

Gender pay gap 2024

What does the official statistics say?



SWEDISH NATIONAL
MEDIATION OFFICE

Gender Pay Gap 2024

A report by the Swedish National Mediation Office

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Summary

The Swedish National Mediation Office has been analysing wage trends from a gender equality perspective since 2001. In this year's report, we present the results of the 2024 wage statistics. We also describe differences in earned income and time worked.

The pay gap remains virtually unchanged

- The gender pay gap amounted to 10.2 per cent in 2024, which is an increase of 0.2 percentage points compared to 2023. Women's average monthly wage in 2024 was SEK 39,300, which is 89.8 per cent of men's SEK 43,800. In a longer perspective, the pay gap decreased by 6.1 percentage points between 2005 and 2024. However, the gender pay gap has remained virtually unchanged since 2019.
- In both the private and the public sector, the pay gap increased marginally compared to 2023. Developments differed across the various parts of the sectors. In the private sector, the gap increased by 0.5 percentage points among blue-collar workers and decreased by 0.5 percentage points among white-collar workers. For the private sector as a whole, the pay gap increased by 0.2 percentage points. The increase in the pay gap for the sector as a whole is attributable to the increased weight given to white-collar workers when calculating average wages in the private sector as a whole. As the pay gap is greater for white-collar workers than for blue-collar workers, the increased weight given to white-collar workers results in an increase in the pay gap for the sector as a whole.
- In the public sector, the pay gap decreased slightly in all sub-sectors compared to 2023. However, the pay gap increased marginally, by 0.1 percentage points, for the public sector as a whole. This is due to compositional effects, with a decrease in the municipalities' contribution to the wage total of the sector.
- An important explanation for the difference in average wages of women and men is the gender segregation of the labour market – women and men work to a large extent in different occupations, and these occupations have different wage levels. When differences in choice of occupation, age, education and agreed working hours were taken into account, there was still an unexplained gender pay gap of 4.6 per cent in 2024.

1. Gender pay gap

The gender pay gap was 10.2 per cent in 2024, and has remained virtually unchanged since 2019. Women's average monthly wage in 2024 was SEK 39,300, which is 89.8 per cent of men's SEK 43,800.

The latest results show that the gender pay gap was 10.2 per cent, an increase of 0.2 percentage points compared to 2023. The sustained decrease that had been seen after 2007 seems to have come to a halt since 2019. Since then, the pay gap has shown only small variations over the years. However, in a longer perspective, the pay gap in the economy as a whole decreased by 6.1 percentage points between 2005 and 2024.

In both the private and the public sector, the pay gap increased marginally compared to 2023. Developments differed across the various parts of the sectors.

In the private sector, the gap increased by 0.5 percentage points among blue-collar workers and decreased by 0.5 percentage points among white-collar workers. For the private sector as a whole, the pay gap increased by 0.2 percentage points. The increase for the sector as a whole is partly attributable to an increase in white-collar workers' proportion of the wage total. Not only did the proportion of white-collar workers increase, but the overall rate of wage growth for white-collar workers was 4.4 per cent compared with 3.6 per cent for blue-collar workers.

In the public sector, the pay gap decreased slightly in all sub-sectors compared to 2023. However, the pay gap increased marginally, by 0.1 percentage points, for the public sector as a whole. This is due to compositional effects, with a decrease in the municipalities' contribution to the wage total of the sector. Not only has the number of municipal employees decreased, but the rate of wage growth was also lower (3.6 per cent) compared to employees of the central government (5.0 per cent) and the regions (4.1 per cent).

Wage differences can be due to a variety of factors. After taking into account the explanatory factors available in the statistics through use of standard weighting, an unexplained gender pay gap of 4.6 per cent remained in 2024, which is a decrease of 0.2 percentage points compared to 2023.

An important explanation for the difference in average wages between women and men is the gender segregation of the labour market – women and men work to a large extent in different occupations, and these occupations have different wage levels.

1.1 The official wage statistics and the pay gap

The Swedish National Mediation Office, established in 2000, analyses wage trends from a gender equality perspective¹. The Office has been doing this annually since publication of the annual report for 2001. Since 2009, we have been issuing the analysis in a separate report that is published at the same time as the wage structure statistics.

The Swedish National Mediation Office is also responsible for the content and scope of the official wage statistics. In the report, the gender pay gap in Sweden has been analysed based on the official wage structure statistics, which are the statistics best suited for this purpose. According to the wage structure statistics for 2024, there were 2,315,000 men employed and 2,271,000 women employed.

¹ Section 4, first paragraph of the Ordinance (2007:912) providing instructions for the Swedish National Mediation Office.

When analysing the gender pay gap, the measure used is monthly salary. In the measure, wages for part-time workers have been converted to the equivalent of full-time wages and hourly wages have been converted to monthly wages. In other words, the monthly salary measure is a statistical concept created to enable comparisons of wages between individuals. The actual earned income generated by wage labour depends on both wage and time worked.

Monthly salary is made up of several different wage components. In addition to the agreed fixed wage, it also includes fixed wage supplements and a number of variable wage supplements. The term basic salary is used in reference to the agreed wage plus any fixed wage supplements. The monthly wage measure is a gross pay measure, i.e. it is an expression of pre-tax wage.

1.2 The gender pay gap was 10.2 per cent

The Swedish National Mediation Office's main measure of pay gap is calculated as the percentage difference in average monthly wages between women and men. The average (or mean) wage is the sum of the wages in a group divided by the number of people in the group.

In 2024, men's mean wage amounted to SEK 43,800, while women's mean wage amounted to SEK 39,300. Thus, the difference between the average monthly wages was SEK 4,500, which means that the mean wage for women was 89.8 per cent of the mean wage for men. This means that the gender pay gap was 10.2 per cent ($100 - 89.8 = 10.2$).

The average monthly wage is a summary measure of how wages are distributed for men and women. Another way of analysing the difference is to actually show the underlying distribution of wages for women and men.

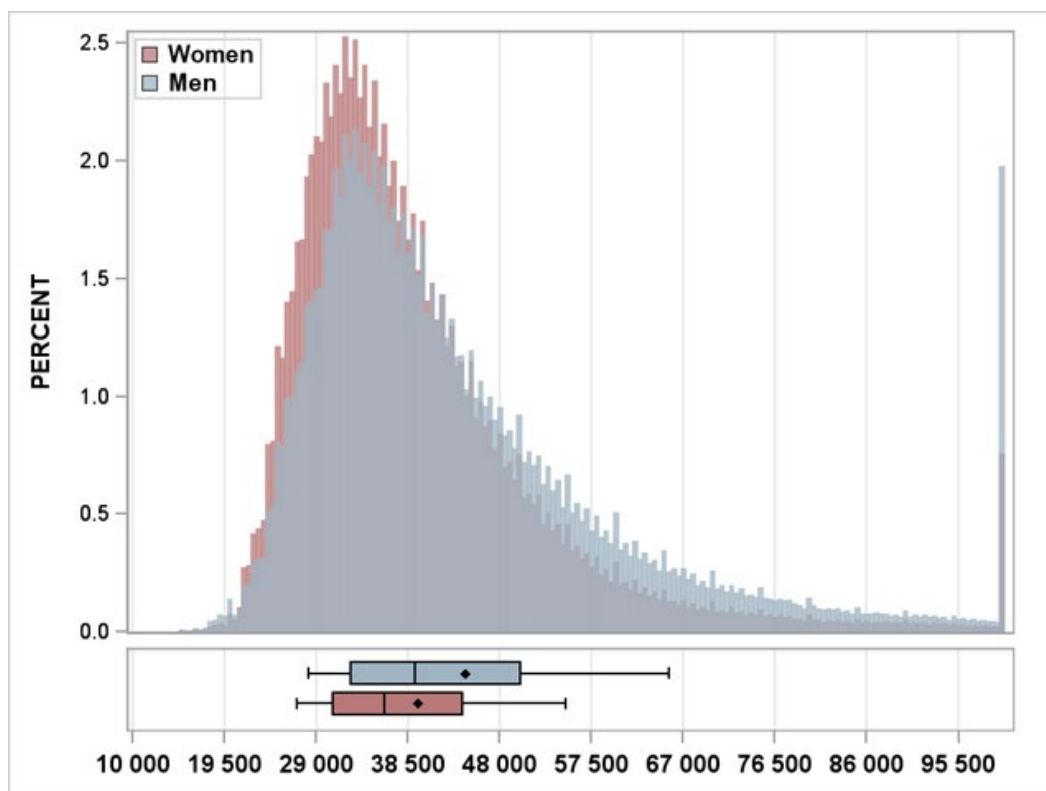
Figure 1.1 shows the distribution of monthly wage by gender. To enable comparison of women's and men's wage distributions, these are superimposed on each other. The figure shows that both distributions are 'right-skewed', which means that wages that are much higher than the most typical wages is more common than wages that are much lower. There are differences between women's distribution compared to that of men. Women have a higher incidence of wages in the lower wage range between SEK 30,000 and 40,000, while men have a higher incidence of wages in the wage range above SEK 50,000. There are also more men in the group with the highest wages; in 2024, just over 1.9 per cent of employed men had a monthly wage of SEK 100,000 or more. The corresponding proportion among women was 0.8 per cent.

