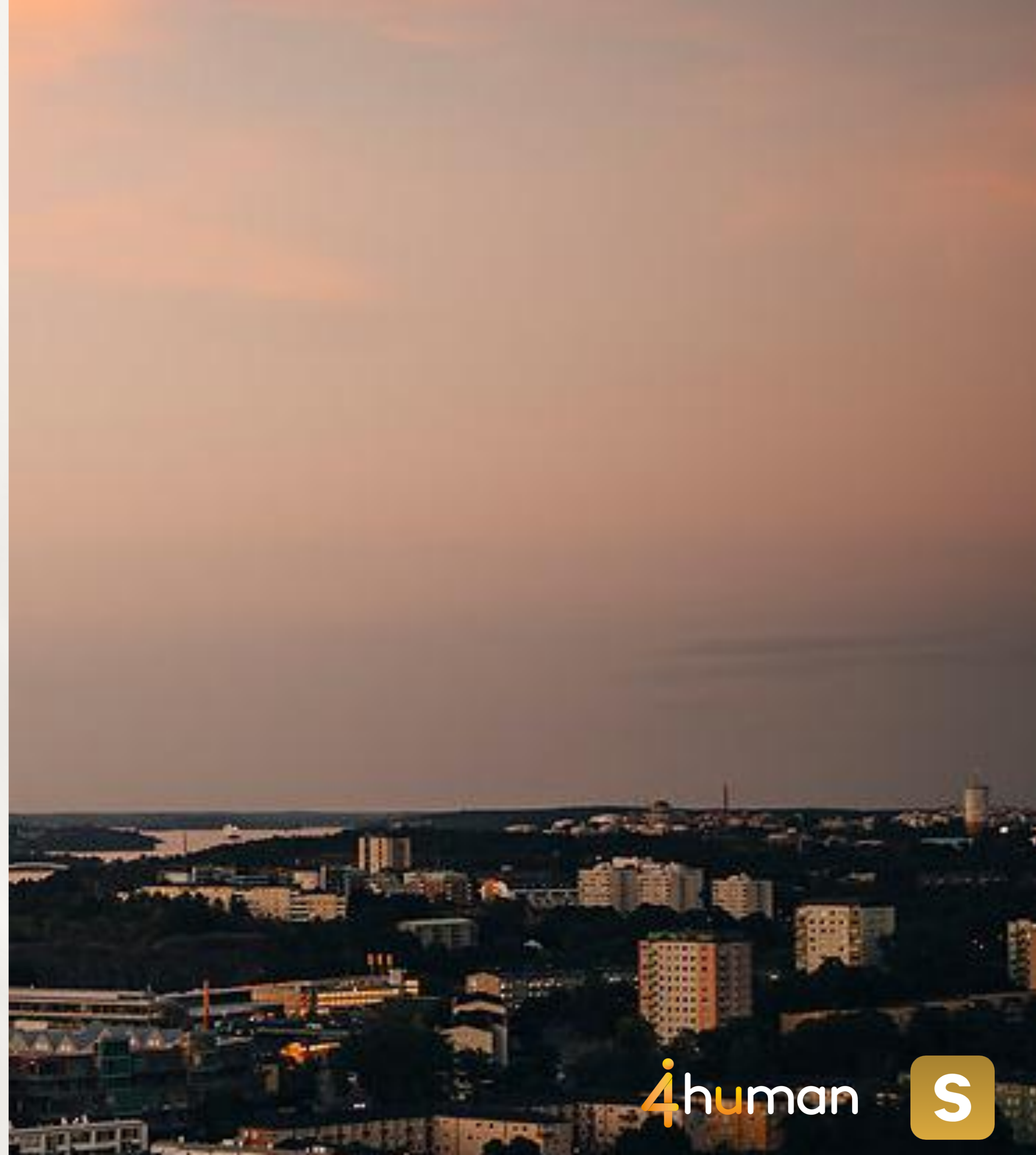


# Lønnstransparens i praksis

April 2026

4human





Pål Kristian Eggen

Co Founder and Salesdirector  
4human



Daniel Edenhalm

Founding Partner  
Sysarb



# Pioneering Pay Transparency since 2005

Danske Bank



V O L V O

Klarna

VISMA

Carlsberg



TOYOTA

Wolt

voi.

