

# Improving the measurement of the gender pay gap in Estonia

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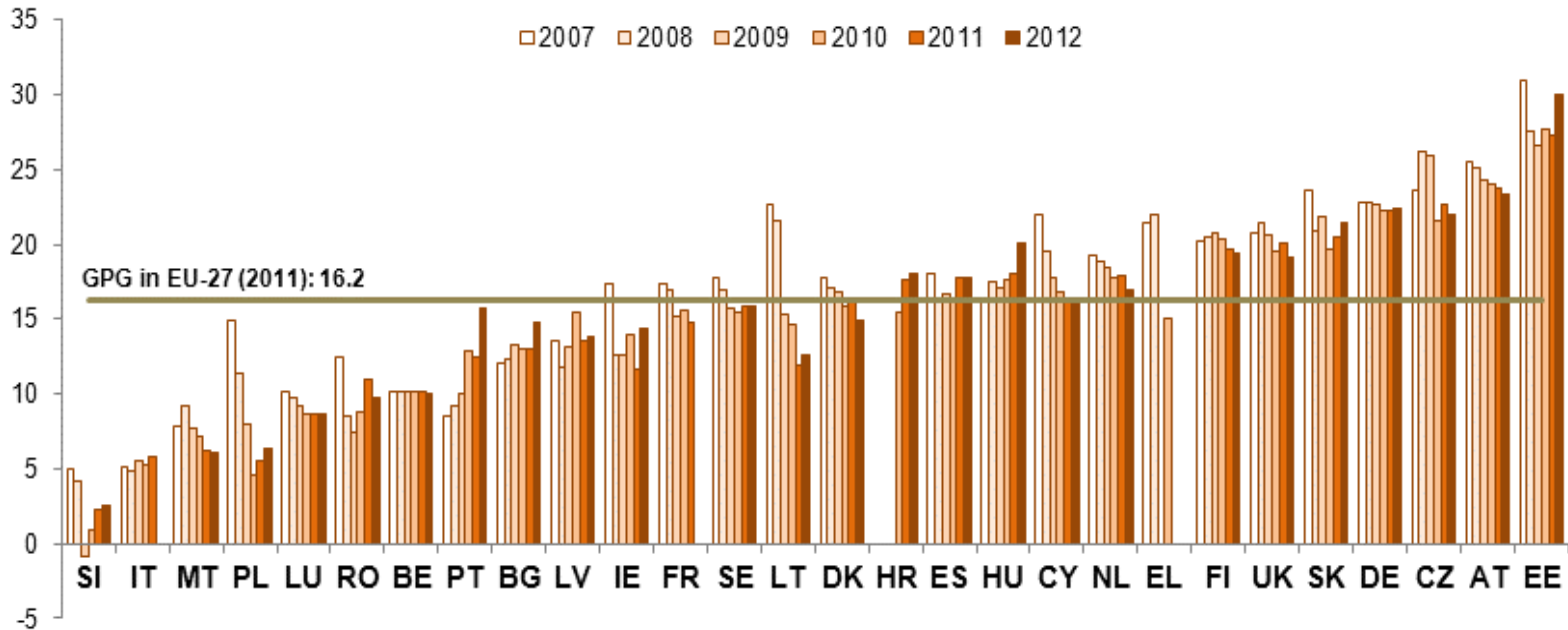


## Video about gender stereotypes

- Last year, Ministry of Social Affairs, collected the stories about gender stereotypes
- Based on the stories, the videos were produced with professional actors: Do you see the stereotypes?
- Videos are available here: <http://www.stereotyp.ee/en/>
- We would like to share the first video clip which could be very relevant when we talk about high GPG in Estonia

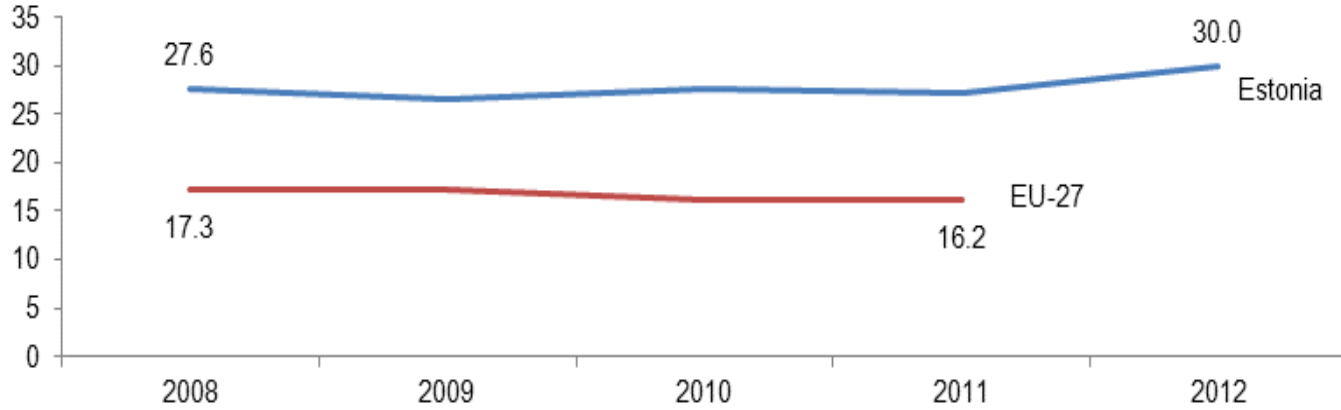
# Gender Pay Gap in the EU

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Highest GPG in the EU during the last 6 years has been in Estonia

