

# 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

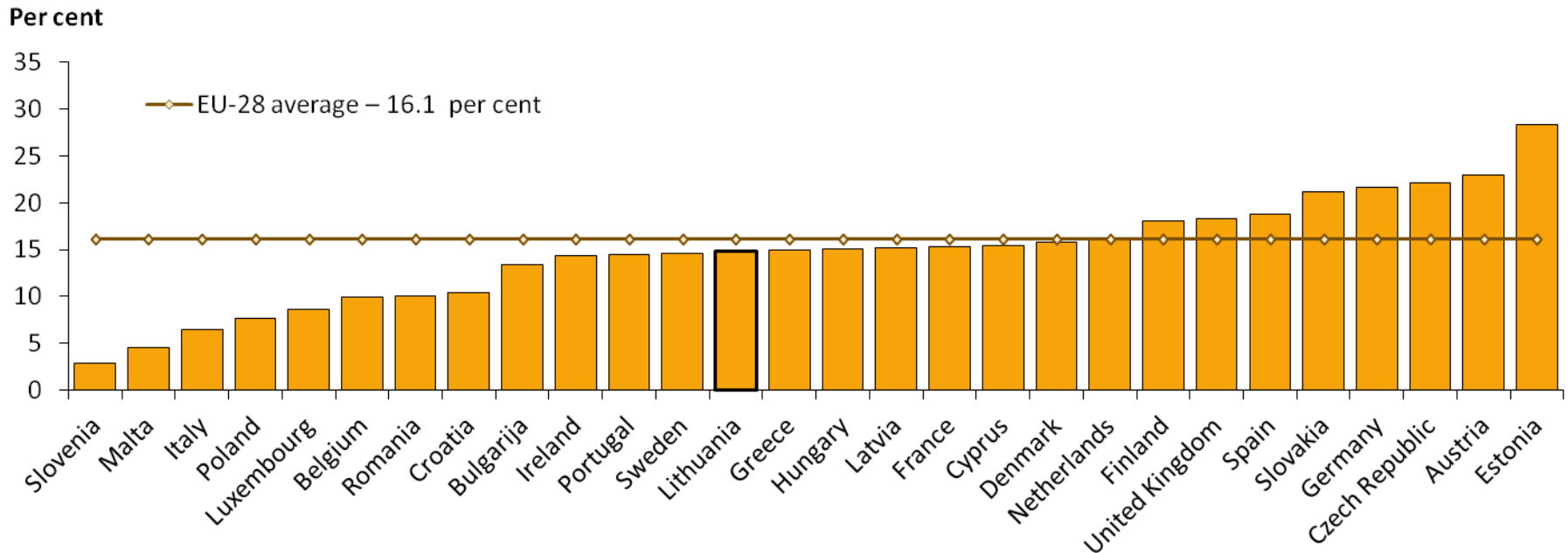
*methodology of the Structure of Earnings Survey (EC Regulation: 530/1999)*

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<sup>1</sup> in the EU countries, 2014



<sup>1</sup> 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 :

