

Measuring gender wage gap: internationally, in Visegrad countries and in Poland

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Defining the problem

- Unequal pay as one of the dimensions of gender discrimination on the labour market:
 - There is no one unified definition of gender wage gap
- Related problems:
 - occupational segregation,
 - economic activity/inactivity, unemployment
 - unpaid domestic work (usually female)

Researching sources and consequences of gender pay gap

SOURCES

Differences in access to paid employment:

- Cultural (gender stereotypes)
- Institutional
 - weak coordination mechanisms,
 - weak welfare policies supporting female employment



CONSEQUENCES

Smaller female economic autonomy

- Limited career options, limited life choices
- Disadvantages for social rights:
 - lower replacement rates for social benefits
 - lower pensions

Correction mechanisms

- “Direct” :
 - institutional mechanisms with regard to wage regulation: horizontal anti-discriminatory measures
 - correction of disadvantageous effects of lower wages on replacement rates in social benefits
- “Indirect”:
 - public policies supporting the development of “female human capital” supporting female access to good quality jobs:
 - » Childcare services, investment in education, quota systems in politics and business
 - awareness and anti-stereotype actions

Gender statistics

- Gender statistics: engaged in *defining the scale and characteristics* of gender pay gap
- International comparisons:
 - issues of methodology, comparability,
 - regional comparisons (Europe, OECD, Visegrad countries)
 - national accounts of gender pay gap: studying the characteristics of particular *groups and situations*
- Researching *trends in evolution* of gender pay gap

UNECE Gender Statistics Quality Framework

1. Relevance:

The degree to which statistics meet the needs of users.

2. Accuracy:

The closeness of statistical estimates to true values

3. Timeliness:

The length of time between data being made available and the event or phenomenon they describe.

4. Punctuality:

time lag between the release date of data and the target date when they should have been released

5. Accessibility:

the physical conditions in which users can obtain data

6. Clarity:

refers to whether data are accompanied by sufficient and appropriate metadata, appropriate data presentation

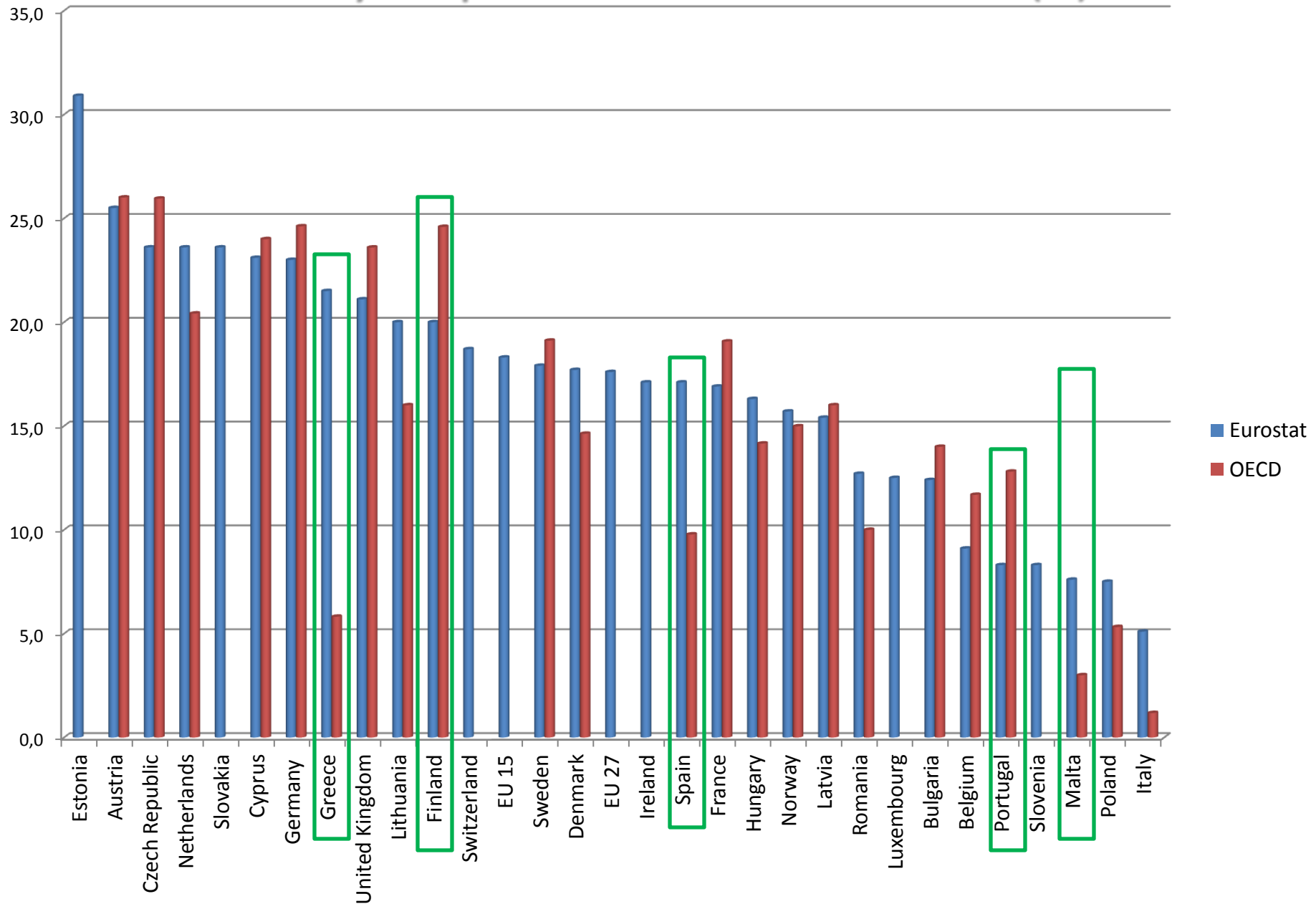
7. Comparability:

- Comparability over time
- Comparability through space

Differences in results produced by international comparisons

- Scope of occupations: Private/public, industrial/rural, goods/services
 - Hourly/monthly/weekly?
 - Full time/part-time?
 - Mean, median or weighted?
 - Gross/net?
 - Data quality: sample size, aggregate or individual microdata, employee-employer matching
- *Possible solutions*: data disaggregation, profiling, more single case studies or regional comparisons, individual level data and more advanced statistical tools (including multivariate analysis) to single out the “pure” discrimination effect

Gender Pay Gap: EUROSTAT vs. OECD (2)



Measuring gender pay gap: EUROSTAT

- NACE European Classification of Economic Activities
- Data: Structure of Earnings Survey (SES), EU SILC (EU-Survey on Income and Living Conditions)
- Change in methodology 2009, persisting problems:
 - SES does not cover firms with the no of employees <10
 - Public sector employees not covered by many Member States (should be included from 2010)
 - BUT many female employees concentrated in smaller firms AND in public sector

Unadjusted gender wage gap

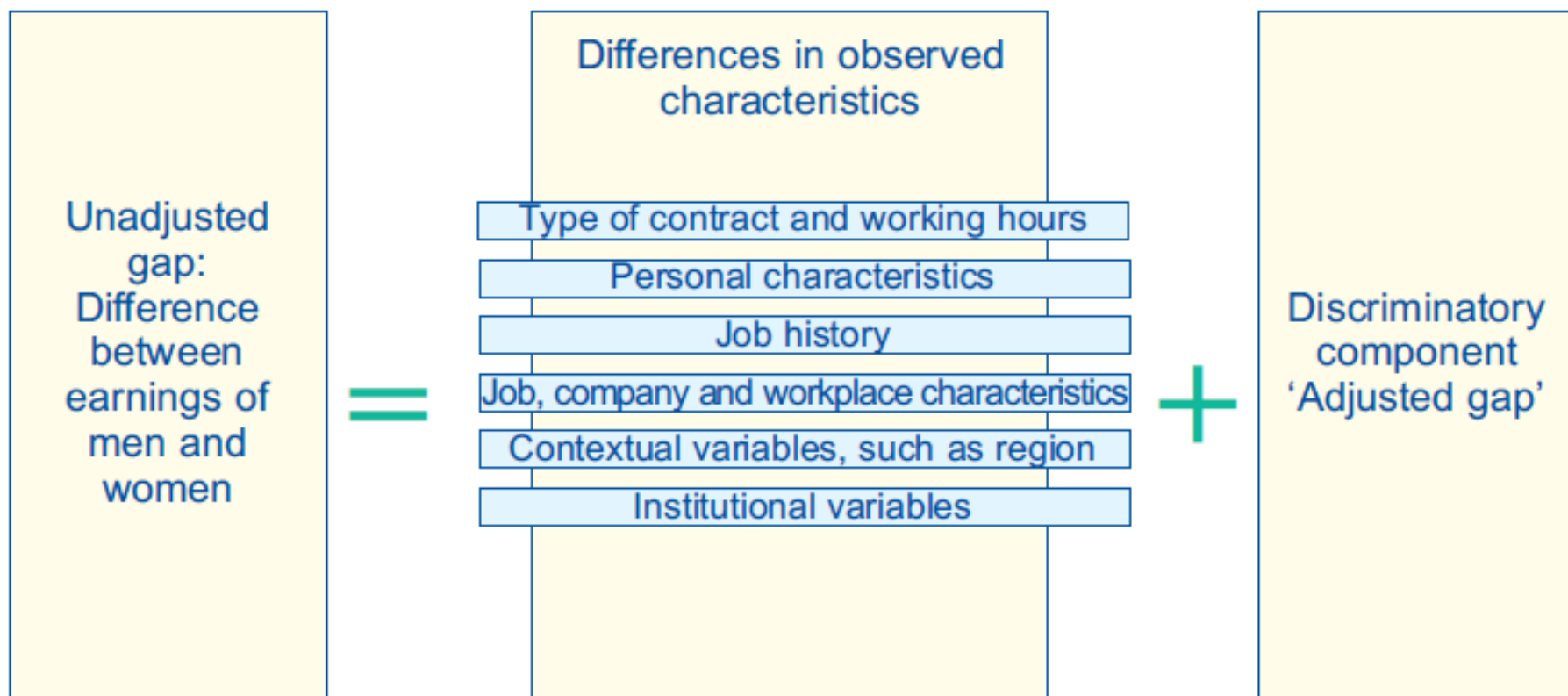
- Unadjusted (raw):
Focuses on the „difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees” (Eurostat)
- Does not take into account different socio-demographic features, occupational structure etc. so it is a raw measure of gendered wage differences in a given economy