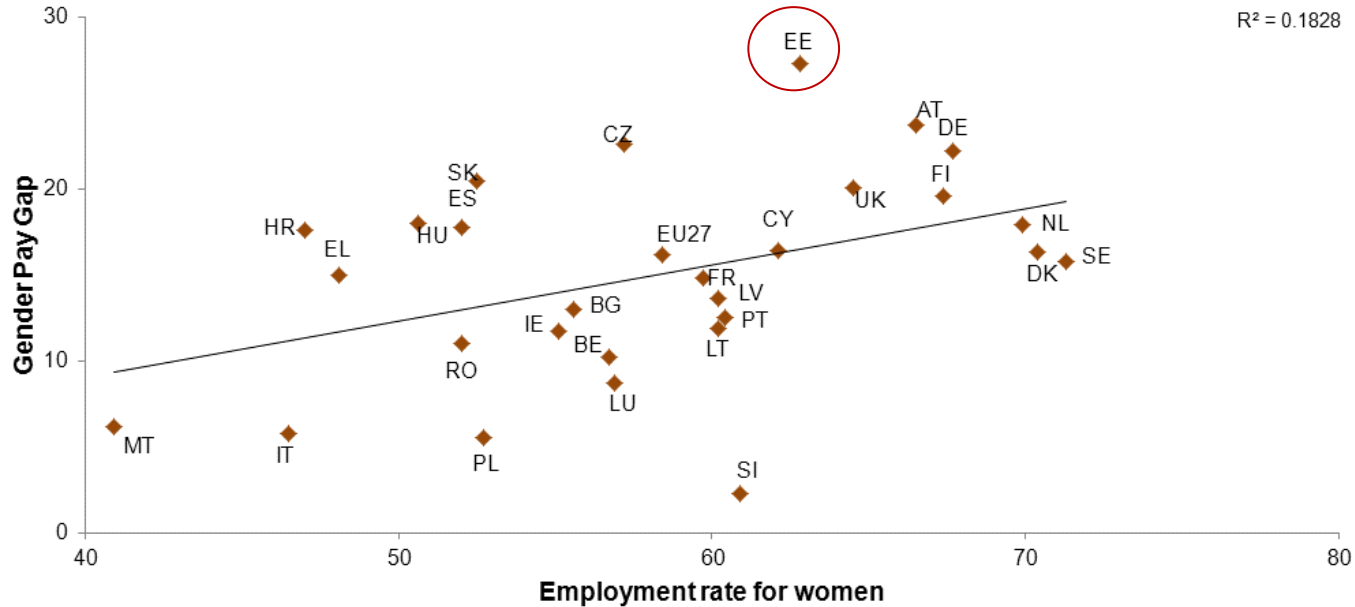
## Gender Pay Gap in the EU and EE



GPG during the last years has been decreased in the EU, but increased in Estonia

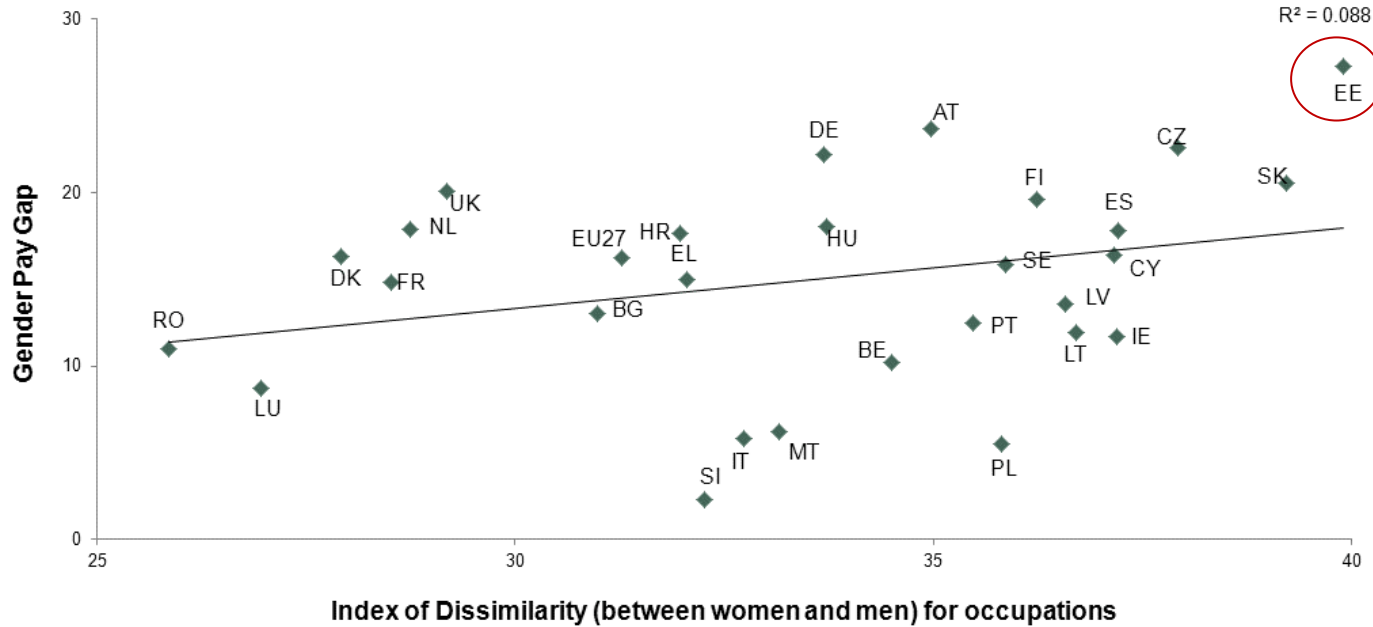
