



DELEGATIONEN FÖR
JÄMSTÄLLDHET I ARBETSLIVET

Equal pay? Recent and absent trends in Sweden



Delegation for Gender Equality in Working Life

- **Twelve delegates, appointed by the government in July 2012.**
- **Chair: Anna Hedborg**
- **Three committee secretaries.**
- **Final report 31 May 2015.**



Overall aims:

- Compile and spread knowledge about different conditions and opportunities for men and women in working life, as well as various causes for the existing differences
- Stimulate debate about how to promote gender equality in working life
- Propose ways to promote gender equality in working life and reduce the pay gap between men and women



In particular, pay attention to:

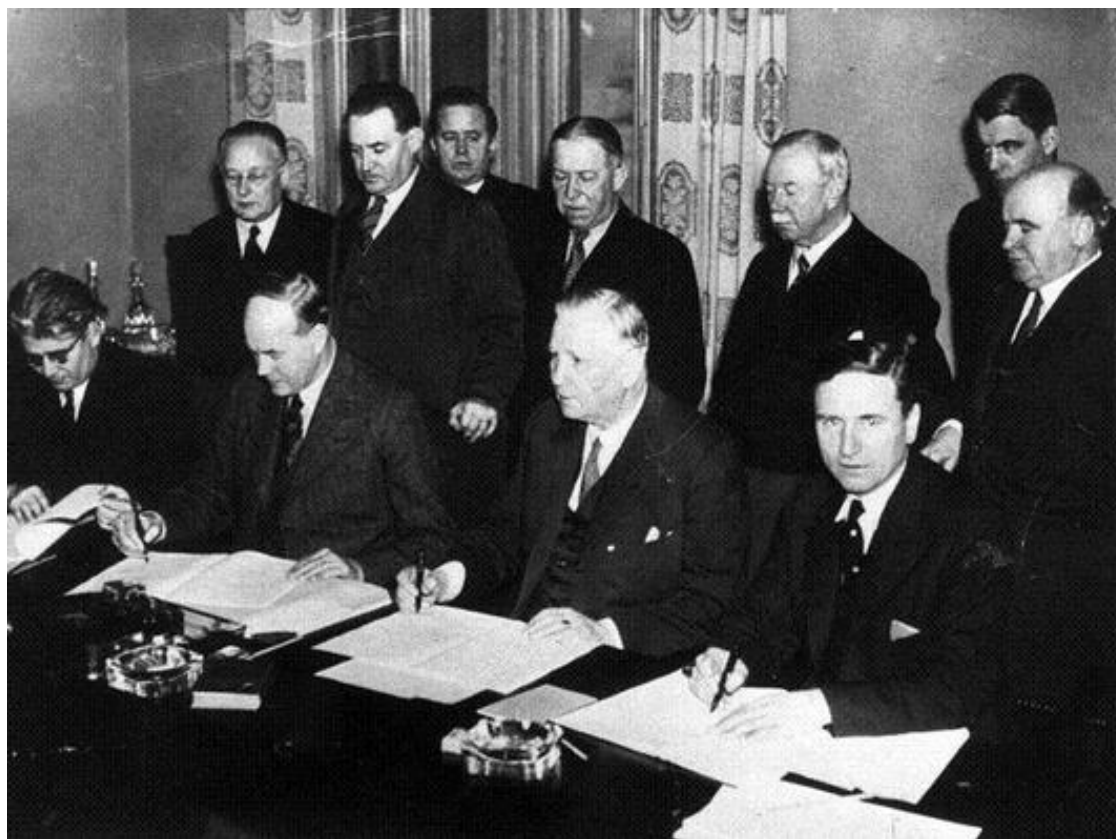
- **How to increase women's labour force participation**
- **How to reduce the gender pay gap**



Restrictions regarding proposals

“Within the framework of the Swedish labour market model.”





The "Saltsjöbad"-treaty 1938

The Swedish labour market model:

Social partners & collective agreements



The Swedish model

**Social dialogue &
collective agreements**

Limited legislation



Mutual trust & responsibility

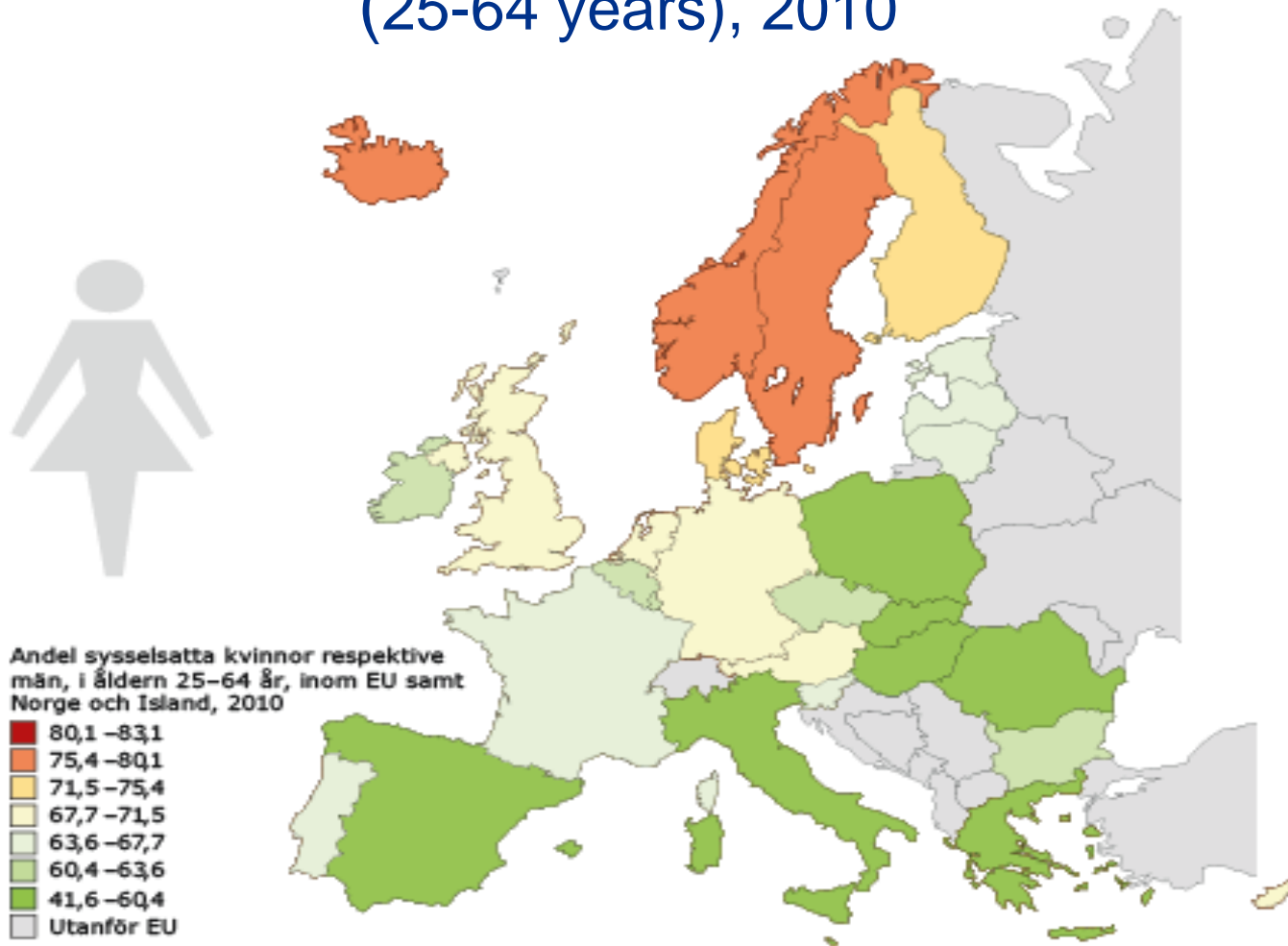


The Swedish Labour Market

Some basic facts to start with...



