



# **Pay surveys, analysis and action plans for equal pay**

**Workshop: International Pay Equity  
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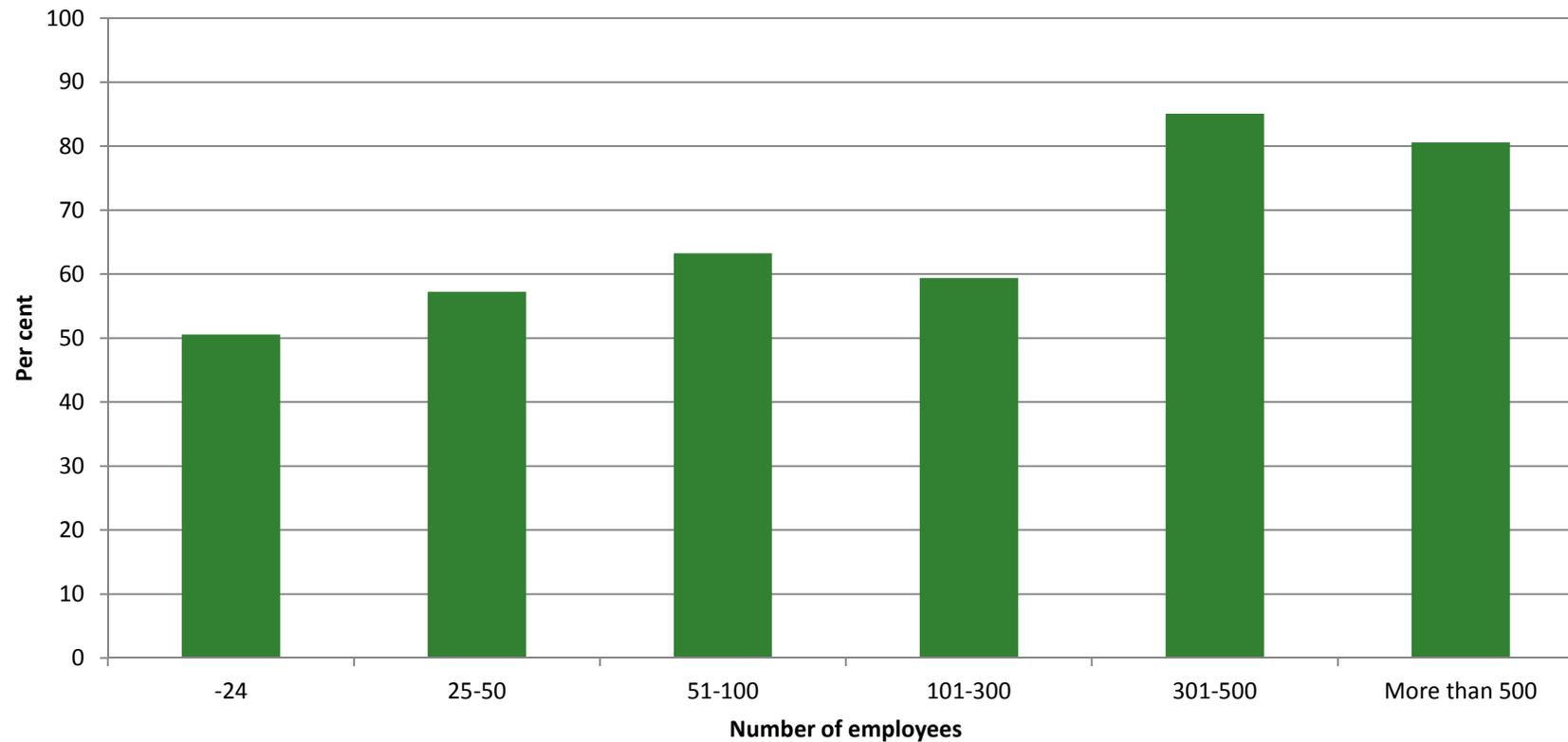
## **This is Unionen**

- Unionen is Sweden's largest trade union on the private labour market and the largest white-collar union in the world. Unionen has more than 600 000 members and approximately 33 000 elected representatives in more than 65 000 companies and organisations.
- Unionen consists of 18 regions throughout the country, each with its own executive committee.
- Unionen is a member of TCO – the Swedish Confederation of Professional Employees which has more than 1,3 million members.
- Our vision is to create development, success and satisfaction in working life.
- Unionen is not linked to any political party.

## Results from Unionen's reports on equal pay

- Unionen produces annual reports on the work with pay surveys and analysis.
- When asked about whether the company has undertaken the work with pay surveys and analysis:
  - One out of three do it on an annual basis.
  - One out of three do it at least every third year.
  - One out of three have not done a pay survey and analysis within the last three years and are, thus, not in compliance with the obligations of the Discrimination Act.

## Has undertaken pay survey and analysis within the last three years



## **More results from Unionen's reports on equal pay**

- 34 per cent of the companies identified unwarranted pay differentials that were to be rectified.
- 39 per cent of the companies identified other measures than pay adjustments that needed to be undertaken.
- The undertaking of the work with pay surveys and analysis led to concrete results in six out of ten cases.
- The provisions on pay surveys, analysis and action plans for equal pay are effective.