Pfizer



GREENPEACE

Norsk Tipping

Ruter#

bāma

COMPASS  
GROUP

# Agenda

01

MIA-modellen

02

EU-direktivet | Insyn

03

Struktur i lönesättning

04

Sysarbs lösning

05

Integration 4human



S

**M**

**MARKNAD**

## MARKNAD

Löneläget & kompetensförsörjning

**I**

**INDIVID**

## INDIVID

Måluppfyllelse, resultat och prestation

**A**

**ARBETE**

## ARBETE

Svårighetsgrad, ansvarsnivå, kompetenskrav  
och komplexitet

**S**

# EU Pay Transparency Directive (2023/970)

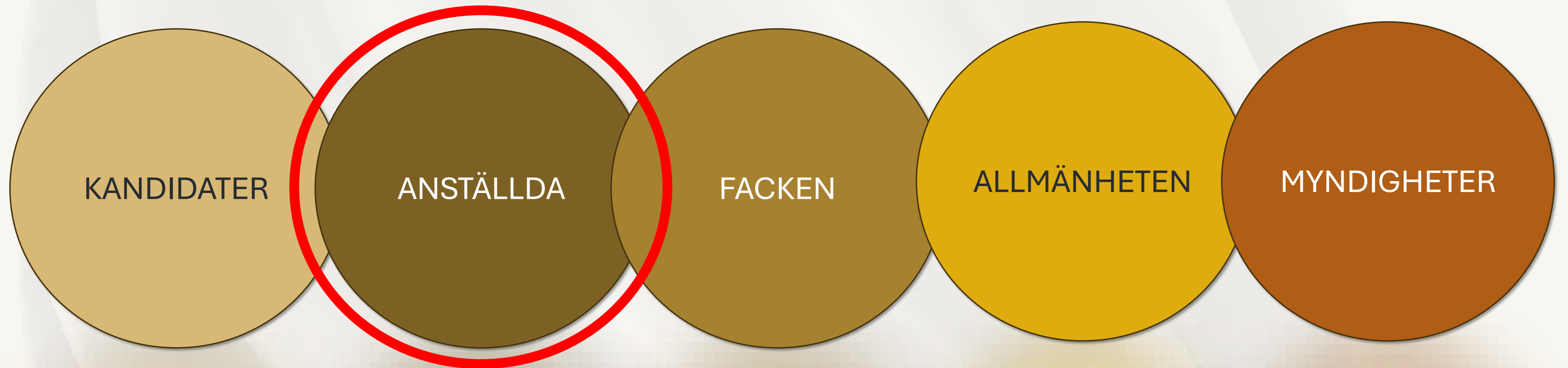
*"Equal work deserves equal pay. And for equal pay, you need transparency."*

Ursula von der Leyen,

Insyn | Lönekartläggning | Lönerapportering



# INSYN I LÖNESÄTTNING GÄLLER FÖR:



# Insyn för medarbetare:

## Arbete som butikssäljare

	Kvinnor	Män
Din lön:	29 000 kr	
Lika arbete:	30 000 kr	31 000 kr
Likvärdigt arbete:	32 000 kr	33 000 kr



**M**

**MARKNAD**

## MARKNAD

Löneläget & kompetensförsörjning

**I**

**INDIVID**

## INDIVID

Måluppfyllelse, resultat och prestation

**A**

**ARBETE**

## ARBETE

Svårighetsgrad, ansvarsnivå, kompetenskrav  
och komplexitet

LÖNESPANN  
LEDNINGSFRÅGA (HR)

LÖNEKRITERIER  
CHEFSFRÅGA

JOBBARHITEKTUR  
LEDNINGSFRÅGA (HR)