Women's employment rate (25-64 years), 2010



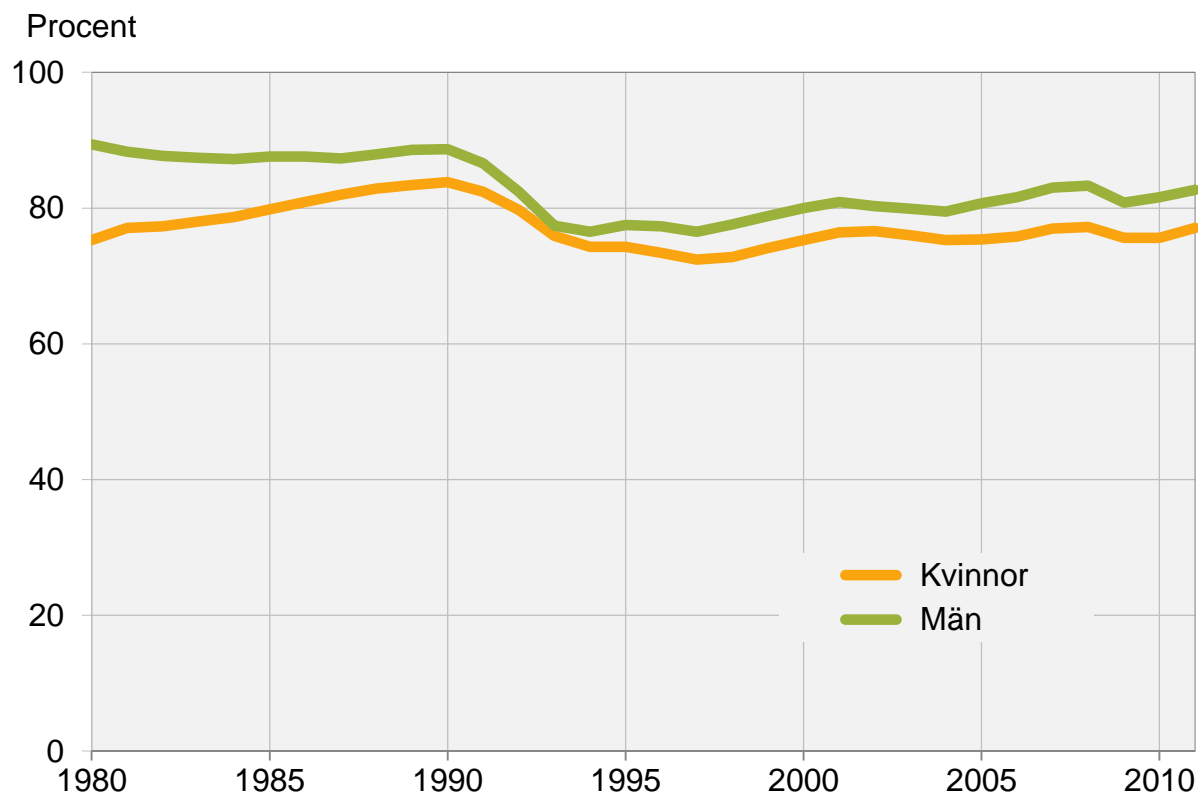
Source: Statistics Sweden 2011



STATENS OFFENTLIGA
UTREDNINGAR

Employment rate, Sweden

20-64 years, 1980-2011



2012



Employment rate

77 %

82 %

Part-time work

31 %

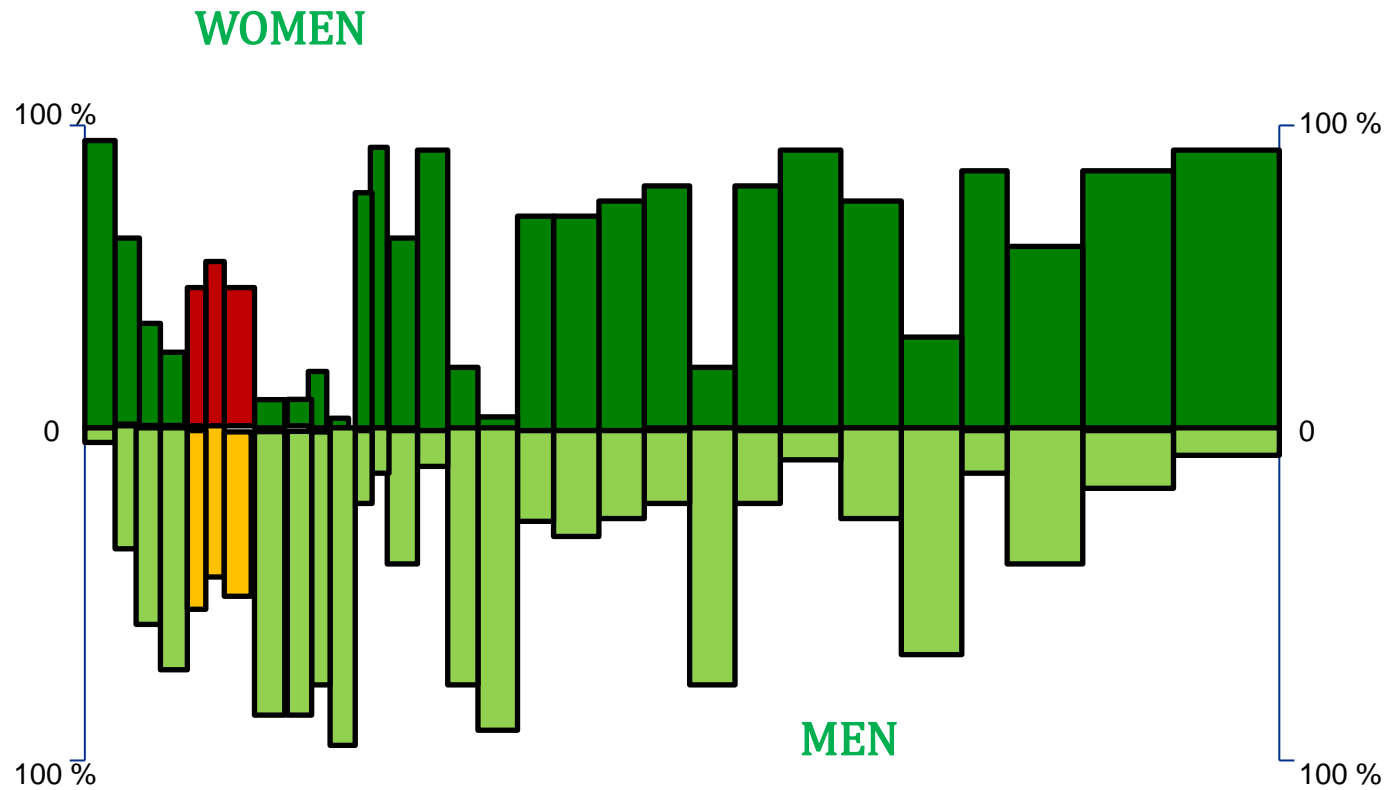