Adjusted gender wage gap

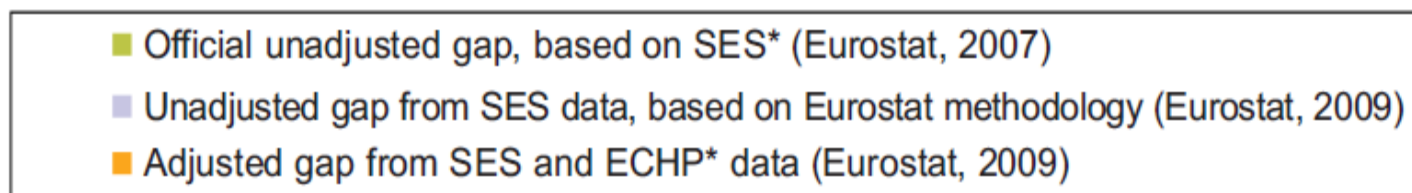
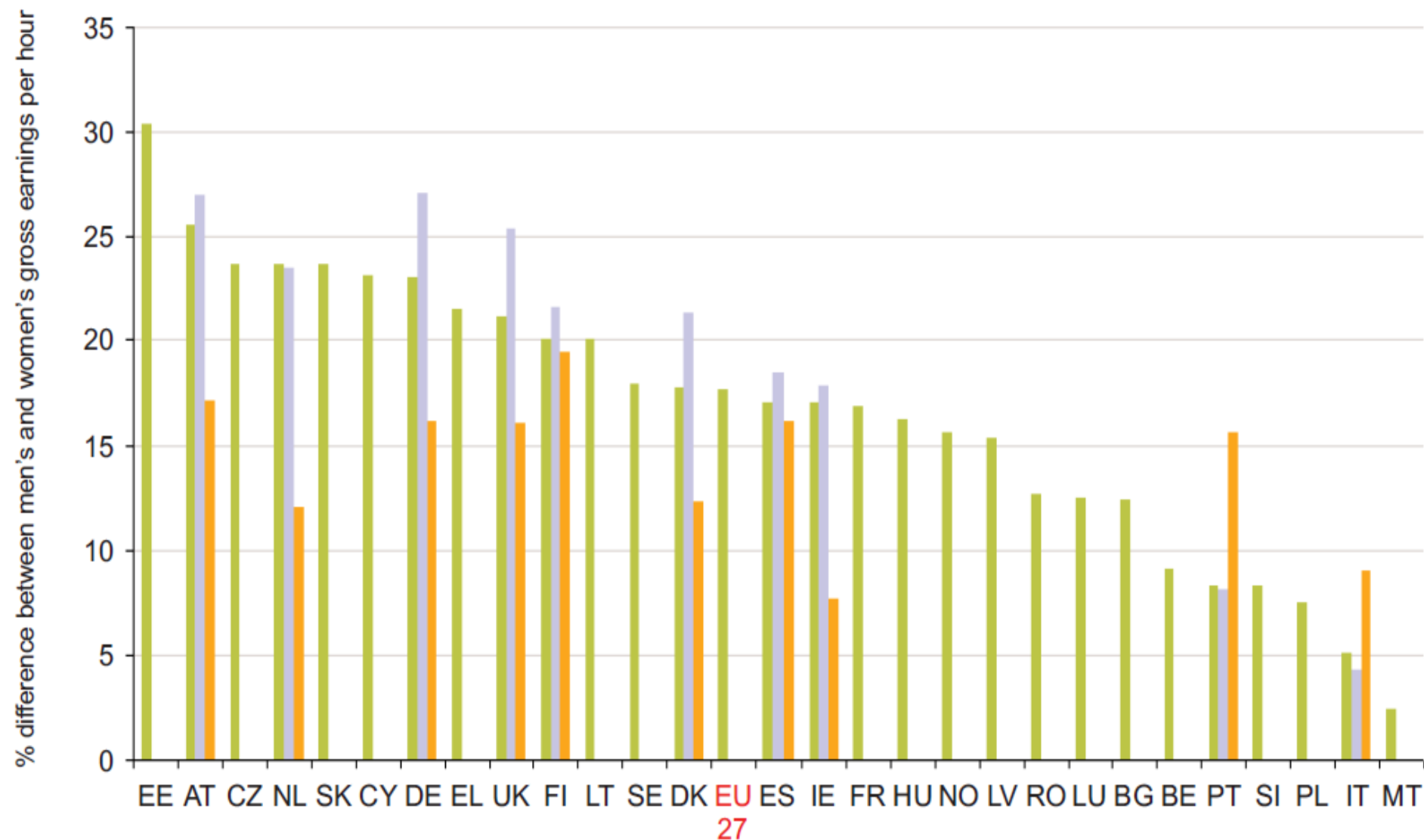
- Also called **unexplained**
- Controls estimations of the wage gap for individual socio-economic (age, children, education etc.) and workplace (job post, tenure, collective agreements etc.) context.
- What remains is the difference in wages that cannot be explained by the above characteristics.
- Less often calculated than unadjusted, requires high quality data with many contextual variables

