

## Engaging employees across the public sector

How do you involve a million people in an active dialog about their workplace, and challenge them to find solutions to raise job satisfaction and improve operations?

This was the task assigned to Celemi and AFA Försäkring by the parties of the Swedish labour market. The goal was to ensure that the “FAS 05” agreement, signed in 2005, was successfully understood and implemented in all Swedish municipalities. Core issues in FAS are employee involvement in decision making, diversity, health and the work environment.

In close cooperation, AFA Försäkring and Celemi developed a dialog tool consisting of six flexible modules. Each module can be run in 1-2 hours during a regular workplace meeting between a manager and the co-workers. The manager acts as facilitator, and the dialog is integrated into the team’s ongoing personal and operational development process.

Working in teams of 3-4 people, the program takes the participants on a journey with the opportunity to:

- Explore typical pitfalls when communicating
- Discover the conditions for a positive dialog and a constructive “meeting culture”
- Understand the development of employee involvement and influence over the years
- Discuss and define the team’s mission
- Get inspired by best practice initiatives from other sectors / teams

## A dialog tool with six flexible modules



*“Great pedagogical material that quickly engages people and creates true dialog! It has really helped us address a range of operational issues together, spark off new ideas, and improve the way we work.”*

– Magnus Keller  
Head of Education Department Gävle County Council

- Identify opportunities for improvement, specifically in the areas of health, work environment, diversity and gender equality
- Agree on actions and future focus

After a successful pre-launch, the program was rolled out throughout the public sector in Sweden, potentially reaching 1.2 million people.

### About AFA Försäkring

AFA Försäkring administers insurances covered by the collective agreements between the parties of the Swedish labour market. As part of the operations, AFA Försäkring also works with preventive methods to improve the work environment, preventing accidents and decreasing the number of sick leaves.