

SWEDEN

September 2021

**REPORT**

for the period 1 July 2017 – 30 June 2021, made by the Government of Sweden in accordance with Article 22 of the Constitution of the International Labour Organization, on the measures taken to give effect to the provisions of the

**Equal Remuneration Convention, 1951 (no.100)**

Ratification of which was registered on 20<sup>th</sup> June 1962.

Reference is made to previous reports and to report on C 111.

**Article 1-2 Gender wage gap and occupational segregation**

According to the Discrimination Act (2008:567) employers shall work to prevent discrimination and to promote equal rights and opportunities in working-life and education so called Active measures. The Government has appointed an inquiry with the remit to analyse whether the current provisions on supervision regarding Active measures in the Discrimination Act are appropriate for effective compliance with the Act, and where necessary, propose amendments capable of leading to greater compliance. The inquiry's terms of reference state that it is important for the provisions on active measures to be followed if they are to be an effective means of attaining equal rights and opportunities in practice in the workplace and in education. They also state that if the Discrimination Act is to have a real impact in society, those who are covered by its provisions must firstly be aware of them and secondly be willing to comply with them. Furthermore, it is essential that there is effective supervision of compliance with the Discrimination Act, with appropriate tools for the supervisory authority within the rule of law. The inquiry suggests a set of changes with the purpose to achieve a more effective supervision. The proposal has been sent for referral and the result are under considerations within the Government Offices.

The Swedish National Mediation Office, a government agency under Ministry of Employment, which was established in 2000, has among others, the task of analysing the

wage trend from a gender equality perspective and has done so annually since the first annual report was published for 2011. The annually report, the last one from 2020, are attached as an appendix, together with the reports from 2016-2019. In addition to the annual report, The Swedish National Mediation Office published in 2018 the report “Occupation, wage and gender”, presenting the relative wage development for different occupations between 2014-2017.

The Swedish government decided on 5 March 2020 to appoint a commission for equal living income. The commission shall submit proposals aimed at increasing the long-term economic equality between women and men in Sweden. The Commission will primarily investigate and submit proposals for measures that contribute to the promotion of equal pay, equal living income, and equal distribution of public support to women and men, as well how equal working places can be ensured. In addition to submitting proposals, the Commission will disseminate knowledge on how to promote economic equality and equal living incomes. The activities will be external and may include publications, conferences and seminars for a broad target group as for example authorities, municipalities as for the civil society. The Commission will present its final report, latest 7 February 2022.

The Swedish gender equality policy states that women and men must have the same power to shape society and their own lives. This includes achieving economic gender equality and an equal distribution of unpaid housework and provision of care work. The Swedish Gender Equality Agency was established in January 2018. and is commissioned to contribute to an effective implementation of the government’s gender equality policy. The agency cooperates with other Government agencies, regions, municipalities and civil society, and coordinate, follow up and provide various forms of support in order to reach the gender equality policy goals.

## **Article 2 Pay surveys and action plans for equal pay**

According to the Discrimination Act (2008:567) employers shall work to prevent discrimination and to promote equal rights and opportunities in working-life and education. According to chapter 3 para 8 of the Discrimination Act the employer shall every year conduct a pay survey in order to discover remedy and prevent unfair gender differences in pay.

During the reporting period the Equality Ombudsman completed a large supervision of 190 government agencies focusing on the agencies’ gender equality plans, including their action

plans on equal pay. The Equality Ombudsman also initiated four supervisions to monitor individual employers' compliance with its duty to carry out pay surveys.

The Equality Ombudsman also carried out supervisions in four cases of alleged pay discrimination based on sex. Two cases concerned less favourable treatment in pay due to pregnancy. The third case examined the issue of whether the lower compensation to female national team players in comparison with the male national team players provided by the Swedish Football Association constituted pay discrimination based on sex. The fourth case concerned alleged pay discrimination of a female cleaning worker.

During the reporting period the Equality Ombudsman also revised its online training on pay surveys as well as launched an E-guide on Active Measures Against Discrimination. The training on pay surveys aim to provide support and guidance to employers in their work with pay surveys <http://e-utbildning.do.se/lonekartlaggning> The E-Guide on Active Measures Against Discrimination provide guidance to employers in their work with active measures which includes pay surveys. <https://www.do.se/stodmaterial/arbetslivet/guide-till-aktiva-atgarder-mot-diskriminering-i-arbetslivet/>

#### **Article 4 Collaboration with workers' and employers' organisations**

The following is the same information as reported in the last period. The Swedish labour market parties are responsible for wage formation themselves, and in principle engage in it without any interference from the political authorities. Therefore, when it comes to wage and equal pay, the labour market parties bear the main responsibility. The parties bear the responsibility through co-determination negotiations, and they also resolve disputes through negotiations. This framework is stated by the Swedish Employment (Co-Determination in the Workplace) Act (1976:80). The central worker and employer organizations participate/have participated in a reference groups for the inquiries mentioned on p. 1 and 2. The Equality Ombudsman cooperate with the social partners through, among other thing, network meeting.

This report has been communicated to the following organisations of employers and workers:

(1) Svenskt Näringsliv (Confederation of Swedish Enterprise)

- (2) Sveriges Kommuner och Regioner (Swedish Association of Local Authorities and Regions)
- (3) Arbetsgivarverket (Swedish Agency for Government Employers)
- (4) Landsorganisationen i Sverige (Swedish Trade Union Confederation)
- (5) Tjänstemännens centralorganisation (Swedish Confederation for Professional Employees)
- (6) Sveriges akademikers centralorganisation (Swedish Confederation of Professional Associations)