The lower part of Figure 1.1 describes the respective distribution of monthly wages in what are known as box plots. The box plots summarise the distribution of monthly wages using six different statistical measures of how wages are distributed in the form of a rectangular box.

The boxes contain the middle half of the wage earners for each gender. The left-hand side of the box is the value (wage) of the lower wage quartile (P25), meaning that 25 per cent of employees have a wage that is at or higher than this wage level. Similarly, the right-hand side of the box is the value of the upper wage quartile (P75).

The horizontal lines extending from the box are drawn to the 10th and 90th percentiles (P10, P90). The median wage (P50), i.e. the middle observation of monthly wage for men and women, respectively, is marked with a line through the box. The average monthly wage is marked with a 'diamond' symbol inside the box.

Figure 1.1 Distribution and box plot of monthly salary by sex, 2024
Percentage of men and women, respectively



Note: For graphical reasons, in the distribution, monthly wages that are equal to or higher than SEK 100,000 have been aggregated in the bar for this level in the figure. The box plot was calculated based on the original values.

Source: Swedish National Mediation Office

Although the box plots largely overlap, there are differences in the monthly wage distribution of women versus men; both the median and the mean wage were lower for women than for men. The wage dispersion was also lower among women than among men. In this case, this is reflected both by the width of the boxes, which shows the wage range of half of the employees who are neither the lowest nor the highest paid, and by the distance between the end points of the horizontal lines, which shows the wage range between the very lowest and the very highest paid.

A common way to measure wage dispersion is to calculate the ratio between the 90th and 10th percentile (P90/P10). In 2024, the ratio was 2.32 for men and 2.08 for women. As the box plots in Figure 1.1 show, there is a larger wage dispersion among men.

Table 1.1 shows the mean wage and the statistical measures (percentiles) used to create the box plots. A comparison of the 10th percentile, i.e. the tenth of women and men, respectively, with the lowest wages, shows that women in this group have a lower wage than men. Expressed as a percentage, women's wages in P10 were 5.2 per cent lower than men's.

TABLE 1.1 Descriptive measures from the distribution of monthly salary by sex, 2024
SEK and per cent, respectively

	P10	P25	Median	P75	P90	Average
Men	27,900	32,100	38,600	49,400	64,600	43,800
Women	26,500	30,000	35,700	44,000	55,100	39,300
Difference, SEK	1,500	2,100	2,900	5,400	9,500	4,500
Women's wages percentage of men's wages	94.8	93.6	92.4	89.1	85.2	89.8
Gender pay gap (%), unadjusted	5.2	6.4	7.6	10.9	14.8	10.2

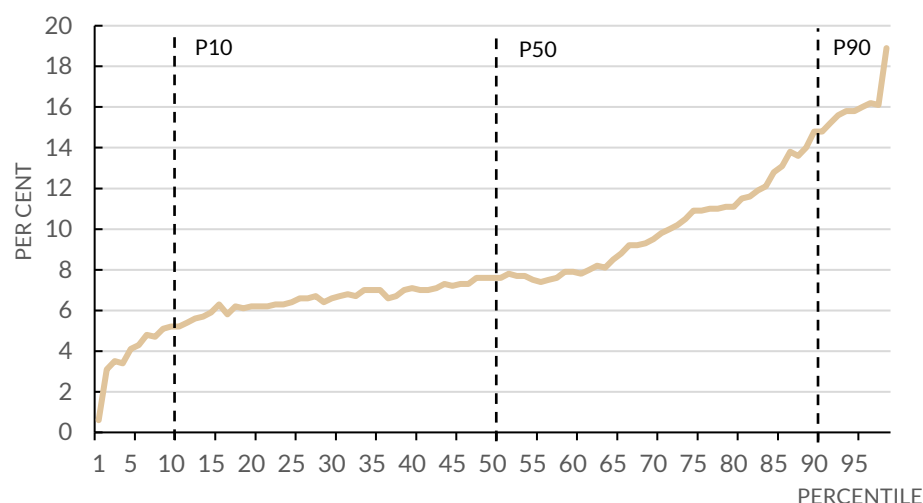
Source: Swedish National Mediation Office

The fact that men have a higher representation level at higher wage levels means that the difference compared to women increases the higher up the distributions these are compared. The difference between the median values amounts to SEK 2,900. Expressed as a percentage, women's median value in (%) of men's amounts to 92.4 per cent, representing a difference of 7.6 per cent. A comparison of the tenth of women and men with the highest wage (90th percentile) shows that the difference there is 14.8 per cent.

One way of illustrating the difference between women's and men's wage distributions is to show the percentage pay gap between women and men for each percentile.

FIGURE 1.2 Gender pay gap by percentile in 2024

Per cent



Source: Swedish National Mediation Office

Figure 1.2 shows that the pay gap increases in the distribution, i.e. the higher the wage, the greater the percentage pay gap between the sexes. The figure illustrates the phenomenon commonly known as 'glass ceiling'. This is partly explained by the fact that there are fewer female than male managers in the Swedish labour market, especially in the private sector where the highest wage levels are also found.²

1.3 The pay gap varies both within and between sectors

The gender pay gap was 10.2 per cent in 2024. Comparing women and men in different sectors shows that the variation between sectors was large (**Table 1.2**).

The largest pay gap was among employees in the regions, where it stood at 17.6 per cent. The particularly large difference within regions is due to the uneven distribution of women and men across occupations. A large proportion of women working in the regions are assistant nurses and nurses, while a large proportion of men working there are doctors. The second largest pay gap was measured among white-collar workers in the private sector, at 14.4 per cent.

The gap was smallest among municipal employees, where it stood at 1.2 per cent. The second smallest pay gap – 5.9 per cent – was found among central government employees.

² For detailed description, see *Gender pay gap 2021* (Swedish National Mediation Office).