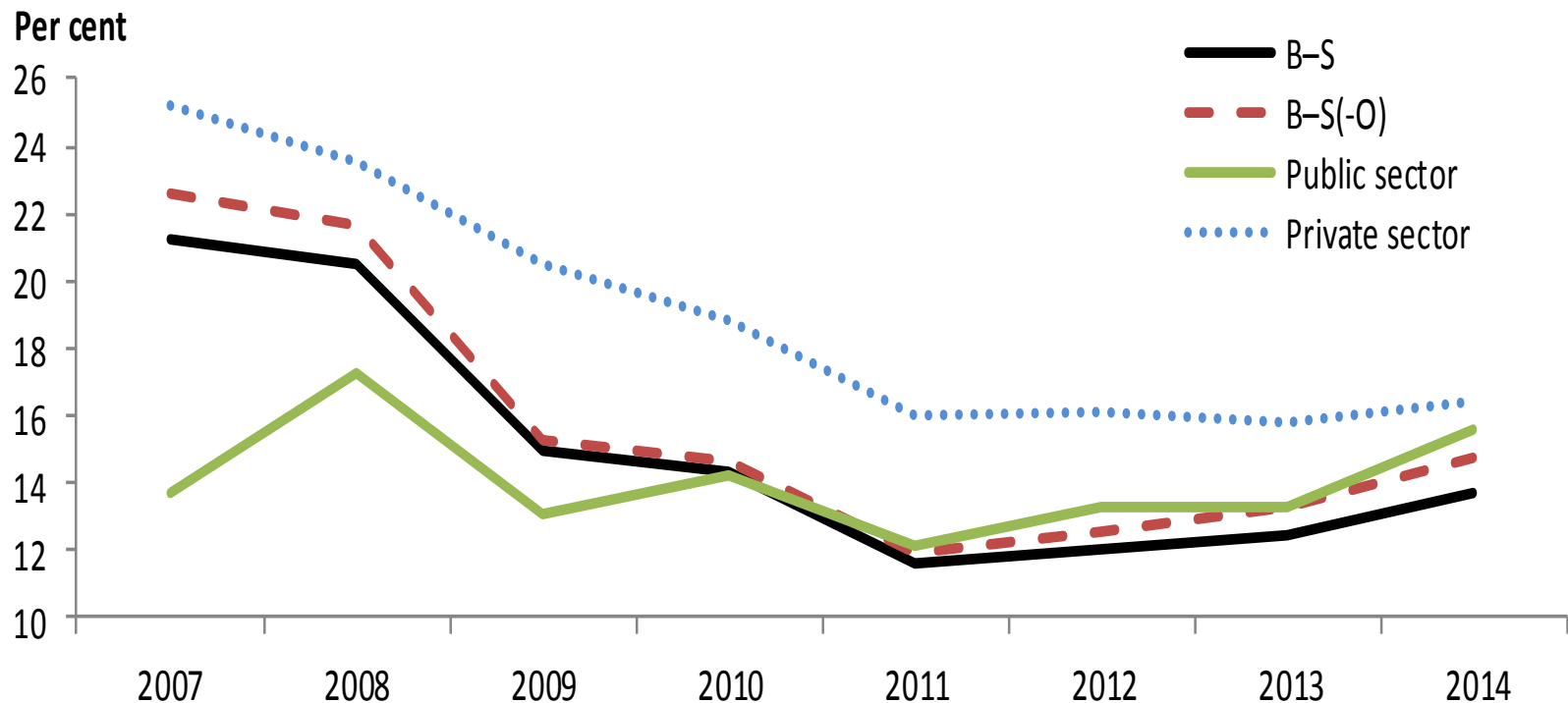
- in the whole economy – since 2000
- in the whole economy, except for public administration, defence, compulsory social security – since 2002
- in the business economy – since 2002
- by economic activity according to NACE, by section – since 2002
- by sector (by public, private sector) – since 2006
- 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

## GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

### Trends in gender pay gap in Lithuania by sector, 2007–2014



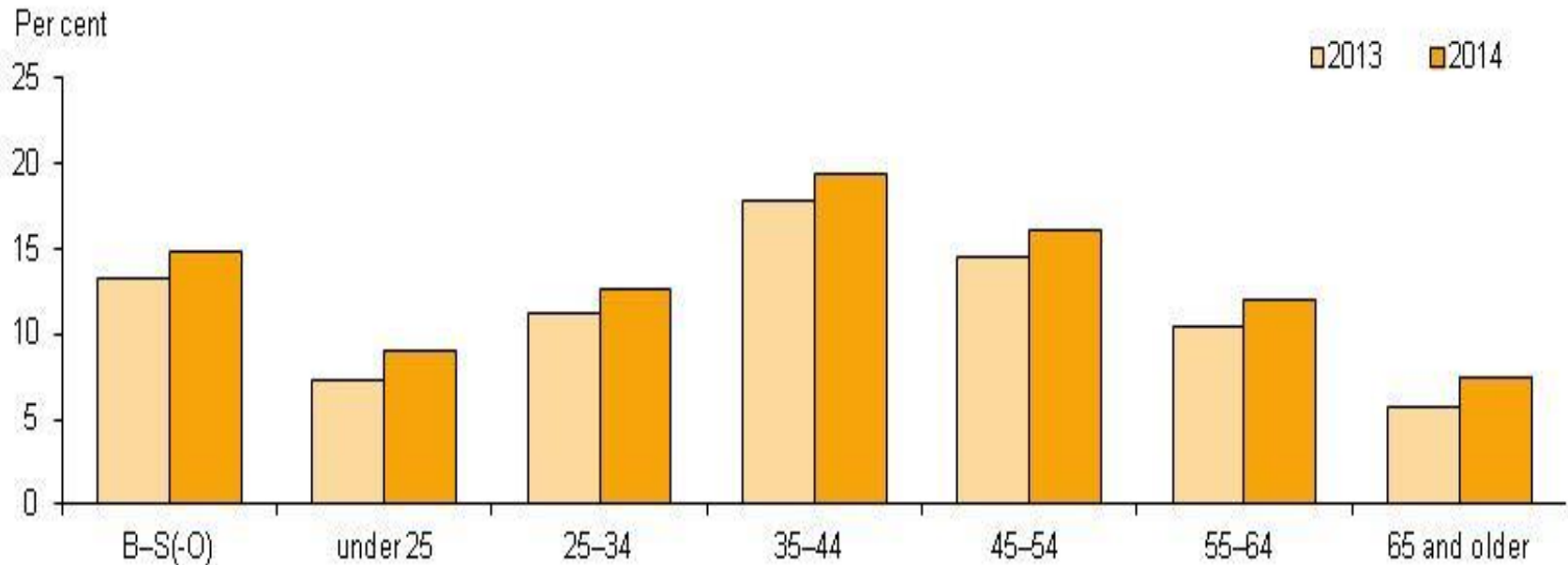
B-S – whole economy;

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<sup>1</sup> in Lithuania by age of employees, 2013 and 2014



<sup>1</sup> 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

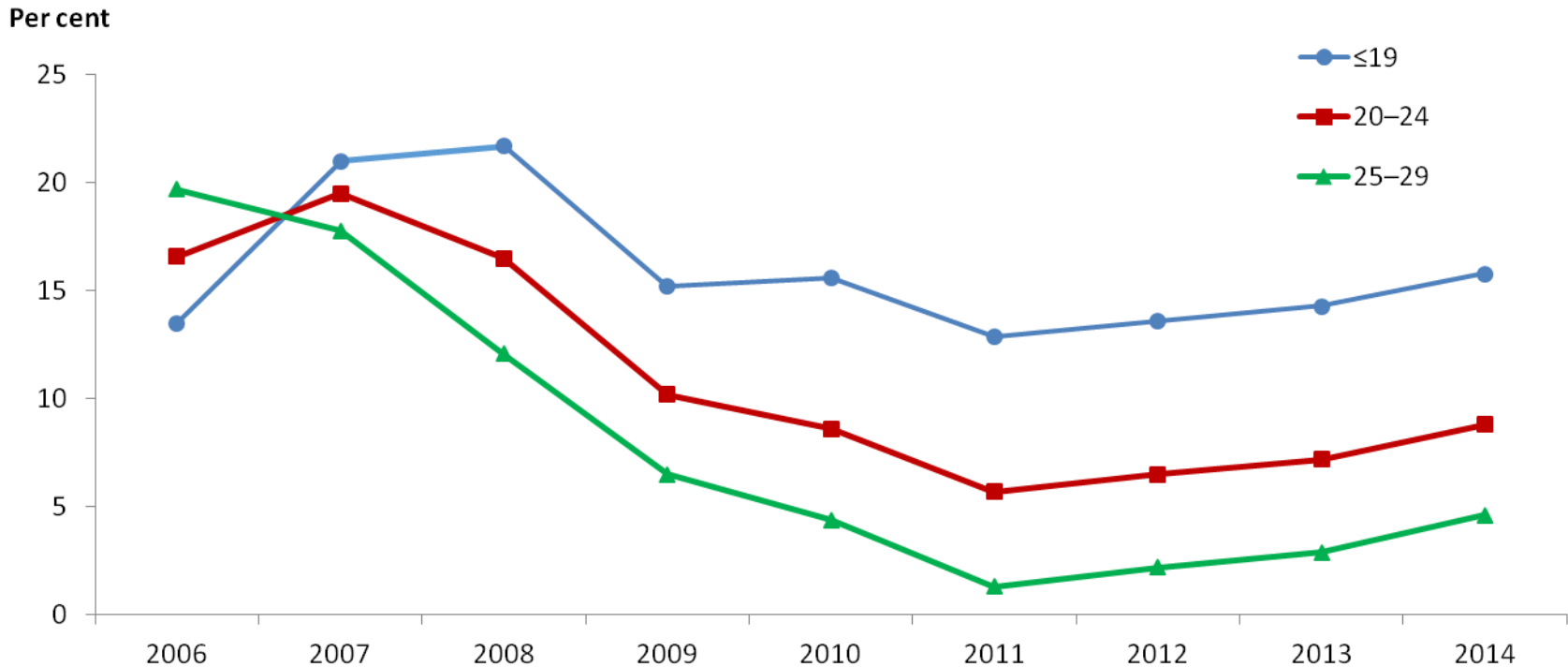
Coverage of GPG indicators extended by more detailed young-age groups:

- $\leq 19$
- 20-24
- 25-29
- 30-34
- $\leq 29$
- $\geq 30$



## GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

### Trends in gender pay gap<sup>1</sup> in Lithuania by age of young employees, 2006–2014

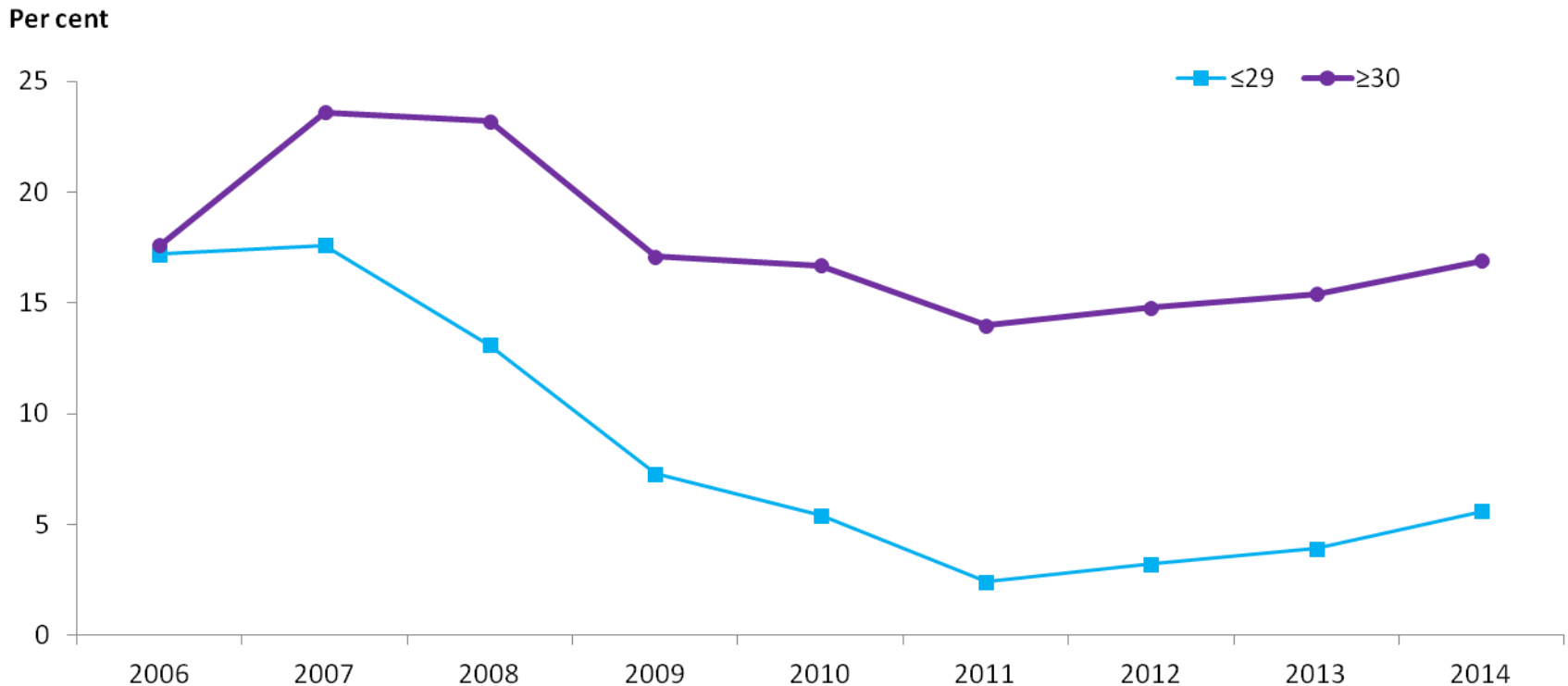


<sup>1</sup>Whole economy, except for public administration, defence, compulsory social security.

