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

A TOOLKIT FOR GENDER EQUALITY IN PRACTICE
INITIATIVES BY SOCIAL PARTNERS AND IN THE WORKPLACE

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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
TCO

• Promotes a more equal sharing of the parental leave
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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