

In-depth questions

1. Occupation

- Which occupations/jobs/departments are 'gender-oriented' (i.e. dominated by one gender or the other)?
- What is being to done to achieve a gender balance in different occupational categories and work groups?

2. Leadership

- Are opportunities for professional development the same for both sexes?
- How does professional development lead to career advancement, i.e. new work, different operational responsibilities or different job content?
- What do internal career paths look like?
- From which occupations and positions are senior managers recruited?
- Are there procedures for internal succession planning and are these followed in practice?
- How was gender distributed in committees, project groups and steering groups over the past year?

You can find ideas and methods for getting more women into senior managerial positions at www.women2top.net.

3. Management

- What is the extent of female and male representation at senior management level? At board level?
- If men dominate at the top, how is this explained?

4. Pay

- How does the employer ensure that the position of new recruits on the pay scale is not influenced by their sex?
- Are there any criteria for assessing the qualifications and performance of individuals equally irrespective of sex?
- Is wage dispersion in female-dominated jobs as great as in jobs not dominated by women?
- How are external factors dealt with (shortages/market influences)?

Every year, employers with 10 employees or more are required to survey and analyse pay differentials between women and men performing work which is regarded as equal or of equal value, and are also required to prepare an action plan to rectify any unwarranted pay differentials that may be due to an employee's sex.

Good tools are available at www.jamombud.se and www.equalpay.nu

5. Ill-health

- What percentage of women/men account for 80 per cent of absence due to illness?
- Can disparities be explained by differences in age structure?



6. Parenthood

Does the employer create working conditions that help both women and men stay home with their children, e.g. by

- topping up pay for employees on parental leave?
- ensuring that employees on parental leave are not left out of pay development or professional development initiatives?
- organising meetings at times and venues that make it easy to leave and collect the children (childcare)?

7. Full-time/Part-time work

- You can further deepen your analysis by studying employment rate, degree of partial employment (public sector) and proportion of part-time employees.
- Do women and men have the same opportunities for influencing their situation as regards working hours?
- Is part-time employment a result of free choice?

8. Job security

Temporary employment often means having a weaker position in the labour market. It also means less visibility and often less favourable working conditions. So it is important to check whether terms of employment show gender differences.

- Are there objective grounds for any differences in forms/terms of employment between women and men?
- Are there any differences in perquisites or professional development opportunities due to forms/terms of employment?