



**Surveying wages at
Sörmlands Grafiska Quebecor AB**



Sörmlands Grafiska Quebecor AB is Sweden's leading print-on-demand company in the offset field. Periodicals are our speciality but we also produce catalogues, brochures and other printed matter. The production plant and head offices are situated in Katrineholm, and we have sales offices in Stockholm and Borås. Sörmlands Grafiska is part of the Quebecor group, which is the largest commercial print media services company in the world.

European Project on Equal Pay

Achieving equal pay in a company or organisation is an important step towards gender equality. Under the Swedish Equal Opportunities Act, employers are required to survey and compare pay between women and men performing equal work or work of equal value. To help us in this undertaking at Sörmlands Grafiska, we joined the European Project on Equal Pay, PEP. As part of this project, five businesses and a municipality have got together in a network and, while surveying wages in our own organisation, have held parallel discussions on issues relating to equal pay. The network has served as a sounding board and has also provided valuable support in the task of sorting out the various practical and strategic questions that have come up from time to time during the wage survey process.

Surveying wages

In surveying wages at our company, we used the Pay Equity Guide developed by the Swedish Equal Opportunities Ombudsman, modifying it slightly to accord with our needs. We also used PEP's tools to develop wage statistics. An evaluation group was set up comprising individuals with a good working knowledge of the company. In composing this group, we looked for a good mix of staff based on their departmental affiliation, hierarchical level and gender. We also felt it was important for the group to be made up of persons who had the confidence of other members of staff.



The first phase of the wage survey was conducted in the form of a pilot project focusing on a limited number of occupations. This allowed us to adapt the tool and learn how it worked on a smaller scale. In this initial survey, we made a point of including both female-dominated and male-dominated jobs, as well as certain jobs that we were particularly interested in evaluating. During the actual evaluation work, the PEP Project Manager, Marie Trollvik, who helped us through the process, gave us valuable support.

Results of the wage survey

The results showed that men and women in the pilot group received the same average pay for equal work and work of equal value. However, we identified other weak points regarding gender equality at the company. Some jobs and departments are strongly or completely male-dominated and there is a lack of women among senior staff. As a result of the wage survey, and as a means of remedying these shortcomings, an action plan will now be drawn up. The next step will be to complete the wage survey process by analysing the other jobs in the company as well.

Besides revealing differences in pay between male and female staff, wage surveys also provide the employers with a detailed picture of job requirements and responsibilities, as these are specified in the job evaluation process. This in turn can cause people to revise long-held opinions about the degree of difficulty in a job and can lead to a reassessment of certain occupations.

We would be happy to share what we have learnt through the wage survey process and our participation in PEP with others. Contact Staff Officer Anna van Alphen: anna.van.alphen@quebecornordic.com