11 %

Paid work/week

30 h

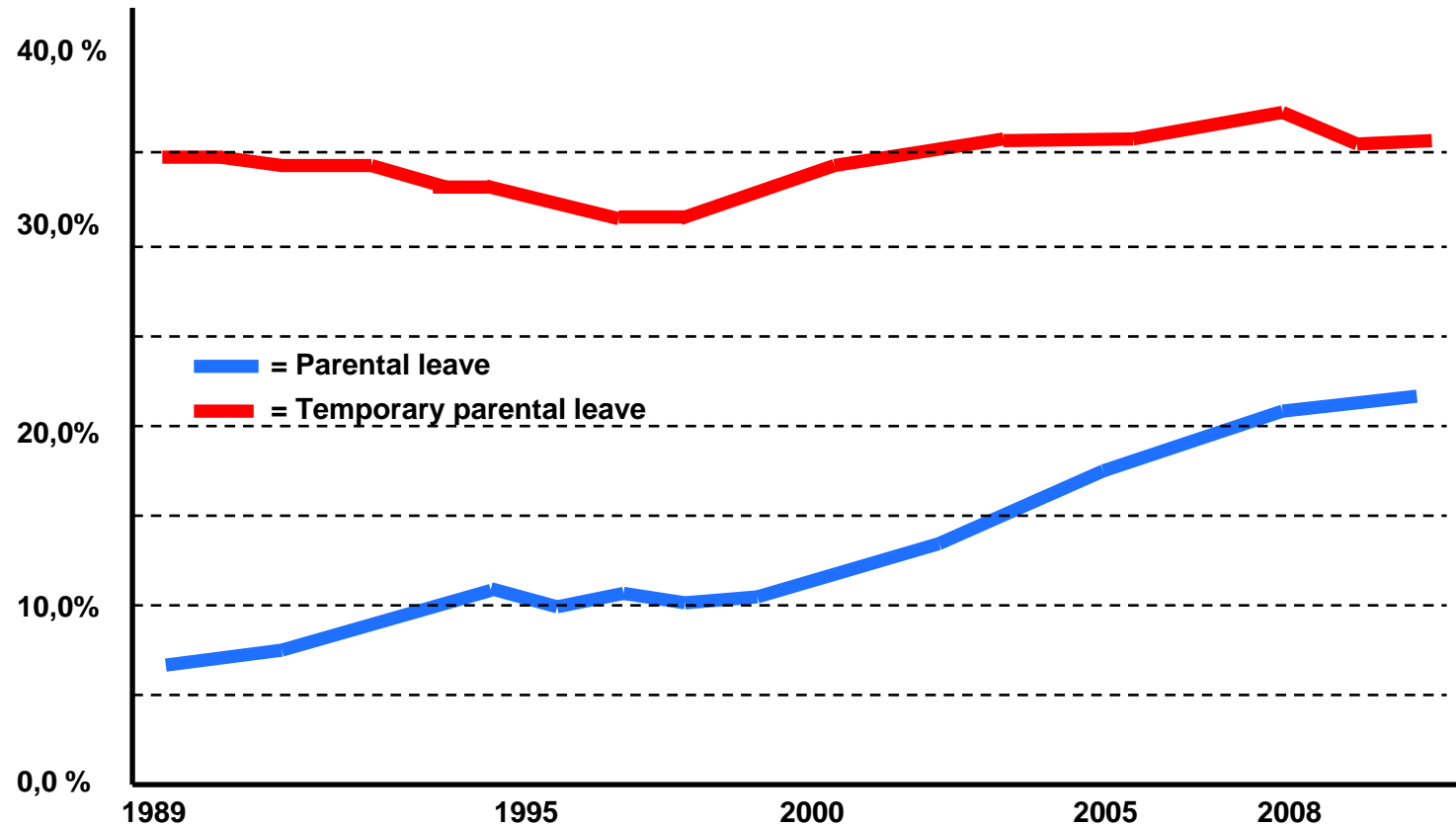
37 h

30 largest occupations



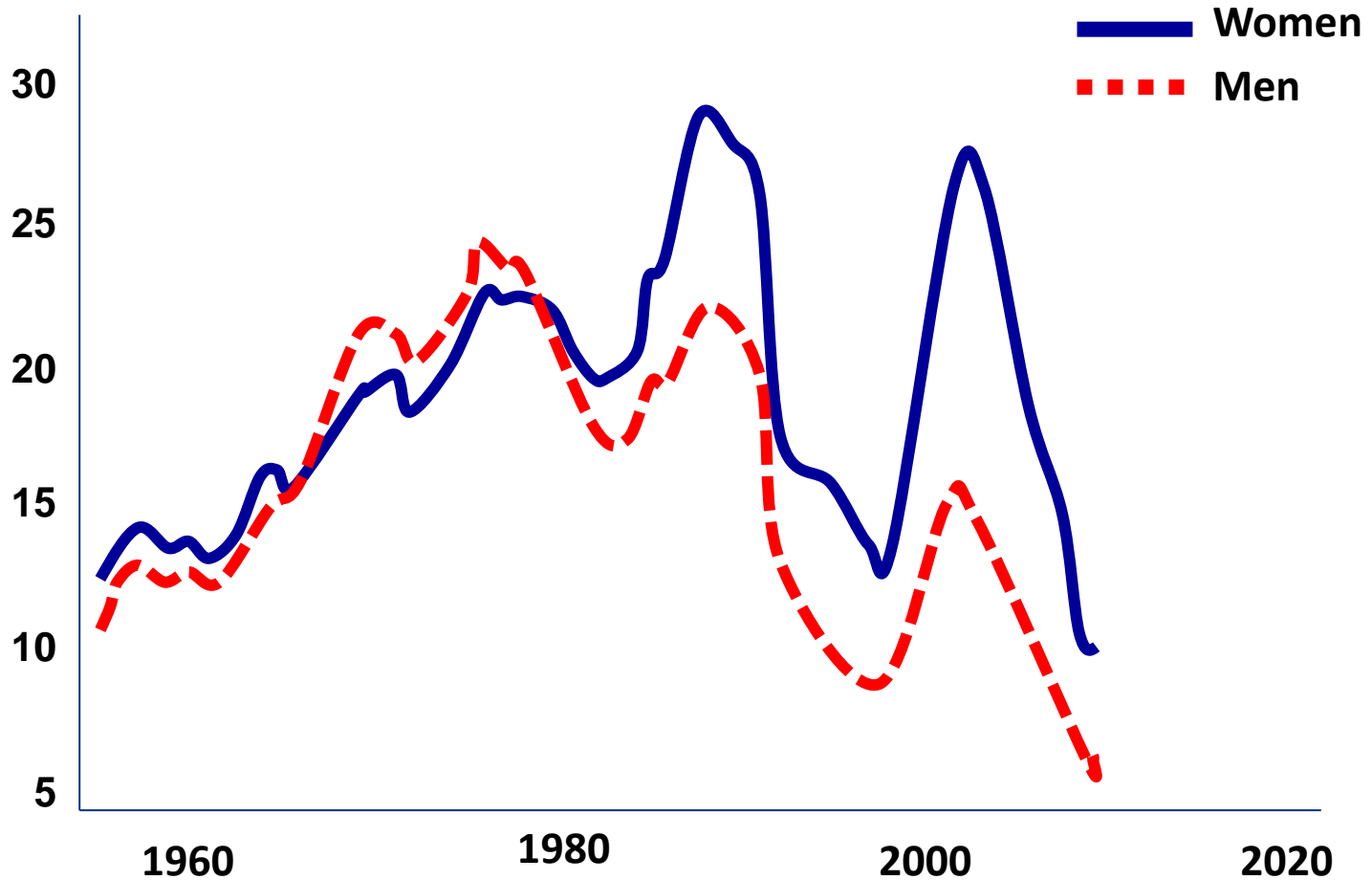
Källa: Yrkesregistret, SCB

Mens' share of parental leave



Sick-leave

Days/year



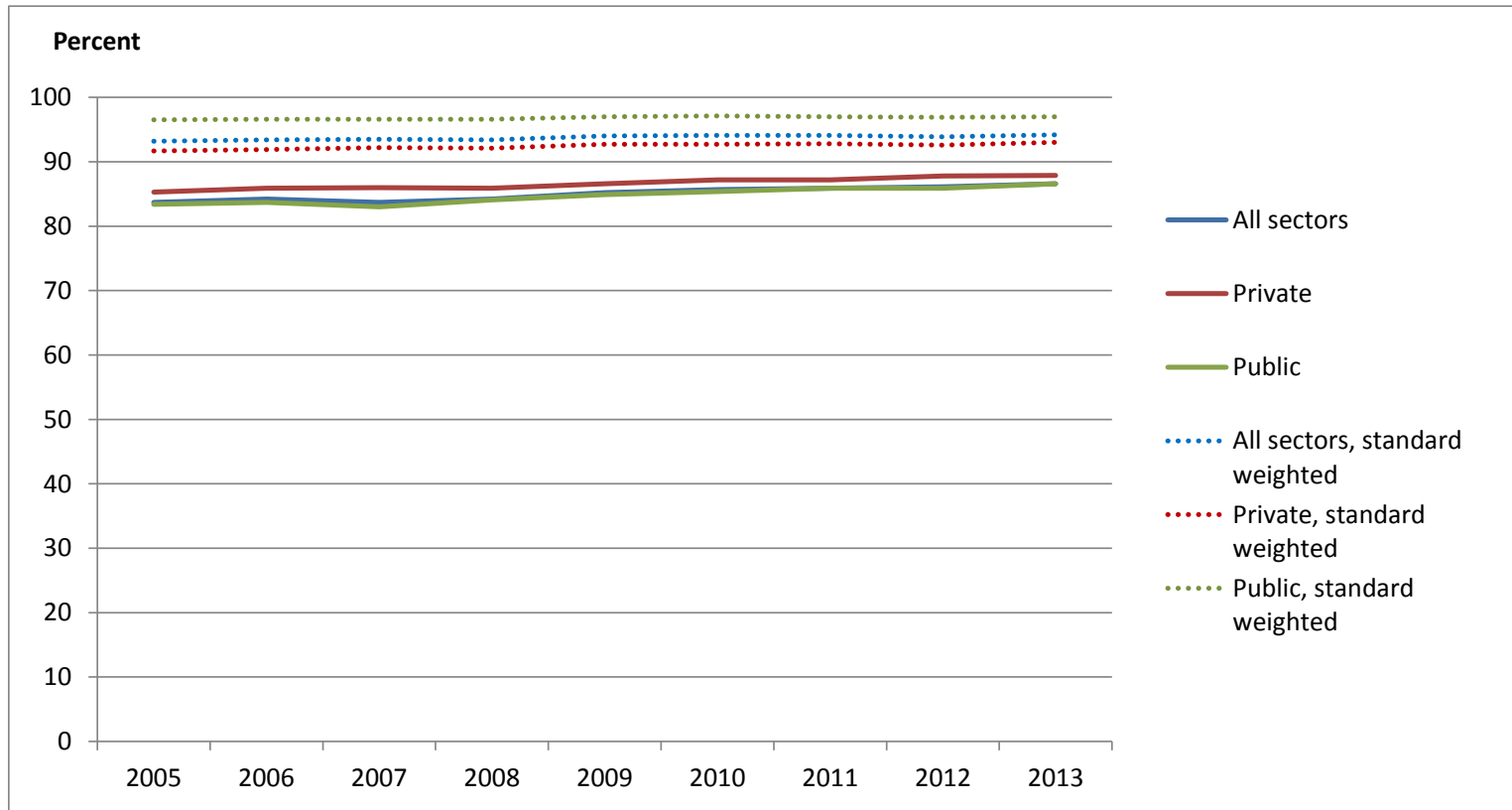
So, what about equal pay then?



