

Swedish Employers' view on gender equality in the working world – Edel Karlsson Håål



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Disposition

- Gender wage gap – size and change over time
- Developing the wage formation system - from work to individual work performance in focus
- Effects and viewpoints on current legislative demands
- How can we in Sweden take the next step?

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Different wage differentials dependent on how you measure



Women's wages in relation to men's in percent using different statistical methods of measurement in percent

Wage differential calculated with actual working hours	73
Wage differential with working hours converted into full-time	86,8
Wage differential after weighted averages	95
Wage differential with regression analysis	95,8

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Women's wages in percent of men's wages after weighted averages



	2005	2007	2009	2011	2013	2014	Difference 2005-2014
All sectors	93,2	93,5	94,0	94,1	94,2	95,0	1,8
Private sector	91,7	92,2	92,7	92,8	93,0	93,8	2,1
Worker	94,4	94,8	95,5	96,2	95,7	96,2	1,8
Salaried employee	90,2	90,5	90,9	90,8	91,4	91,9	1,7
Public sector	96,5	96,6	97,0	97,0	97,0	97,8	1,3
Municipalities	99,1	98,8	99,4	99,4	99,4	99,5	0,4
County council	94,7	95,2	95,3	95,4	95,6	96,0	1,3
State	92,9	93,7	93,8	94,4	94,8	95,6	2,7

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Wage formation with the individual in focus



- 90 percent of people in the labour market are covered by collective agreements which regulate how the setting of wage rates will come about
- Wage is more or less set individually and both **the job and how the job is performed** is appraised and forms a basis for setting the wage of the individual.
- The wage must be gender neutral and is set according to how each individual fulfils the goals, demands and criteria set by the Social Partners and forms a basis for setting wage rates in the organisation.
- Research shows that women have better wage development when they have the opportunity to discuss their salary with their manager. (Source: Saco)

Effects and viewpoints on current legislative demands



- Wage formation and the setting of wage rates have developed but the legislated method for survey and analyse wages has been in principle unchanged since the 1980s.
- The method developed from legal demands is comprehensive, time-consuming and not adapted to how wage formation has evolved. The greatest difficulty is to value work of equal value.
- There are many ways to survey gender wagegap at the company level – not all of them fulfil the demands of the Equality Ombudsman.
- The Confederation of Swedish Enterprise would like to see a method that correspond with how wage formation comes about in Sweden today.

Effects and viewpoints on current legislative demands - 2



- The cost to companies for conducting yearly mapping, analyses and action plans has, according to the Swedish Agency for Economic & Regional Growth (NUTEK), been estimated at SEK 500 000 000 each year in private part of the labour market with 2 million employees.
- We do not decrease the individual salary so the only way to correct a gender related gap is to higher the wage – the method increases the laboru cost if corrections are needed
- Wage formation takes place in a labour market where access and demand for skills will always affect wages. It is not possible to reconcile this with a valuation system which presupposes that wages will always be adjusted upwards - never reduced.

How can we in Sweden take the next step?



- Reduce the divided labour market – better gender balance in more occupations – cooperation with schools regarding education and job choice is required.
- Employers that actively work to recruit with diversity in mind
- Employers that set gender neutral wages where the individual's performance is the basis for appraisal
- Employers that develop methods of working, career paths and work environments which are attractive to employees irrespective of gender.
- An insight that working life cannot be equal if life is not equal – employers and employees have a joint responsibility.

How can we in Sweden take the next step - 2?



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- Focus on the goal of gender equality not on the rules and regulations
 - Norms, values and cultures are stronger than rules and methods
 - Change must be allowed to take time

Thank you!

