



A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

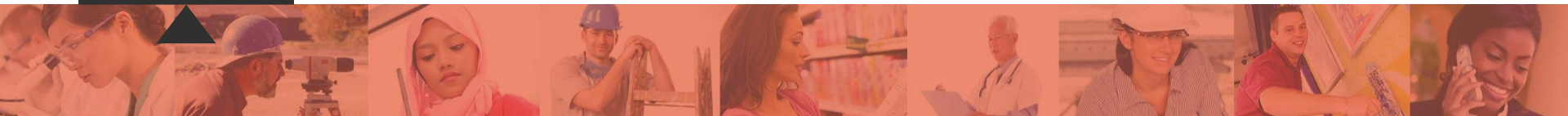
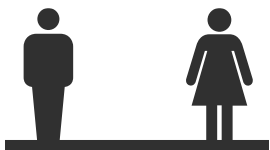
100 initiatives by social partners and in the workplace across Europe



ROUND TABLE

Initiatives by social partners and in the workplace across Europe

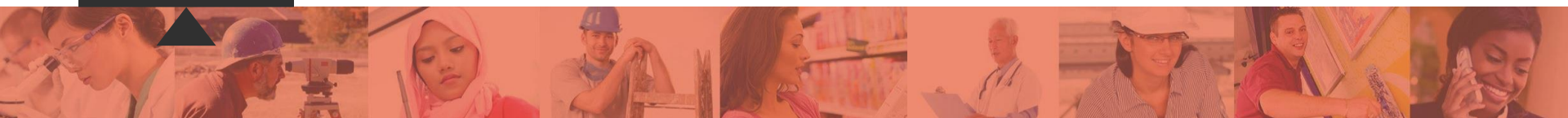
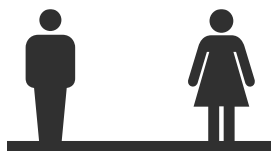
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IN PRACTICE



INITIATIVES BY SOCIAL PARTNERS AND IN THE WORKPLACE



Ulrika Hagström
Senior research officer,
TCO, Sweden



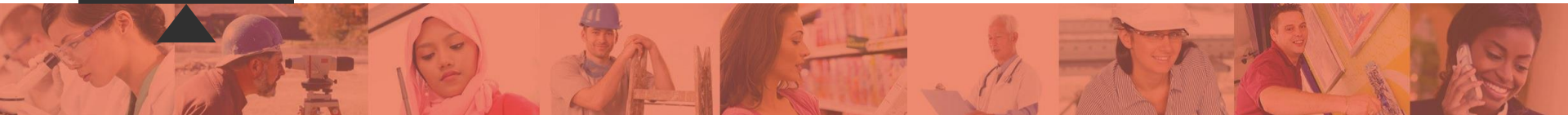
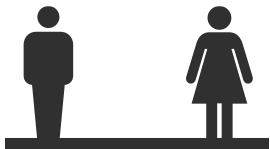


TCO INITIATIVES



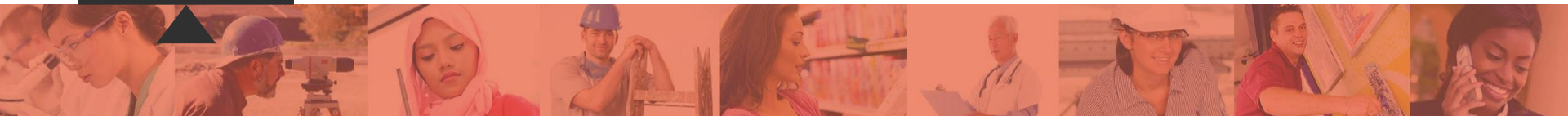
TCO, THE SWEDISH CONFEDERATION FOR PROFESSIONAL EMPLOYEES

- TCO is one of three Swedish trade unions confederations
- Confederation, 14 affiliated trade unions
- Organizing 1.3 million members