**S**

**M**

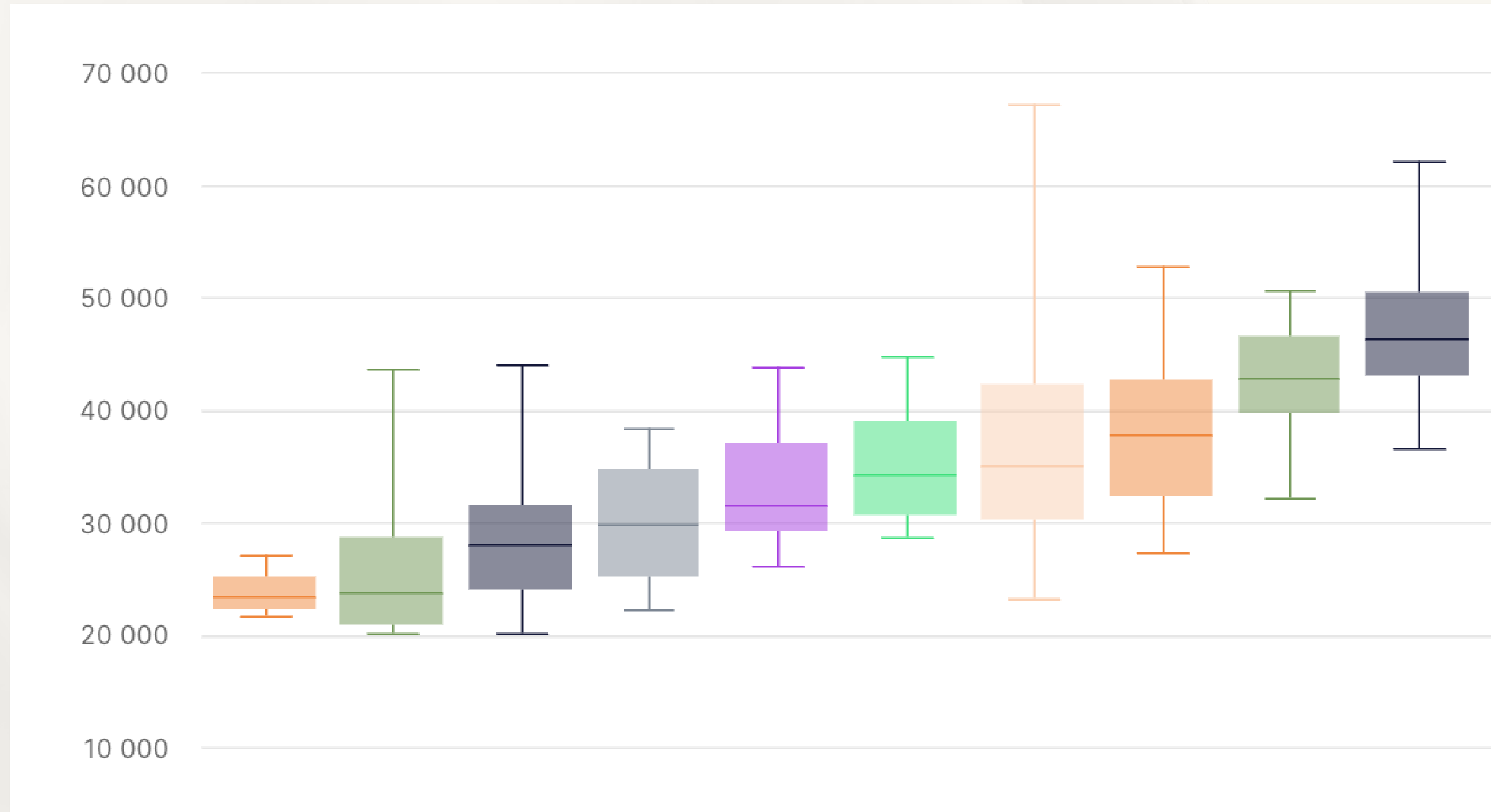
**MARKNAD**

**I**

**INDIVID**

**A**

**ARBETE**



**M**

MARKNAD

LEDNINGSFRÅGA (HR)

ARBETSGIVAREN: VI-BUDSKAP

**I**

INDIVID

CHEFSFRÅGA

CHEFEN JAG-BUDSKAP

**A**

ARBETE

LEDNINGSFRÅGA (HR)

ARBETSGIVAREN: VI-BUDSKAP

**S**

# The Sysarb Way to Pay Transparency

At Sysarb, we make our customers champions of Pay Transparency. Our platform is filled with customers love, packaged in a way that will make you succeed, following your journey.

## Start with your Structure

Start by setting the right foundation for your pay transparency framework.

- ✓ Import data with integration
- ✓ Build or view a job architecture
- ✓ Explore your unadjusted pay gap

## Analyze and report

Analyze and improve your pay gaps and automate compliance reporting.

- ✓ Import data with integration
- ✓ Simplify pay gap mitigation
- ✓ Automate compliance reporting