Measuring gender pay gap: EUROSTAT

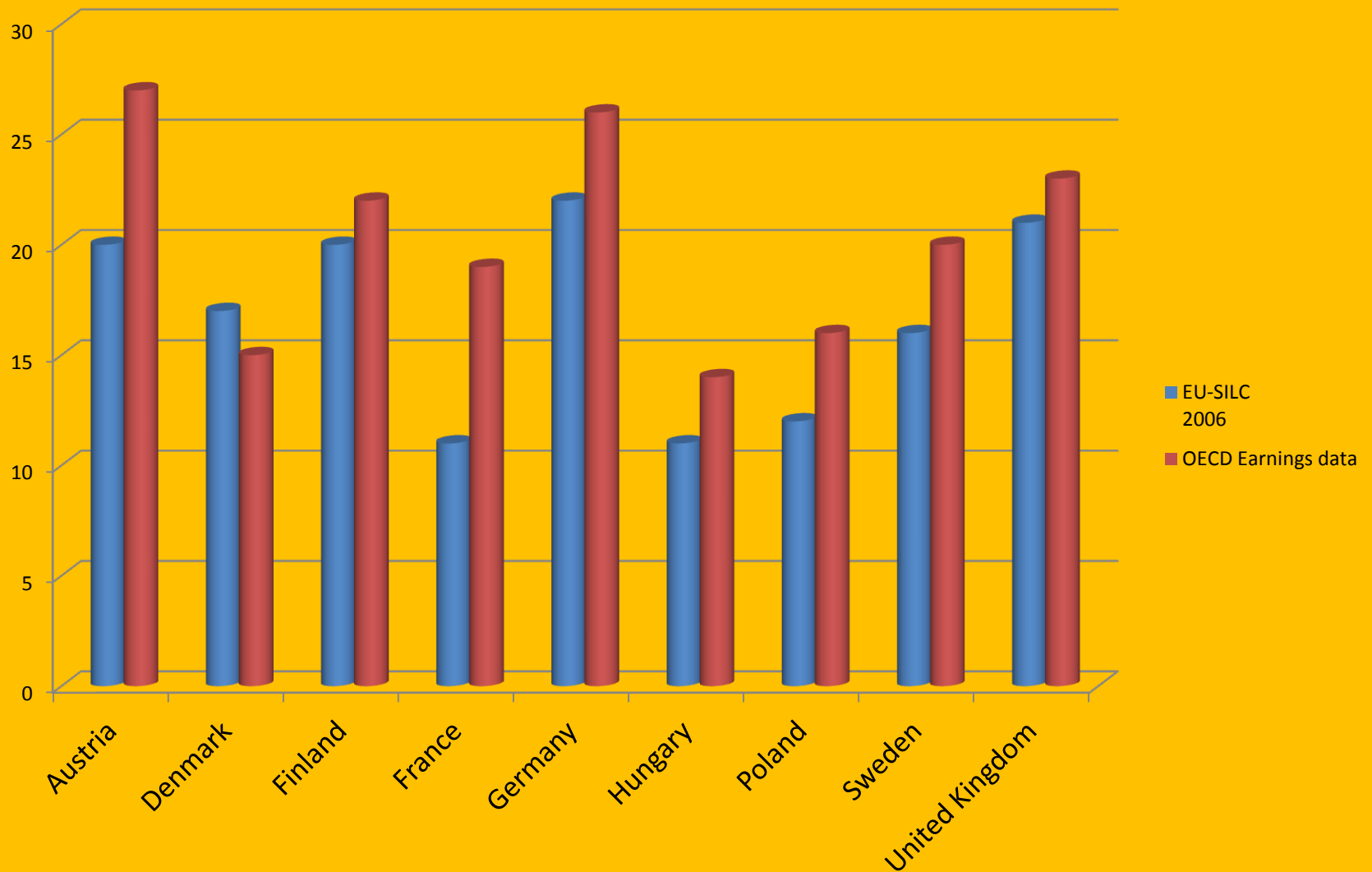
- Does not cover specific categories such as self-employed, atypical workers (without a direct employment contract) – women tend to be overrepresented in the peripheral sector of the labour market
- Does not cover the informal work – domestic work: care, running a household. This type of work has a clear gender bias! (gender budgeting perspective)



