Breakdown of Gender Pay Gap by Education Level

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Outline

- ❖ Background

- ❖ Methodology and base data

- ❖ Results

Background

- ❖ Gender pay gap: a core indicator of gender equality, especially on the labour market

- ❖ UNECE extended GPG to gaps in monthly earnings, alongside GPG in hourly wage rates, and covered all its member countries

- ❖ 2012 GS Work Session acknowledged the need to include breakdown variables: e.g. education level.

- ❖ Education level is a variable that influences pay levels and draws lots of interest from various studies and public authorities.
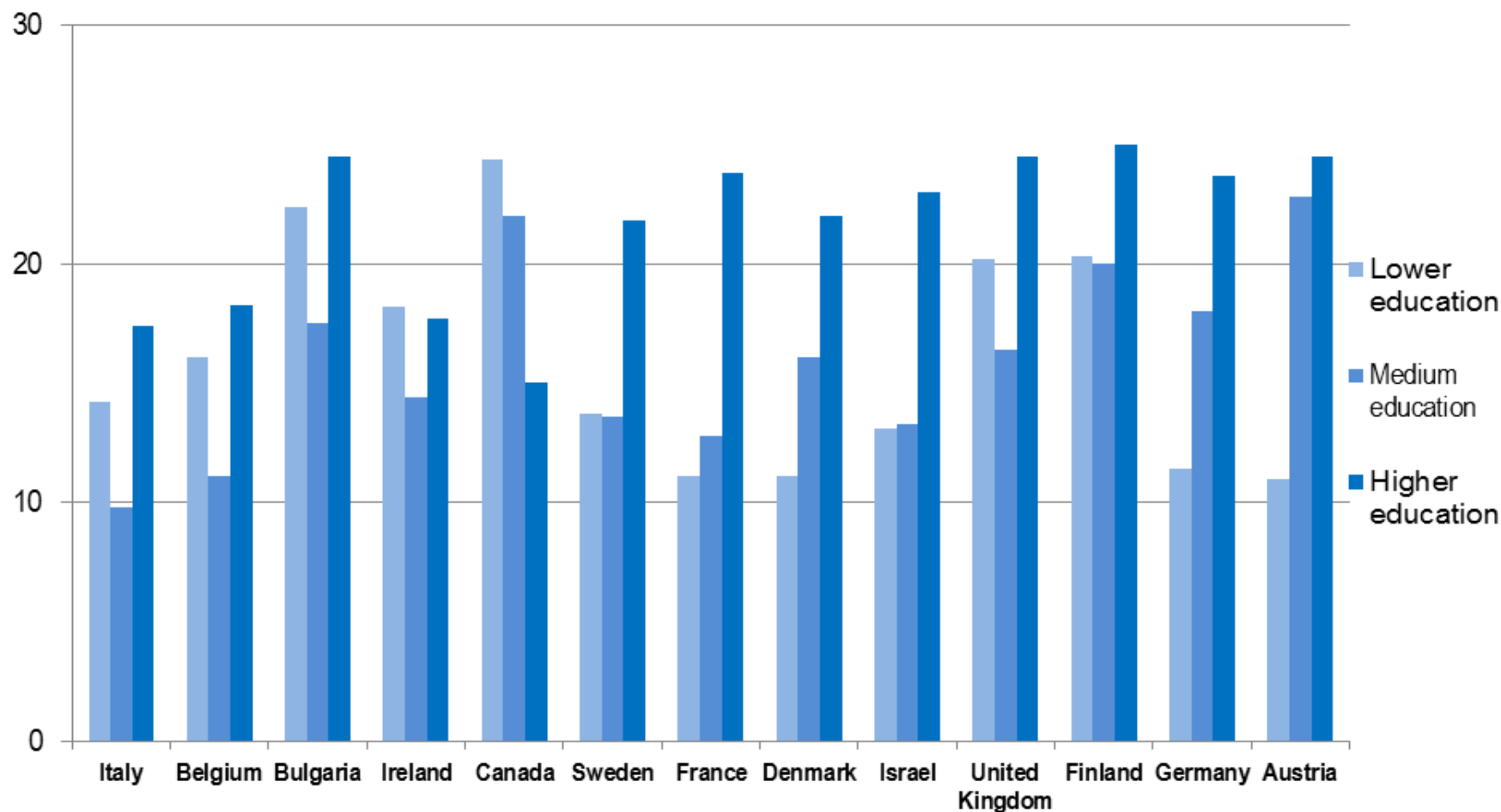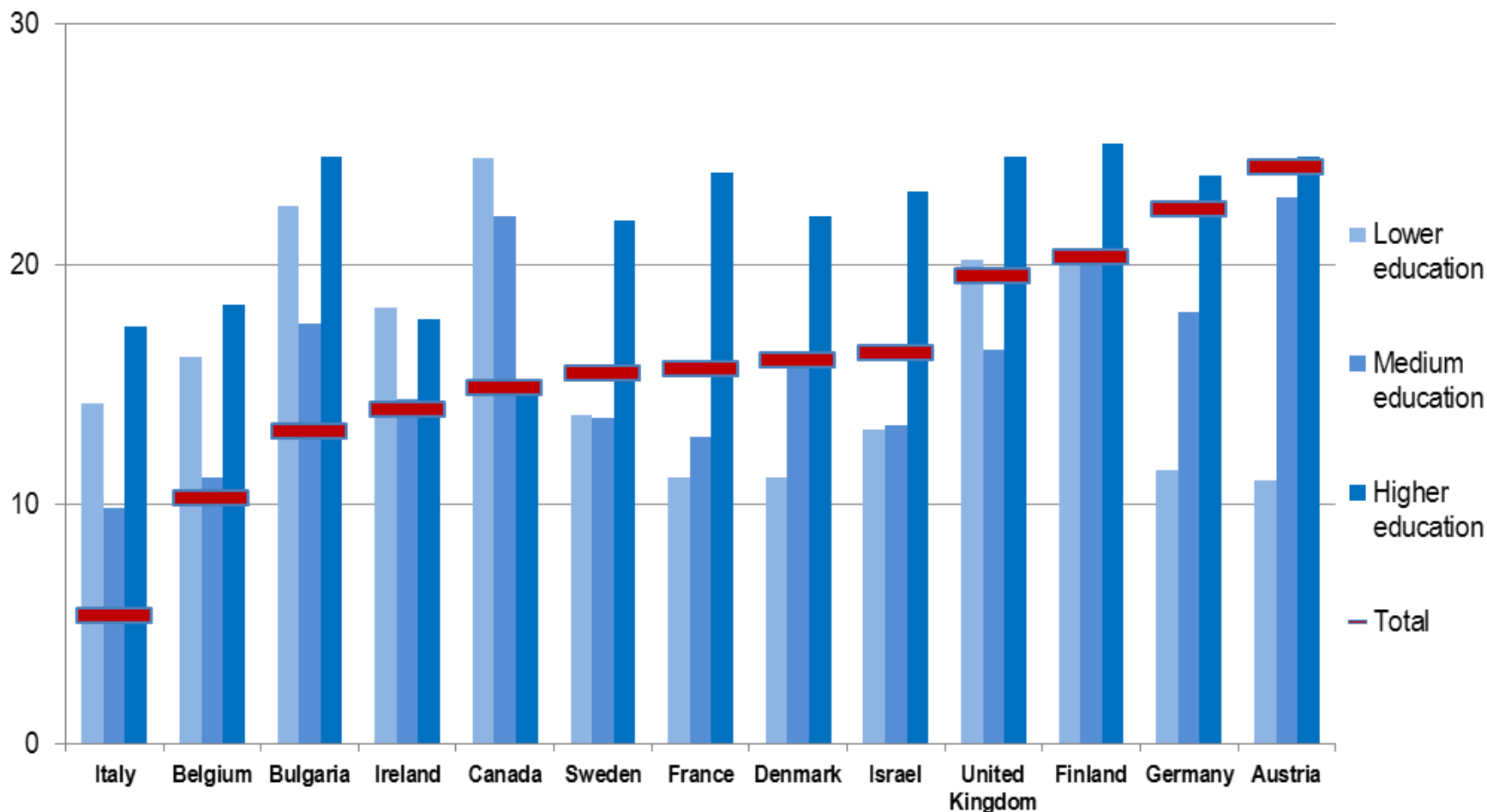
Methodology and baseline data

❖ Wage concept defined as for existing overall GPG.

❖ Population covered:

- All employees, except those in agriculture and public administrations; in part-time and full time jobs.

