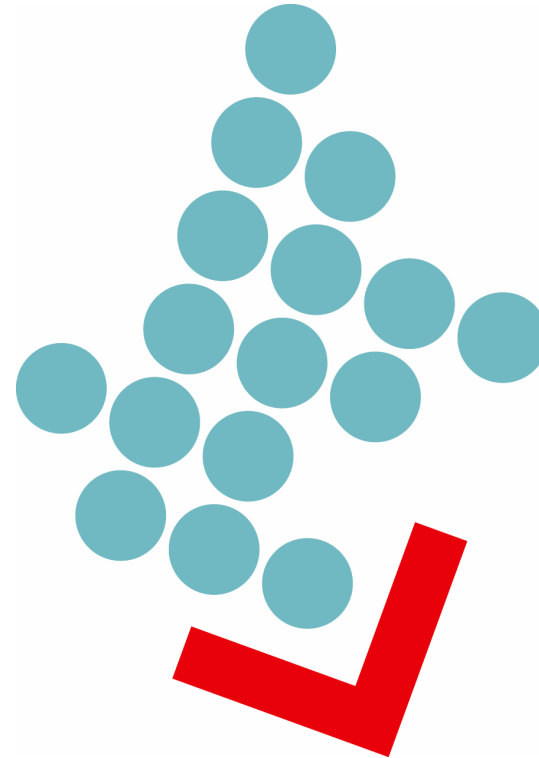




Negotiations on gender pay gap Swedish example





Main gender issues

Labour market

Family policy



Labour market

Political tools

- > Labour market laws
- > Prohibition against discrimination
- > Affirmative actions

Trade union tools

- > National collective agreement
- > Local negotiations
- > Co operation and negotiation on affirmative actions between the employer and local trade union



Gender wage gap in Sweden

- > Unadjusted: women earn 84 percent of men's wages**
- > If we standardize for trade, age, working hours, education and sector women earn 92 percent of men's wages.**



Family policy

- > Child care (max fee of 130 euro for full time child care)
- > Parental leave (13 months 80 %, 2 months dedicated to each parent)



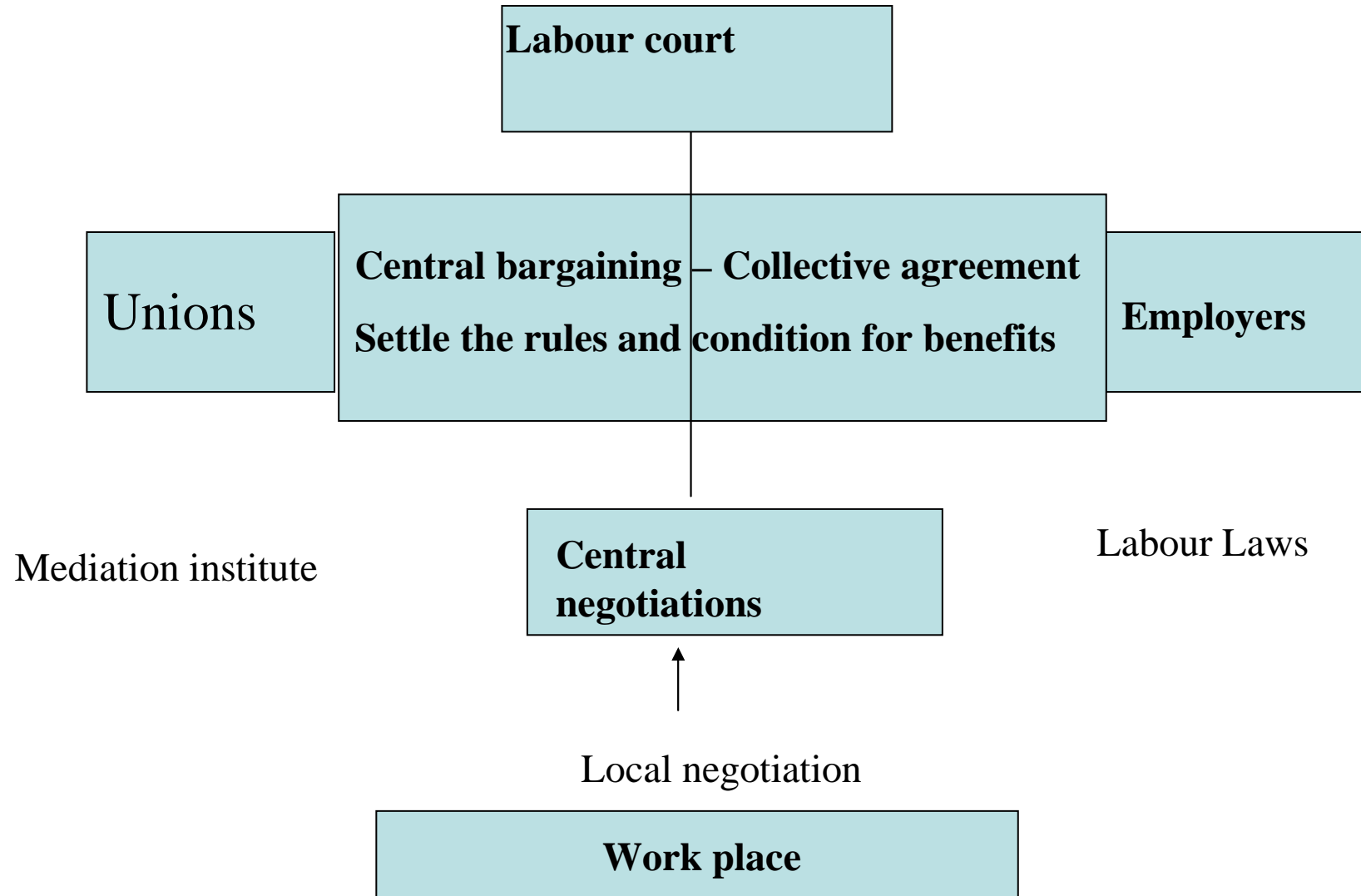
Mothers and fathers in the labour force

Parents with children under 7 years

	Mothers	Fathers
1962	34	-
1970	50	-
1980	79	98
1990	86	97
1995	79	93
2000	80	93
2004	80	94



Structure of Swedish labour market regulation process





3 stereotypes of setting wages

- > Minimum wage according to law
- > Agreements that are carried out in law
- > The social partner are responsible for both negotiations and incorporation of the regulations and benefits set in agreement (Sweden)

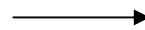


Problem

Strategy

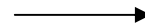
Three sorts of discrimination:

1. Direct discrimination on the same work place on jobs of same or jobs of equal value



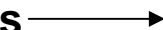
Prohibition against discrimination. negotiations and labour market court.

2. Discrimination of value: jobs performed on different workplaces or in different branch or sector – but are of equal value



Find ways to make the women dominated branches gets more in the national negotiations

3. In branches where the pay is very low there are a majority of women



Raised negotiated minimum wage.



Wage negotiation round 2007 - Equality kitty

> an equality kitty of SEK 205/month payable to the negotiation sectors in proportion to the number of women employed within the respective sector earning less than SEK 20 000/month.



> Municipalworkers union, 80 % wimmen: $205 * 0,8^*$

> Electricial union: $205 * 0,09^*$