## Involve other stakeholders

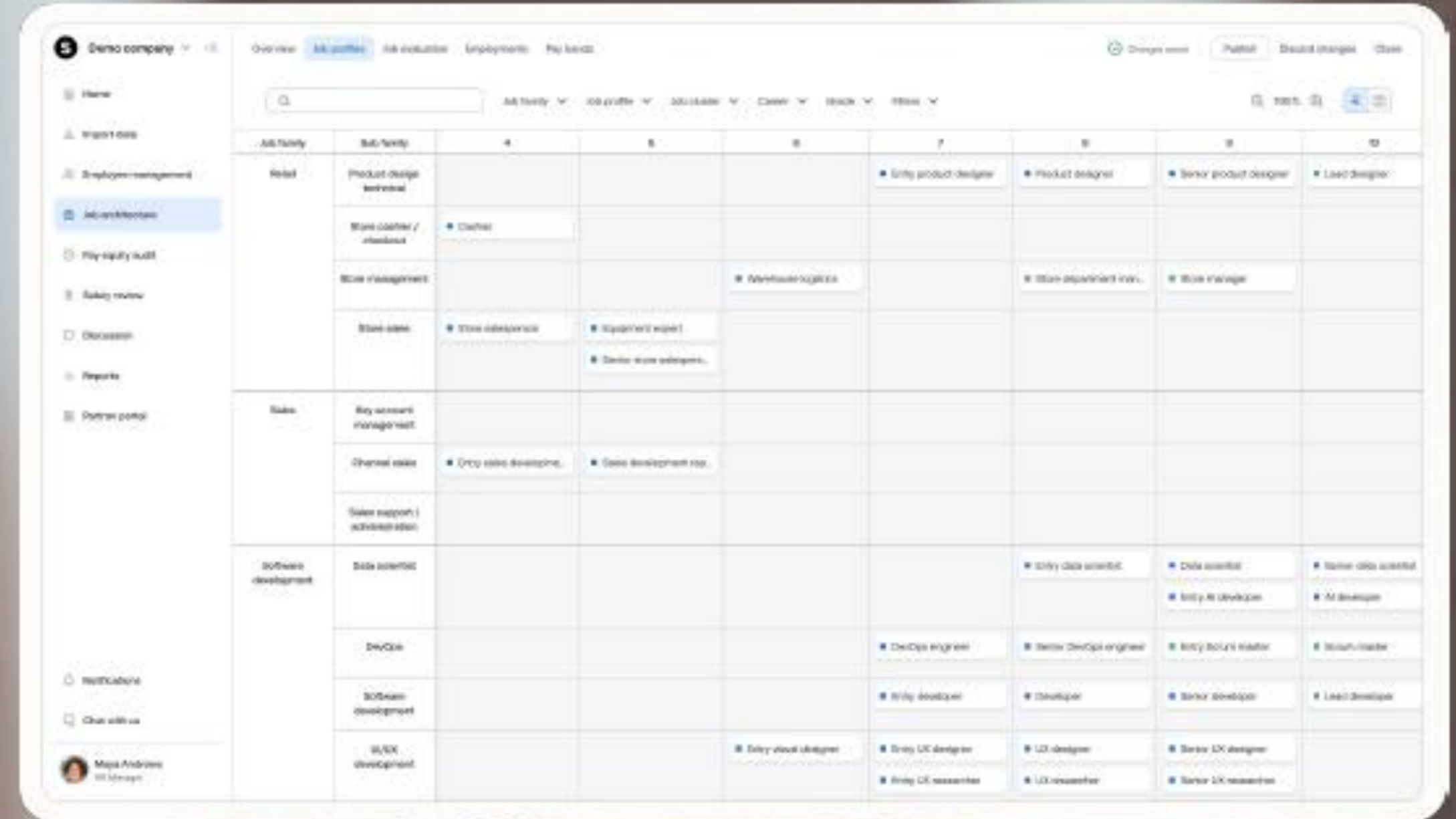
Involve the organization and share pay data with managers, employees and recruiters.

- ✓ Activate easy SSO-login
- ✓ Invite managers and employees
- ✓ Share relevant pay data