❖ Education levels: grouping ISCED 97 categories

- Lower: 0-2, Medium: 3-4, Higher: 5-6

❖ Establishment survey data (e.g. EU-SES)

GPG varies by education level

Overall GPG and GPG by education level
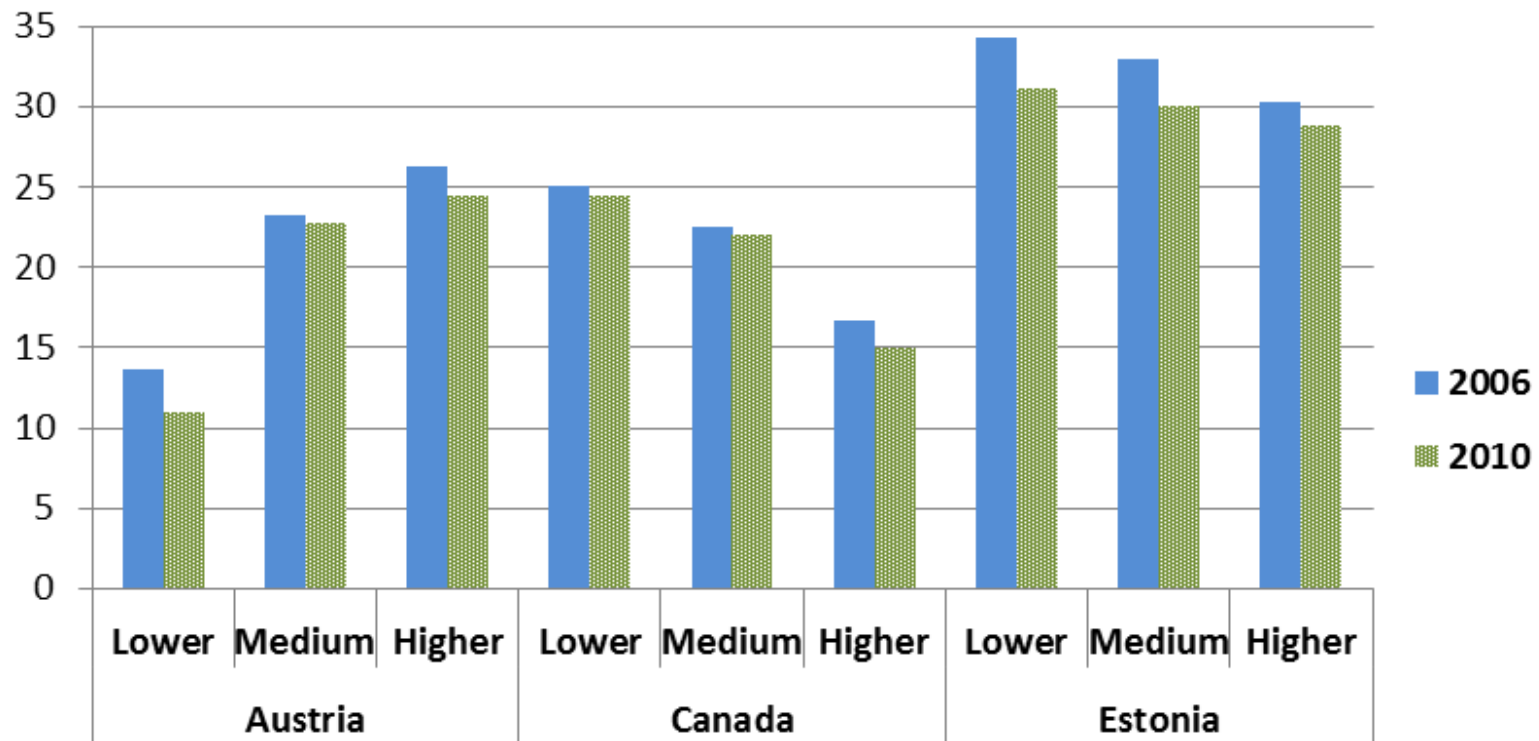
Distribution of employees by education level

$$\text{❖} \quad GPG_T = \left(\frac{\sum_{i=1}^{n} p_i(m) \times \overline{E}_i(m) - \sum_{i=1}^{n} p_i(w) \times \overline{E}_i(w)}{\sum_{i=1}^{n} p_i(m) \times \overline{E}_i(m)} \right) \times 100$$

