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Enheten för EU och internationella frågor  
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## 2017 års rapportering om tillämpningen av ratificerade ILO-konventioner

(Dnr A2017/00699/EUI)

Arbetsgivarverket föreslår följande komplettering avseende rapporten om konvention nr 100 angående lika lön för män och kvinnor för arbete av lika värde.

In the central Government sector, the central collective agreement on wages stipulates that wages are to be individual and differentiated and set on objective grounds, e.g. responsibility, independence, complexity of work, results, skills, and the market situation. The agreement further stipulates that social partners at agency level have a shared responsibility to ensure that no differences in pay arise that are not motivated by objective grounds. Social partners at agency level have a shared responsibility to even out and prevent differences in pay between women and men for equal work or work of equal value.

The social partners in the central Government sector have jointly developed a powerful web-based statistical tool, called “BESTA-vägen” (the BESTA-way), which supports social partners at agency level in their analyses of differences in wages between women and men and helps identifying differences in pay that are not motivated by objective grounds.

The employers’ organization Arbetsgivarverket (Swedish Agency for Government Employers, SAGE) performs yearly analysis on the progress of diminishing wage differences between women and men in the central Government sector based on wage statistics. In 2016 women’s wages were on average 7.6 percent lower than men’s wages. In the year 2000 the difference was close to 18 percent, which means that the wage difference has decreased by 10 percentage points over the period. The reduction in wage differences can to a large extent be explained by structural changes, e.g. the percentage of women in managerial positions has increased from 22 percent to 42 percent between the year 2000 and 2016. Over the

same period, the part of the wage difference that cannot be explained by objective factors such as position, work content, and experience has decreased from 1.8 percent to 0.5 percent, i.e. the total unexplained wage difference between women and men in the central Government sector is now 0.5 percent.

Arbetsgivarverket har inte några synpunkter på övriga remitterade rapportutkast.

Beslut i detta ärende fattas av stf. generaldirektör Karl Pfeifer. I den slutliga handläggningen deltog enhetschef Lars Andrén och förhandlingschef Anna Falck, föredragande.



Karl Pfeifer



Anna Falck