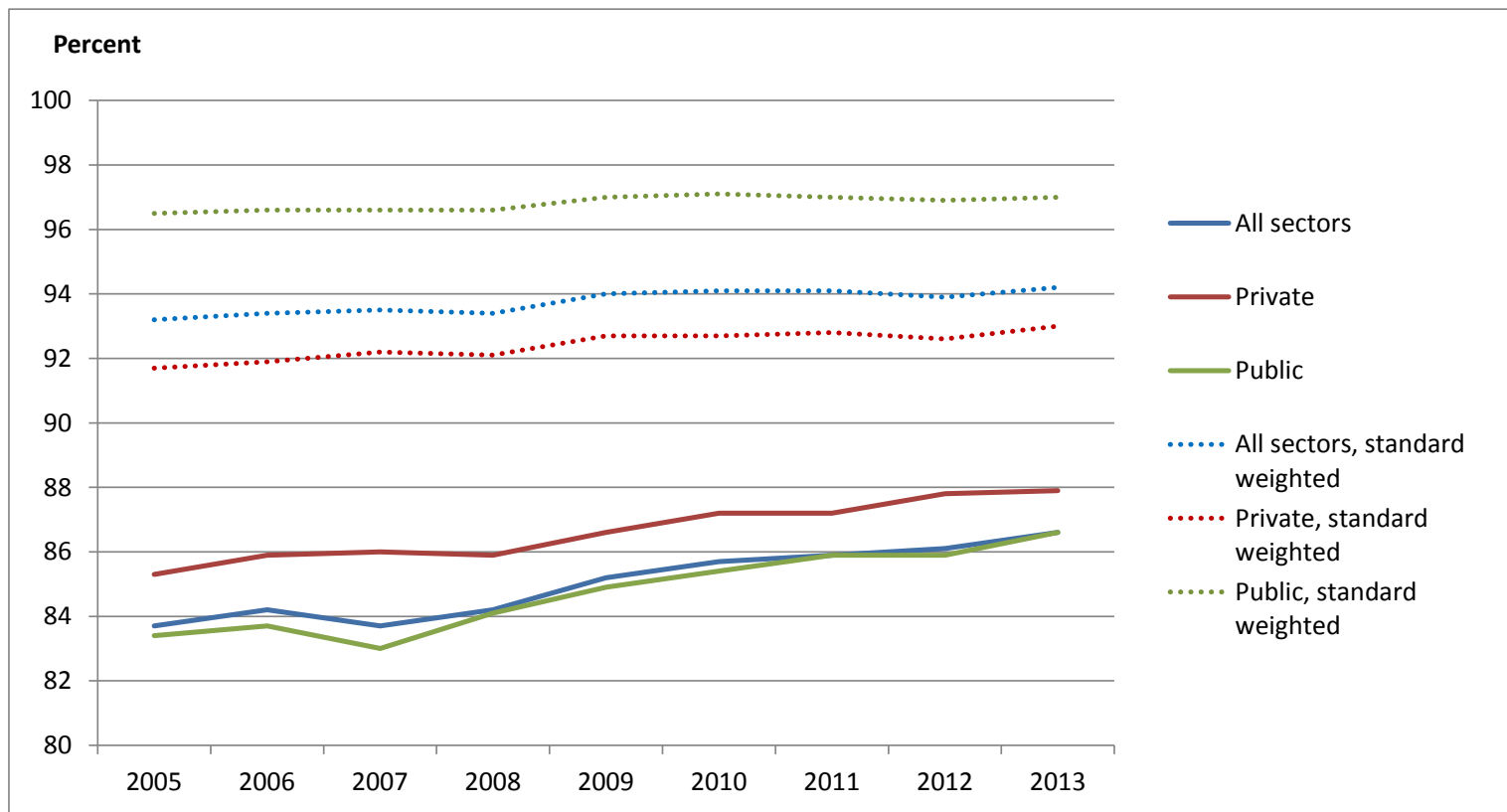
Gender pay gap 2013

	unweighted (%)	weighted (%)
All sectors	13,4	5,8
Private	12,1	7,0
Public	13,4	3,0

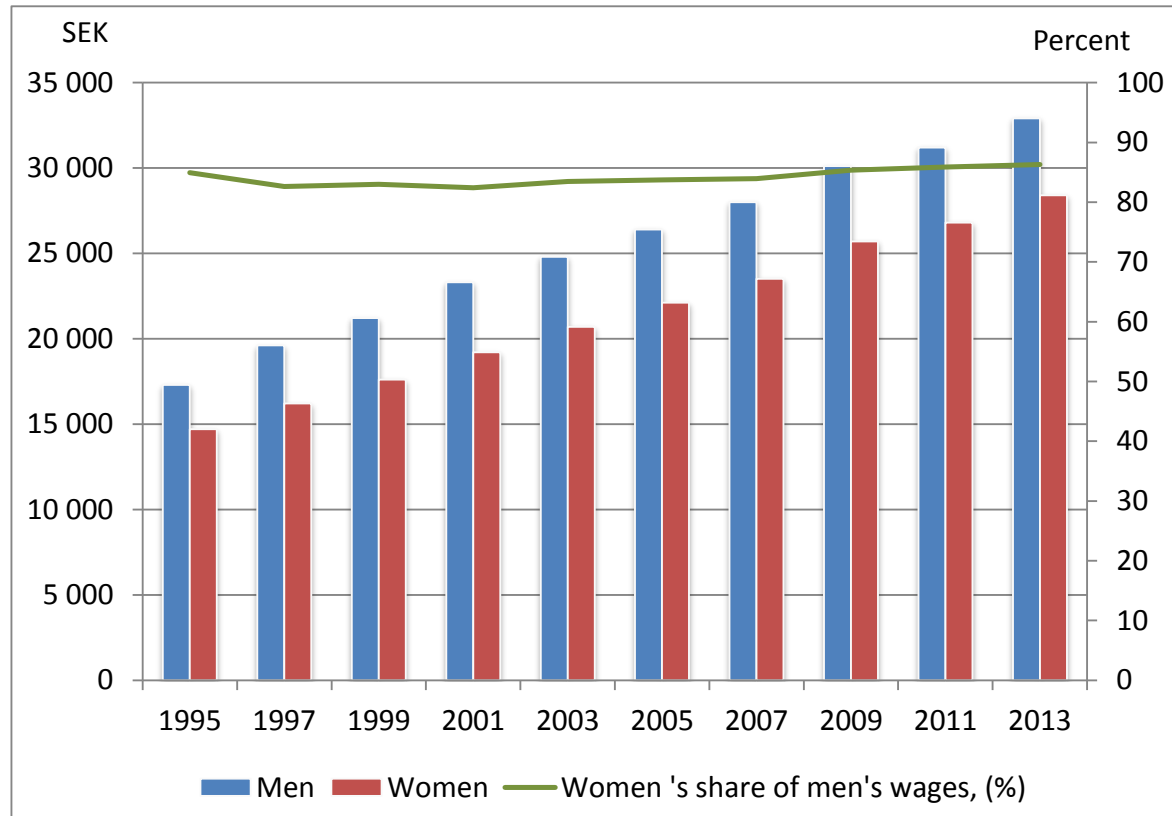
Women's wages, percent of men's 2005-2013



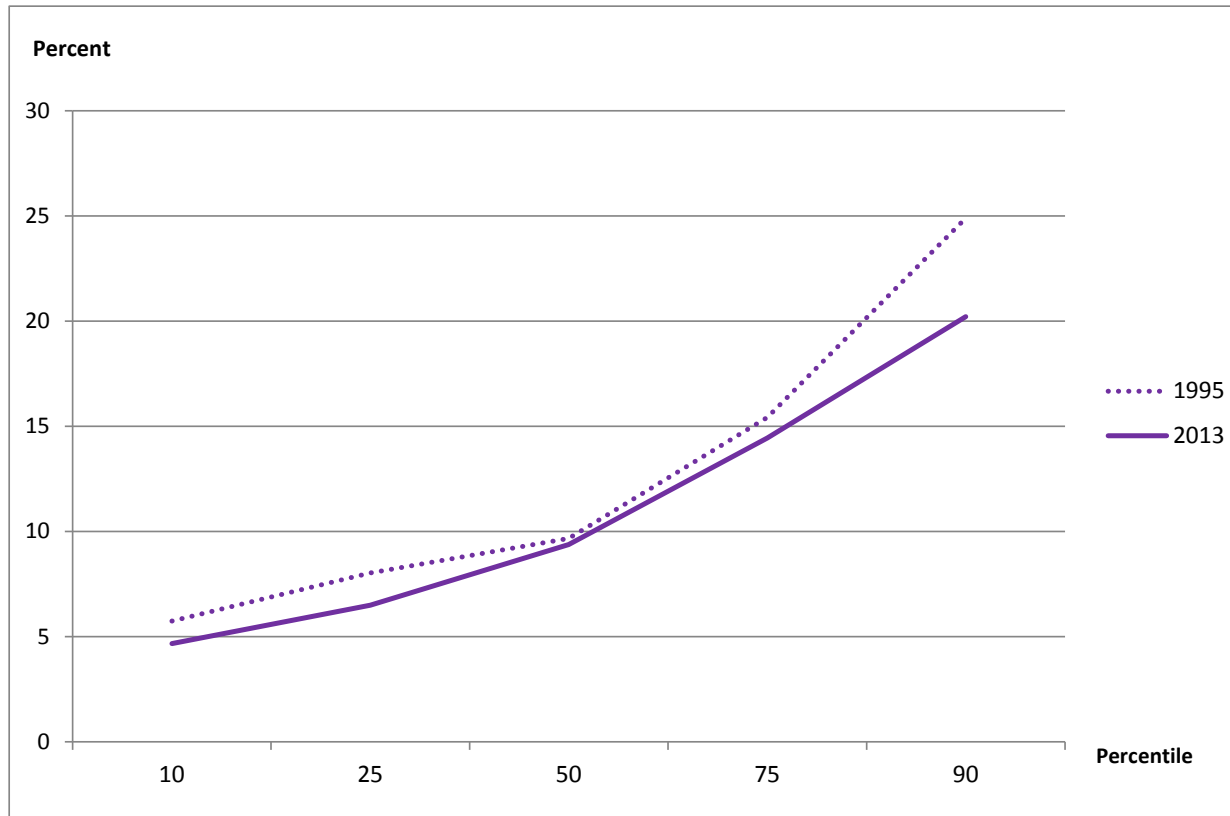
Women's wages, percent of men's 2005-2013



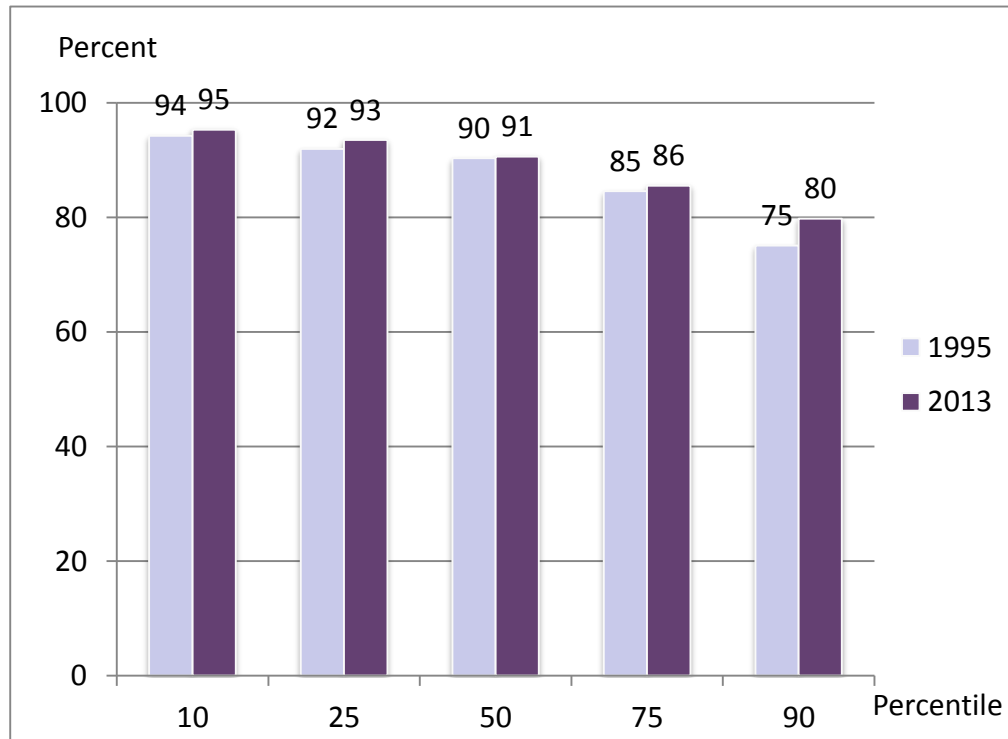
Gender pay gap and average wages 1995-2013