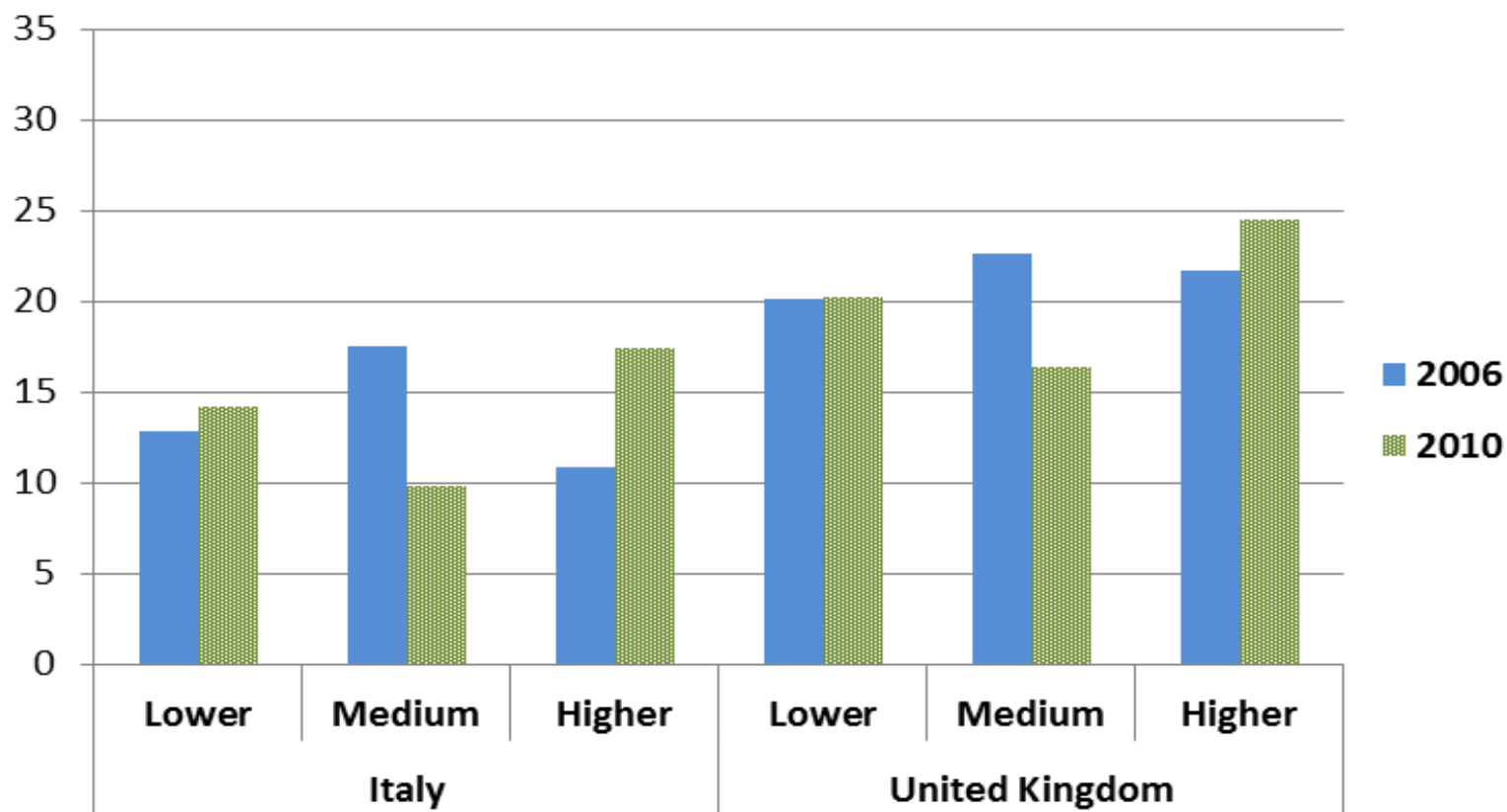| Educational level	Italy		Belgium		Sweden		France		Germany		Austria	
	F	M	F	M	F	M	F	M	F	M	F	M
Lower education	28.0	41.0	17.4	23.4	15.1	17.1	21.9	23.2	14.3	13.1	18.5	14.1
Medium education	49.6	44.8	36.4	40.7	45.0	54.4	41.7	46.9	60.6	56.8	63.5	65.1
Higher education	22.4	14.2	46.2	35.8	39.8	28.3	36.4	29.9	24.9	29.9	18.0	20.8
All education levels	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