TABLE 1.2 Average monthly salary* and women's salary as a percentage of men's salary, 2024

SEK and per cent, respectively

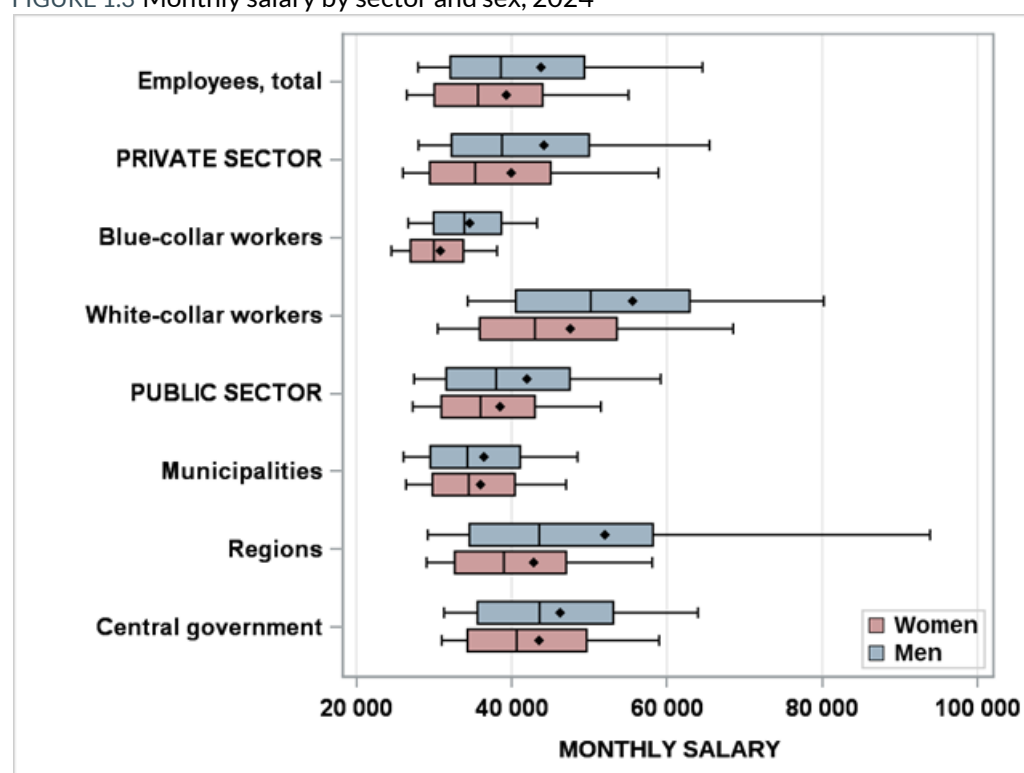
	Women	Men	Total	Women's share of men's wages(%)	Gender pay gap (%)
Employees, total	39,300	43,800	41,600	89.8	10.2
Private sector	39,900	44,200	42,500	90.5	9.5
Blue-collar workers	30,800	34,600	33,200	89.1	10.9
White-collar workers	47,600	55,600	52,000	85.6	14.4
Public sector	38,500	42,000	39,500	91.8	8.2
Municipalities	36,000	36,400	36,100	98.8	1.2
Regions	42,800	52,000	44,900	82.4	17.6
Central Government	43,500	46,200	44,800	94.1	5.9

* Monthly wages are rounded to the nearest hundred.

Source: Swedish National Mediation Office

A comparison of the distribution of men's and women's monthly wages in the various sectors reveals that there are gender differences both within and between the sectors (see **Figure 1.3**). There is variation both within where the distributions occur and the spread within these distributions. It is clear that the wage distribution for women in blue-collar occupations in the private sector (representing the lowest average wage) is furthest to the left. In the municipalities, the difference between women's and men's monthly wage distribution is smaller.

FIGURE 1.3 Monthly salary by sector and sex, 2024



Source: Swedish National Mediation Office

When comparing box plots, it is important to also take the size of the groups into consideration. **Table 1.3** shows the number of women and men, and the proportion of women in total and by sector. The table also shows a dissimilarity index, which quantifies the degree of occupational segregation for women and men.

Table 1.3 shows that 69.5 per cent of the total number of jobs is in the private sector. Within the private sector, 50.8 per cent of employment was in blue-collar occupations and 49.2 per cent was in white-collar occupations.

Of all employees, 30.5 per cent were employed in the public sector, and most public-sector employees (61 per cent) worked within the municipalities. In both the regions and the central government, the proportion of employees in the public sector was 19.5 per cent.

The table also shows that the labour market is gender segregated at both the sector and the occupational level. Overall, 49.5 per cent of the number of employees were women. However, the proportions of women and men are unevenly distributed across the sectors, with women accounting for 40.0 per cent in the private sector and 71.2 per cent in the public sector.

The gender segregation at the occupational level is shown in the table through a dissimilarity index, which indicates the proportion of men (or women) who would have to change occupations in order to achieve gender balance in the labour market. A value of zero means that the labour market is completely balanced, i.e. there are as many women as men in all occupations. A value of 100 indicates a completely segregated labour market, i.e. women and men work in completely different occupations.

Table 1.3 shows that the degree of occupational segregation is highest in blue-collar occupations in the private sector, and lowest in the municipalities followed by the central government.

TABLE 1.3 Number of women and men, proportion of women, and occupation dissimilarity index for 2024, by sector
Number, thousands and percentage, respectively

	Women	Men	Share of employees	Women, share of employees (%)	Dissimilarity index (occupation)
Employees, total	2,271	2,315	100.0	49.5	49.6
Private sector	1,277	1,912	69.5	40.0	48.5
Blue-collar workers	581	1,040	35.3	35.8	55.0
White-collar workers	696	871	34.2	44.4	41.9
Public sector	994	403	30.5	71.2	36.3
Municipalities	642	212	18.6	75.2	31.3
Regions	208	62	5.9	77.1	42.0
Central Government	144	129	6.0	52.6	32.7

Source: Swedish National Mediation Office

1.4 The labour market is gender segregated at the occupational level

Table 1.3 shows that the Swedish labour market is segregated by gender at the occupational level. The fact that women and men work in different occupations and that these have different wage levels is an important explanation for the difference in women's and men's wages. How the gender composition at the occupational level varies with the level of wages and the gender pay gap can be shown graphically in a bubble chart (**Figure 1.4**).

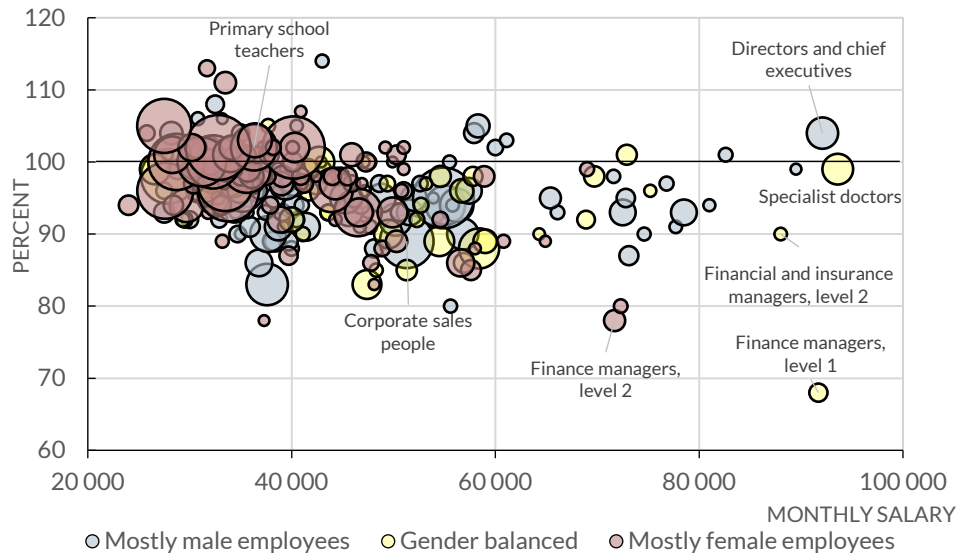
The chart is constructed by plotting women's wages as a percentage of men's (y-axis) against the average wage level (x-axis) for each occupation. Each observation (occupation) in the chart is then illustrated by a circle, the size of which represents the number of employees in that occupation.