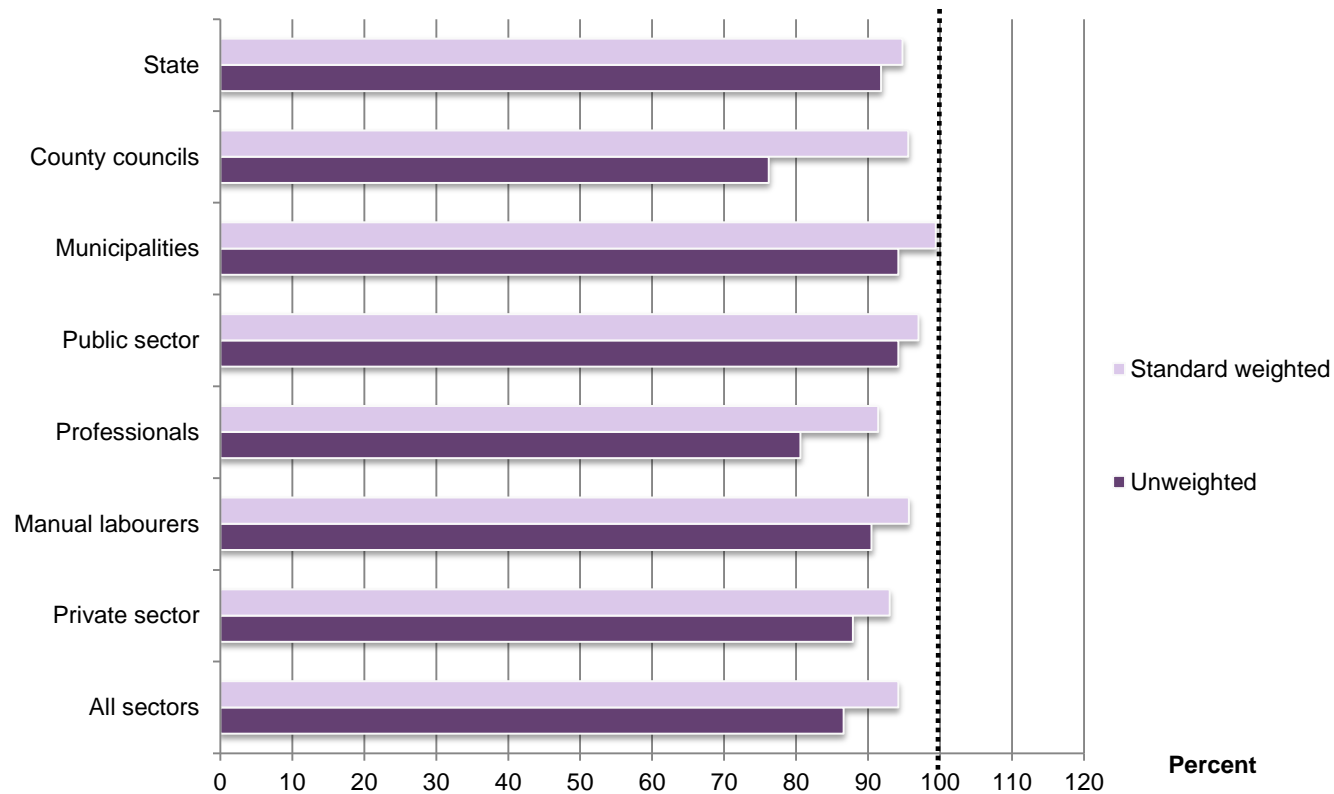
Gender pay gap / percentil 1995 & 2013

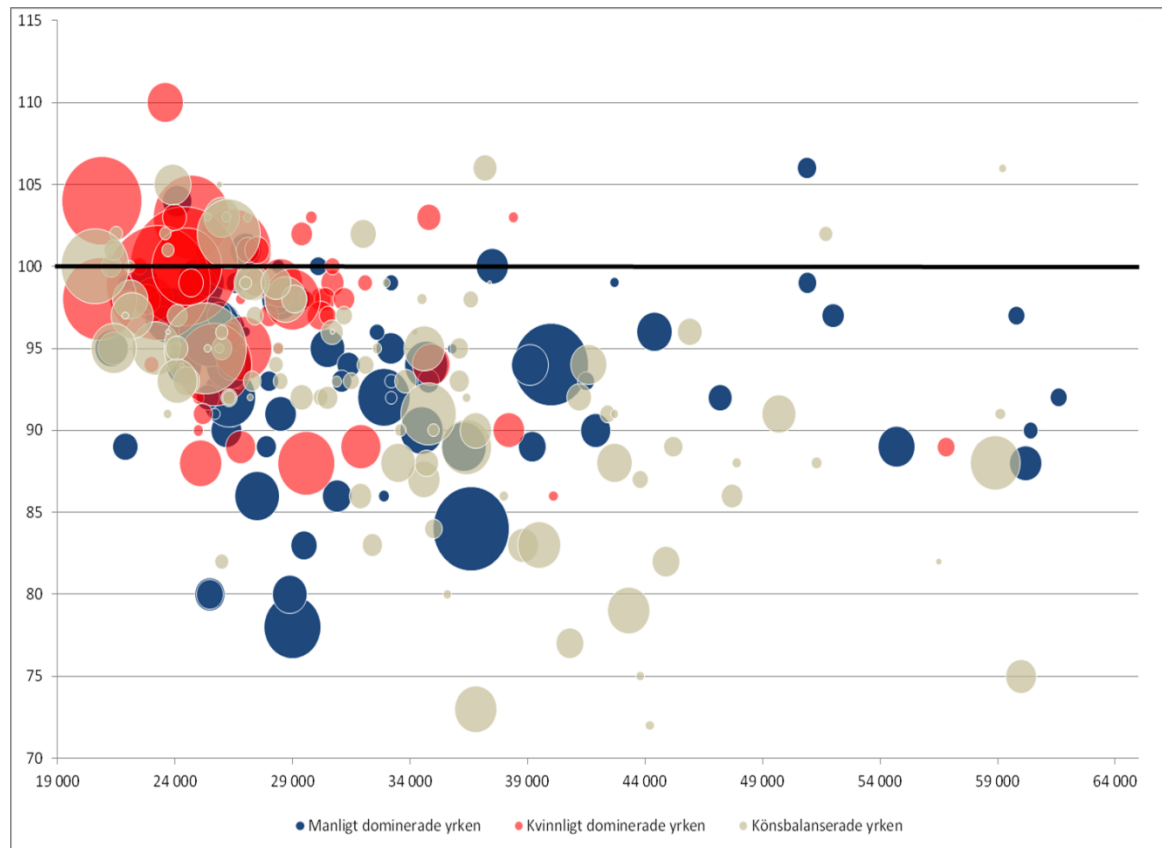


Women's wage as a percent of men's wage / percentile 1995 and 2013



Women's wages, percent of men's 2013



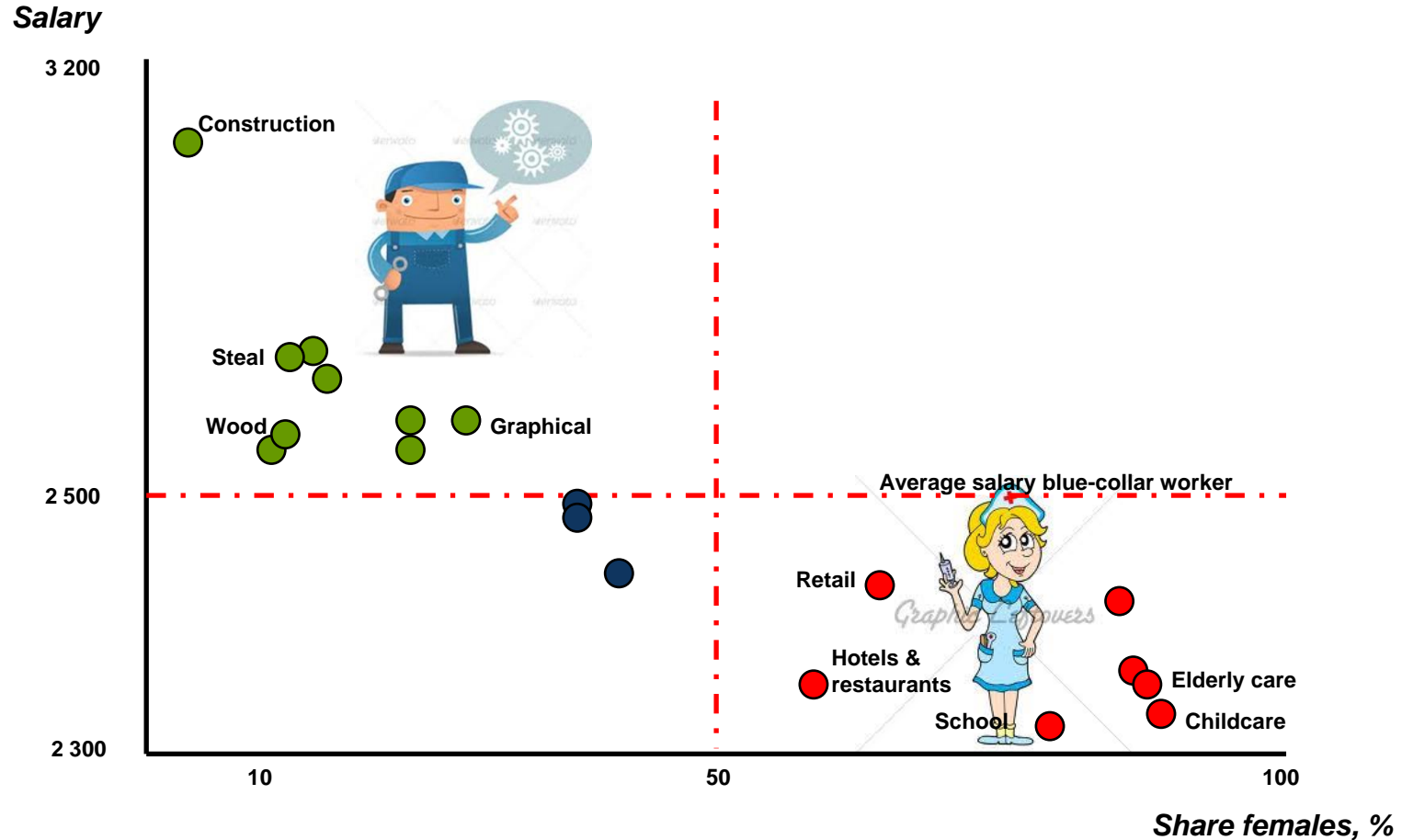


What affects the size of the difference in pay?

- That women and men work in different occupations (*and that these occupations are associated with different rates of pay*) is the main reason that women's and men's wages separates

(Swedish National Mediation Office)

Average salary & share of females Blue-collar workers, 2011



EQUAL PAY – THE CHALLENGE



