

Women and the Economy (F)

Women's participation in remunerated work in the formal and non-formal labour market has changed and increased significantly, but there are considerable differences in women's and men's access to and opportunities to exert power over the economic structures in their societies according to the Beijing Declaration and Platform for Action for Equality, Development and Peace (BPfA) 1995¹.

Discrimination in education and training, hiring and remuneration, promotion and horizontal mobility practices, as well as inflexible working conditions, lack of access to productive resources and inadequate sharing of family responsibilities, combined with a lack of or insufficient services such as childcare, continue to restrict employment, economic, professional and other opportunities and mobility for women and make their involvement stressful.

Lack of employment in the private sector and reductions in public services and public service jobs have affected women disproportionately. In some countries, women take on more unpaid work, such as the care of children and those who are ill or elderly, compensating for lost household income, particularly when public services are not available.

Women's work generates wealth and is a powerful factor for growth, in that it both stimulates and fulfils needs, activities and jobs. In addition to traditional stereotypes, women who go out to work still have to contend with obstacles such as lesser recognition of their professional qualifications, rigid vertical and horizontal job segregation, less job security, over-representation in the unemployment figures, a rise in part-time work (not always from choice) and consistently lower pay.

In order to address these problems, the following strategic objectives were set and agreed to be implemented by the national governments.

The strategic objectives

- F.1 Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources
- F.2 Facilitate women's equal access to resources, employment, markets and trade
- F.3 Provide business services, training and access to markets, information and technology, particularly to low-income women
- F.4 Strengthen women's economic capacity and commercial networks
- F.5 Eliminate occupational segregation and all forms of employment discrimination
- F.6 Promote harmonization of work and family responsibilities for women and men

Indicators

A lot of work has been done in this area during the different presidencies and several indicators have been identified for measuring the integration of women in the economy. The list of indicators has been changed and additional indicators have been developed or replaced. There are currently 17 indicators formulated for measuring the progress of women in the economy.

The Lisbon European Council of 23 and 24 March 2000 recognised that it was important to further all aspects of equal opportunities, including reducing occupational segregation, and making it easier to reconcile working life and family life, in particular by setting a new criterion for assessing performance in improving childcare provision.



It added that these measures, inter alia, should help to ensure the proportion of women in work. Therefore, a survey² among the Member States and the European Institutions was conducted and nine indicators in the area of the relationship between family life and working life were proposed³ during the French Presidency in 2000.

A qualitative and quantitative report⁴ on the basis of the indicators established in 2000 on the theme of work-life balance was prepared during the French Presidency in 2008. Two indicators, indicators, 6 and 7 (normal opening hours of public services (i.e. local authority offices, post offices, crèches, etc.) during the week and at weekends and normal opening hours of shops during the week and at weekends), were abolished and the indicator 4 was expanded according to the conclusions⁵ of Council of the European Union.

A report⁶ on the basis of the indicators established in 2000, and reviewed in 2008 - on the theme of reconciliation of work and family life, was prepared during the 2011 Polish Presidency and the Council of the European Union adopted the conclusions⁷ in November 2011.

As part of the annual review of the implementation of the BPfA in 2001, the Belgian Presidency prepared the report⁸ and Council of the European Union adopted conclusions⁹ to combat pay inequalities between women and men. During the Belgian Presidency in 2010, a report¹⁰ was prepared to evaluate the indicators of gender-related pay inequalities describing the data gathering work in this area, certain inherent difficulties that remain and the need to revise and complete the set of indicators in order to reflect the multidimensional character of the gender pay gap. The Council of the European Union adopted the conclusions¹¹ and took note of the proposed 10 indicators of gender-related pay inequalities on 17 December 2010: a set of indicators was needed for regular monitoring to communicate a clear political message. This set includes six main indicators to measure the gender pay gap and monitor progress and four complementary

indicators as possible instruments for further in-depth research on the gender pay gap.

