. Correct answer: 2. Disabilities

The highest number of reports from 2021 concerns discrimination related to disability. The next most common type of complaint was discrimination related to ethnicity. Compared to 2020, the number of reports of discrimination related to disability and age has increased the most. The number of complaints related to transgender identity or expression and sexual orientation is comparatively low, but there has been an increase from 2020 to 2021.

Source: Discrimination Ombudsman. Annual report 2021

<https://www.do.se/download/18.56175f8817b345aa7651d65/1661847765400/DO-ars-redovisning-2021.pdf>

4. Correct answer: 2. 1979

In that year, there were mass actions of sickness leave being taken as a protest against homosexuality being classed as an illness. People phoned the Swedish Social Insurance Agency and reported in sick because they were homosexual. An occupation of the National Board of Health and Welfare was also carried out and, soon after, Sweden removed the diagnosis homosexuality from the list of illnesses, becoming the first country in the world to do so.

Source: Expressen, 1 Sep. 1979.

5. Correct answer: X. 36%

Länsstyrelsen Stockholm (Stockholm County Administrative Board) has published statistics showing that Afro-Swedes born in Sweden earn significantly less than the rest of the population. Afro-Swedes working in both the private and public sectors earn 36% less than the rest of the population. Afro-Swedes born in sub-Saharan Africa working in the private sector earn 25% less than the rest of the population, compared to the public sector which has a 10% difference.

Source:

Stockholm County Administrative Board. (2018). Antisvart rasism och diskriminering på arbetsmarknaden (Anti-black racism and discrimination in the labour market. (In Swedish)

<https://www.lansstyrelsen.se/stockholm/om-oss/vara-tjanster/publikationer/2021/antisvart-rasism-och-diskriminering-pa-arbetsmarknaden.html>

6. Correct answer: X. 13%

13% of the 27 billion went to companies co-founded by women. Of the remaining investments, 81% went to companies co-founded by men only and only 6% to companies started by women only.

Source: Dagens Industri Digital. 9 July 2020.

<https://www.di.se/digital/nya-siffror-sa-lite-riskkapital-gar-till-kvinnor-medan-miljardern>

[a-rullar-till-man/](#)

7. Correct answer: 2. 18%

Linköping University sent out 2224 fictitious applications for low-skilled jobs that were in the Job Centre's job bank. These applications indicated whether the applicant had changed their name at any time during their life, sometimes from a man's name to a woman's name, in other cases the names crossed gender boundaries, for example Erik became Amanda. Based on this, the researchers noted whether the applicants received any response, and what kind of response it was. The final results showed that a cis person was 18% more likely to receive a positive response, compared to a trans person. The survey also showed that in male-dominated occupations, cis men received almost twice as many positive responses from employers as trans women.

Source: Linköpings universitet. (11 august 2020). Arbetsgivare ratar transpersoner (Employers reject transgender people). In Swedish.

<https://liu.se/nyhet/arbetsgivare-ratar-transpersoner>

8. Correct answer: 2. 18%

While employment among the rest of the population breaks records, the proportion of people with disabilities in employment has remained at about 62 percent. Both the Public Employment Service and Samhall see negative attitudes among employers and employees as one of the main obstacles.

Source:

<https://novus.se/nyhet/novus-samhall-en-majoritet-kan-tanka-sig-att-arbete-med-nag-on-som-har-en-funktionsnedsattning/>

9. Correct answer: 1. Fifth

Sweden got fifth place of 156.

Source: World Economic Forum. 2021. The Global Gender Gap Report, 2021.

https://www3.weforum.org/docs/WEF_GGGR_2021.pdf

10. Correct answer: 1. 23%

A report from RFSL (Swedish Federation for Lesbian, Gay, Bisexual, Transgender

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and Queer Rights) revealed that transgender and non-binary people feel that they are discriminated against, badly treated and misgendered by the health services. The report also shows that 9.7% of all respondents attempted to take their own lives during the last year, and that 54% had serious suicidal thoughts. RFSL point out that all the transgender people in the report, regardless of gender identity, have the same risk of suicidal thoughts and suicide attempts.

According to RFSL, many changes must be made to improve transgender peoples' health and wellbeing. They argue that the accessibility and quality of gender-confirming care must be improved and that the gender identity act needs to be reformed at the root.

Source:

https://www.rfsl.se/wp-content/uploads/2017/11/Trans_health_2017_RFSL.pdf?fbclid=IwAR3bGt_fHojmpaHM0-yVA6PuukBwFH-E7_LP3-gWefBMFoc2M58JBM1E3fY

11. Correct answer: X. 31%

TCO's gender equality index illustrates how the take-up of parental benefit is distributed between the sexes. The index shows the proportion of parental benefit days taken up by women. We have combined the two different types of parental benefit, temporary parental benefit for the care of a sick child (vab) and the normal type of parental benefit, which is mostly taken before the child starts nursery school (parental leave).

