

15:57

TIME FOR PAY ALL DAY
CLOSING THE GENDER PAY GAP

Gertrud Åström

President HelaHUT AB

Former president of the Swedish Women's Lobby

Gender equality expert

15:57 partners

Women's movement, political parties women's associations, trade unions

The vast majority of the Swedish workforce of 4.8 million people are members of 15:57 organisations

Swedish Women's Lobby, Akademikerförbundet SSR, BPW Sverige, Centerkvinnorna, Fackförbundet ST, Feministiskt Initiativ, Finansförbundet, Forum – Kvinnor och funktionshinder, Fredrika Bremer Förbundet, Gröna kvinnor, Handelsanställdas förbund, IF Metall, Internationella Kvinnoförbundet (IKF), Kommunal, Kvinnliga Läkares Förening, Kvinnofronten, Kvinnor för fred väst, KvinnorKan, Kvinnor i Svenska kyrkan, Liberala Kvinnor, LO, Miljöpartiets jämställdhetskommitté, S-kvinnor, Sveriges Universitetslärarförbund (SULF), Sveriges Kvinno- och Tjejjourers Riksförbund (SKR), Svenska Kvinnors Vänsterförbund, Sveriges Makalösa Föräldrar, TCO, Varken hora eller kuvad, Vision, Vårdförbundet, Vänsterpartiets kvinnonätverk, Winnet Sverige.

Aim and agreements

Aim:

- Close the pay gap between women and men
- Same pay for equivalent work
- Women get paid all day
- Address the government, political parties and employers on the differences in payment for women and men and press for change.

Agreement:

- The movement will exist until women are fully paid all day.
- The pay gap between women and men is structural and thus must be eliminated by structural reforms.

Calculation model - money is time

15:57 calculation model:

- A working day is eight hours. Eight hours is 8×60 minutes = 480 working minutes per day.
- A working day starts at 08:00 and ends at 17:00.
- If women earn 13.2 per cent less, count 13.2 per cent out of 480 minutes = 63.36 minutes.
- Reduce the 63 minutes from the working day ending at 17:00. Result: women don't get paid after 15:57.
- Men get paid until 17:00

Background information

- ❑ No reduction in the pay gap between women and men since the early 1980's
- ❑ Discrimination Omudsman (2009) instead of Gender Equality Ombudsman (1980)
- ❑ Impaired legislation, weaker regulations regarding equality analyses for wages (2009)
- ❑ Figures on wage differences used by the 15:57 movement come from the Swedish National Mediation Office. A government body responsible for public statistics on wages and salaries

Organisation and funding

- Initiative by the Swedish Women's Lobby in 2012 as the 15:51 movement
- Network co-ordinated by the Swedish Women's Lobby
- Decisions are taken by consensus in meetings
- Consensus on what can be said and done in the name of the 15:57 movement
- Activities planned and organised in working groups
- Funded by the partners at their own decision on a yearly basis, no external funding. Euro 0 – Euro 1000 depending on the economy of respective organisations

Communication and activities

- **March 8 International Women's Day**
- **“After 15:57 women work for free – every day. It is time for #PayAllDay!”**. Collective Message Campaign on Facebook, Twitter and Instagram, at exactly 15:57
- Photograph of the figure formed by members of the organisations spread by newspapers and social media
- Message on Absence from work, “I only get paid until 15:57”
- Films explaining the figures
- Article in main national newspaper
- Seminar with leading politicians, presidents of unions, researchers, experts
- Pins
- Local activities supported by the movement on March 8: articles, photographs, seminars
- Autumn seminar on advanced level for the organisations

Demands

The organisations of the 15:57-movement agree that women's work and women-dominated professions are consistently less valued throughout the entire labor market. The pay gap is created structurally and it must therefore be eliminated by structural reforms.

We have four demands:

- Gender equal parental leave
- The same right to full time jobs and secure forms of employment
- Annual surveying of salaries for companies with 10 or more employees
- Structural wage differences between women and men are made visible and corrected

Political agreements to build on

- The same Gender equality policies objectives at national level
Economic equality between women and men: Women and men shall have the same opportunities and conditions with regards to education and paid work that provide life long economic independence. Government Bill 05/06:155
- CEDAW – Convention on the Elimination of all forms of discrimination Against women, article 11
- Beijing Platform for Action, article F
- ILO Convention 100, 111
- European Convention etc

Conclusions

- No other organisation than the Swedish Women's Lobby could co-ordinate the 15:57 movement
- Concentrated program: women and men, wages, march 8 – not going on all the time
- Concept for methods for activities is the same every year, therefore well known and recognized
- Unique co-operation, strong and respected
- Effective

Pin





Thank you!

gertrud.astrom@helahut.se