Source: Statistics Lithuania.

## GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

### Trends in gender pay gap<sup>1</sup> in Lithuania by age of employees, 2006–2014

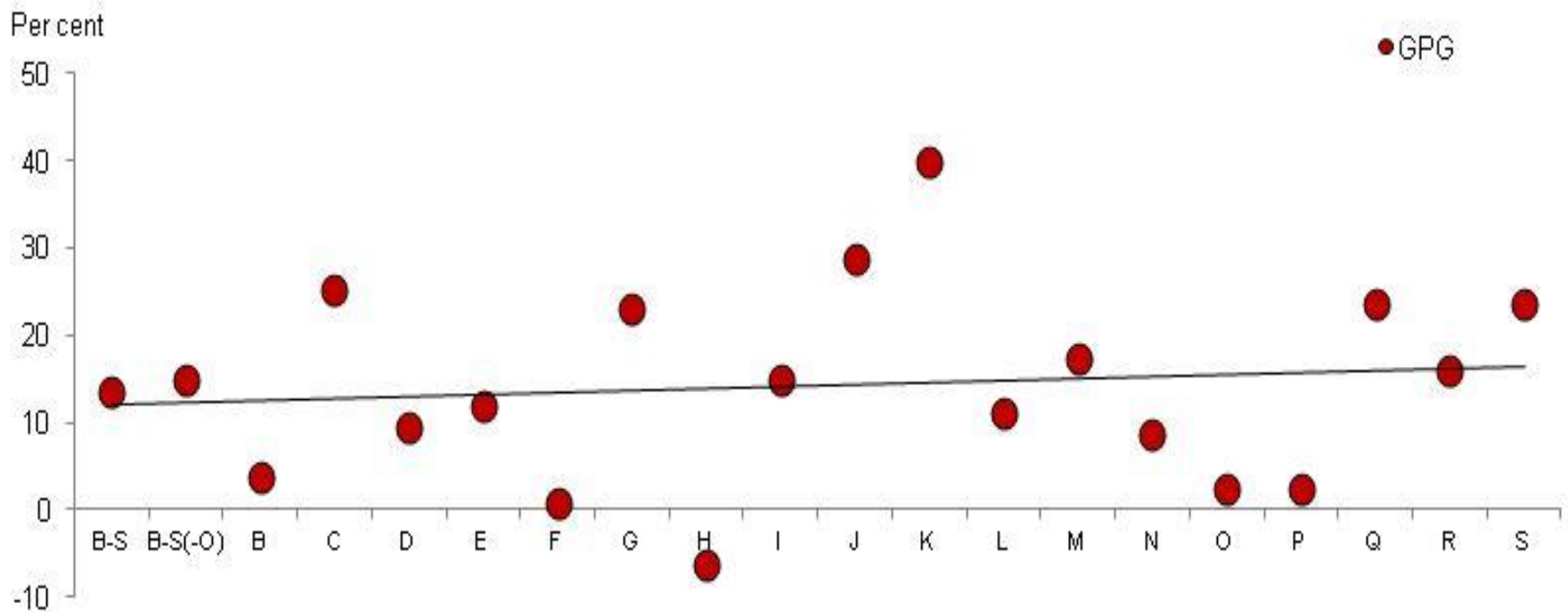


<sup>1</sup> Whole economy, except for public administration, defence, compulsory social security.