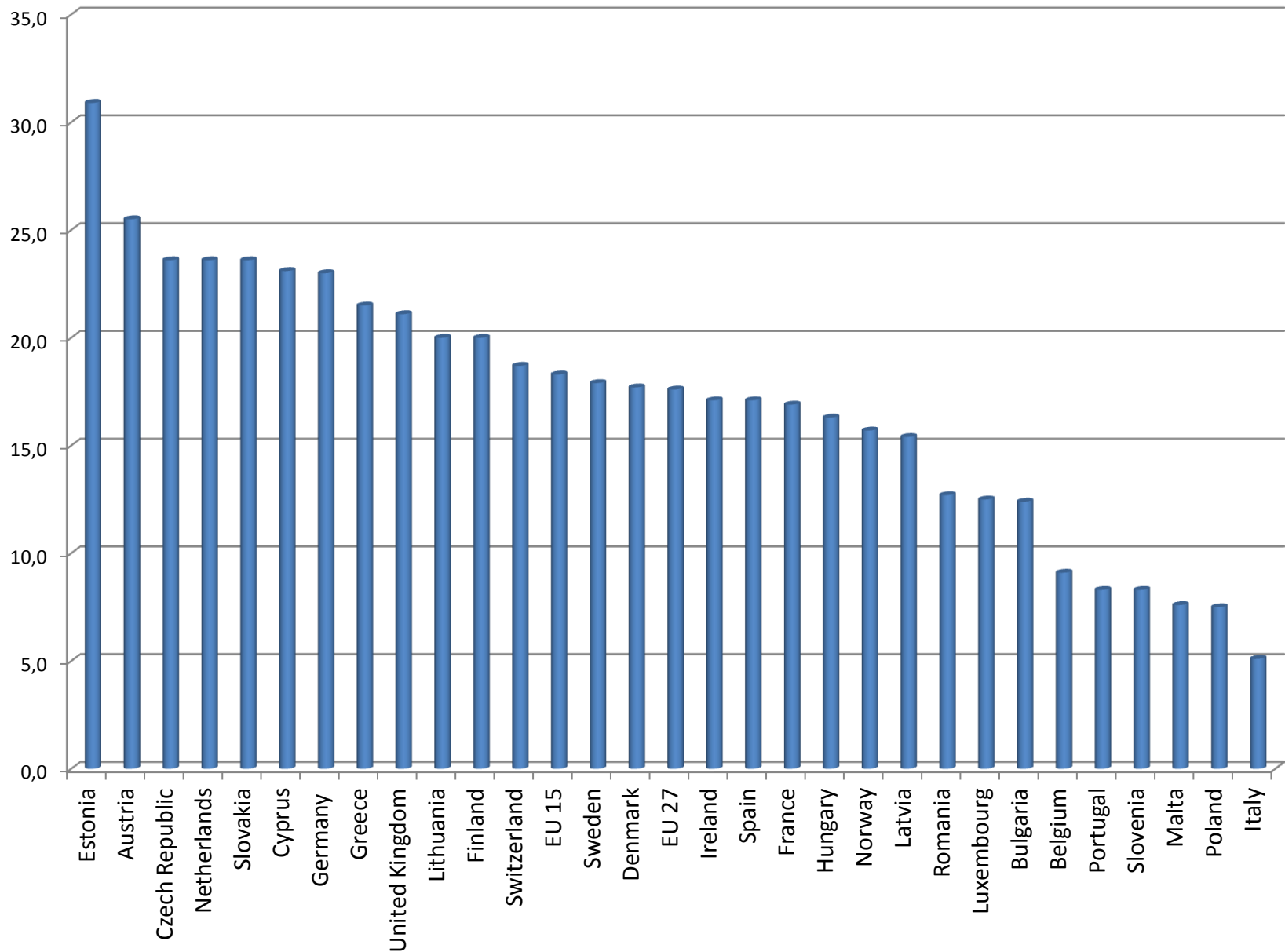
Source: Eurofund



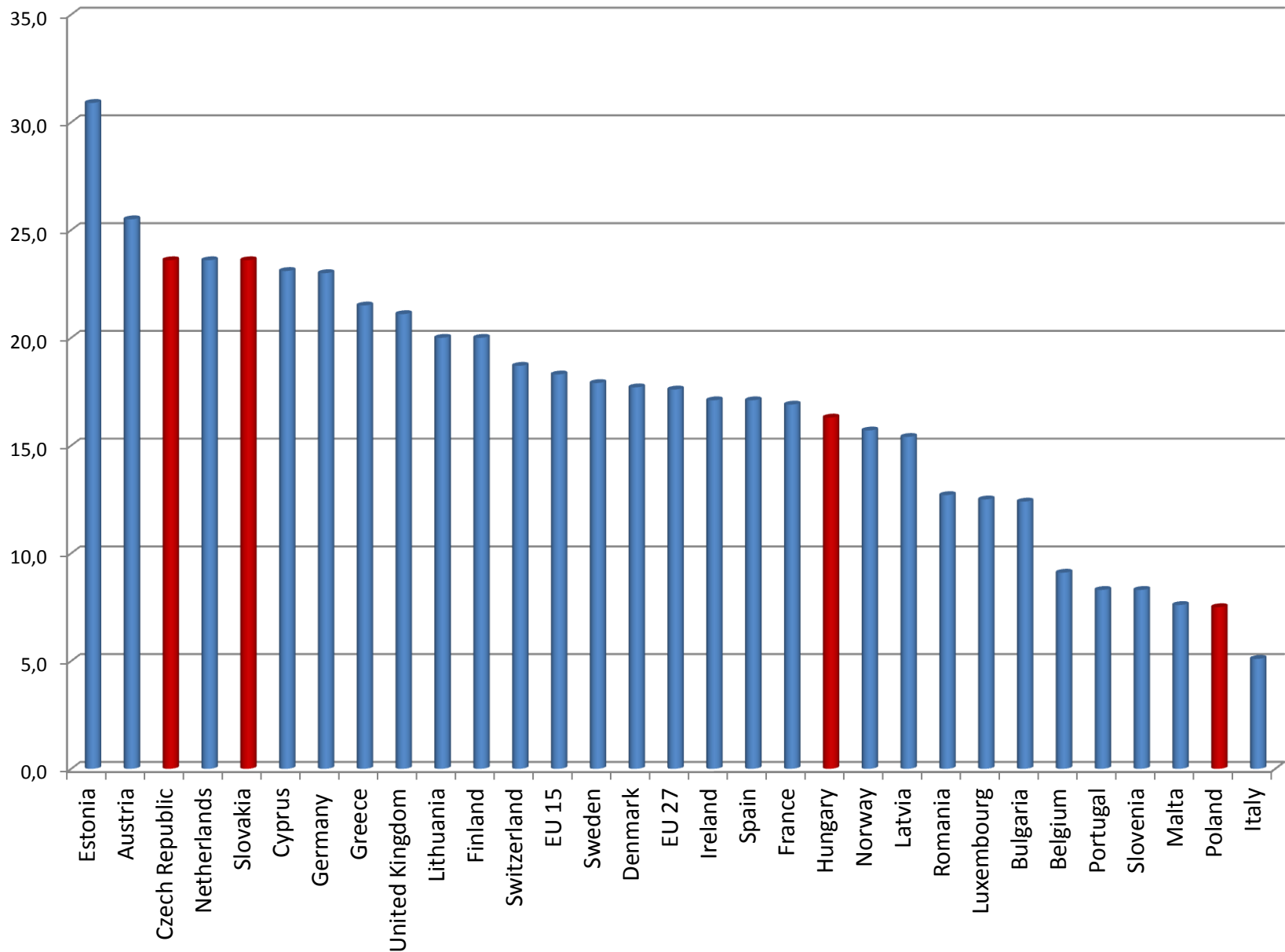
Gender Pay Gap: EUROSTAT vs. OECD (1)