Finally, the gender composition is described by the circles having different colours, depending on the proportion of men and women in the occupation. Female-dominated

occupations are coloured red³, male-dominated occupations are coloured blue, and gender-balanced occupations, with a gender composition between 40 and 60 per cent, are coloured yellow.

In total, the chart contains information on 255 different occupations. Not all circles are visible in the chart, as they overlap to some extent. For graphical reasons, the x-axis, with women's wages as a percentage of men's, and the y-axis, with wage level, have been limited (60 to 120 per cent and SEK 20,000 to 100,000, respectively).

FIGURE 1.4 Women's wages as a percentage of men's, average wage, size and proportion of women for each occupation, economy as a whole, 2024



Note: Not all occupations are included in the data due to uncertainty in the estimates.

Source: Swedish National Mediation Office

Figure 1.4 shows that the majority of occupations have an average wage below SEK 40,000. The clustering on the left of the chart makes it difficult to distinguish individual occupations, but, for example, one of the red circles in the centre of this group and above the 100 line represents the occupation of preschool teacher. The average wage for a preschool teacher is SEK 36,300 a month. The fact that the circle is slightly above the line means that women have a higher average wage than men (2 per cent higher) and the number of wage earners is 60,800. To take another example, the large blue circle below the 100 line in the centre of the chart represents corporate salespeople. The average wage in this occupation is SEK 51,300 per month; women have, on average, 11 per cent lower wages than men, and the number of employees is 83,200.

There are more red circles (occupations) at lower average wages, which means that many female-dominated occupations have lower wages than male-dominated ones.

The fact that most of the occupations are below the 100 line means that women's wages in most occupations are on average lower than men's. It also seems that the higher the wage level, the greater the gender pay gap within the respective occupation. In other words, there seems to be a negative correlation between the average wage level and women's wage as a percentage of men's.

In the lower part of the chart, there are a number of different managerial occupations in accounting, finance and banking where women's proportion of men's wages is relatively low.

The calculations are solely based on average pay gaps. Thus, the calculations for Figure 1.4 do not take into account the fact that men and women have different distributions

³ Female-dominated occupations are defined as occupations with more than 60 per cent women.

between sectors, nor to possible differences in company-specific factors, such as industry, company size, etc.

1.5 The gender segregated labour market is a major factor in the pay gap

In addition to studying the difference in average wages between women and men, alternative methods can be used. These methods take into account the distribution of women and men with respect to different factors affecting wages. The size of the pay gap in such calculations depends on factors such as which variables have been included. The pay gaps that remains after these variables have been taken into account, referred to as the unexplained pay gap, is the pay gap that cannot be explained by the available variables.

The Swedish National Mediation Office uses two methods – standard weighting and regression analysis – to take into account factors that affect calculation of the gender pay gap.

1.5.1 Some factors affecting wages are missing from the statistics

The wage structure statistics contain a wealth of information about employees and their workplaces. However, there are obviously other factors besides those included in the statistics that may affect an individual's wage, such as absenteeism and various measures of individual productivity. Wages are also based on other information that is not included in the statistics, such as the requirements of a job in terms of qualifications, skills, motivation and other characteristics of employees or job applicants.

Unexplained is not the same as unfounded

It is not possible to use standard weighting or regression analysis to answer the question of whether unfounded pay gaps exist. The unexplained gap is unexplained only in a statistical sense.

In this context, an unfounded pay gap is defined as a difference in outcomes that is due solely to gender. In other words, an unfounded gender pay gap exists if differences in pay persist after all systematic differences in characteristics between the sexes have been taken into account. In practice, this is virtually impossible to do because not all possible factors can be captured in the statistics.

Because of this, it is difficult to determine whether differences in outcomes between women and men are due to relevant differences in characteristics – which cannot be observed in the statistics, but which are evident when determining pay – or to discrimination. Standard weighting and regression analysis can therefore only reveal the relationship between gender and pay outcomes after taking into account differences in a variety of other observable characteristics. However, they cannot show a causal relationship, i.e. the analysis cannot prove that the remaining gender pay gap, the so-called unexplained gender pay gap, is due to gender alone.⁴

Since it cannot be shown that the remaining pay gap is solely due to gender, it is also not possible to answer the question of whether there is pay discrimination as defined in the Discrimination Act. Applying different wage conditions for women and men performing

⁴ A causal relationship exists if it is the gender of the individual that determines the pay. The existence of a correlation between gender and pay does not necessarily mean that gender determines the wage level. This correlation may instead be due to other factors that were not taken into account in the analysis.

the same or equivalent work for the same employer is unlawful unfair treatment. However, it is not possible to determine from the official wage structure statistics whether one occupation or job is equivalent to another occupation or job.

1.5.3 The pay gap was 4.6 per cent after standard weighting

The standard weighting used in **Table 1.4** takes into account that women and men work in different occupations and sectors, have different levels of education, different working hours and different ages (the standard weighting method is described in more detail in the report's appendix). After standard weighting, women's wages as a percentage of men's wages increase to 95.4. This means that the remaining unexplained pay gap was 4.6 per cent for the labour market as a whole in 2024.

TABLE 1.4 Standard weighted pay gap 2024

	Standard weighted percentage (%)	Gender pay gap, standard weighted (%)
Employees, total	95.4	4.6
Private sector	94.3	5.7
Blue-collar workers	96.1	3.9
White-collar workers	93.2	6.8
Public sector	98.1	1.9
Municipalities	99.4	0.6
Regions	96.7	3.3
Central Government	97.1	2.9

Source: Swedish National Mediation Office

After standard weighting, it is no longer the regions with the largest gap in 2024. The largest unexplained gap, 6.8 per cent, was among white-collar workers in the private sector. The regions' unexplained pay gap amounted to 3.3 per cent after standard weighting, as compared to the unweighted pay gap of 17.6 per cent.

The unexplained gap was smallest among employees in the municipalities, 0.6 per cent. The unexplained pay gap was 3.9 per cent for blue-collar workers in the private sector and 2.9 per cent within the central government.

1.5.4 Regression analysis shows that differences in choice of occupation are a big factor in the pay gap

Another way to try to take into account the distribution of women and men with respect to different factors affecting wages is to use regression analysis. This method allows us to examine the correlation between a factor (e.g. gender) and an outcome variable (e.g. wage), while controlling for other factors such as occupation, sector and education.

Of the various factors considered, occupation makes the single largest contribution to explaining the gender pay gap. This can be seen when looking at the proportion of the average pay gap explained by the different factors. When the calculation takes occupational affiliation into account, we see that the unexplained pay gap decreases significantly, to 4.2 per cent.

Table 1.5 presents the results of the regression analysis for the labour market as a whole. The analysis is structured in different stages, with information on the worker's characteristics and work being added step by step in different models. This serves to make the significance of various individual and job-related characteristics clear.

Model 1 prevents results from a base model, where gender is the only factor affecting pay. The pay gap is then 8.8 per cent. With this value as a starting point, the results of including additional factors can be interpreted.

Controlling for age and education level (**model 2**) increases the unexplained pay gap to 12.4 per cent. This is due to a composition effect and the fact that women, on average, have higher education.

If we also control for occupation (**model 3**), a large part of the gender pay gap can be explained by differences in choice of occupation. The unexplained pay gap that remains when occupation is also included in the analysis is 4.2 per cent. The unexplained pay gap is more than halved in almost all sectors when occupation is added to the analysis.