# Labour market indicators and Gender Pay Gap in the EU

# Gender Pay Gap and employment rate



Narrow GPG can be explained by the low employment rate for women

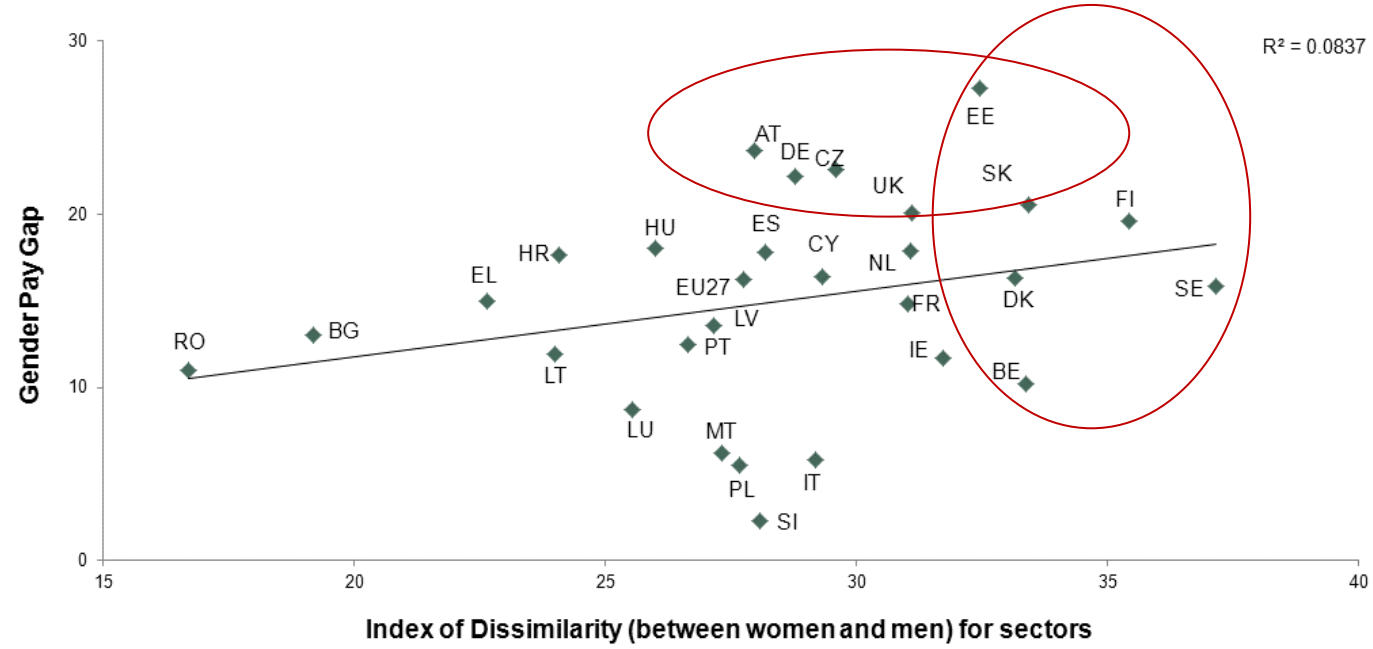
# Gender Pay Gap and occupational segregation