## **Even more results from Unionen's reports on equal pay**

- Seven out of ten of Unionen's elected representatives on the company level say that the work for equal pay is dynamic and functional.
- Employers who are perceived to have an inadequate knowledge about the method used to carry out pay surveys and analysis have a somewhat negative attitude towards the provisions. Employers who have an adequate knowledge on how to undertake the work have a more positive attitude.

## Cooperation

- Three out of four local Unionen branches on company level have been involved in the work with pay surveys and analysis.
- Half of those are satisfied with the information provided to them in the process.
- Almost half of them were satisfied with the level of influence that they were able to exercise in the process of undertaking the pay survey and analysis.

## **Methods to evaluate the value of work**

The most commonly used methods to evaluate the value of work in the areas which Unionen organize are BAS and Analys Lönelots (developed by the Equal Opportunities Ombudsman/the Equality Ombudsman).

In the collective agreements it is stated that the level of difficulty of the work should be reflected in the wages. Some sort of evaluation of the value of each work is common regardless of the provisions on pay surveys and analysis.

## **Unionen's opinions on the current legislation**

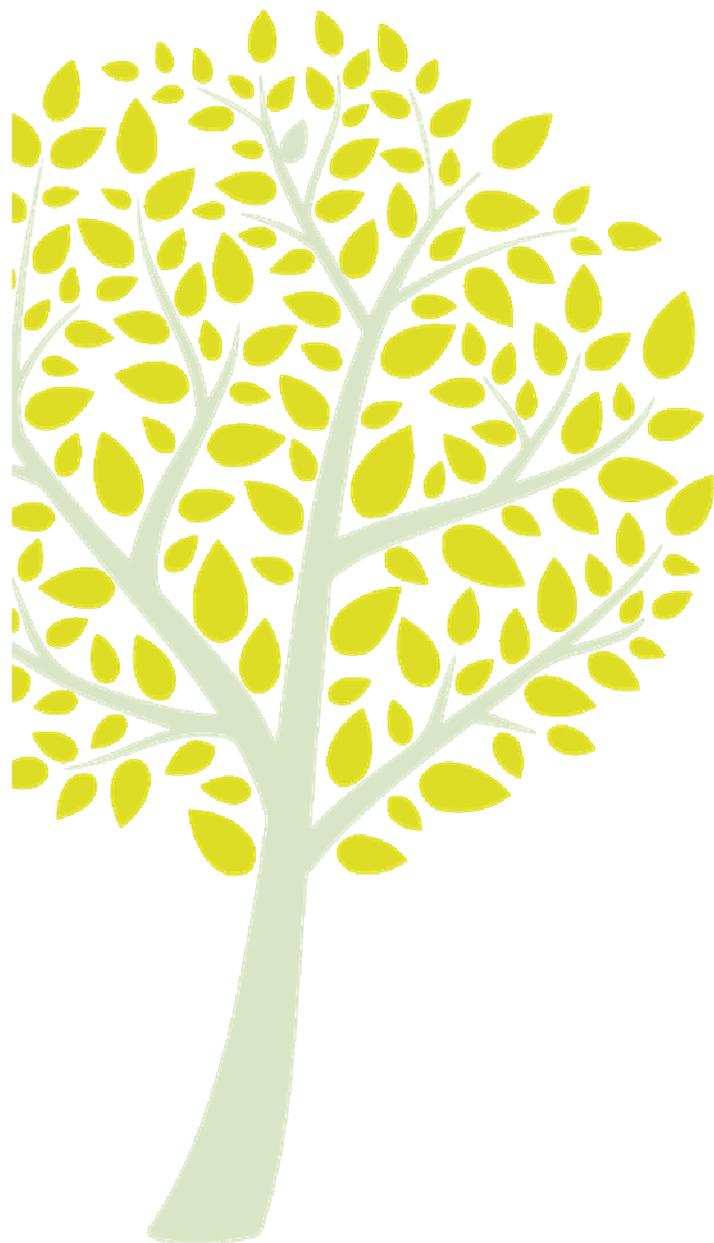
- All trade unions are in favour of the provisions on pay surveys, analysis and action plans for equal pay.
- Unionen, as well as TCO, advocates that the obligation to undertake pay surveys and analysis should be annual.
- Unionen as well as all the confederations of affiliated trade unions in Sweden want the provisions on pay surveys, analysis and action plans for equal pay to be semidispositive.

## **Bargaining autonomy**

- In Unionen's opinion the provisions on pay matters in the 3 Chapter of the Discrimination Act are not an obstacle to the bargaining autonomy, in the same way as the prohibition of discrimination does not in an undesirable way constitute a limitation of the bargaining autonomy.
- Carrying out the pay survey and analysis is a necessary way out securing the quality of the wage process from a gender equality perspective.
- Bargaining autonomy does not include the right to set discriminatory wages.
- However, the provisions should be semidispositive.

## How are the regulations affecting employees remuneration structure?

- Although this question has not been studied it is not the opinion of Unionen that the remuneration structure has been negatively influenced, for instance with regards to wage spread.
- Tens of thousands of employees have had their salaries adjusted thanks to the provisions, which is far more than has been accomplished by bringing pay discrimination cases to the labour court.
- Another positive effect of the work with pay surveys and analysis is that many companies have achieved a more systematic and less arbitrary local wage formation process.



**Thank you for your  
attention!**

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