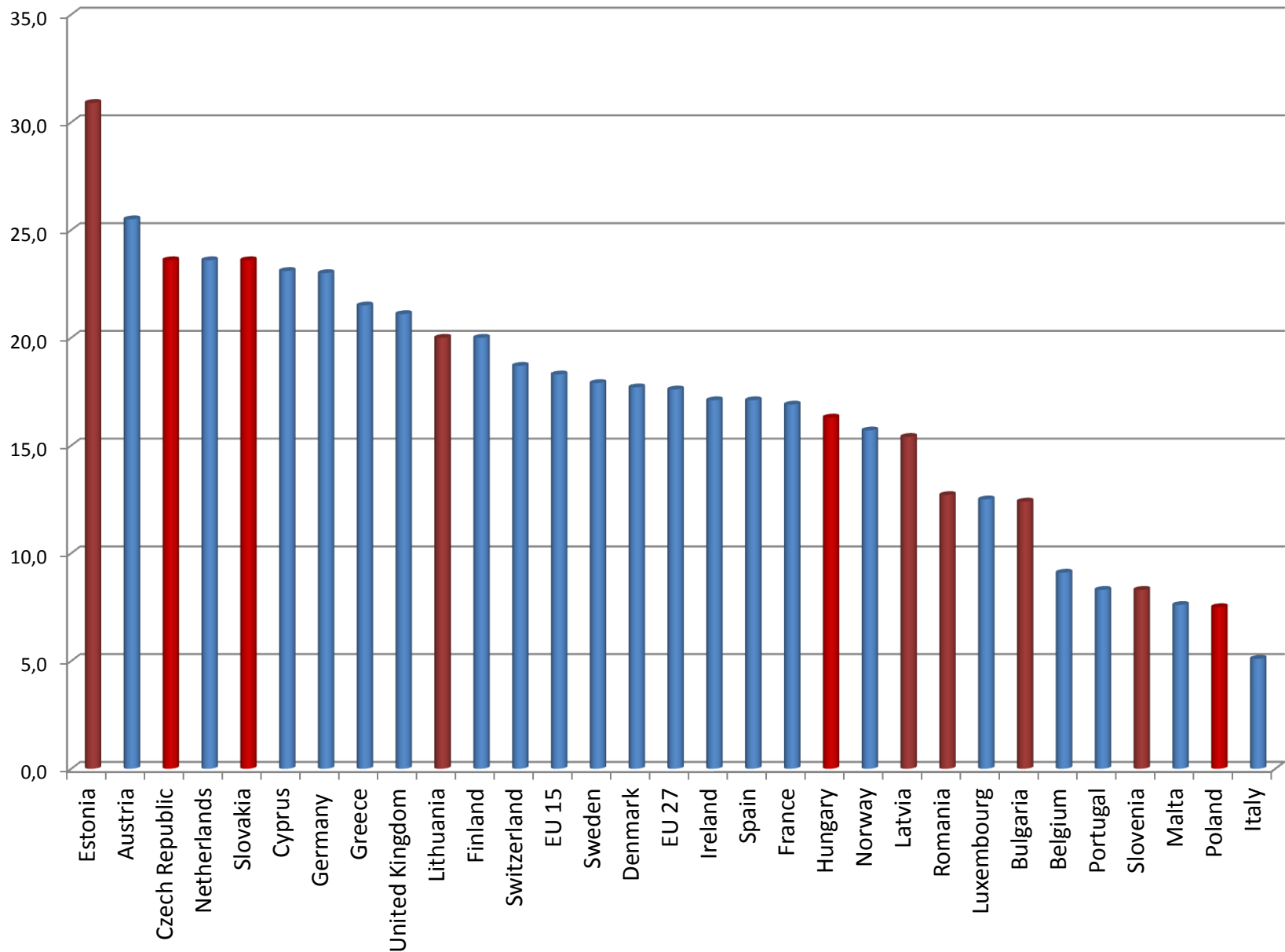
Gender pay gap: EUROSTAT



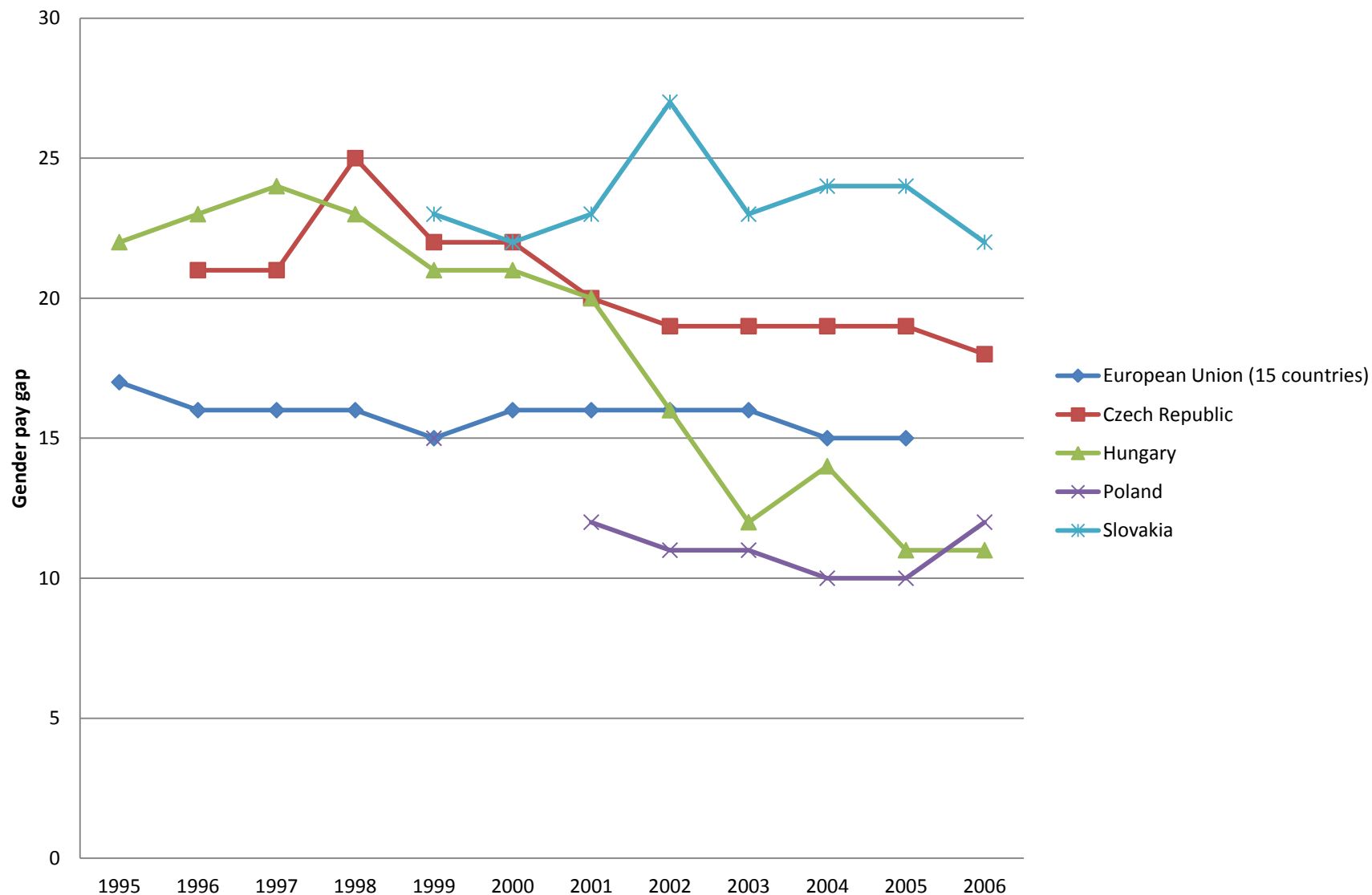
Gender pay gap: EUROSTAT



Gender pay gap: EUROSTAT



Dynamics of changes in gender pay gap in Visegrad countries and in the EU 1995-2006