Gender-based pay inequalities are partly explained by segregation in the labour market, women working more frequently in posts where the pay is lower

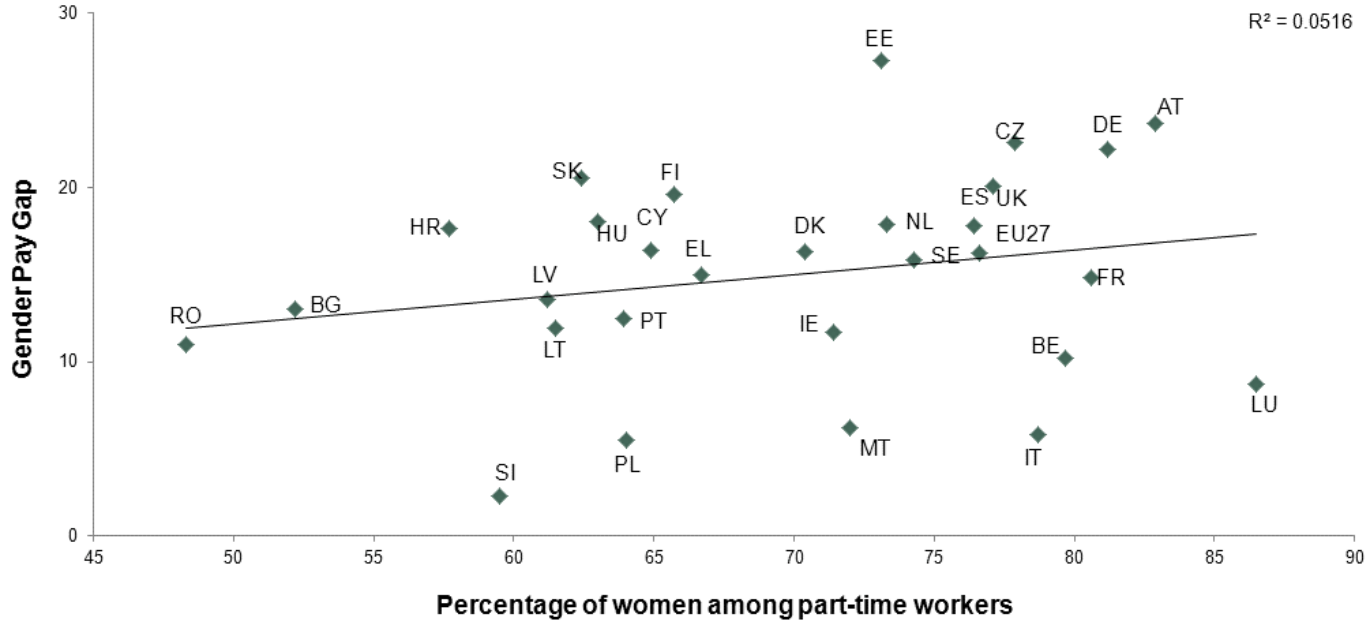


# Gender Pay Gap and sectoral segregation



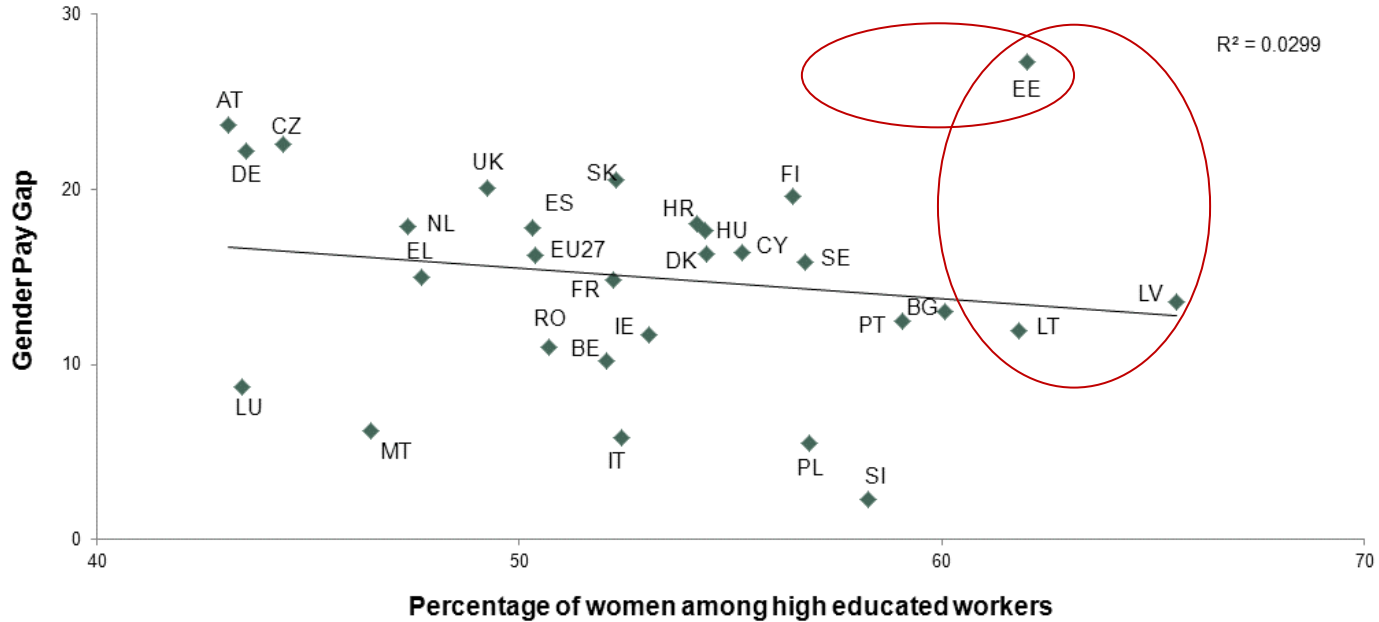
Gender-based pay inequalities could be partly explained by segregation in the labour market, women working more frequently in sectors where the pay is lower

