



A concrete project where exchanging ideas and experiences is natural!



About the project

At the beginning of 2002, an EU project for gender equality was launched in collaboration with the Equal Opportunities Ombudsman in the Göteborg region, with the overall aim of heightening awareness that equal pay is both a realistic goal and value adding in the long term.

Four municipalities in the Göteborg region – Ale, Alingsås, Kungsbacka and Lerum – are a part of this project. We decided upon a regional collaborative effort focusing initially on the task of surveying and analysing pay. The municipal network was launched at the same time as the project began to enable us to share our experiences with each other and also to exchange thoughts and ideas.

Why job evaluation?

On 1 January 2001, the provision in the Swedish Equal Opportunities Act requiring employers with at least 10 employees to produce annual surveys and analyses of pay differentials was expanded and made more stringent. One of the analyses is to focus on pay differentials between women and men performing work that is considered equal ('like work'). The other is to compare differences in pay between employee categories performing work considered to be of equal value. The results are to be analysed and incorporated into a plan of action aimed at eliminating any unwarranted pay differentials.

The municipalities of Ale, Alingsås, Kungsbacka and Lerum procured the BAS job evaluation tool to help them determine which kinds of work could be rated equal or of equal value.

The tightening of the Equal Opportunities Act is not the only reason why we decided to tackle this issue. A decisive question for all our futures is how we can become attractive employers. Present and future employees will base their choices of employer on a variety of factors. One of these is the values held by their prospective employer. Being an attractive employer is about the attitudes and values that the organisation represents and actively pursues – in other words, the organisation's image. Gender equality and goal-oriented work on pay issues will make us competitive and improve our image.

We also believe that the work of reducing imbalances in pay between women and men will benefit the organisation.

Job evaluation can also provide supporting data for our long-term wage policy in that it can show in a more specific way what factors we base our wage-setting practices on.



What have we gained so far?

We began our work in the four municipalities almost simultaneously. The network has proved of immense value to us. As job evaluation on a large scale requires both time and work input, the network has given us a valuable forum in which to make our experiences known. We have tested a range of different approaches and have kept each other informed about what has worked well and what has worked less well. The network has given us an opportunity to exchange thoughts and ideas, offer considered responses and learn from each other.

Together, we have sought to simplify something that is complicated. Networking is a cost-effective way of working.

We also believe that it is easier to change perceptions of the public sector if there are good practices at hand in several quarters. The fact that we are a number of municipalities working on the issue means that we can have a greater impact and also influence attitudes more extensively than if the issue was only dealt with in one particular place.

We are at the initial stage of a major undertaking, and the longer we have worked on the issue together the greater benefit we have found. Consequently, we intend to continue networking for some time to come.

We would be happy to share with others what we have learnt so far. Would you like to get in touch with us? Here are our addresses:

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