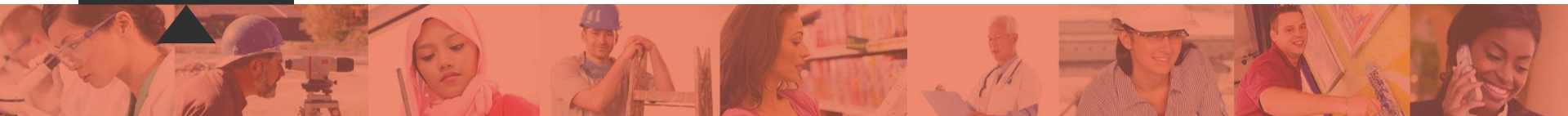


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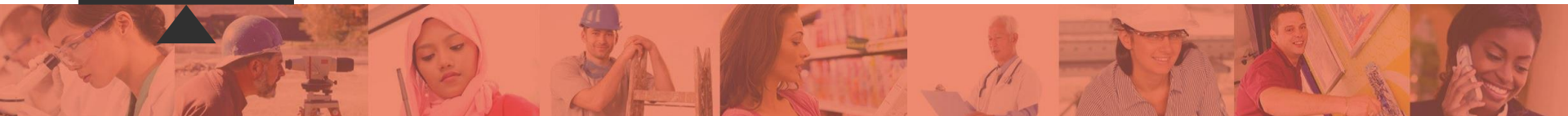
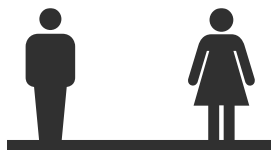
- Promotes a more equal sharing of the parental leave



TCO DADDY'S INDEX

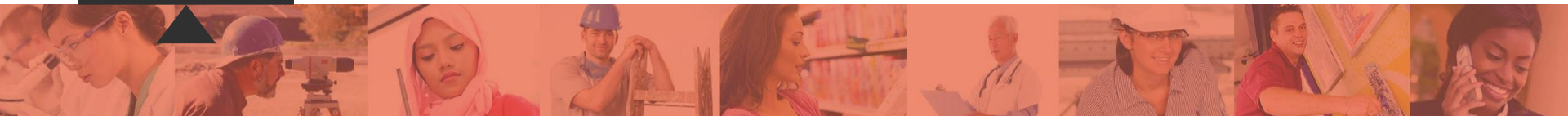
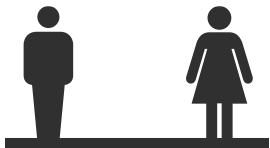


THE PARENTAL MANUAL

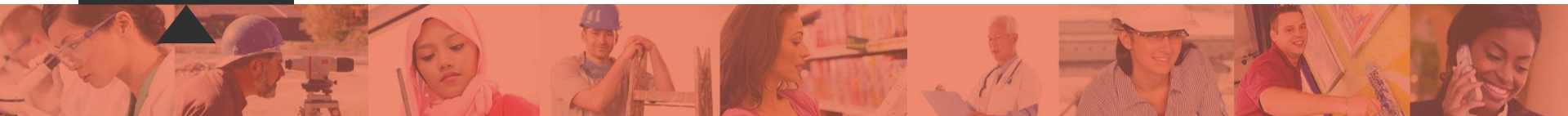


TCO

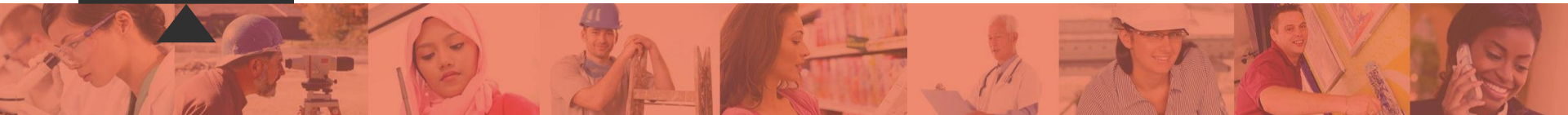
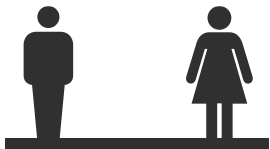
- Promotes a more equal sharing of the parental leave
- **Decreasing the gender pay gap**