# Gender Pay Gap and part-time work



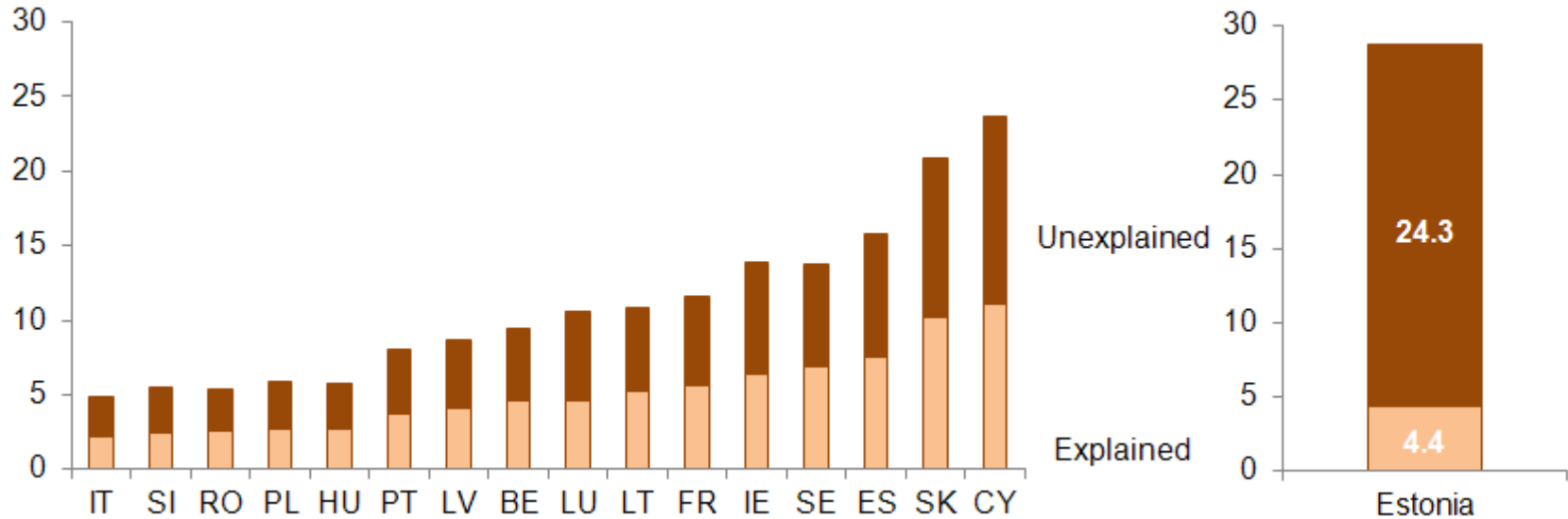
One reason for GPG could be higher proportion of women among part-time workers