Source: Statistics Lithuania.

## GPG INDICATORS CURRENTLY PRODUCED BY STATISTICS LITHUANIA

### Gender pay gap<sup>1</sup> in Lithuania by economic activity, 2014

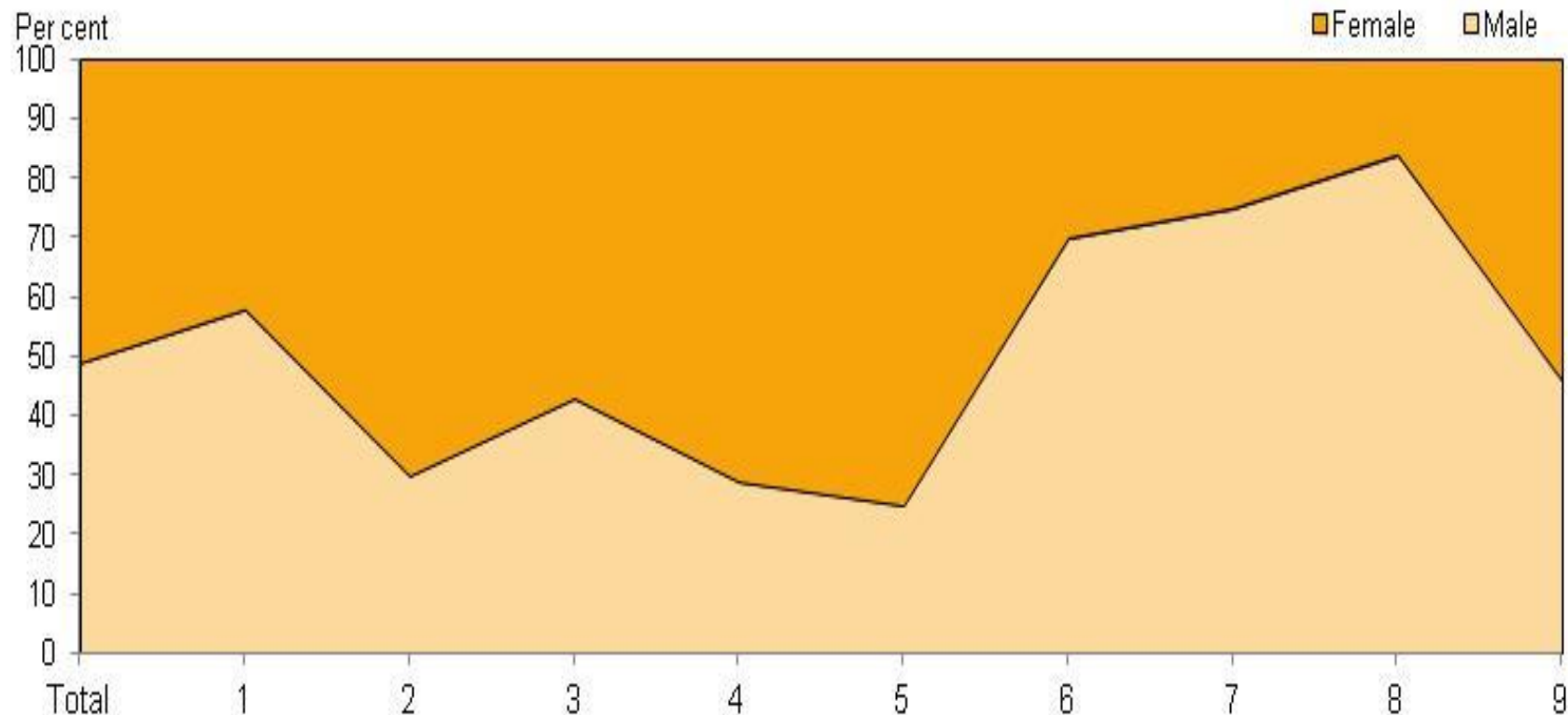


<sup>1</sup> Whole economy, except for public administration, defence, compulsory social security.