The Delegation for gender equality in working life...

- ...“propose ways to (---) reduce the pay gap between men and women” ...
- ...“within the frame work of the Swedish labour market model” ...



Pre-requisite for the Swedish model: Wage-setting in accordance with societal responsibility



Wage-setting in accordance with societal responsibility



i.e. wage-increases \leq industrial productivity increase

The industry-treaty 1997



➔ the "tag" provide a ceiling for potential wage-increases

???

???

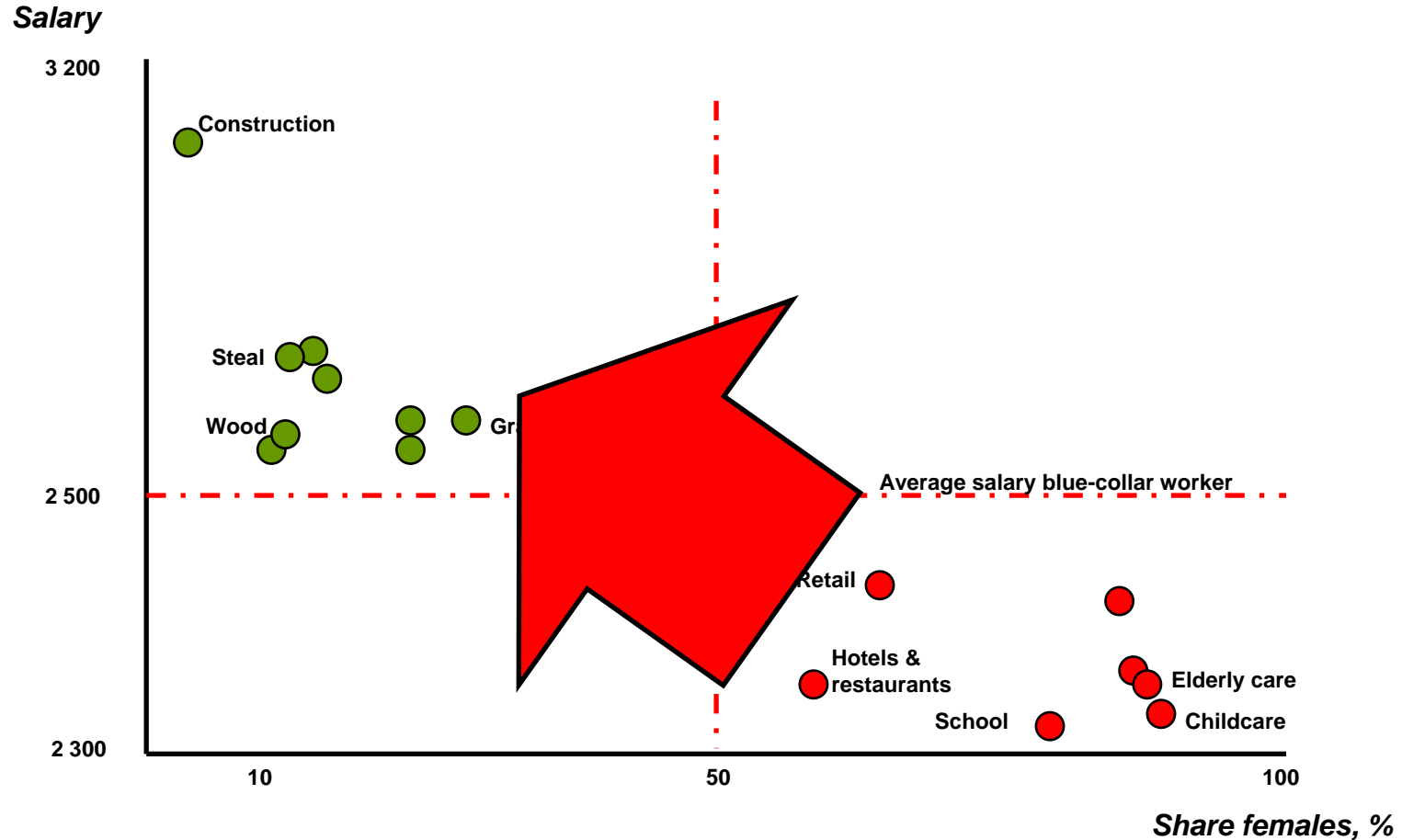


???

The “easy” way...



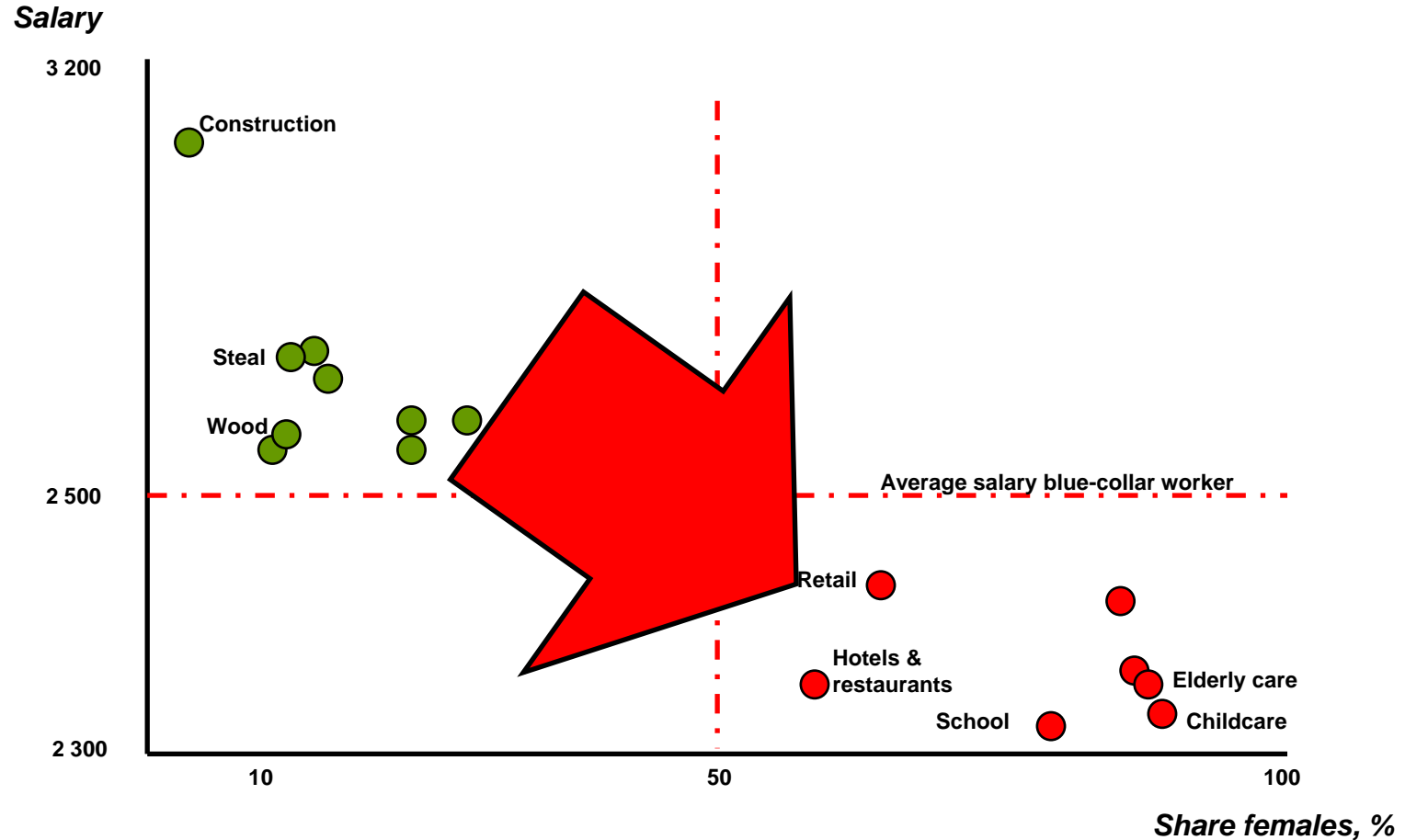
Encourage women to leave low income jobs



