



# **Closing the gender pay gap – is the only answer changes in relative pay?**

**Sineva Ribeiro**

**President**

**The Swedish Association of Health  
Professionals**



# The Swedish Model

- No legislation on wages.
- The labour market parties are responsible for wage formation.
- The parties agree through negotiations and collective agreements.
- Normative role of the international competitive sector in wage formation.
  - The industrial sector been in control of the wage growth.
  - Stability, but also increase the gender pay gap.



## Changes in relative pay

- The norm makes it hard to close the gender pay gap.
- Changes in relative pay are part of an efficient wage formation – makes it possible to break the norm.
- Changes in relative pays the last couple of years:
  - The teachers, twice.
  - The assistant nurses, twice.





# Salaries

- Most important issue for our members.
- Most important factor for solving the lack of health professionals.
- Our work has resulted in wage increases above the industrial sector.





## Salaries for Swedish nurses, midwives, biomedical scientists and radiographers

Year	County	Municipality
2016/2017	3,8	3,9
2015/2016	3,7	3,7
2014/2015	4,4	3,6
2013/2014	4	3,4
2012/2013	4	3,4
2011/2012	3,3	3,4
2010/2011	3,2	2,7



## Why the success?

- Wage agreements without established levels ("numberless agreements").
- Agreed locally in conversation between employer and employee.
- Individual and differentiated.
- Depends on one's contribution to results and operation development.
- No established entry salaries, but demand has increased first salaries.
- Also successful activism carried out by students (24 K movement, supported by Vårdförbundet).





## Our proposal in the election manifesto 2018

- In our election manifesto we have the following proposal:
  - Increased responsibility by the government during a five year period
    - Midwives and nurses with a degree of Master
      - 2 000 SEK/month (total 10 000 SEK)
        - midwives and nurses with one year of further education at university (“Specialistsjuksköterska”)
      - 15 000 SEK
        - nurses with additional one year of further education (“Avancerad specialistsjuksköterska”).



## What remains?

- The lack of available professions.
- Wage trend for members over 35 years cease.
- Consolidated wage structure – gap between a person new in the profession and one approaching retirement is only 35-40 percent.
- Gap in male dominated groups with corresponding level of education is often 100 percent.
- The wage structure of our members is an equality issue we must solve.
- Focus on increased wage spread and good wage development!

