



# Meeting of the UNECE Group of experts on Gender Statistics

Session A - Gender pay gap and  
income inequality – Discussion

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Jérôme Hury

**STATEC**

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# Papers

## 1 Gender Pay Gaps in the European Union

by Marina PEREZ JULIAN and Denis LEYTHIENNE (Eurostat)

## 2 Measurement of gender inequalities in the French labour market using efficiency measures

by Poleth VEGA RUALES and Audrey DUMAS (University of Perpignan)

## 3 Measuring gender income gaps in Switzerland

by Katja BRANGER (Federal Statistical Office Switzerland)

# 1 Gender Pay Gaps in the European Union <sup>(1/3)</sup>

## The Gender Pay Gap (GPG)

- Defined as the difference between the average gross hourly earnings of men and women (expressed as a percentage of the average gross hourly earnings of men)
- Simple and widely used indicator

## But : the unadjusted GPG : it is not telling the complete story

- the concept is broader than discrimination in the sense of "equal pay for work of equal value"
- parts of the difference in earnings of men and women can be explained by
  - 1) differences in the average characteristics of male and female employees
  - 2) differences in the financial returns for the same characteristics

# 1 Gender Pay Gaps in the European Union <sup>(2/3)</sup>

**Decomposition of the unadjusted gender pay gap (14,4%) to better identify the factors that contribute to the gender pay gap :**

1) Explained GPG (3,1 pp)

- Due to differences in occupational and sectoral distribution, education, age...

2) Unexplained GPG 11,2%

**The GPG adjustment changes the ranking of EU countries**

# 1 Gender Pay Gaps in the European Union <sup>(3/3)</sup>

## Gender Overall Earnings Gap

- Extension of the GPG decomposition to analysis other segregation effects in the labour market like:
  - employment rate
  - full/part time work
  - hourly wage

## 2 Measurement of gender inequalities in the French labour market using efficiency measures <sup>(1/2)</sup>

- Discrimination against females occurs at different stages of their career path
- Wage gap is present at both the top (glass ceiling) and bottom (sticky floor) of the wage distribution
  - The Glass ceiling : the impossibility for women to attain high-paying occupations
  - The stick floor : women are stuck at the bottom of a career with very limited possibilities of upward or sideways movements
- The paper uses labour survey data from France to investigate the gender pay gaps that reflect the concepts of glass ceiling and sticky floor

## 2 Measurement of gender inequalities in the French labour market using efficiency measures <sup>(2/2)</sup>

- Methods used : Data Envelopment Analysis (DEA) and Malmquist Index (MI) are used to measure output and input
- A complete measure of the gender pay gap is proposed with a pseudo Hicks-Moorsteen Index (HMI)
- The analysis is applied to different economic activities and occupations
- The results show the existence of glass ceilings and sticky floors in almost all economic sectors and occupations

# 3 Measuring gender income gaps in Switzerland <sup>(1/2)</sup>

- This paper provides a summary of the results of an official report produced by the national statistical office for the Swiss Government
- Indicators analyzed are :
  - 1) The Gender Overall Earnings Gap (GOEG) and its components
  - 2) The Income of self-employed persons
  - 3) The Gender Pay Gap
  - 4) The Gender Pension Gap



# 3 Measuring gender income gaps in Switzerland <sup>(2/2)</sup>

- New key figures for Switzerland and are compared with existing indicators
- They give a comprehensive picture of gender income inequality in Switzerland
- The Gender Overall Earnings Gap (GOEG) calculated for the first time in the context of report according to the extended Swiss method and the Gender Pension Gap will be included in the ongoing statistical production

# Discussion

- 1) What are following your analyses the most important drivers for gender income inequality and what political measures could be taken to address them?
- 2) Most of the indicators presented use the “Structure of earnings survey (SES)” or the “Labour Force Survey (LFS)”. Are there any methodological improvements that could improve the gender inequality measures?
- 3) There are at least 2 different methods to calculate the GOEG, the third paper is mentioning a Swiss method slightly diverging from the Eurostat method. What are the differences ?
- 4) What about indicators on unpaid work, which are very important to give a complete picture of the gender inequality. Are there any work conducted on these in your countries ?