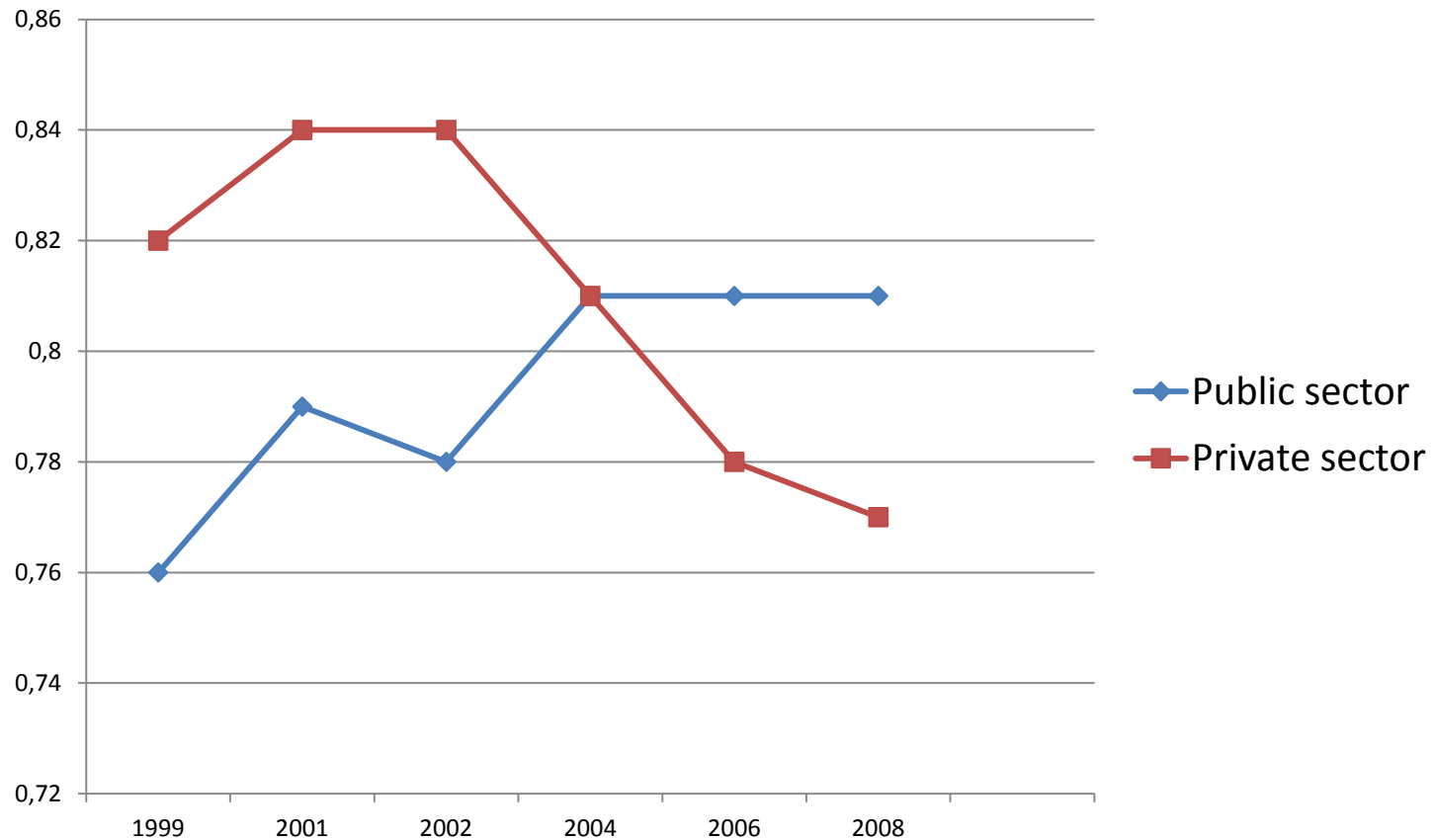
	Industry, including energy and construction (C-F)		Trade, transport, communication, business activities and financial services (G-K)	Education, health and social work, other community, social and personal service activities (M-N-O)	Whole economy (C-O not L)
	Total	of which Construction (F)			
EU-27	20.8	5.9	21.7	17.5	17.7
EA-16	20.3	6.2	22.6	19.9	17.3
BE	11.7	1.6	17.5	14.5	9.5
BG	21.4	-14.9	5.0	11.4	12.4
CZ	24.6	10.2	27.1	17.0	23.4
DK	13.9	11.9	18.3	15.3	17.6
DE	25.4	13.8	24.2	21.5	22.7
EE	32.4	24.1	31.5	26.0	30.3
IE	21.9	26.1	26.6	26.3	17.2
EL	20.7	7.3	22.0	25.9	20.7
ES	18.4	6.9	26.9	19.1	17.9
FR	13.1	5.5	17.2	19.6	15.4
IT	16.8	-5.8	19.4	12.3	4.4
CY	35.4	16.4	34.3	8.5	21.8
LV	18.1	8.7	23.2	4.3	15.1
LT	29.7	15.0	13.8	9.7	17.1
LU	7.5	-6.2	23.6	13.6	10.7
HU	20.8	-7.9	14.9	11.2	14.4
MT	15.4	0.0	17.6	-1.4	5.2
NL	22.3	22.5	26.8	22.8	23.6
AT	22.0	9.3	27.7	27.8	25.5
PL	23.1	-5.9	19.4	7.2	7.5
PT	26.2	-19.9	22.2	24.1	8.4
RO	24.5	-13.3	-4.6	8.1	7.8
SI	17.4	-30.8	15.5	17.8	8.0
SK	28.4	10.6	25.1	14.9	25.8
FI	14.4	12.3	22.8	24.3	21.3
SE	9.9	4.9	17.3	14.0	16.5
UK	22.5	19.9	30.1	25.1	24.3
NO	11.1	4.7	21.2	12.7	16.0