The narrowing of the pay gap compared to model 2 reflects the fact that women tend to work in occupations with lower average wages than those where men are more prevalent. This is also clearly shown in the bubble chart above (Figure 1.4).

TABLE 1.5 Gender pay gap, labour market as a whole 2024

Estimates of the percentage pay gap

	Model 1*	Model 2*	Model 3*
Employees, total	8.8	12.4	4.2
Private sector	8.8	11.0	4.9
Blue-collar workers	10.6	9.7	3.1
White-collar workers	13.4	14.1	6.7
Public sector	6.4	7.2	1.7
Municipalities	0.7	3.9	0.8
Regions	13.9	13.1	2.7
Central Government	7.1	6.8	2.3

Note: Logarithmised monthly wages as dependent variable. Estimates are transformed using the formula $(\exp(\beta_1)-1)*100$. All estimates are significant at the 5 per cent significance level.

Source: Swedish National Mediation Office

1.6 Small changes in the pay gap in recent years

Between 2023 and 2024, the unweighted gender pay gap increased by 0.2 percentage points. Compared to 2023, women's average wage rose by SEK 1,500 (an increase of 4.1 per cent), while men's average wage rose by SEK 1,800 (an increase of 4.3 per cent).

Table 1.6 shows the average growth rates for women and men as well as overall and by sector. The average growth rates varied between sectors. The largest increase, 5.1 per cent, was among women employed in central government. The next largest increase was among men employed in central government, where average monthly wages increased by 4.9 per cent.⁵ The lowest was among municipal employees, with a 3.5 per cent increase among men and 3.6 per cent increase among women.

⁵ Wages increased rapidly in central government in 2024, largely due to the police merging the 2023 and 2024 wage reviews into one (February 2024).

TABLE 1.6 Wage growth rate by sector and sex, 2023–2024

Percentage change of average wage

	Women	Men	Total
Employees, total	4.1	4.3	4.2
Private sector	4.1	4.4	4.2
Blue-collar workers	3.3	3.9	3.6
White-collar workers	4.8	4.2	4.4
Public sector	4.1	4.2	4.1
Municipalities	3.6	3.5	3.6
Regions	4.1	3.9	4.1
Central Government	5.1	4.9	5.0

Source: Swedish National Mediation Office

As the pay gap is expressed as a difference between two average values, the gap of the parts may develop differently than the gap of the whole. If groups with a high pay gap increase in size compared to groups with a low pay gap, this in itself contributes to an increase in the pay gap in the *economy as a whole*, even if the pay gap within *groups/sectors* decreases.

The proportion employed in the private and public sectors has changed between 2023 and 2024, with the proportion employed in the public sector increasing by 0.2 percentage points to 30.5 per cent. In the private sector, the proportion of white-collar workers increased by 0.1 percentage points to 34.2 per cent, while the proportion of blue-collar workers decreased by 0.3 percentage points to 35.4 per cent.

Another factor that can influence these trends is whether the rate of wage growth differed between different sectors. This affects the ratio (relative weight) of the sectors between years in the calculation of overall pay gap. Between 2023 and 2024, the wage growth rate was higher in the private sector than in the public sector (4.6 and 3.6 per cent, respectively). To summarise, both of these factors contribute to a larger economy-wide pay gap than would otherwise have been the case.

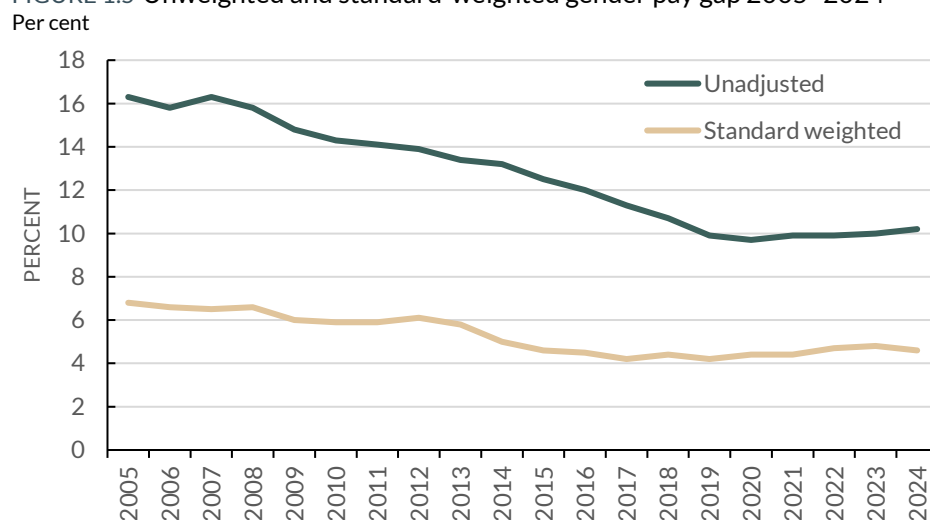
The outcomes in recent years show that the clear narrowing of the pay gap seen since 2007 has stalled (see Figure 1.5). Overall, the pay gap has changed only marginally since 2019. The subsequent years have been characterised by a turbulent situation in the labour market, with the pandemic and its aftermath leading to changes in the composition of some parts of the labour market. It is difficult to estimate what role these have played in the stagnating decrease in the pay gap.

Figure 1.5 shows the development of the unweighted and standard-weighted pay gap from 2005 to 2024 in the economy as a whole. During this period, women's average wage rose by SEK 17,200 or 75.4 per cent, representing an average annual increase of 4.0 per cent. During this period, men's average wage rose by SEK 17,400 or 64.2 per cent, representing an average annual increase of 3.4 per cent.⁶

The unexplained pay gap after standard weighting (i.e. after adjusting for differences in occupation, sector, education, age and whether the person works part-time) amounted to 4.6 per cent in 2024. Although changes have been small in recent years, the unexplained pay gap after standard weighting has been decreasing over a longer period of time. Between 2005 and 2024, the decrease was 2.2 percentage points.

⁶ The population for the wage structure statistics was adjusted on two occasions during this period. In 2014, it was expanded to include persons aged 64–66, and in 2023 it was expanded to include persons aged 66–68. The changes were made to adapt the survey conducted for the statistics to changes in retirement age. Controls show that the estimate of the pay gap for the economy as a whole is not affected by the changes, but that the pay gap increased slightly in the public sector when the age groups in question were added.

FIGURE 1.5 Unweighted and standard-weighted gender pay gap 2005–2024

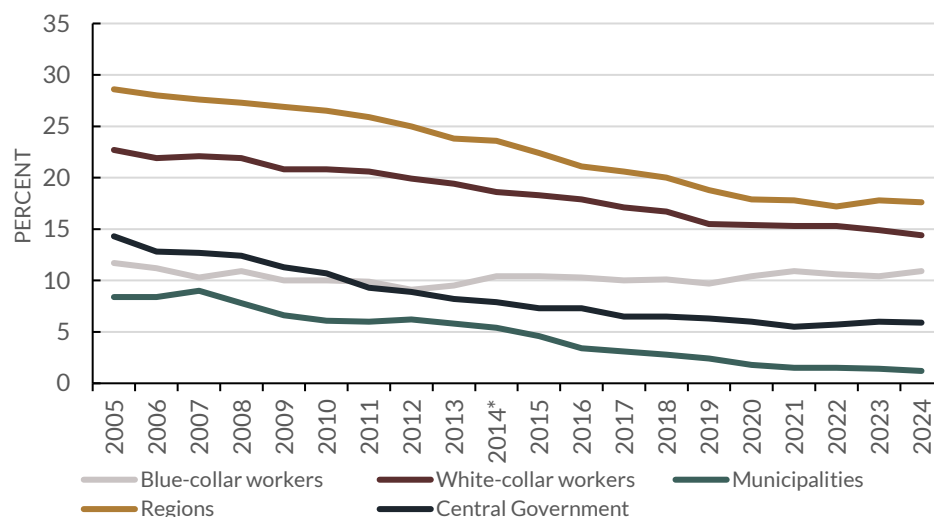


Source: Swedish National Mediation Office and Statistics Sweden

Figure 1.6 shows the development of the unweighted pay gap from 2005 to 2024 by sector. Although the pay gap in the economy as a whole increased by 0.2 percentage points between 2023 and 2024, it decreased among white-collar workers in the private sector. In the public sector, the unweighted pay gap continued to decrease slightly among employees in the municipalities, regions and central government.