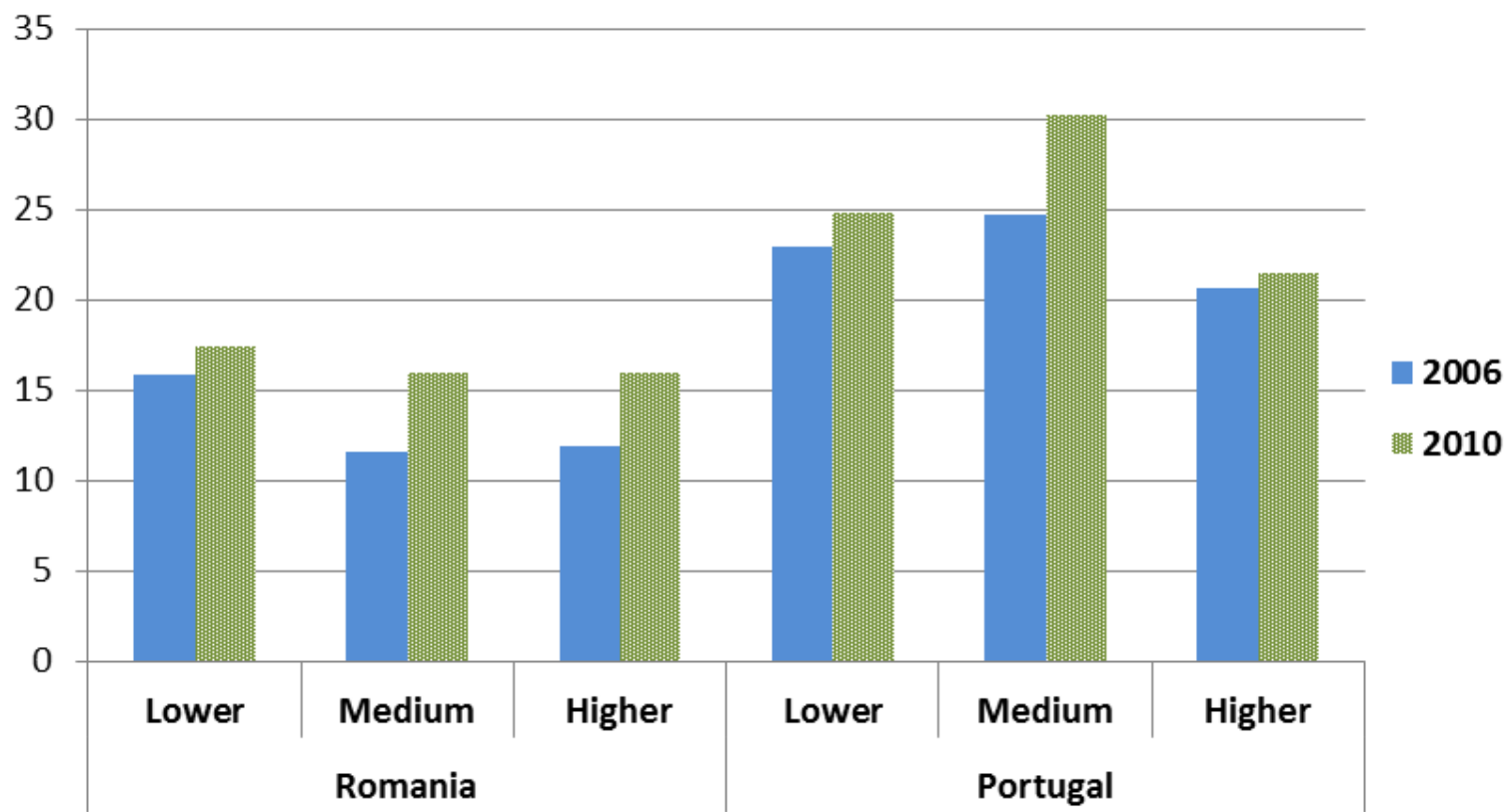# Changes over time

❖ GPG decreased across all education levels

Changes over time

❖ Contrasted evolution across education levels

Changes over time

❖ GPG increased across all education levels

Conclusion

❖ Breakdown of GPG by education level brings important additional insight to gender differences in the labour market, relevant for policy-making.

❖ Larger gender pay gaps among those with higher education level.

❖ Different pay levels and distribution of labour force across education levels jointly shape the level of GPG in the entire population.

unece.org/data

Thank you for attention !