




**Tackling the gender pay gap:
not without a better work-
life balance**

Opening event of the project My Work. My Pension.
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**Gender pay gap:
definition and context**

- Gender pay gap (GPG): difference in average **gross hourly wage** between men and women.
- The average gender pay gap in the EU is **16.2%** (2016), showing a small decrease since 2010 (17.1%).
- About **one third** of the EU's gender pay gap is **explained**.
- The **unexplained** part of gender pay gap: not only due to possible discrimination on the labour market, but also due to other gender inequalities (e.g. availability of childcare, gendered organisational cultures, etc.)



Gender pay gap: not full reality of inequalities at work is reflected

**GENDER GAP 40 %
IN OVERALL EARNINGS**

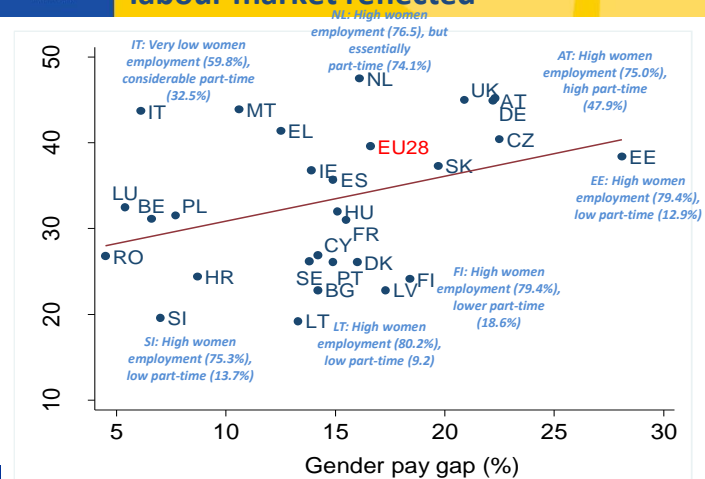
- Measures:
- average hourly earnings
 - monthly average of the number of paid hours
 - employment rates of men and women

2016 GENDER PAY GAP 16.2%

Measures the difference in gross hourly wage between women and men




Gender pay gap and gender overall earnings gap: wider inequalities in labour market reflected



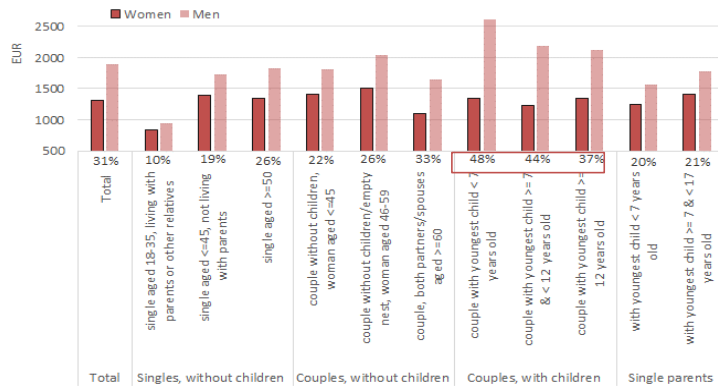
Source: Eurostat






Couples with children under 7: highest gender gap in net earnings

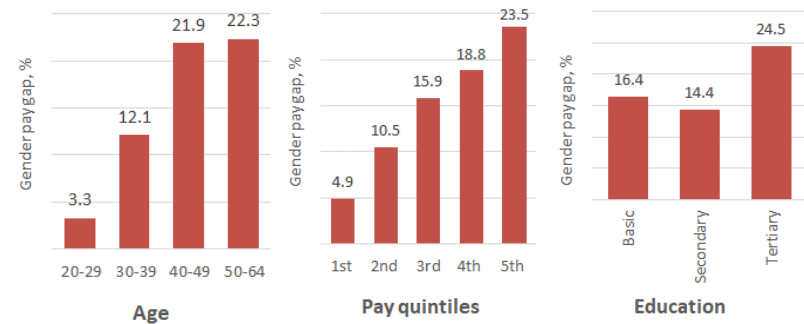
Net monthly earnings, EU-28 (2015):



Source: EIGE calculations on the basis of EWCS (2015) data



Gender pay gap increases with age / income level / education



Source: Eurostat

Factors affecting the gender pay gap in the EU: e.g. segregation

Segregation in education



SEGREGATION in education

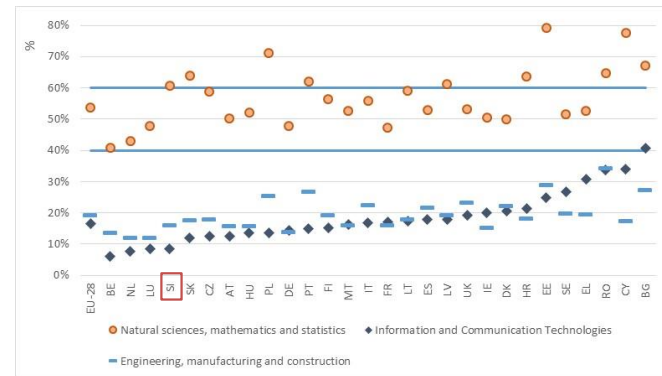
Graduates in STEM:



Graduates in EHW:

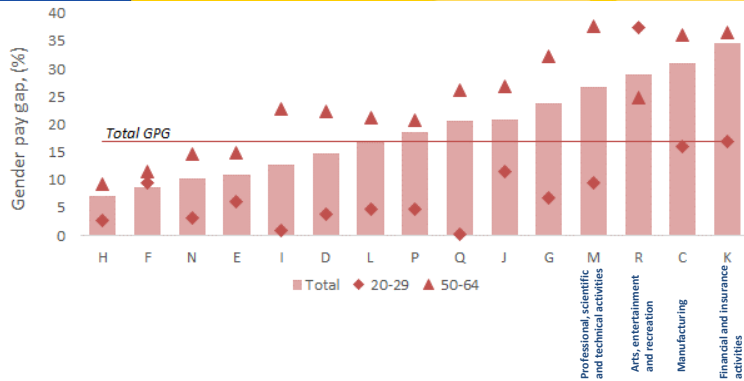


Share of women in STEM study fields, 2013-2015:



EIGE European Institute for Gender Equality

Gender pay gap is particularly large in certain sectors

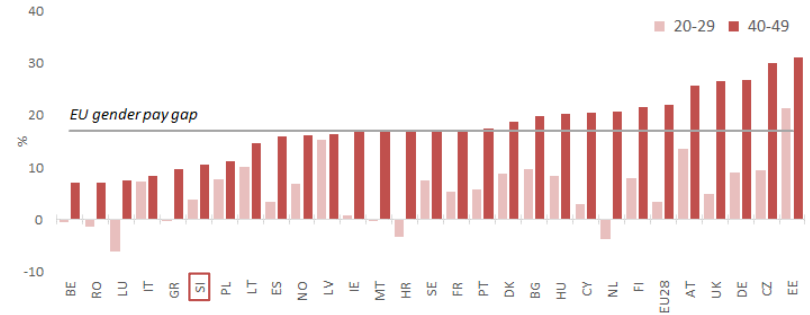


NACE codes: B) mining and quarrying; C) manufacturing; D) electricity, gas, steam and air conditioning supply; E) water supply, sewerage, waste management and remediation activities; F) construction; G) wholesale and retail trade; repair of motor vehicles and motorcycles; H) transportation and storage; I) accommodation and food service activities; J) information and communication; K) financial and insurance activities; L) real estate activities; M) professional, scientific and technical activities; N) administrative and support service activities; O) public administration and defence, compulsory social security; P) education; Q) human health and social work activities; R) arts, entertainment and recreation.



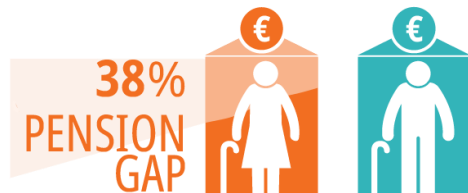
EIGE European Institute for Gender Equality

Gender pay gap increases with age



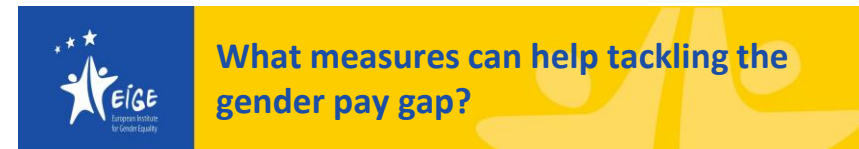
Source: Eurostat





Slovenia:
7.8% - gender pay gap
19.6% - gender overall earnings gap
15.8% - gender pension gap

Slovenia:
Risk of poverty rate – 65 years or over
Women – 20.9%
Men – 10.4%



Broad and systematic policy response, with best effects when different activities are closely **coordinated** and **complement** one another:

- Defining 'equal pay for work of equal value'
- Pay transparency legislation
- Wage gap calculators
- Collective bargaining
- Gender neutral job evaluation methodology
- Strong national equality bodies
- Gender-sensitive design of public policies
- Research, monitoring and awareness-raising campaigns

Any comprehensive policy response should be followed by continuous **monitoring and evaluation** activities.





Gender pay gap: take-away messages

- 1/ The gender pay gap alone does not show the full reality of inequalities at work. Gender gap in overall earnings is an option.
- 2/ Gender norms and stereotypes underpin gender inequalities in pay. Gender segregation in education and on the labour market must be tackled together.
- 3/ Work-life balance measures can increase women's employment and reduce the gender pay gap, but only if men use them too.
- 4/ Certain sectors and occupations (i.e finance, insurance or manufacturing) and certain groups (couples with children) are of most urgent concern.



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