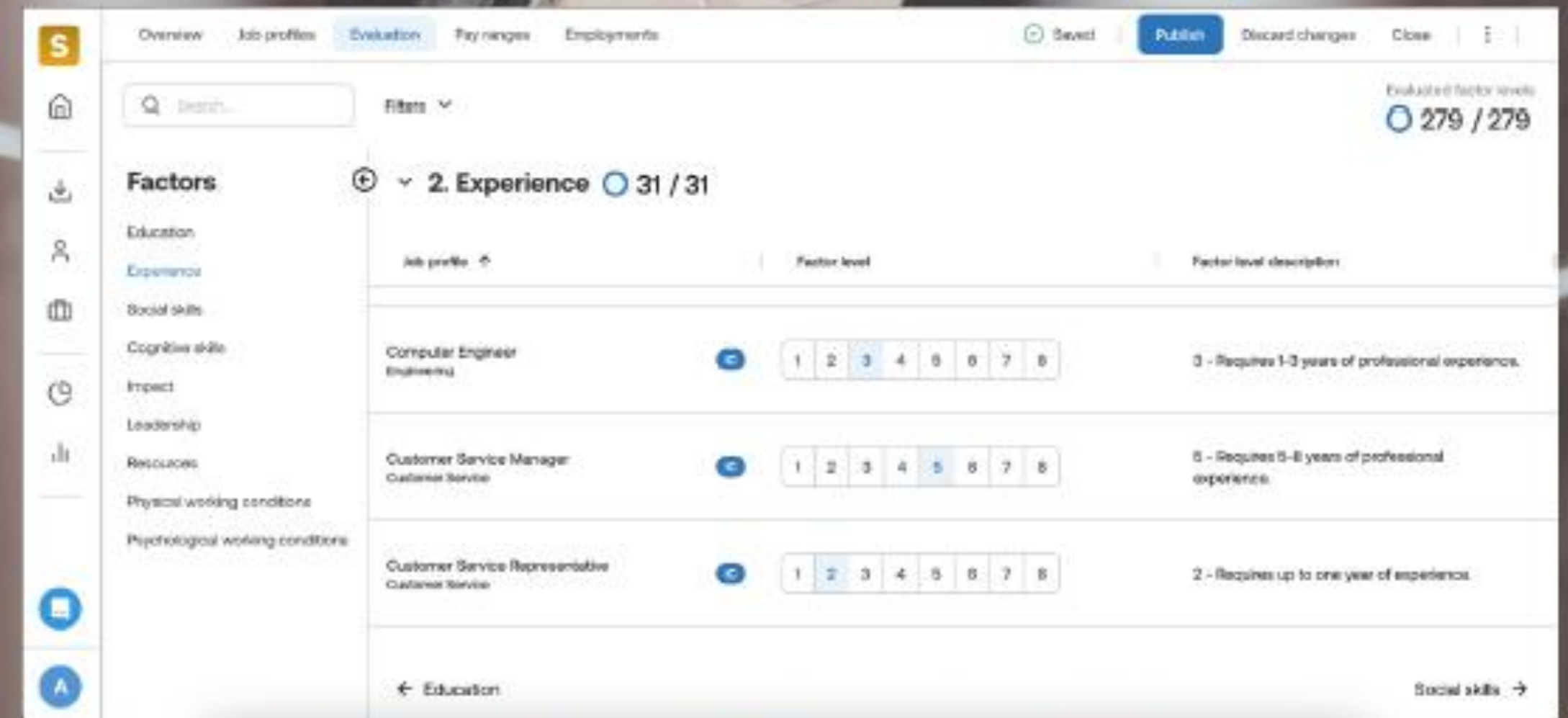
The Sysarb Way to Pay Transparency

## ■ Build the structure

- What roles do we have?
- What job families do we have?
- Evaluate the complexity of all roles
- Visualize career paths
- Create pay ranges
- Create job descriptions
- Clarify your pay philosophy