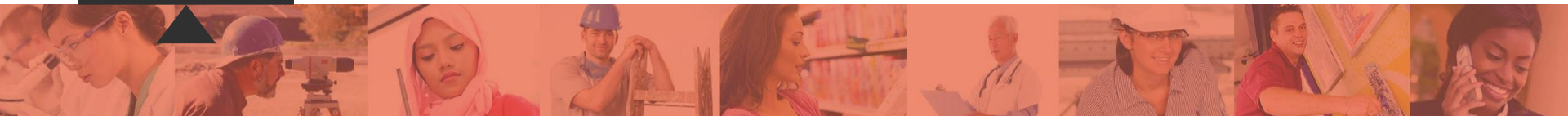
JOINT INITIATIVE SINCE 8TH MARCH 2012 "PAY ALL DAY!"



"PAY ALL DAY!" 2013



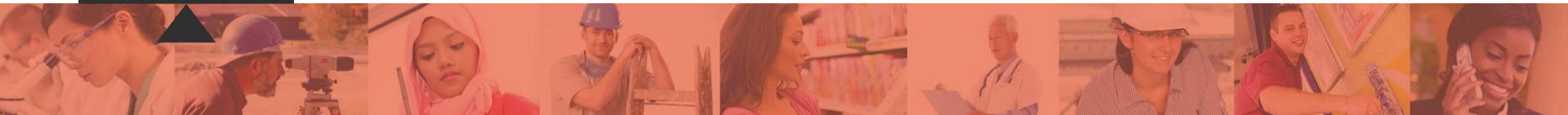
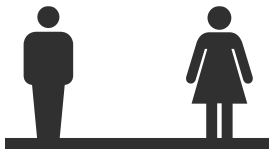
"PAY ALL DAY!" 2014



EQUAL PAY

”We´re in agreement
–no more non-objective pay gaps”

- BAO, the Employers´ Association of the Swedish Banking Institutions
- and
- FSU, the Financial Sector Union of Sweden



EQUAL PAY

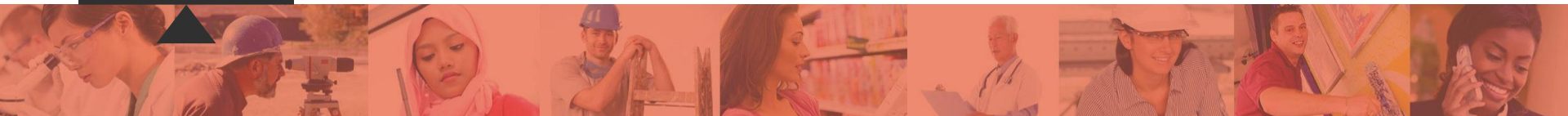
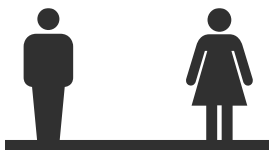
-WHAT'S IN THE AGREEMENT?

2011 – 2014

- Pay structure reviews in accordance with the Discrimination Act

2012 – 2014

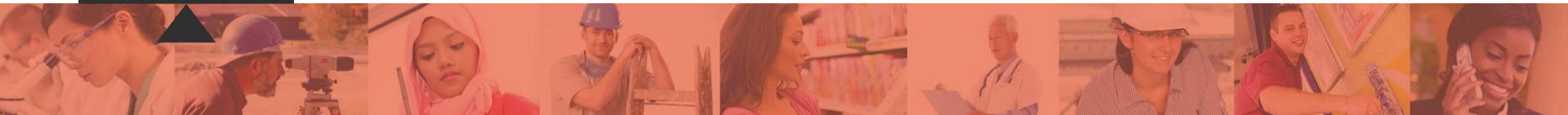
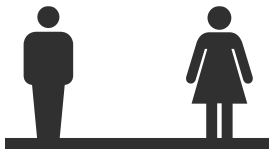
- Add a new working method



EQUAL PAY

–THE NEW WORKING METHOD:

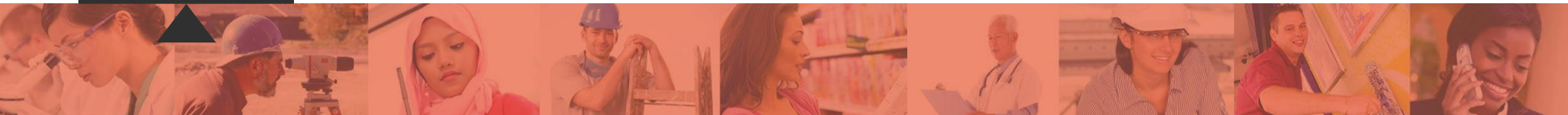
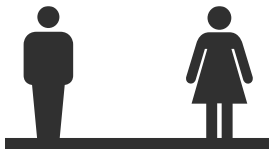
1. Particular focus on certain groups with job considered being equal
2. A framework calculation to measure the capacity for equality
3. The pay-setting manager's role and increased responsibility at pay reviews



EQUAL PAY

-PAY SETTING PROCESS:

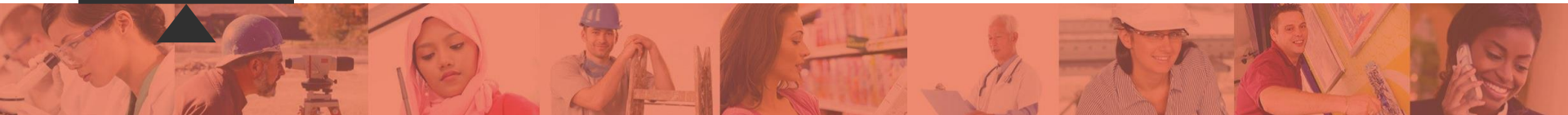
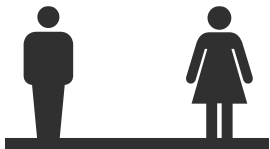
- Starting point is applied Pay criteria
- The Pay criteria is deducted from the local pay principles
- Pay talks are used as the method for setting wages, unless the local parties agree otherwise



EQUAL PAY

-CONCIOUS OR UNCONCIOUS PAY-SETTING?

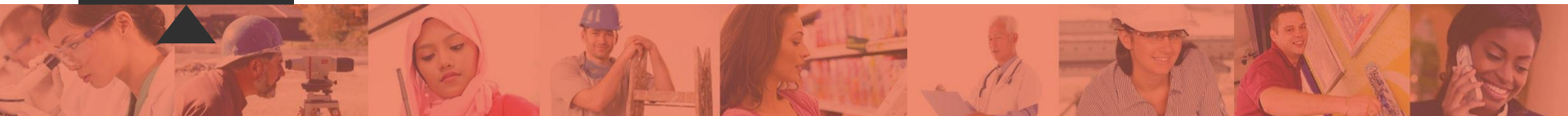
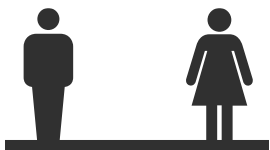
- Justified differences in pay are objectively explained by gender-neutral pay criteria,
- for example the job description, the degree of difficulty, and the employees competence and performance.
- If a pay gap is not explained by gender-neutral pay criteria, it is non-objective.



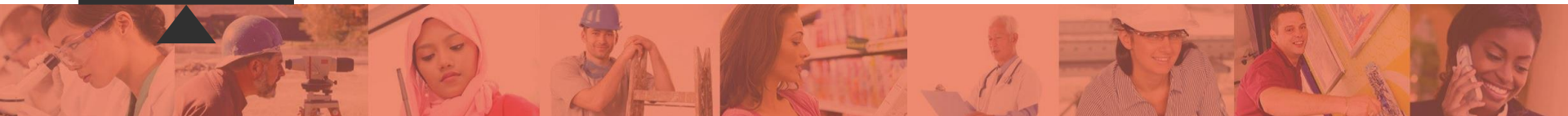
EQUAL PAY -THE ROLE AND RESPONSIBILITY OF A PAY-SETTING MANAGER:

- Hold pay-talks that have been well prepared taking into consideration the results of the pay structure review and the statistics presented.
- Set objective wages/apply the Pay criteria.
- Rectify erroneous wages.

Do not forget to include employees who are on parental leave the same way as others in the pay talks.



THANK YOU!





Thank you!



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