# Gender Pay Gap and level of education



More highly educated women in labour market could mean smaller GPG

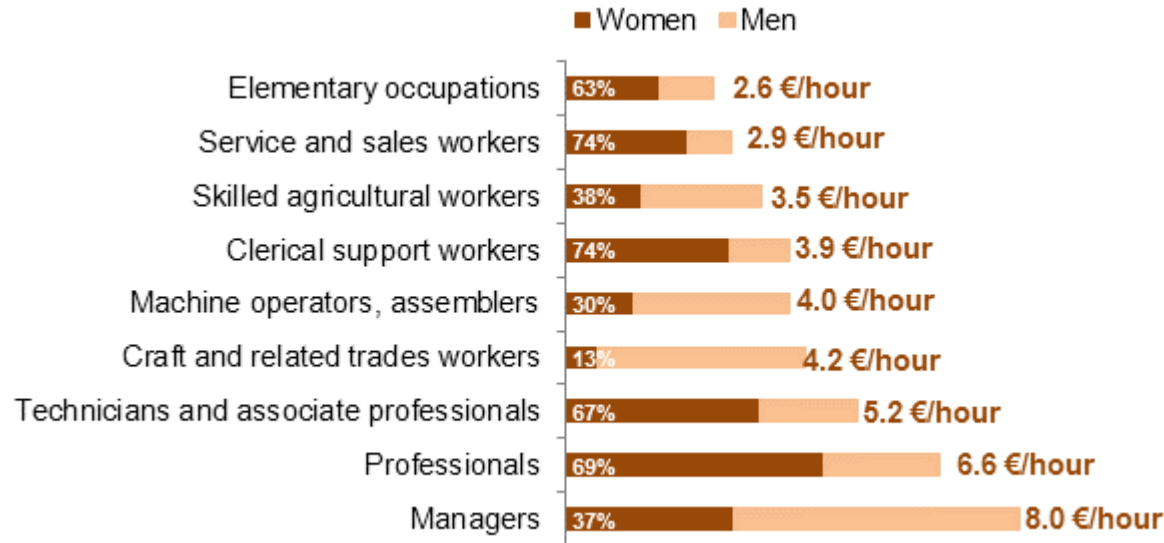
# Gender Pay Gap: explained and unexplained



The most of GPG is not explained with same length of service, same age, working in the same sector, same occupation and same level of education, etc. between women and men

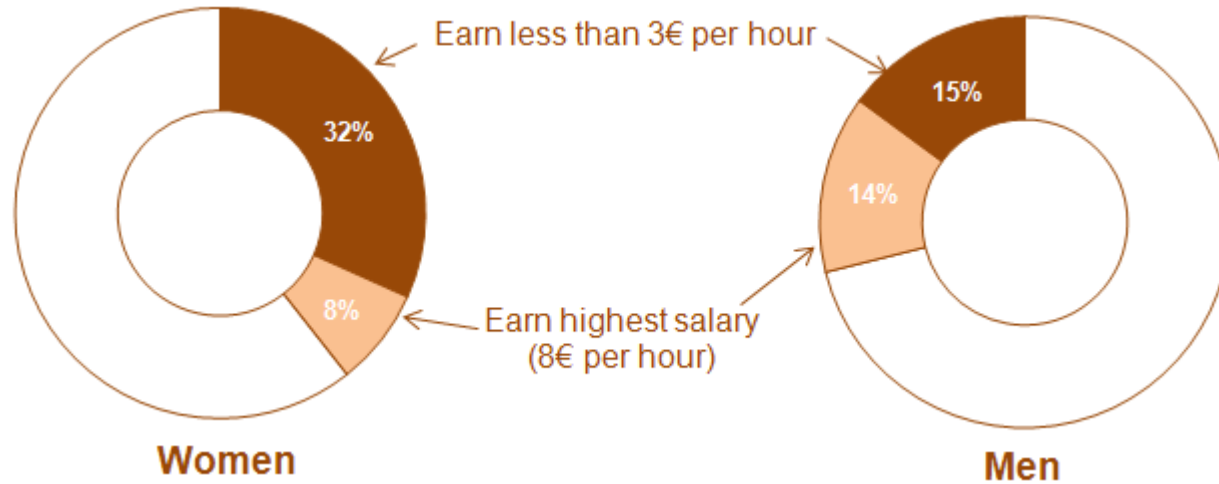
# Labour market indicators which could explain high Gender Pay Gap in Estonia