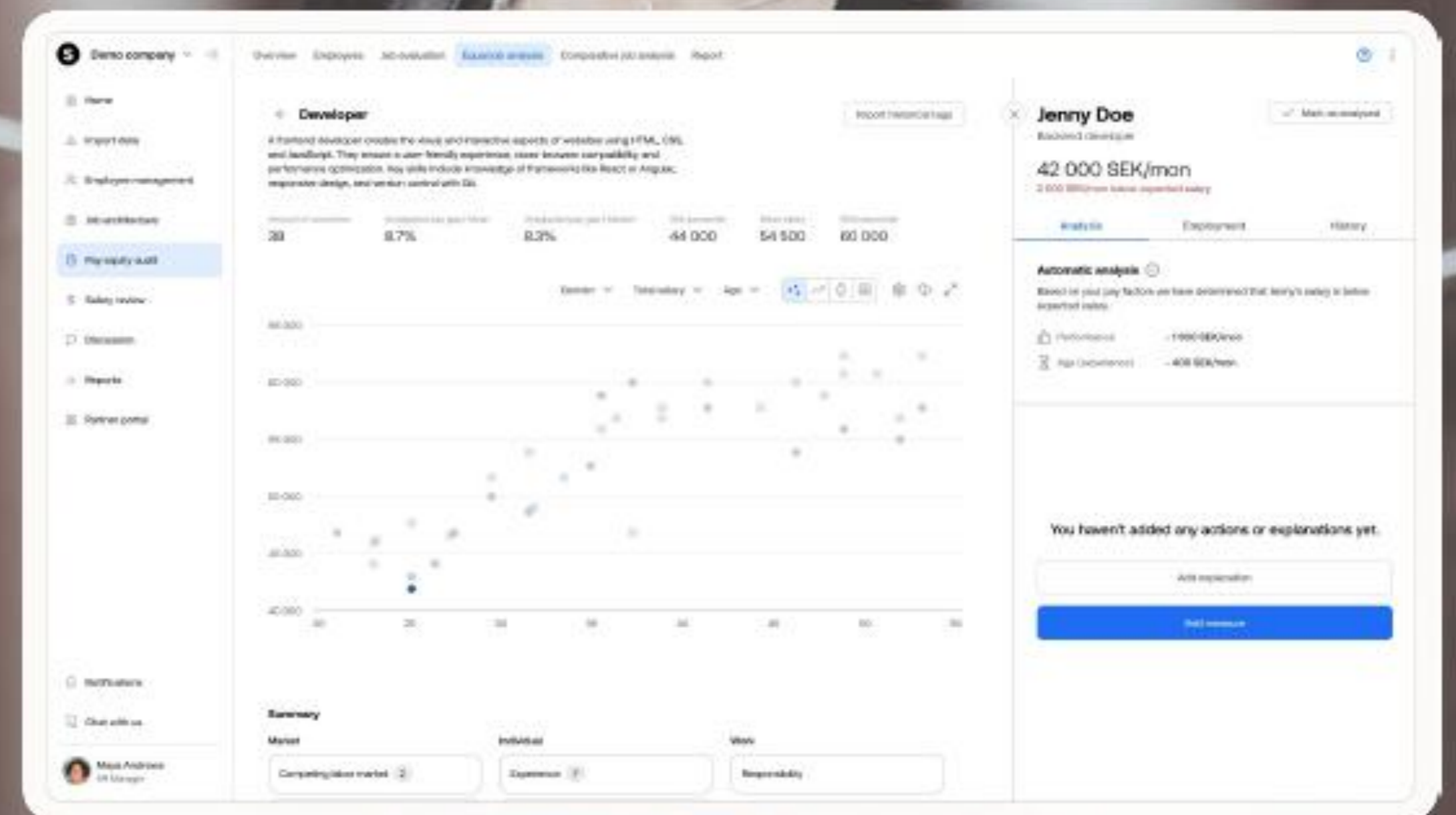
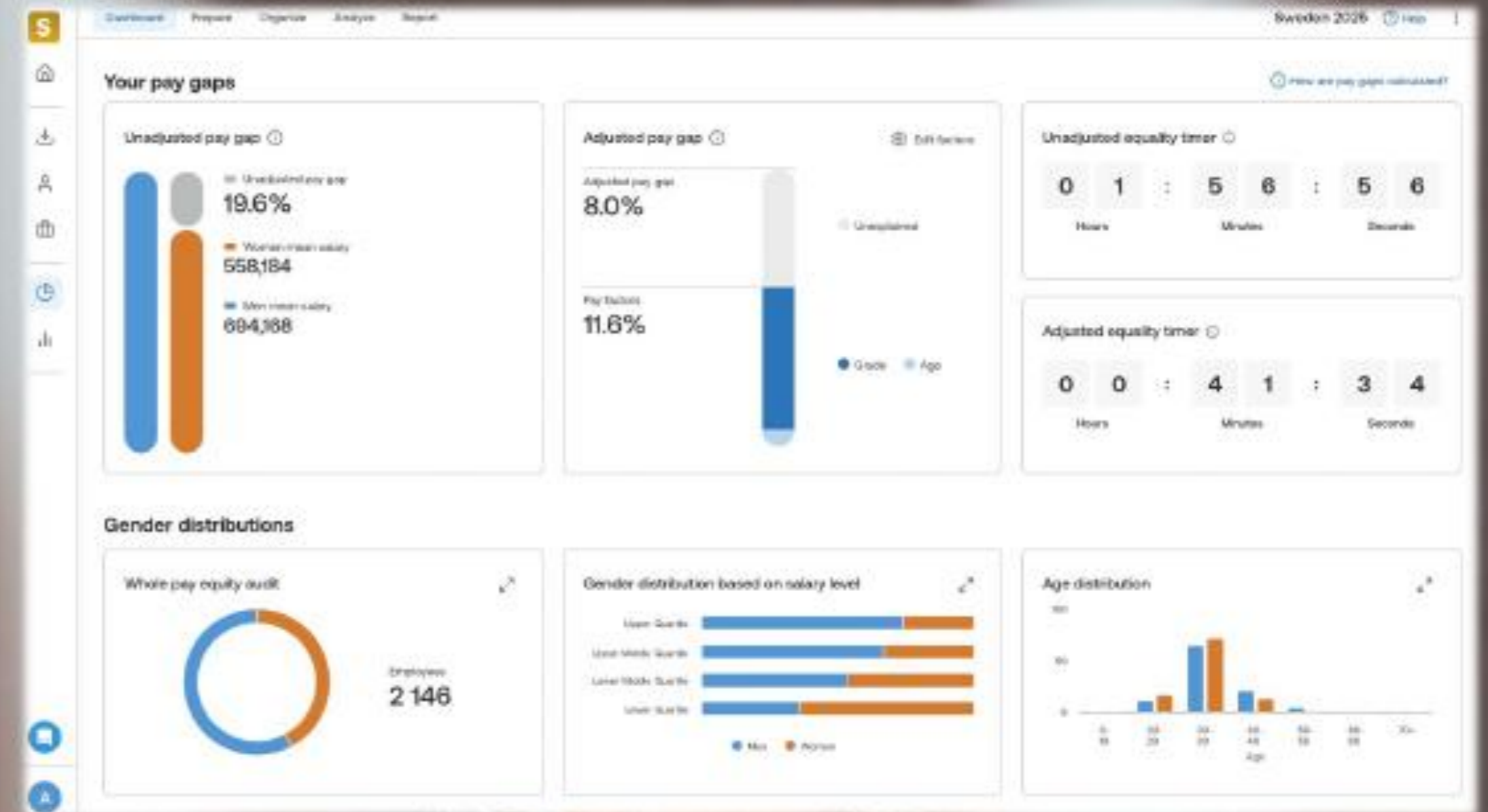
Job family	Job profile	4	5	6	7	8	9	10	
Sales	Product design specialist					Entry product designer	Product designer	Senior product designer	Lead designer
	Sales coach / advisor	Coach							
	Sales management			Advanced sales			Senior specialist sales	Sales manager	
Sales support / administration	Sales admin	Sales administrator	Equipment expert						
			Senior sales admin						
Software development	Software development						Entry data analyst	Data analyst	Senior data analyst
								Entry AI developer	AI developer
									AI developer
UX development	UX design					Design engineer	Senior Design engineer	Entry UX master	UX master



Job profile	Factor level	Factor level description
Computer Engineer Engineering	3	3 - Requires 1-3 years of professional experience.
Customer Service Manager Customer Service	5	5 - Requires 5-8 years of professional experience.
Customer Service Representative Customer Service	2	2 - Requires up to one year of experience.

