

Sweden's Mandatory Annual Pay Equity Survey (Lönekartläggning)

Gender Equality · Good practice · Sweden

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

Sweden's Discrimination Act requires employers with 10+ staff to conduct an annual pay equity survey (lönekartläggning) and close identified gaps within three years; Sweden's gender pay gap (11.2%) is below the EU average (12.7%), sustained by 30 years of mandatory pay auditing.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[Diskrimineringsombudsmannen \(Equality Ombudsman — DO\)](#) — accessed 2026-06-21

[Diskrimineringsombudsmannen \(DO\) – officiell webbplats](#) — accessed 2026-06-21

[EIGE – Gender Equality Index Sweden 2024](#) — accessed 2026-06-21

[Sysarb – Sweden Gender Pay Transparency Obligations](#) — accessed 2026-06-21

Cite this — Evidoria. Sweden's Mandatory Annual Pay Equity Survey (Lönekartläggning). Persistent ID: 4363696b-7457-4f92-a480-86085f9c2e35.