Over the period as a whole, 2005 to 2024, the change was greatest in the regions, where women's wages narrowed the gap with men's wages by 11 percentage points. The next largest decrease was among central government employees, where the pay gap decreased by 8.4 percentage points.

FIGURE 1.6 Unweighted gender pay gap 2005–2024, by sector



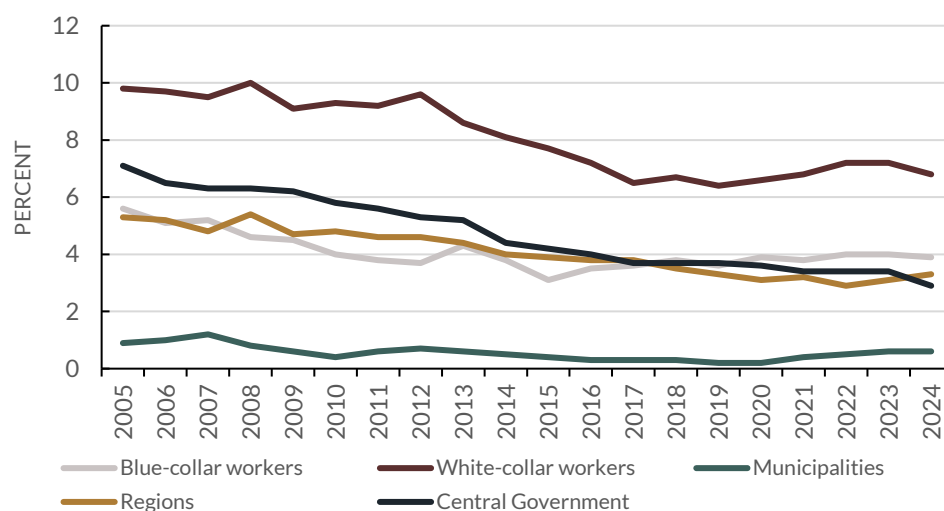
* Not comparable with years before 2014 due to changed classification of personnel category.
Source: Swedish National Mediation Office and Statistics Sweden

Figure 1.7 shows the percentage gender pay gap after standard weighting over the period 2005–2024. Broken down by sector, the change over the period was greatest among

central government employees, where the unexplained pay gap decreased by 4.2 percentage points.⁷

However, it is important to remember that comparisons of how the pay gap has changed over time, particularly from one year to the next, must be made with great caution. In addition to the effects of factors such as changes in the sample of private sector companies included in the wage structure statistics and revisions to control variables, the calculated pay gap may be affected by the design of collective agreements and whether the contractual wage increases have been paid out by the time of measurement. The change in the composition of the labour force is another factor that may affect the development of the pay gap over time.⁸

FIGURE 1.7 Standard-weighted gender pay gap 2005–2024, by sector



* Not comparable with years before 2014 due to changed classification of personnel category.
Source: Swedish National Mediation Office and Statistics Sweden

1.6.1 Reduced gender segregation

The labour market is gender segregated in that women and men largely work in different occupations with different wage levels. One explanation for the narrowing of the pay gap may be that this segregation is decreasing. **Figure 1.8** illustrates the change from 2014 to 2024. The figure plots the proportion of women for each occupation and year, with the x-axis indicating the proportion of women in 2014 and the y-axis the proportion of women in 2024. The figure includes a guide line at a 45-degree angle. It can be used to determine whether the proportion of women increased or decreased between the two years. A circle on the line indicates that the proportion is unchanged. Above the guide line, the proportion of women increased between 2014 and 2024, while below the line it decreased. The gender composition of the occupations is indicated with different colours. Occupations in red have more than 60 per cent women, occupations in blue have more than 60 per cent men, and occupations in yellow have a gender-balanced distribution. The size of the circles represents the number of employees in the occupation.

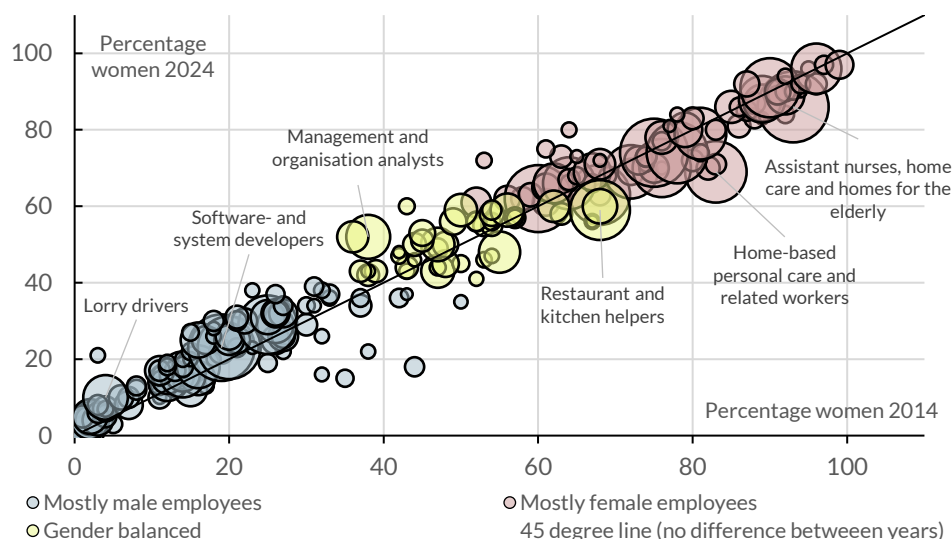
The figure shows that the proportion of women has increased in male-dominated occupations and decreased in female-dominated occupations. In other words, occupational segregation has decreased. The proportion of women increased in 78 out of 99 (79 percent) of male-dominated occupations and decreased in 46 out of 75 (61 per

⁷ The social partners may report different pay gap levels. This may be because they study different samples or have more detailed information.

⁸ For an in-depth discussion, see section 2.2 of 'Vad säger den officiella lönestatistiken om löneskillnaden mellan kvinnor och män 2009?' [What do the official wage statistics say about the gender pay gap 2009?] (National Mediation Office, 2010).

cent) of female-dominated occupations. The proportion of women also increased in 26 out of 41 (64 per cent) of gender-balanced occupations. As male-dominated occupations often have a higher wage level, the higher proportion of women in these is one of the explanations for the narrowing of the unweighted gender pay gap. In the public sector as a whole, the gap increased by 0.1 percentage points compared with 2023. However, the gap decreased slightly within each part, i.e. within the municipalities, regions and central government.