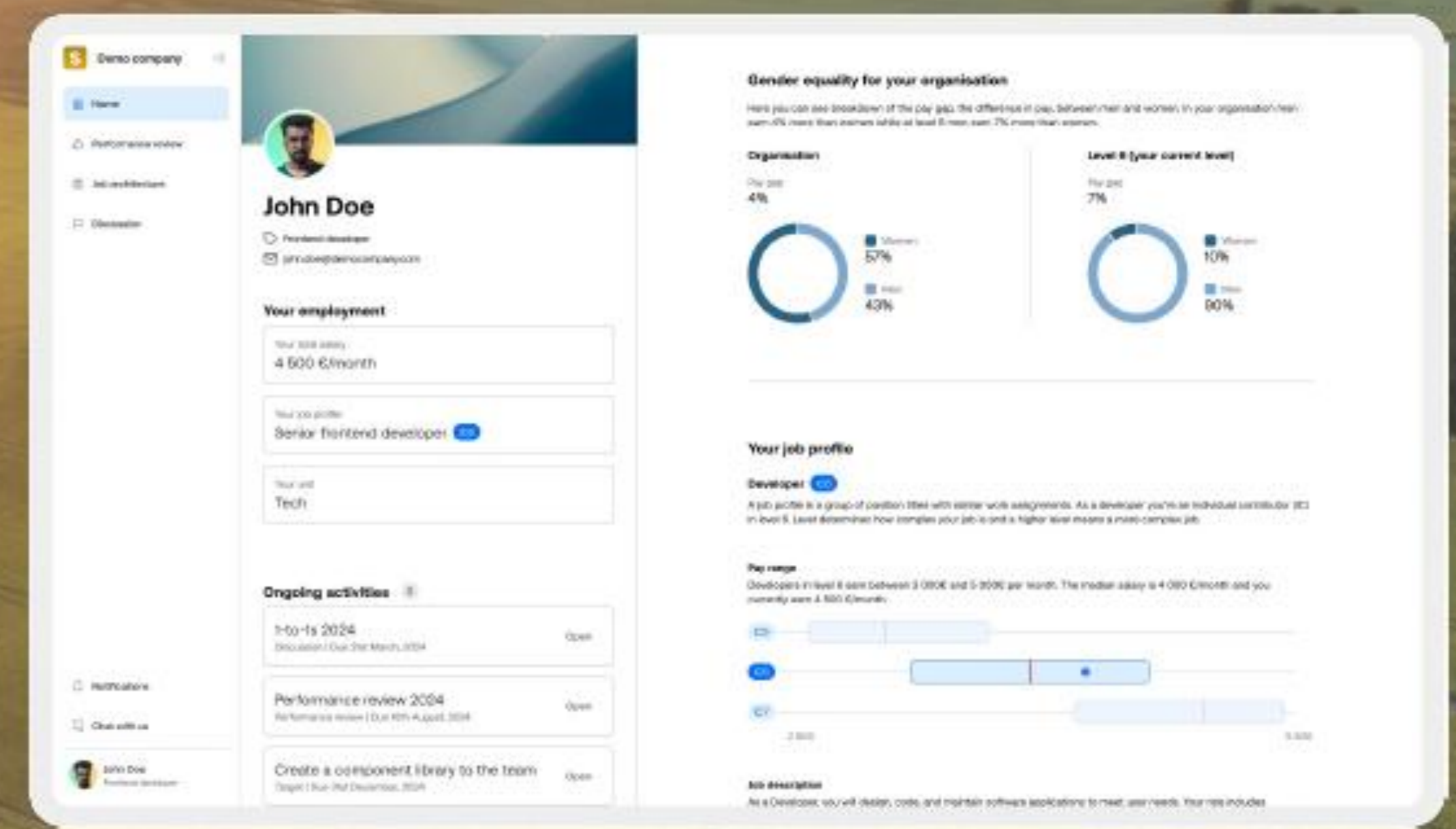
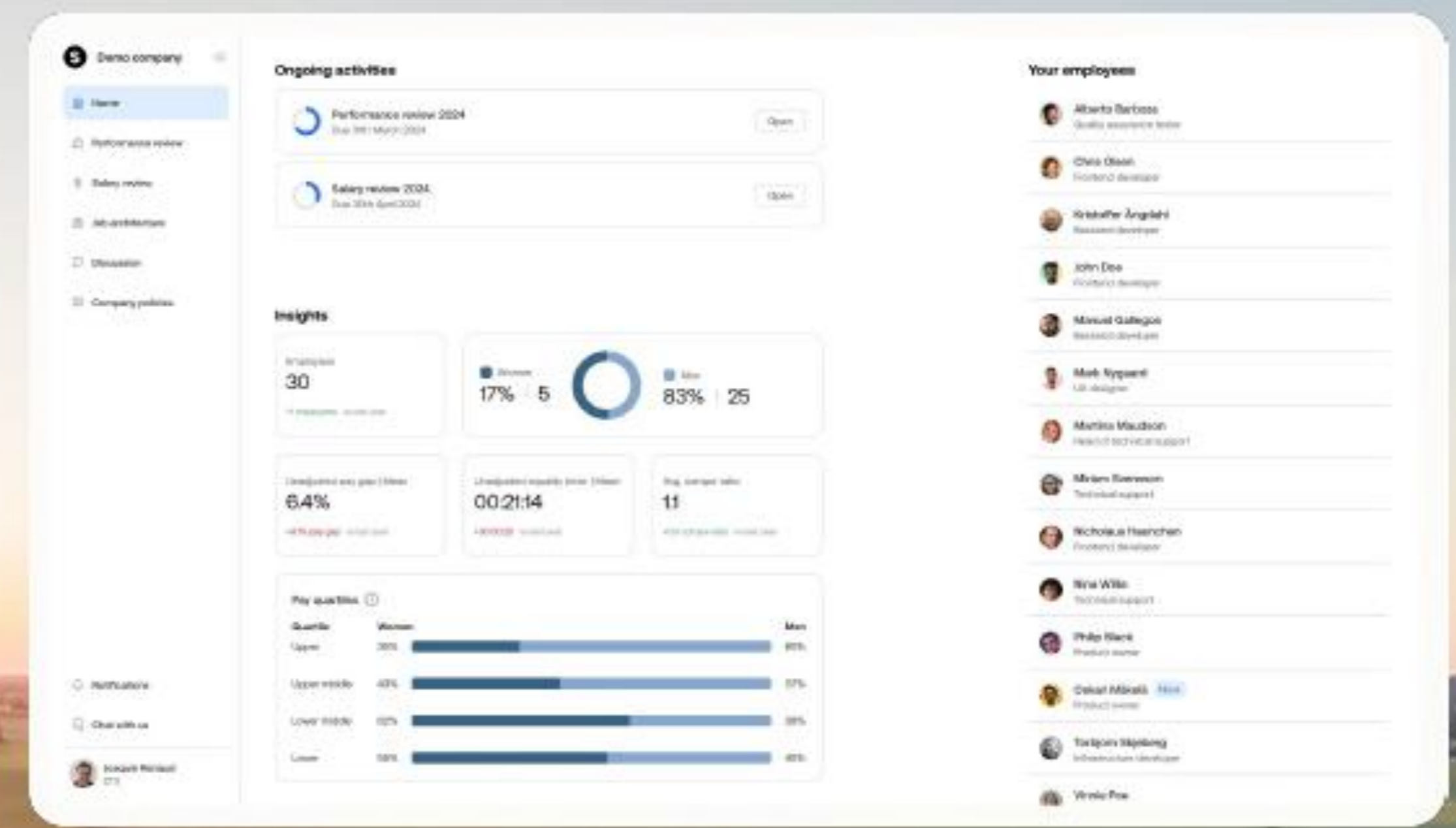
## ■ Analyze the Data