The not so easy way



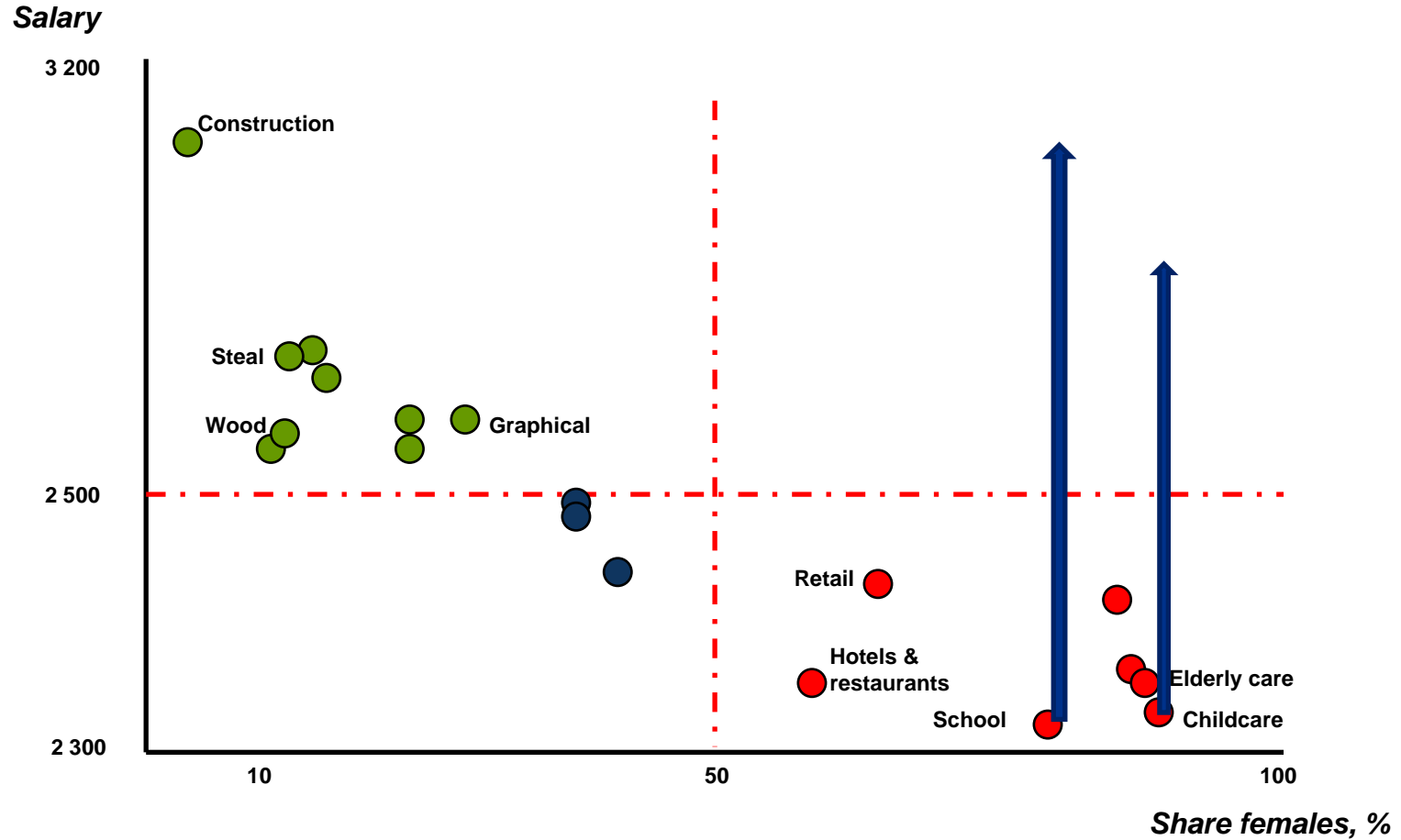
Encourage men to go the other way



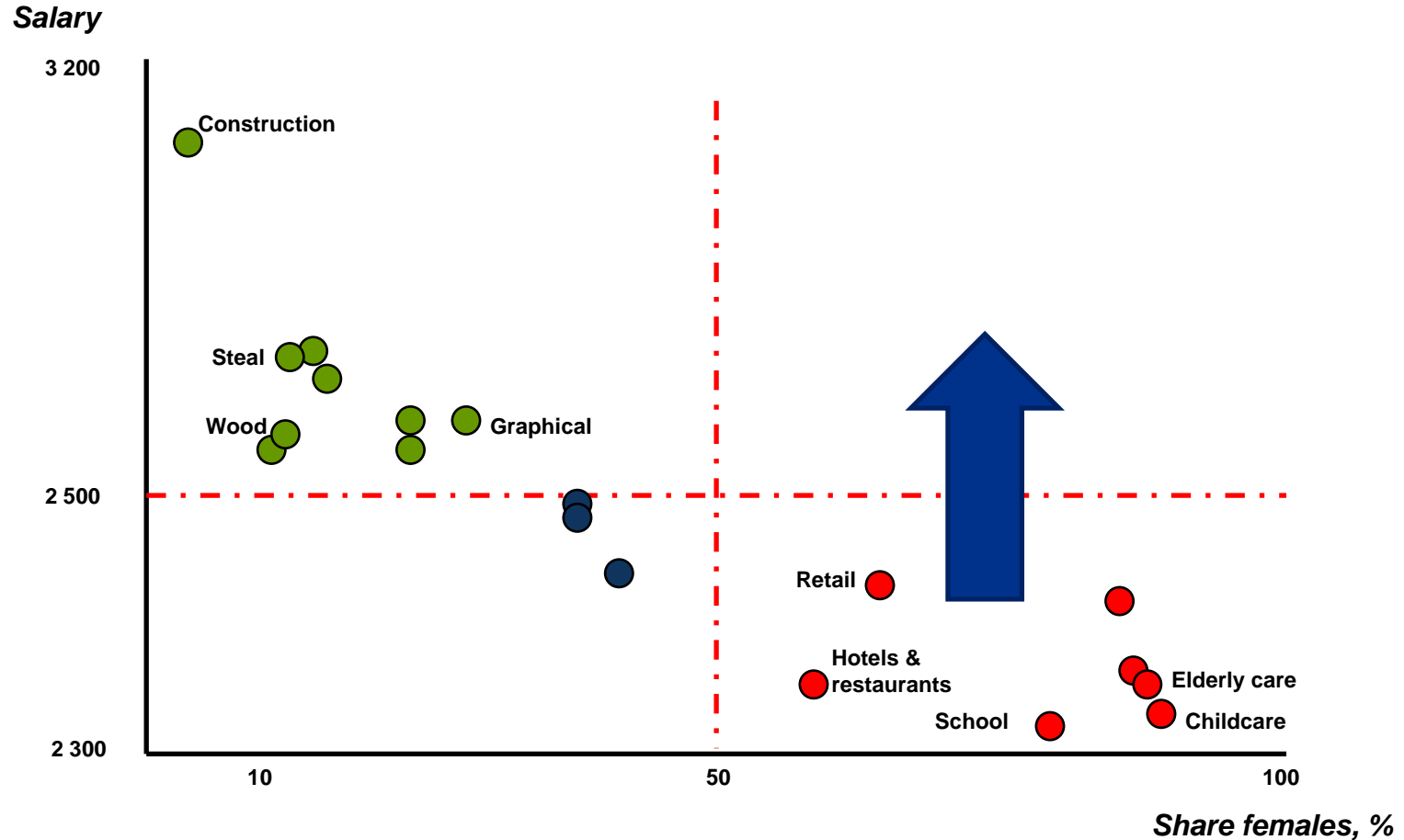
Other options



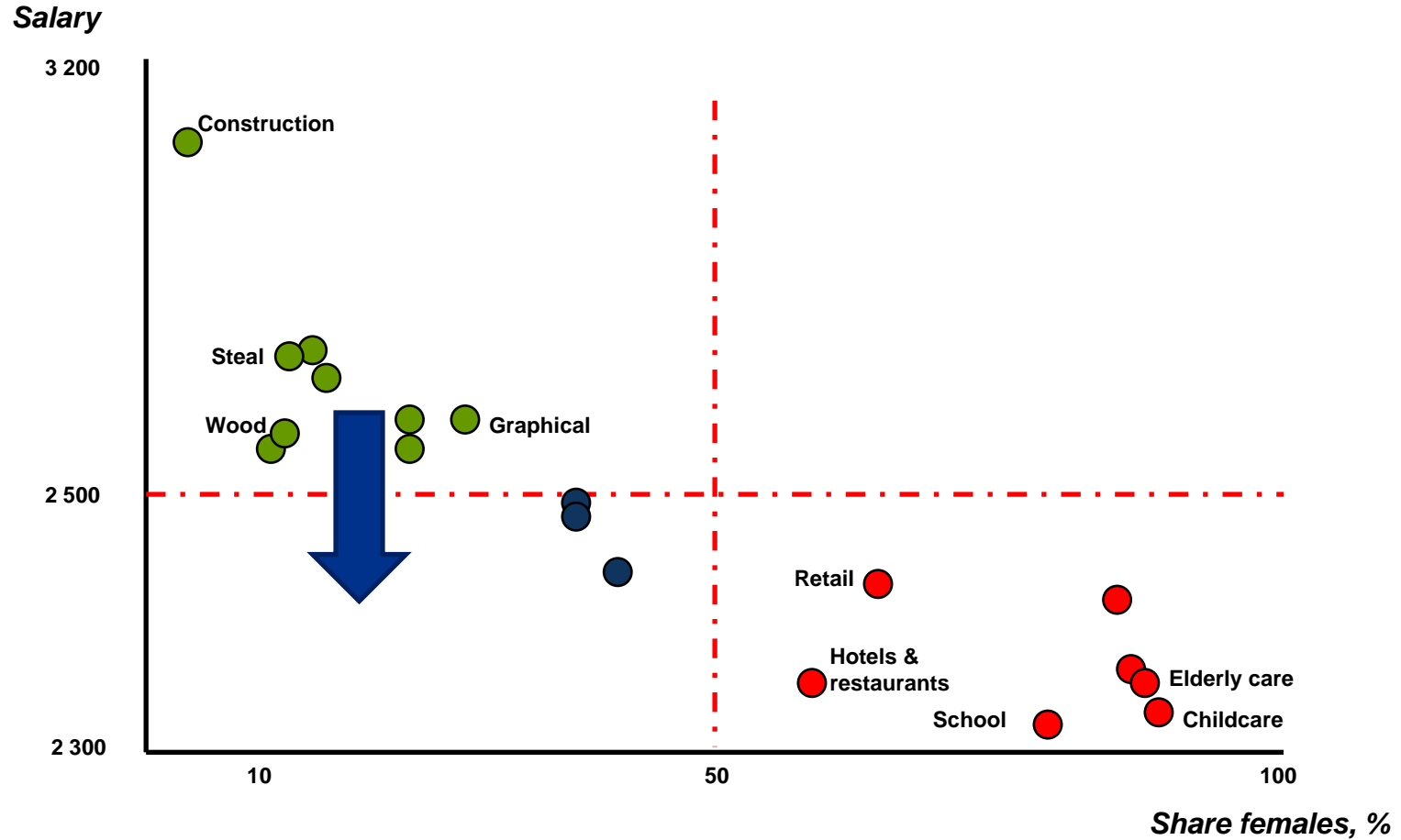
Possible?