FIGURE 1.8 Proportion of women in 2014 and 2024 for each occupation and number of employees in the occupation in 2024, by gender composition

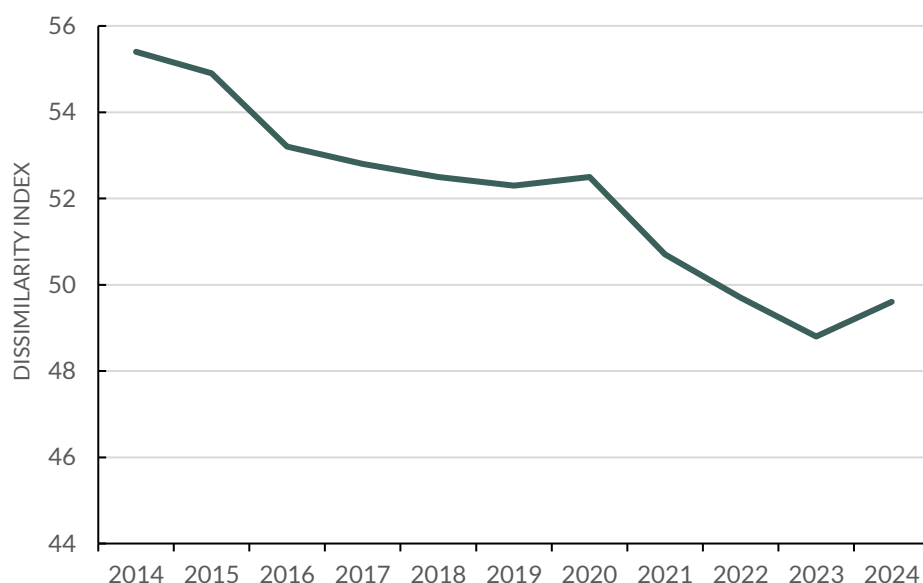


Note: Only includes occupations with more than 3,000 employees.
Source: Swedish National Mediation Office

To analyse the change in occupational segregation over time, **Figure 1.9** shows the change in the dissimilarity index between 2014 and 2024. In 2014, the value of this index was 55.4. This should be understood as the proportion of women or men who need to change occupations in order for the distribution within the occupation to reflect the distribution of all employees.

The latest results for 2024 show an increase in occupational segregation, with the index value rising from 48.8 to 49.6. Over the 2014 to 2024 period as a whole, the index value has decreased, from 55.4 to 49.6.

FIGURE 1.9 Dissimilarity index of occupational segregation, change 2014 to 2024, economy as a whole

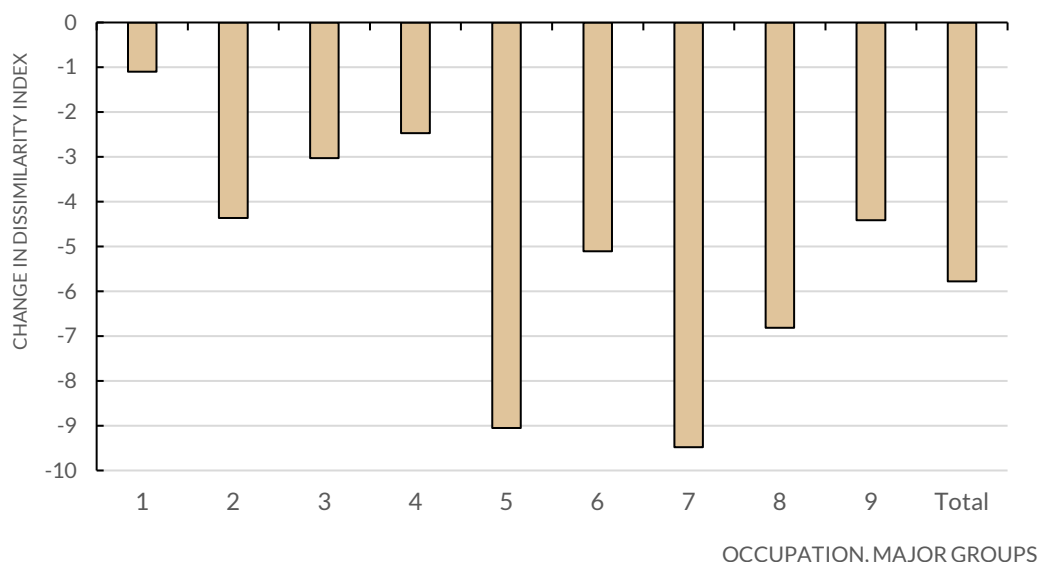


Source: Swedish National Mediation Office

For a more detailed analysis, it is possible to show developments by occupational field. It should be noted that the results should be interpreted with caution, as the measure only reflects the difference between the gender distribution at the occupational level and the distribution at the overall level at any given time.

Figure 1.10 shows that occupational segregation has decreased in all occupational fields, although the size of this varies. The largest decreases were in occupational field 7: *Craft and related trades workers* and occupational field 5: *Service and sales workers*.

FIGURE 1.10 Dissimilarity index of occupational segregation, by occupational field, change 2014 to 2024, economy as a whole



Note: Occupational major groups 1: Managers. 2: Professionals. 3: Technicians and associate professionals. 4: Clerical support workers. 5: Service and sales workers. 6: Skilled agricultural, forestry and fishery workers. 7: Craft and related trades workers. 8: Plant and machine operators and assemblers. 9: Elementary occupations.

Source: Swedish National Mediation Office

In occupational field 1: *Managers*, the decrease was 1.1 percentage points. It is in this group of occupations that the reduction in gender segregation has been slowest over the period.

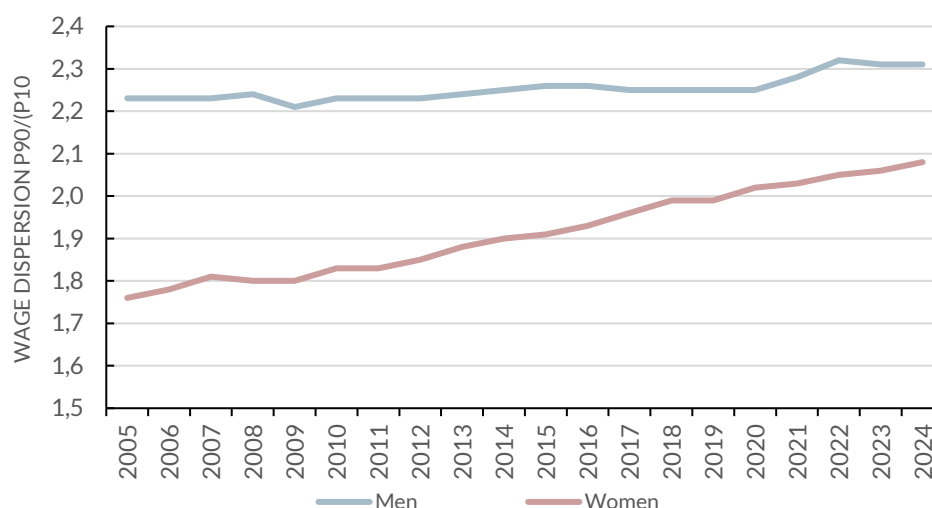
The National Mediation Office has previously shown that the proportion of women in higher-paid occupational groups has increased over time.⁹ For example, there is a clear trend towards more women in managerial occupations. In the economy as a whole, women in managerial occupations has increased from 32.9 per cent in 2008 to 41.9 per cent in 2024, an increase of 9 percentage points. This is reflected in the increasing wage dispersion among women.

During the period 2005 to 2024, the wage dispersion has increased more among women than among men, as shown in **Figure 1.11**. Wage dispersion is calculated by dividing the wage at the 90th percentile by the wage at the 10th percentile.¹⁰ A ratio of two means that the top ten per cent with the highest wage earn at least twice as much as the ten per cent with the lowest wage.

The larger increase in wage dispersion among women over the period can be explained in part by the increase in the proportion of women in the higher wage levels.

The results for 2024 showed an unchanged wage dispersion among men, while women's wage dispersion increased slightly. This means that the difference between women's and men's wage dispersion decreased slightly after first increasing in 2021 and 2022.