Indicator F1

Name: Employed men and women on parental leave (paid and unpaid) within the meaning of Directive 96/34/EC on the framework agreement between the social partners on parental leave, as a proportion of all employed parents

Concept: Directive 96/34/EC was replaced in 2010 with new Directive 2010/18/EU¹². Directive 2010/18/EU¹³ entitles men and women workers to an individual right to parental leave on the grounds of the birth or adoption of a child to take care of that child until a given age up to eight years. The leave shall be granted for at least a period of four months and, to promote equal opportunities and equal treatment between men and women, should, in principle, be provided on a non-transferable basis.

Men should be encouraged to assume an equal share of family responsibilities, for example to take parental leave, helping to close the gender gap and promoting women's participation in the labour force. Women's higher rate of taking parental leave produces negative effects on their careers and wages reinforcing gender inequality in the labour market.

The right to parental leave (which is different to maternity leave for mothers and paternity leave for fathers) has been established in all Member States. However, large differences continue to exist between countries with regard to the legal framework, including duration, payment, proportion of leave that can be transferred between parents, and the part reserved for fathers only. Parental leave is still more prevalent among women than men.

Data source: The calculation of the indicator is based on the European Union Labour Force

Survey (EU-LFS) ad-hoc module 2010: Reconciliation between work and family life.

Published: Data are available in the Eurostat online database (lfso_10|parlea : 'Persons who took parental leave to care for their youngest child aged less than eight, by duration of parental leave (1 000)'). This module presents the data about persons who took parental leave to care for their youngest child aged less than eight by duration:

- 3 months or less;
- 3 to 6 months;
- 6 to 12 months;
- over 12 months;
- ongoing.

Notes: Calculations are based on LFS ad-hoc module (i.e. a special set of questions) 2010: Reconciliation between work and family life, where the parental leave is defined as a parental leave to care for their youngest child aged less than eight. Whereas the data are published by Eurostat at a more detailed level disaggregated by duration of parental leave, data for all groups in all countries are not available due to limitations of the sample. Therefore, in summary data presented some data on the parental leave could be missing. Also in 2005, the EU-LFS included an ad hoc module on the 'Reconciliation between work and family life', which asked whether parental leave had been taken over the last 12 months to care for the respondent's own children living in the household. It also gave an indication of whether the leave was remunerated or not for those who took leave, and under which kind of arrangement it was taken. Still, there are no available regular data for the calculation of this indicator at EU level. However, the Labour Force Survey (EU-LFS) collects information on employed persons on parental leave also in the core survey (i.e. the stable set of questions).

In the core EU-LFS, there is one question to identify persons employed but absent from their jobs, and a second question asking for the main reason for absence. One of the possibility answers is 'parental leave'. This allows an indirect identification and measure of people on parental leave and quarterly or annual estimates are possible. However, the indirect estimates based on the core EU LFS questions have three issues. Firstly, survey respondents are not asked directly if they are on parental leave: they can only be identified indirectly, and only in the case that they did not work at all (parents on part-time parental leave will not be identified). Secondly, the variable on the reason for being absent only identifies the main reason. Thirdly, no internationally harmonised definition of 'parental leave' is used in this variable; LFS relies on the spontaneous response of respondents as being on 'parental leave', which may be connected to the respondent being on an (national specific) administrative scheme of parental leave. The estimates based on the EU-LFS ad hoc module have higher reliability but only multiannual periodicity.

In its Family database, the OECD uses a similar indicator (Use of childbirth-related leave by mothers and fathers) measuring the proportion of employed women and men with a child under one-year-old on maternity or parental leave. These data also based on the EU-LFS survey.

Indicator F2

Name: Allocation of parental leave between employed women and men as a proportion of all parental leave

Concept: Directive 2010/18/EU¹⁹ entitles men and women workers to an individual right



to parental leave on the grounds of the birth or adoption of a child to take care of that child until a given age up to eight years. The leave shall be granted for at least a period of four months and, to promote equal opportunities and equal treatment between men and women, should, in principle, be provided on a non-transferable basis.