- Make a statistic analysis of you pay gap with regression analysis
- Identify your unexplained pay gap
- Explain your outliers
- Change all unexplained salaries
- Report on pay gaps to government



# Communicate

- Job descriptions
- Career paths
- Job grading
- Pay gaps in your teams & the company
- Pay ranges
- Employees total compensation compared to peers



# To do:

## HR:

- Skapa arbetsvärdering som kan kommuniceras = jobbkitektur
- Fastställ önskvärda lönespann
- Beskriv individuell lönesättning
- Bestäm nivå av insyn (!)
- Presentera lönemodellen + nya regler om insyn på samma sätt för alla (ppt-material, film, intranät, personalmöte)

## Chef:

- Beskriv lönemodellen (vi-budskap)
- Presentera medarbetarens lön i relation till kollegor (jag-budskap)



# Tett integrasjon mellom 4human og Sysarb



# Tillit fra ledende merkevarer i Norge

*Krogh Optikk*

  
widerøe

**SECTOR  
ALARM•)))**

**EKORNES®**

**postnord**

*bāma*

**FUS**  
barnehagene

 *Color Line*

  
Norsk Tipping

  
HENNIG  
OLSEN  
ETB.1924

 **COMPASS**  
GROUP

**Ruter#**

 **Kaffebrenneriet**  
STEDET FOR GOD KAFFE

 **BRØDRENE DAHL**

**Franzefoss** |||

# Et utvalg av norske kunder som har begynt med Pay Transparency

***bãma***



Norsk Tipping

**Ruter#**



# Takk for deltakelsen!

## Mer informasjon?

Ta kontakt med 4human

[salg@4humanhrm.no](mailto:salg@4humanhrm.no)

4human

sysarb