Source: TCO's gender equality index from 2020,

<https://www.tco.se/tco-tycker/Jamstalldhet-och-mangfald/jamstalldhetsindex/jamstalldhetsindex---interaktiv-karta2/>

12. Correct answer: 1. 2009

From 1 May 2009, same-sex couples can marry on the same terms as different gendered couples. One remaining legal difference between a married same-sex couple and a married heterosexual couple is that when a child is born to one of the spouses in a same-sex couple it does not automatically get the other spouse as a legal parent, but only the person who has given birth to it.

Source:

<https://www.rfsl.se/hbtq-fakta/aektenskap/>

13. Correct answer: 1. Recruitment

In 2020, 53% of reports, tips and complaints were related to discrimination in recruitment. The number of complaints increased compared to the previous year, mainly due to the number of complaints received from the same employer.

Source: Discrimination Ombudsman

<https://www.do.se/download/18.4719c6e31791a23945f2ab7/1642514718584/rapport-statistik-anmalningar-tips-klagomal-2015-2020.pdf>

14 Correct answer: 2. 7100 SEK

Female-dominated occupations are often lower paid than male-dominated ones. The fact that women work more part-time and earn less per hour worked has a major impact on pensions. Women's total pension is 31% lower than men's.

Source: Swedish Pensions Agency. Women's pensions lower than men's, now and in the future, 8 March 2021

<https://www.pensionsmyndigheten.se/nyheter-och-press/pressrum/kvinnors-pension-agre-an-mannens-nu-och-i-framtiden>

15. Correct answer: X. Hotel and restaurant sector

It is, of course, difficult to say with any certainty as there is a large grey area. But a report from the Swedish Trade Union Confederation (LO) shows that there is a clear class and gender pattern in relation to who is subjected to sexual harassment. The most affected are female workers in sectors such as healthcare, hotel and restaurant and commerce. The proportion of victims is however highest in the hotel and restaurant sector, where young women on fixed-term employment contracts are particularly affected.

Source:

<https://handels.se/om-handels/aktuellt/lo-rapport-visstidsanstalla-mest-utsatta-for-sexuella-trakasserier/>

16. Correct answer: X. People have the right not to see/be reminded of other people's religious practices

Freedom of religion is protected in the Swedish Constitution and is enshrined in Chapter 2 of the Swedish Constitution. The right applies to both people of faith and people without religious convictions. The right to choose, change or leave a religion means that people are not obliged to declare their religion or belief. People also have the right to practise their religion in public and private. In the workplace, people have the right to practise their religion during lunchtime, for example. There is no statutory right not to see/be reminded of other people's religious practice.

Source: Authority for the support of religious communities. In Swedish <https://www.myndighetsst.se/kunskap/religionsfrihet/resursdatabank-religionsfrihet.html>

17. Correct answer: 1. Under 10%

3.15% of all current members of parliament are between 24-29 years old. This corresponds to 11 people. The average age of Members of Parliament is 48.2 years based on year of birth (2021).

Source: The riksdag. <https://data.riksdagen.se/dokumentlista/?aktivi=rdl&parti=&valkrets=&avd=ledamot&z=400&utformat=rdlstat>

18. Correct answer: 1. 6 100 SEK

Women in most sectors and fields earn several thousand crowns less than their male colleagues, every month. The average monthly salary for civil engineers is SEK 50 600 for women and SEK 56 000 for men. On the other hand, progress is being made in areas of technology that are important for climate change mitigation. This is because the industry wants to attract more female engineers.

Source: Swedens ingeneers <https://www.sverigesingenjorer.se/aktuellt-och-press/nyheter/Ron-om-lon-och-kon/>

19. Correct answer: X. Every fourth is a woman

Source: Eurostat

Note: Statistics for Sweden are based on Arbetskraftsundersökningarna (AKU). Please note that it differs somewhat from the statistics in the Registerbaserade arbetsmarknadsstatistiken (RAMS) as the statistics are compiled in different ways.

20. Correct answer: X. Real estate

In real estate, women make up 40% of management teams. The next lowest is the energy sector with 14% representation of women in management teams. However, there has been a positive trend in energy companies. They have made progress in the last year and managed to double the proportion of women in management between 2020-2021.

Source: Allbright.

https://static1.squarespace.com/static/5501a836e4b0472e6124f984/t/61927f8777cc2d4d3cb81c2f/1636990865714/Allbightrapporten_2021.pdf

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