Men should be encouraged to assume an equal share of family responsibilities, for example to take parental leave, helping to close the gender gap and promoting women's participation in the labour force. The right to parental leave (which is different to maternity leave for mothers and paternity leave for fathers) has been established in all Member States. However, large differences continue to exist between countries with regard to the legal framework, including duration, payment, proportion of leave that can be transferred between parents, and the part reserved for fathers only. Parental leave is still more prevalent among women than among men.

Data source: The calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS) ad-hoc module 2010: Reconciliation between work and family life.

Published: Data are available in the Eurostat online database (lfsa_10lparlea : 'Persons who took parental leave to care for their youngest child aged less than eight, by duration of parental leave (1 000)'). This module presents the data about persons who took parental leave to care for their youngest child aged less than eight by duration:

- 3 months or less;
- 3 to 6 months;
- 6 to 12 months;
- over 12 months;
- ongoing.

Notes: Calculations are based on LFS ad-hoc module (i.e. a special set of questions) 2010: Reconciliation between work and fam-

ily life, where the parental leave is defined as a parental leave to care for their youngest child aged less than eight. Whereas the data are published by Eurostat at a more detailed level disaggregated by duration of parental leave, data for all groups in all countries are not available due to limitations of the sample. Therefore, in summary data presented some data on the parental leave could be missing. Also in 2005, the EU-LFS included an ad hoc module on the 'Reconciliation between work and family life', which asked whether parental leave had been taken over the last 12 months to care for the respondent's own children living in the household. It also gave an indication of whether the leave was remunerated or not for those who took leave, and under which kind of arrangement it was taken.

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leave' is used in this variable; LFS relies on the spontaneous response of respondents as being on 'parental leave', which may be connected to the respondent being on an (national specific) administrative scheme of parental leave. The estimates based on the EU-LFS ad hoc module have higher reliability but only multiannual periodicity.

In its Family database, the OECD uses a similar indicator (Use of childbirth-related leave by mothers and fathers) measuring the proportion of employed women and men with a child under one-year-old on maternity or parental leave. These data also based on the EU-LFS survey.

Indicator F3

Name: Children cared for (other than by the family) as a proportion of all children of the same age group:

- before entry into the non-compulsory pre-school system (during the day);
- in the non-compulsory or equivalent pre-school system (outside pre-school hours);
- in compulsory primary education (outside school hours).

Concept: The development of childcare services may improve the reconciliation of work and family life and childcare in early childhood (0–2 years) can impact on the activity models of young mothers. Ensuring suitable childcare provision is recognised as an essential step towards equal opportunities in employment between women and men.

Formal childcare by duration (less than 30 hours a usual week; 30 hours or more a usual week; and in total) should be analysed in two age groups: 0–2 years and from age 3 and up to compulsory school age (6–7 years) according to the French Presidency report.

Data source: The calculation of the indicator is based on the European Union Statistics on Income and Living Conditions (EU-SILC) childcare data²⁵. This survey presents the data about formal childcare and other types of care by duration:

- less than 30 hours a usual week;
- 30 hours or more a usual week;

and age of the child:

- 0–2 years;
- age 3 and up to admission age for compulsory school;
- admission age for compulsory school to 12).

Formal childcare refers to the four EU-SILC survey variables:

- education at preschool or equivalent;
- education at compulsory education;
- childcare at centre-based services outside school hours;
- childcare at day care centre organised/controlled by a public or private structure.

Other types of care referred to in the EU-SILC survey includes childcare by a professional childminder at the child's home or at the childminder's home and childcare by grandparents, other household members (other than parents), other relatives, friends or neighbours.

Published: Data are available in the Eurostat online database ('ilc_caindformal: Formal childcare by age group and duration % over the population of each age group'²⁶).

Notes: The data cover all EU Member States and the oldest data are available from 2005 (2006 for BG and 2007 for RO). The data are updated annually.

Due to the differences in the age of admission to (pre)school and in the maternity/paternity/parental scheme leaves (in terms of length and replacement income), the comparability across countries is restricted.



By examining the proportion of children formally cared for, the indirect aim of the indicator is to assess to what extent their parents (and their mothers in particular) can participate in the labour market. The division according to the age group of the children is essential because care needs vary with age. Going to (pre) school is not considered as a form of care but rather as education (and, in this respect, should be largely accessible to all children), which explains why the indicator is limited to care facilities provided before and after (pre)school hours for children of school age.