Notes: Data refer to enterprises with 10 employees or more and to NACE Rev.1.1 main groups of

Gender wage gap and conditions for female paid work in Poland

- Gender pay gap wider than in EUROSTAT (10% as compared to 7,5%)
 - 96% of all small enterprises are microfirms < 10 employees (Europe's average 92%)
- Characteristics of the labour market: disadvantages for female workers
 - Activity rates lower than the average EU
 - Weak welfare policies supporting families with children:
 - Childcare services: Lowest enrollment rates for children under 3
 - Smallest

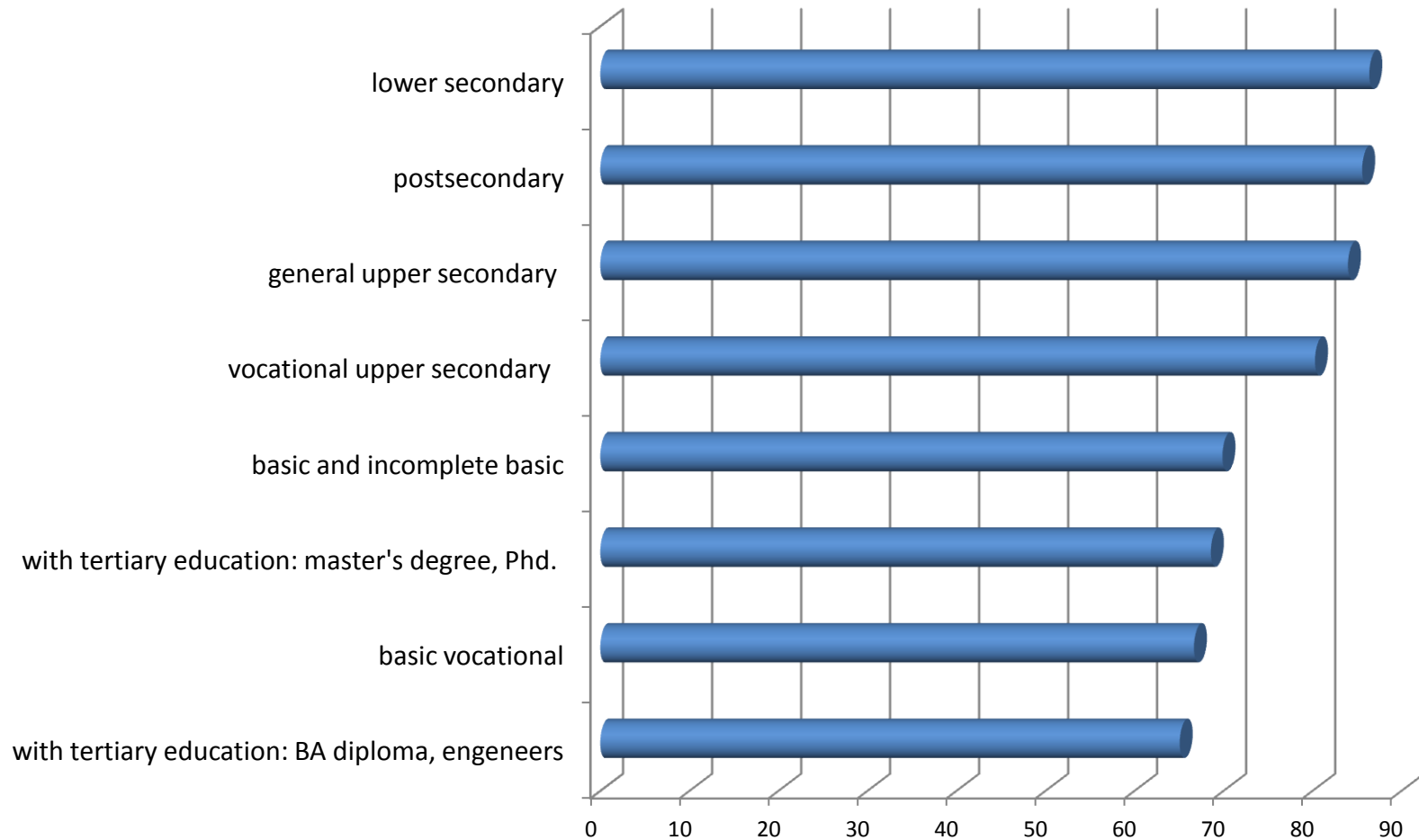
GPG: public vs. private sector: 1999-2008 (female gross salary/male gross salary)



GPG and occupational segregation, 2008

	% of female workers	female average salary as % of male average salary
high officials and heads of units	41.10%	70.60%
specialists	66.60%	74.40%
technical personnel	59.80%	80.00%
office workers	64.00%	96.40%
agriculture forestry and fishing workers	33.00%	83.60%
manufacture workers	18.80%	60.60%
machinery and equipment operators	18.10%	76.90%
simple jobs	56.90%	77.70%

GPG and education: female average salary as % of male average salary



GPG in management in public and private sectors

		BOTH	PUBLIC	PRIVATE
	% of females	female salary as % of male salary	female salary as % of male salary	female salary as % of male salary
big and medium enterprises managers	41%	0,71	0,77	0,70
general and executive directors, COMPANY presidents and deputies	32%	0,66	0,68	0,75
Sales and service delivery managers	45%	0,73	0,78	0,69
other managers	45%	0,84	0,89	0,84
small enterprise managers	29%	0,89	0,84	0,90