Source: Statistics Lithuania.

## ANALYSIS OF GPG INDICATORS BY OCCUPATIONAL GROUP

### Number of full-time employees<sup>1</sup> in Lithuania by gender & occupational group, October 2014



<sup>1</sup> 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

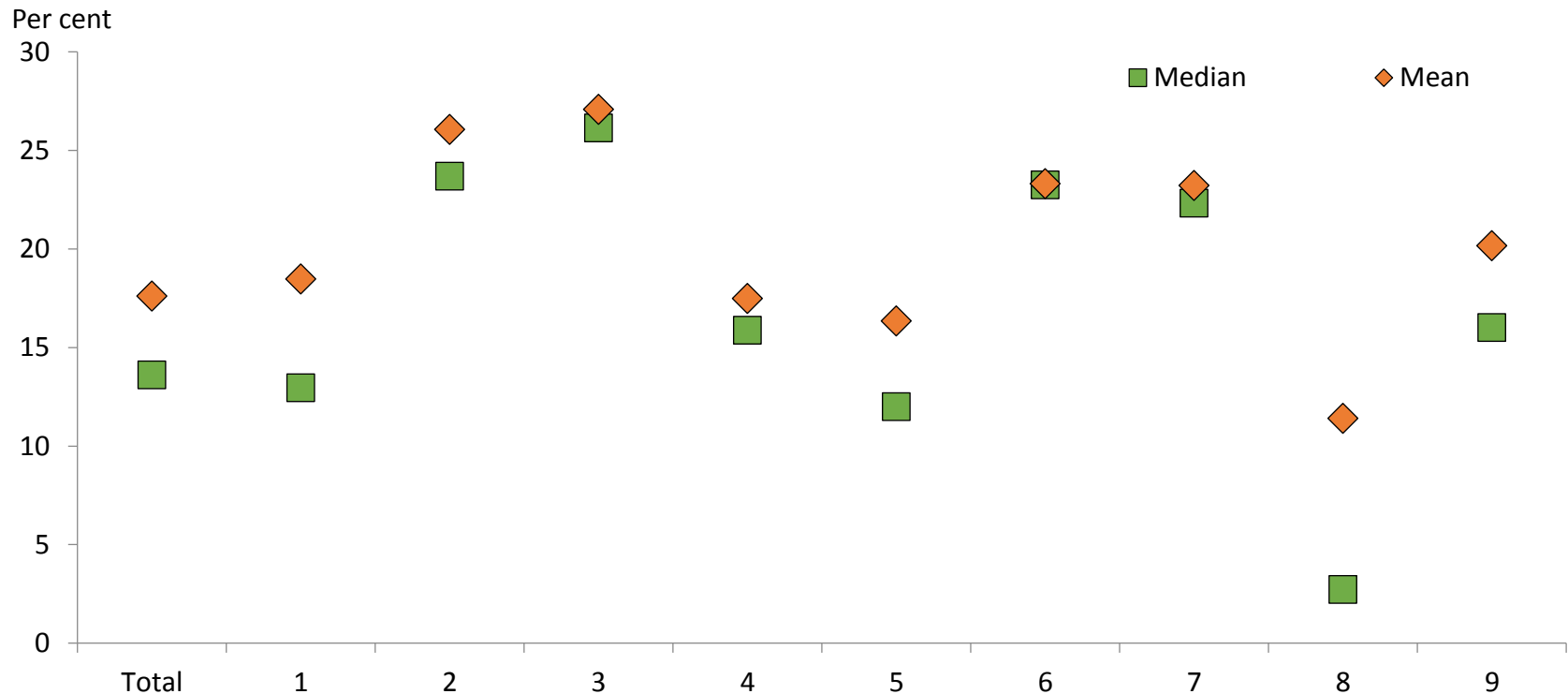
Unadjusted GPG is influenced by different number of hours worked by women & men & part-time employment of women; therefore, it makes sense to analyse gender pay gap only for full-time employees separately

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 gap<sup>1</sup> based on monthly (on the mean & median) earnings of full-time employees in Lithuania by occupational group, October 2014



