

Sweden: The Swedish Model for Income Transparency (Pay Surveys and Action Plans)

Presented by: NACW - Netzwerk österreichischer Frauen- und Mädchenberatungsstellen (AT)

Key words: National law; wage transparency; income report; action plans; companies with more than 25 employees

Main target group: companies with more than 25 employees; social partners

Part. 1: General description of the measure

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| Country and title of the measure | Sweden: The Swedish Model for Income Transparency (Pay surveys and action plans) |
| Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc | National Law |
| Who started the Measure: if possible, please give the name and/or function of the person or department. | The government: National legislation on equal pay surveys |
| Who is implementing the Measure? If it is a company, please specify the size and sector. | Social partners. About 60 unions and 50 employers' organizations negotiate approximately 600 collective agreements. |
| Partnership. Who are the partners and/or others actors involved? Which role do they have? | Companies with more than 25 employees – employers and employees are involved |
| Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for non compliance with the measure | A Law from 1991 stipulated that enterprises have to elaborate income reports. Since 2001, the Law precisely states how pay surveys have to be monitored and action plans be set up. In 2009, legal regulations on Equal Opportunity and Equal Pay were incorporated into a new comprehensive Discrimination Act. Since then, companies have to present an Action Plan on Equality every three years. All enterprises with more than 25 employees have to elaborate a gender-specific income report. Based on this report, an action plan |

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| | for equality has to be established. In order to do so, companies must cooperate with the employees and their organization. |
| Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones? | The law tackles income differences, especially the gender pay gap. Companies not only have to measure and to report but also present solutions for the problem. |
| Funds. Which are the funding sources for the Measure? | n.a. |

Part. 2: Qualifying aspects of the measure relative to OGP

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| Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure. | In Sweden, the share of the so-called unexplained gender pay gap is relatively low compared to other countries. 'Unexplained' means that there are no objective reasons, such as part time work or career interruptions; it means that women earn less simply because they are women. In Sweden, approximately 6% of the pay gap is estimated to be due to such gender discrimination. |
| How did the Measure manage to reduce the Gender Pay Gap? | The measure combines information and transparency through pay surveys with a concrete action plan. Thus, the measure is one step ahead of the mere reporting of wage inequalities as it is done in several other countries. |
| Does the Measure involve other stakeholders and different actors (e.g. Local Government) | Besides the companies, social partners are involved. |
| Monitoring. Does the Measure provide internal assessment and monitoring of the results? | The Swedish Equality Ombudsperson is responsible for the supervision of compliance to the Law. Between 2001 and 2008, several thousand wage surveys were examined. In 2006, the Ombudsperson carried out a study including 600 employers, 60% of whom had introduced measures to achieve wage equality. The Equality Ombudsperson can apply to a committee which in term may impose fines up to 20.000 Euro. However, few cases have been reported, since usually the mere threat is enough to persuade employers to comply with their duty. |
| Has the Measure foreseen an analysis of the satisfaction of the women's needs? | No information |

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| <p>Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)</p> | <p>N.a.</p> |
| <p>Reproducibility. Can the Measure easily be reproduced in other contexts?</p> | <p>The measure could possibly be reproduced in other countries. However, it has to be taken into consideration that Sweden is one of the most advanced countries worldwide in terms of gender equality. Thus, in order to implement such a measure, other countries might need some time since it is not only a question of legal changes but also of changes of culture and attitude.</p> |
| <p>Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles</p> | <p>The model is very progressive in that it includes very detailed definitions of work of equal value as comparable with respect to knowledge, skill, responsibility etc. Furthermore, analyses have to be very precise and comprehensive – individual and structural reasons that could lead to pay differentials have to be taken into account. The obligation for companies to set up a termed action plan together with the setting up of a supervision body (Equality Ombudsperson) gives the Law a stringent character. The Equality Ombudsperson evaluates the measure to be successful.</p> |
| <p>Further Information</p> | <p>http://www.do.se/Documents/sprak/english/Pay%20suveys%20webbversion%20serie%20DO%2011%20ENG%202009.pdf</p> <p>https://www.bmbf.gv.at/frauen/ewam/gleich_fair_schweden.html</p> |