# Earnings by occupations



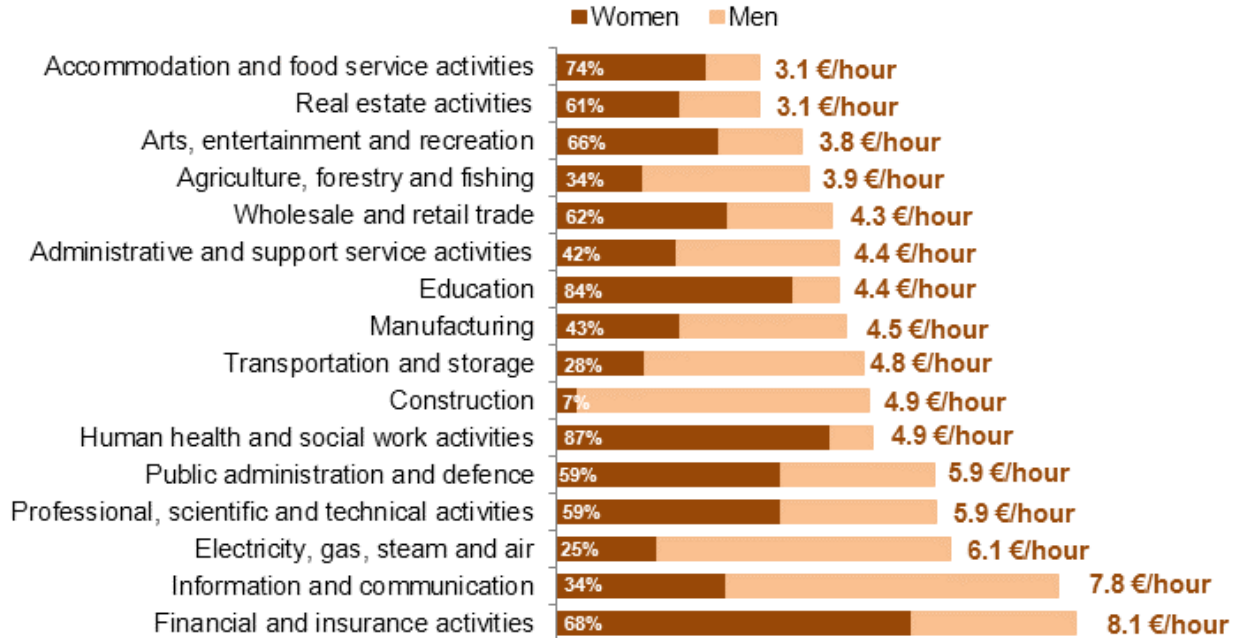
In 2010 in Estonia, from the lowest salary earners 63% are women and from the highest salary earners 37% are women

# Highest and lowest salary earners by occupations



Almost one third of working women belong to the lowest salary earners group, while this percentage is more than two times smaller for men

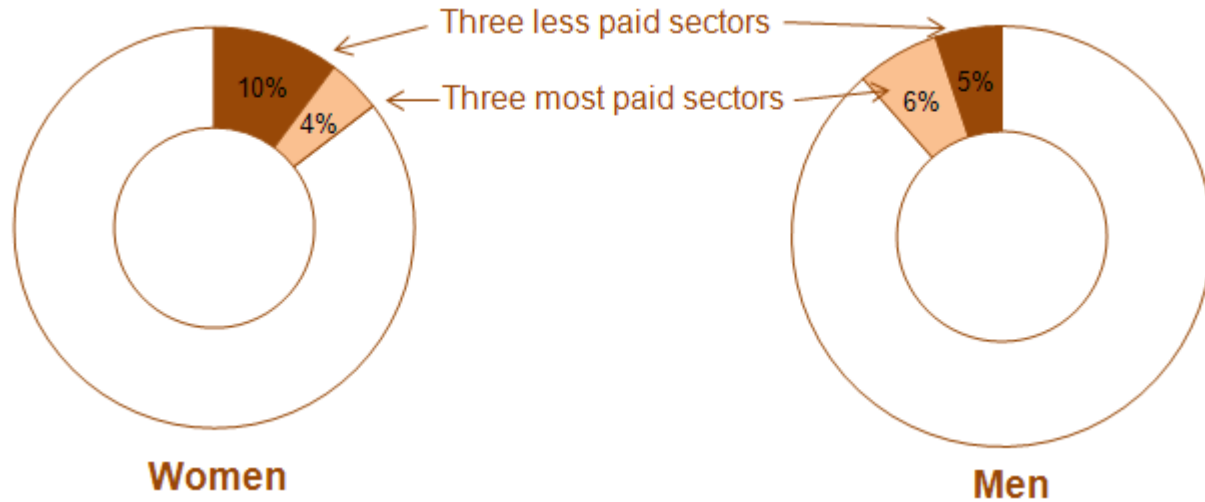
# Earnings by economic sectors



Women dominate on sectors which are less paid

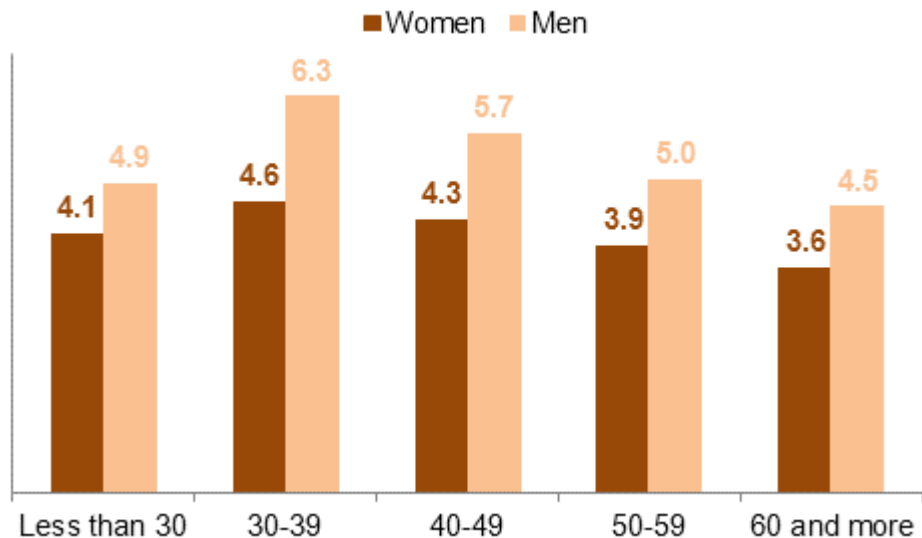


# Highest and lowest salary earners by sectors



Proportion of women and men is quite similar on highest paid sectors, but share of women in lowest paid sectors is two times higher than for men