Possible? Expensive?



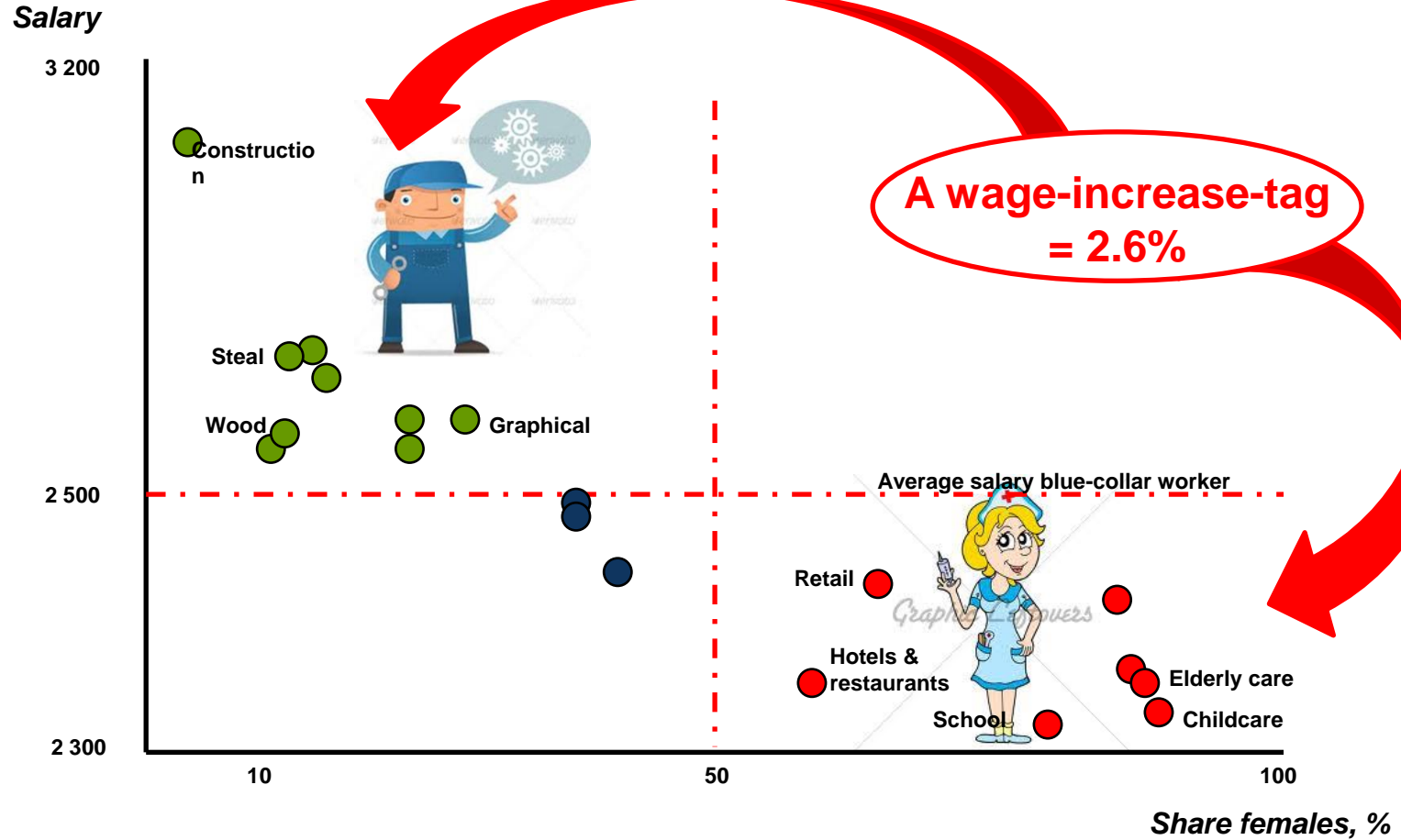
Impossible?



On the other hand...



Status quo



Wage-increase = 2,6%



3 100 €/month



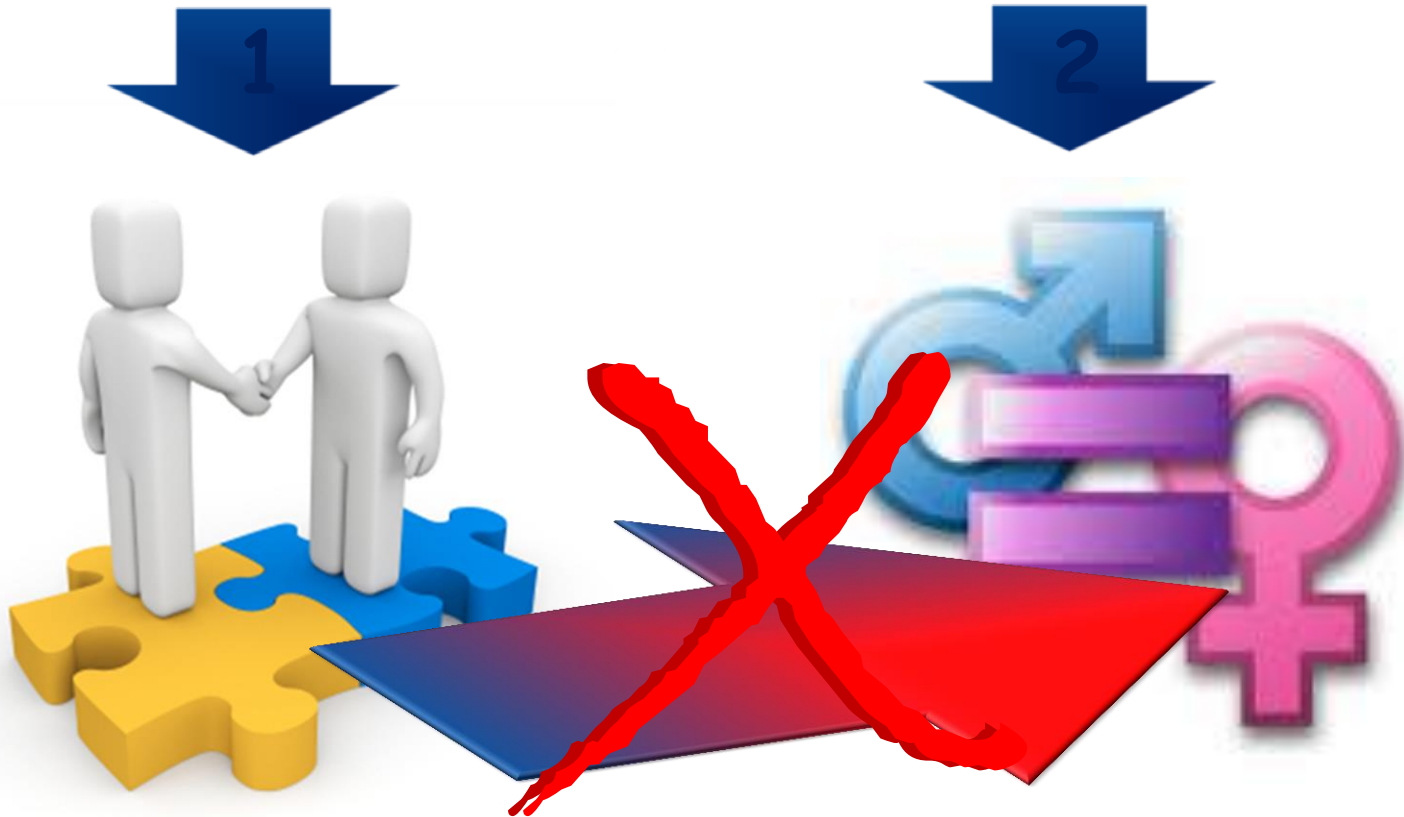
+ 80 €/month

2 350 €/month



+ 60 €/month

The Swedish labour market



An elaborated treaty within the Swedish labour market model?



THANK YOU!

www.jadelegationen.se

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