<sup>1</sup> 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

### GPG<sup>1</sup> based on average monthly earnings of full-time employees in Lithuania by occupational group & economic activity, October 2014

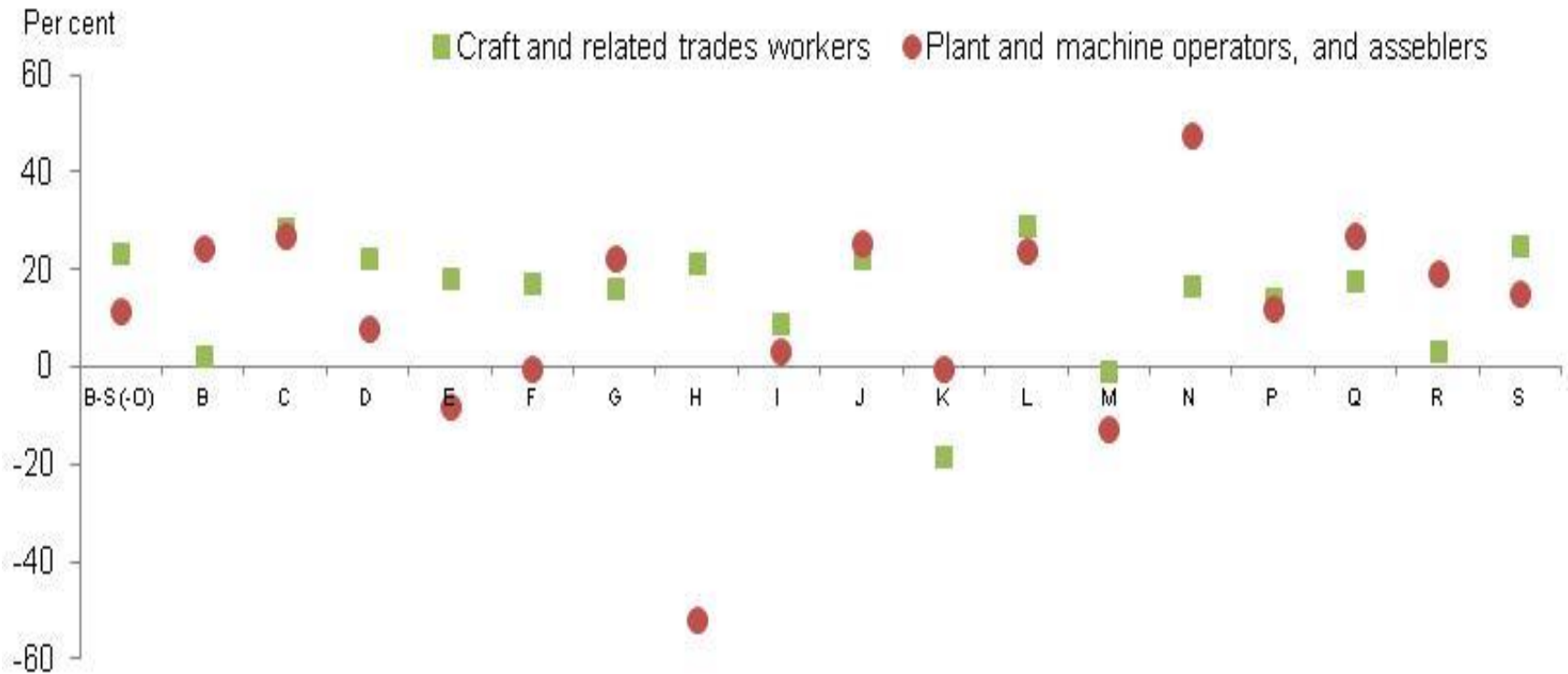


<sup>1</sup> Whole economy, except for public administration, defence, compulsory social security.

Source: Data have been calculated by Statistics Lithuania using administrative data of the State social security.

## ANALYSIS OF GPG INDICATORS BY OCCUPATIONAL GROUP

### GPG<sup>1</sup> based on average monthly earnings of full-time employees in Lithuania by occupational group & economic activity, October 2014



<sup>1</sup> 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