## Earnings by age



The biggest difference in hourly earnings is in age group 30-39 – the main age for taking care of children

# Plans to improve the Gender Pay Gap statistics in Estonia

## General information on the project “Increased availability of gender pay gap statistics”

- A sub-project of the Norwegian support programme for 2009–2014 on “Promoting gender equality and work and family life balance”
- Project promoter: Statistics Estonia
- Implementation period: 25 March 2013 – 31 December 2015
- Information on the project can be found on the website of Statistics Estonia at <http://www.stat.ee/72600>

## Background – current situation

- The Structure of Earnings Survey, coordinated by Eurostat
  - Every four years;
  - Survey of economic units and employees within economic units (gender, education, occupation, area of activity, wage, working hours);
  - Data are published with a long delay (e.g., the indicators of the survey planned for 2014 will be available for use in the first half of 2016);
  - Customer's dissatisfaction – data are no longer relevant at the time when they are published;
  - Eurostat Task Force – for upgrading and simplifying the survey

## Background – current situation

- Addition of the October part to the existing wage survey
  - Would enable faster publication of data, which would be available on annual basis;
  - Is not personified, with a small number of indicator (gender, pay, working hours);
  - Increases the administrative burden on economic units (additional data collection).

## Objective of the project (1)

- Upgrade gender pay gap statistics and ensure the possibility of annual monitoring.

How:

- Create an integrated source database – based on existing data, inclusion of administrative data sources. The database is personified, i.e., data are linked through an identifier (based on personal identification code to enable linking of different databases).

## Objective of the project (2)

- The following databases should be used:
  - a) Labour Force Survey;
  - b) Social Survey (EU-SILC)
  - c) Tax and Customs Board data on work income;
  - d) data of the 2011 census;
  - e) data from the Structure of Earnings Survey of 2014 (if personal identification codes can be added) and other datasets as necessary



## Integrated database – what does it mean?

- **Integration of different national databases:** integration of the data on economic units with personified data (in essence, one data source is additionally weighted on top of another source to obtain complete information on the process monitored (changes in pay gap).

The indicator published in the Eurostat database will be a subset of the nationally published indicator (Eurostat has imposed some restrictions, e.g., excluding companies with less than 10 employees, etc.).

## Objective of the project (3)

- The objective of the source database:
  - Enable annual monitoring of gender pay gap through various background indicators;
  - Enable preparation of indicators for monitoring the development plans and strategies on labour market equality of men and women.
  - Research – in-depth analyses for studying the nature of gender pay gap

## Objective of the project (4)

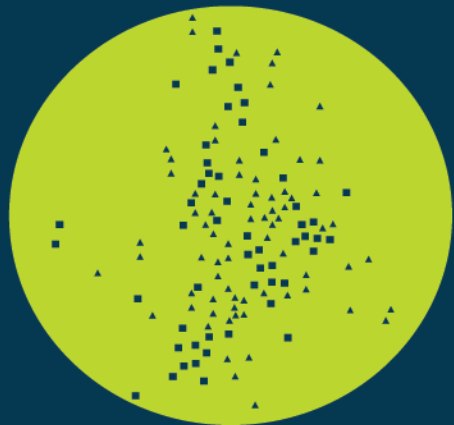
- Create a separate section on gender equality on the Social Life - Labour market pages of the website of Statistics Estonia (<http://www.stat.ee/tooturg>) to enable annual monitoring of the gender wage gap and other main indicators, which would provide an adequate picture of the state of equal opportunities of men and women in the labour market

## Indicators will be calculated

- Gender Pay Gap based on hourly earnings
- Explained and unexplained GPG
- Index of Dissimilarity for segregation
- Share of women on managerial positions
- Share of self-employed women
- Part-time employment by sex
- Part-time employment and inactivity due to care responsibilities by sex
- Share of men and women on parental leave
- Received parental/maternity/paternity leave benefits by sex
- Unpaid work by sex
- Employment impact of parenthood for women and men

## Conclusions

- Gender Pay Gap in Estonia is the highest in the EU
- Most of Gender Pay Gap in Estonia is unexplained
- In general women in Estonia earn less because they occupy more less paid positions and sectors than men
- Better statistics for Gender Pay Gap is needed



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kolmnurki n 74  
nelinurki n 54  
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