FIGURE 1.11 Wage dispersion for women and men 2005–2024
Percentile ratio P90/P10



Source: Swedish National Mediation Office

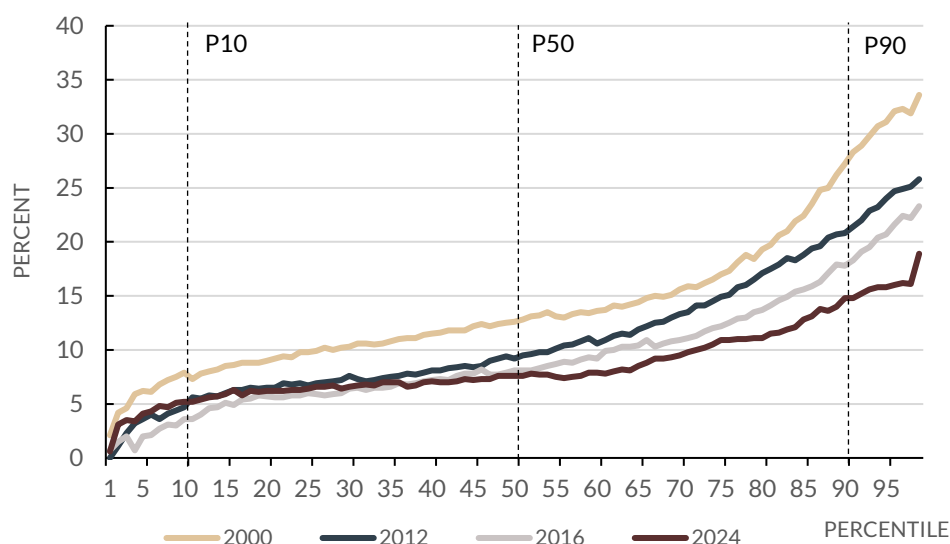
1.6.2 Decreased difference between women's and men's wage distributions

Figure 1.12 illustrates the difference between women's and men's wage distributions for 2000, 2012, 2016 and 2024. The figure shows the pay gap, in percent, between men and women for each percentile. The pay gap increases in the distribution, i.e. the higher the wage, the greater the average pay gap between the sexes.

FIGURE 1.12 Pay gap by percentile for 2000, 2012, 2016 and 2024
Per cent

⁹ See the in-depth section in *The gender pay gap 2021*.

¹⁰ The 10th percentile is the wage at which 10 per cent of workers have a lower wage and 90 per cent have a higher wage. The 90th percentile is the wage at which 90 per cent of workers have a lower wage and 10 per cent have a higher wage.



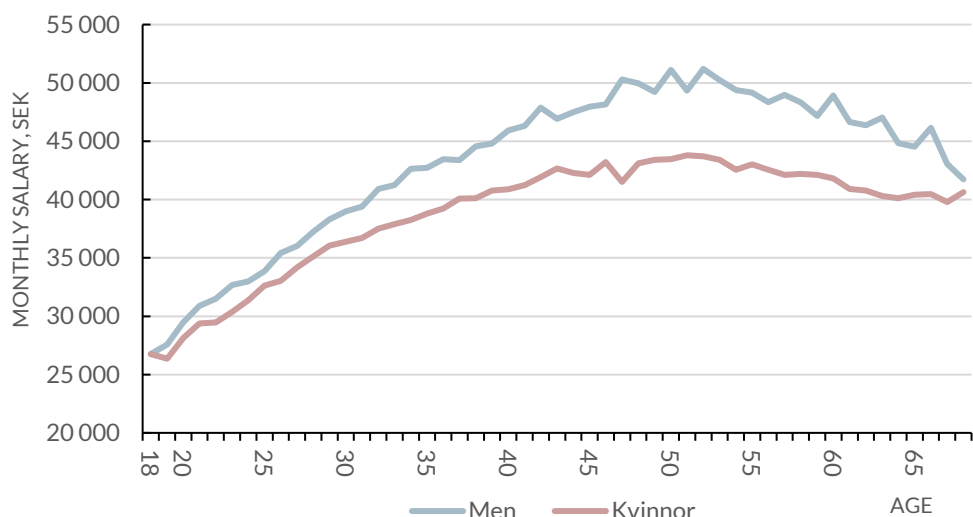
Source: Swedish National Mediation Office

The pay gaps decrease from year to year in almost all percentiles. The decrease is greatest in the higher wage levels. This can be explained by factors such as the increased proportion of women in managerial occupations. The difference between men's and women's median wages, i.e. the 50th percentile, was 7.6 per cent in 2024. Since 2000, this difference has decreased by 5 percentage points. In the 90th percentile, the pay gap was 14.8 per cent, representing a decrease of 12.4 percentage points since 2000. The corresponding decrease for the 95th percentile was 15.3 percentage points.

1.7 Women's wage growth plateaus earlier than men's

This section analyses the gender pay gap at different ages. **Figure 1.13** presents the average wage in 2024 for men and women by age. As illustrated in the figure, there is no difference in wage level for women and men at the age of 18. For them, the average wage for both sexes is just below SEK 27,000. Thereafter the wage profile differs between the sexes. Not only do men have steeper wage growth than women, but women's wage growth also plateaus earlier than men's. For women, it plateaus at the age of 40. For men, the average wage increases up until the age of 50 and then declines. The decline in the average wage level is not due to wage reductions but is instead explained by changes in the composition of individuals in terms of occupation, sector and industry.

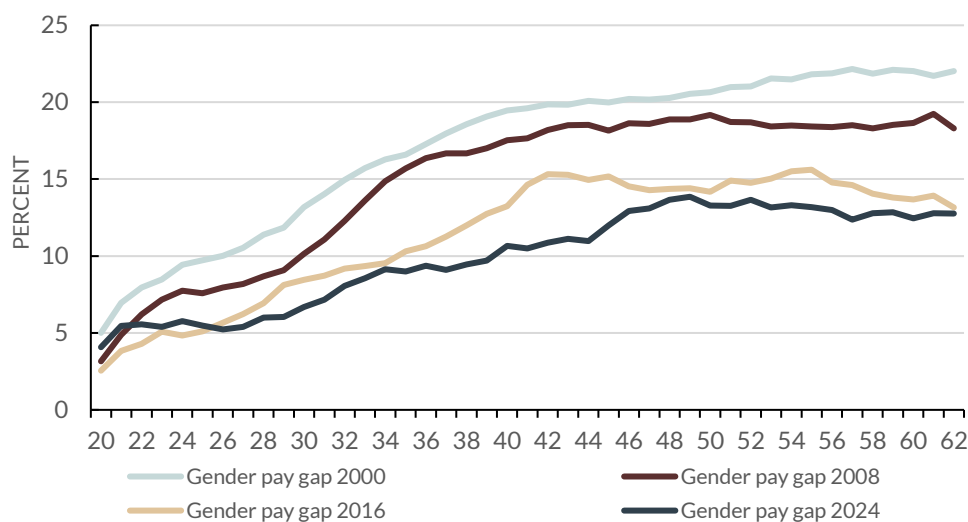
FIGURE 1.13 Average wage in 2024 for women and men by age
SEK



Source: Swedish National Mediation Office

Figure 1.14 illustrates the gender pay gap in per cent by age, calculated for 2000, 2008, 2016 and 2024. As shown in the figure, the pay gap has decreased over time for most ages. This is illustrated by the downward shift of the curve. The exception is the age range 18 to 26, where the pay gap in 2024 was slightly higher than the pay gap in both 2008 and 2016.

FIGURE 1.14 Gender pay gap, by age for 2000, 2008, 2016 and 2024, per cent, 5-year moving averages



Source: Swedish National Mediation Office



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