EVALUATION OF GENDER PAY GAP IN LITHUANIA

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INTRODUCTION

DEFINITION:

Gender pay gap is the difference between men’s and women’s average gross hourly earnings as a percentage of men’s average gross hourly earnings

*methodology of the Structure of Earnings Survey (EC Regulation: 530/1999)*

Gender pay gap most often used to:

- compare the pay of women & men
- calculate the pay gap between them

GPG defined in unadjusted form as it should provide an overall picture of gender inequalities in terms of pay
Gender pay gap\(^1\) in the EU countries, 2014

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\(^1\) Whole economy, except for public administration, defence, compulsory social security.  
Source: Eurostat, SES (earn_gr_gpgr2).
GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

SL calculates GPG:

• in the whole economy – since 2000
• in the whole economy, except for public administration, defence, compulsory social security – since 2002
• in the business economy – since 2002
• by economic activity according to NACE, by section – since 2002
• by sector (by public, private sector) – since 2006
• by age of employees – since 2006
• and separately for full- and part-time employees – since 2007

SL published GPG indicators:

• in news releases
• regular annual publication *Women and Men in Lithuania*
• in the *Labour Market Yearbook*
• in the *Statistical Yearbook of Lithuania*
• provided to Eurostat

B–S – whole economy;
B–S(-O) – whole economy, except for public administration, defence, compulsory social security.
Source: Statistics Lithuania.
GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

Gender pay gap\(^1\) in Lithuania by age of employees, 2013 and 2014

\(^1\) B–S(-O) – whole economy, except for public administration, defence, compulsory social security.

Source: Statistics Lithuania.
GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

Since 2015, SL has started compiling & producing more indicators of GPG statistics

Coverage of GPG indicators extended by more detailed young-age groups:
• ≤19
• 20-24
• 25-29
• 30-34
• ≤29
• ≥30
Trends in gender pay gap\(^1\) in Lithuania by age of young employees, 2006–2014

\(^1\)Whole economy, except for public administration, defence, compulsory social security. Source: Statistics Lithuania.
GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

Trends in gender pay gap\(^1\) in Lithuania by age of employees, 2006–2014

\(^1\) Whole economy, except for public administration, defence, compulsory social security.
Source: Statistics Lithuania.
Gender pay gap\(^1\) in Lithuania by economic activity, 2014

\(^1\) Whole economy, except for public administration, defence, compulsory social security.
Source: Statistics Lithuania.
ANALYSIS OF GPG INDICATORS BY OCCUPATIONAL GROUP

Number of full-time employees¹ in Lithuania by gender & occupational group, October 2014

1 Whole economy, except for public administration, defence, compulsory social security.
Source: Data have been calculated by Statistics Lithuania using administrative data of the State social security.
ANALYSIS OF GPG INDICATORS BY OCCUPATIONAL GROUP

Unadjusted GPG is influenced by different number of hours worked by women & men & part-time employment of women; therefore, it makes sense to analyse gender pay gap only for full-time employees separately.

In 2014, GPG of full-time employees in Lithuania stood at 15.2 per cent, of part-time employees – 4.5 per cent.

GPG by occupation was analysed using data on full-time employees’ earnings by economic activity & occupational group as of October 2014.
ANALYSIS OF GPG INDICATORS BY OCCUPATIONAL GROUP

Gender pay gap¹ based on monthly (on the mean & median) earnings of full-time employees in Lithuania by occupational group, October 2014

![Graph showing gender pay gap by occupational group.]

1 Whole economy, except for public administration, defence, compulsory social security.
Source: Data have been calculated by Statistics Lithuania using administrative data of the State social security.
ANALYSIS OF GPG INDICATORS  BY OCCUPATIONAL GROUP

GPG¹ based on average monthly earnings of full-time employees in Lithuania by occupational group & economic activity, October 2014

¹ Whole economy, except for public administration, defence, compulsory social security.
Source: Data have been calculated by Statistics Lithuania using administrative data of the State social security.
ANALYSIS OF GPG INDICATORS BY OCCUPATIONAL GROUP

GPG¹ based on average monthly earnings of full-time employees in Lithuania by occupational group & economic activity, October 2014

¹ Whole economy, except for public administration, defence, compulsory social security.
Source: Data have been calculated by Statistics Lithuania using administrative data of the State social security.
CONCLUSIONS

• GPG is influenced by socio-economic rather than by legal factors – number of women & men in certain economic activity, their occupation, education, age, length of service, etc.

• Estimation of GPG differs widely depending on data source, calculation method (use of the mean or median earnings) & type of earnings (hourly or monthly earnings)

• GPG based on the mean earnings is generally much wider than the one based on the median earnings

• GPG based on hourly earnings is generally much lower than the one based on monthly earnings

• If the focus is on differences in pay for work of equal value, the indicator should be calculated separately for different occupations
FUTURE PLANS

SL devotes significant attention to improvement & dissemination of GPG statistics

Plans for the nearest future:

• Continue estimation & development of GPG indicators by more age groups
• Continue analysis of data used for estimation of GPG by occupational group
• Analyse possible methods for estimation of GPG using administrative data of the State social security sources & statistical surveys data
• Continue estimation & development of GPG indicators by occupational group
• Produce & disseminate high quality GPG statistics