

Lönekartläggning — the statutory pay survey

The pay survey has to be done every year. But the hardest part — deciding which jobs are of equal value and how they should be weighted — is done once. I do the first year, then hand over the structure.

Statutory requirement · Discrimination Act ch. 3 ss. 8–10 · applies to every employer

HOW IT WORKS

Five steps, one finished document

The same method every time — structured, documented and ready to show if the Equality Ombudsman asks.

- 1 Job evaluation**
Every role is scored on six factors — education, experience, responsibility, effort, working conditions — and weighted into a score that groups jobs of equal value.
- 2 Equal work**
Pay for women and men in the same role is compared. Only roles held by both sexes are analysed.
- 3 Work of equal value**
Female-dominated roles are compared with other roles of equal or lower value but higher pay — where the hidden differences usually sit.
- 4 Analysis**
Every difference is explained on objective grounds. What can be explained is documented; what cannot is carried forward.
- 5 Action plan**
For unjustified differences: a concrete action, an owner and a deadline. Ready to follow up next year.

What you get and what I need

What you get

- ◆ A finished pay survey following the four steps the law requires
- ◆ An analysis with an objective explanation for every pay difference
- ◆ An action plan with the action, the owner and the deadline
- ◆ Documented material to show at an inspection
- ◆ The structure and a description of how to repeat the work yourselves

What I need from you

- ◆ A list of roles with a short description of each one
- ◆ The number of women and men in each role
- ◆ Current individual salaries, confirmed by payroll or finance
- ◆ Context that explains differences — part-time, responsibility, length of service

THE SECOND YEAR

Once, properly — then you manage on your own

I do the whole of the first year: the job evaluation, the analysis, the documentation and the consultation with the union. Then I hand over the structure and a description of how to repeat it.

The second year you manage on your own. If the organisation changes, roles are added or you acquire someone — call, and we go through the structure again. That review costs SEK 2,000/hr and takes a few hours. It is not a new project.

I don't sell it as a subscription, because it doesn't need to be one.

Price

From SEK 100,000

The first year, for a company of up to a hundred employees.
The price depends on headcount. A review the following year:
SEK 2,000/hr.

Book a short call

8 years in HR and Swedish labour law, on the ground in Sweden · working in Swedish, Polish, English and Italian

AGATA CEGLECKA · HR KONSULT

kontakt@agatahrkonsult.com · agatahrkonsult.com · +46 73 568 13 83 · linkedin.com/in/agata-ceglecka