It also has to be stressed that the use of child-care facilities does not directly answer the question of whether demand is fully met. Moreover, a relatively low share of children cared for formally may not necessarily indicate shortages, as extended parental leave facilities are available in some countries.

Indicator F4

Name: Comprehensive and integrated policies, particularly employment policies, aimed at promoting a balance between work and family life for both men and women (including, for example, a description of available child care facilities, parental leave and flexible working time arrangements, of services offered by companies for their employees, and of flexible opening hours of public services such as local authority offices, post offices, crèches, and shops)

Concept: This indicator is the only one proposing a qualitative approach based on the Member States implementing policies in favour of reconciliation of work, private and family life. This indicator provides information on the key policy measures, particularly family and employment policies enacted or announced in the

Member States in order to (directly or indirectly) promote a better balance between working, private and family life.

To prepare an overview, the following areas were analysed in the French Presidency report:

- a) the strategy: the explicit or implicit strategy underlying the provision put in place and the policies put into practice;
- b) principal measures: the most significant measures or a lack of measures;
- c) the directions for work.

Data source: Since the report²⁷ prepared by the French Presidency, extensive and accurate information on policies related to reconciliation of work, private and family life have been available from several sources. The main sources in this area should be the MISSOC database²⁸, ESSPROS qualitative database²⁹ and the Council of Europe Family Policy Database³⁰.

Published: The data about policies aimed at promoting a balance between work and family life can be found in several databases: MISSOC database³¹, ESSPROS qualitative database³² and the Council of Europe Family Policy Database³³ as well as reports published by Eurostat and European Commission.

Notes: This composite indicator aims to provide an overview of the policies implemented in each Member State to facilitate the reconciliation of work, private and family life. The information collected from national administrative sources is assumed to be reliable and up to date. The information is assumed to be comparable between countries.

The MISSOC database is updated twice a year (January and July) and ESSPROS data have been updated annually. The information in the Council of Europe Family Policy database was collected on a one-off basis (but a regular update is planned in the future).

Indicator F5

Name: Dependent elderly men and women (unable to look after themselves on a daily basis) over 75

- living in specialised institutions;
- who have help (other than the family) at home;
- looked after by the family;
- as a proportion of men and women over 75.

Concept: The European Union is confronted with the problem of an ageing population in the majority of the Member States. This phenomenon is due to the continuous increase in life expectancy among both men and women and to the recent low fertility rates registered in the majority of Member States. Both factors impact dramatically on the size of the European population size and the age structure, inevitably resulting in an increased old-age dependency ratio. In the context of an ageing population, an indicator on caring for elderly persons is crucial. As women are generally in charge of taking care of their family (including old dependent persons), this indicator should also give an insight into their availability to participate in the labour market.

Data source: There is no database including all information at EU level for this indicator.

Published: There are no published data including information at EU level for this indicator.

Notes: There are no available data for the calculation of this indicator at EU level, but the OECD Health Data³⁴ (but no free access) provide data on long-term care recipients in institutions as well as long-term care recipients at home: data are broken down by sex and age (but not for the age group over 75). Long-term care is defined as a range of services required by persons with a reduced degree of functional capacity, physical or cognitive, and who are consequently

dependent for an extended period of time on help with basic activities of daily living.

The Survey of Health, Ageing and Retirement in Europe (SHARE)³⁵ covers only some Member States and provides data on dependent persons receiving care at home. It needs to be stressed that this survey does not include people living in institutions and that the sample size is small. The European Union Statistics on Income and Living Conditions (EU-SILC)³⁶ provide information about people having self-perceived limitations in daily activities (activity restriction for at least the past six months). Data³⁷ are available also for the age group over 75 and are disaggregated by sex, but this survey does not include people living in institutions.

Indicator F6

Name: Total 'tied' time per day for each employed parent living with a partner, having one or more children under 12 years old or a dependent:

- paid working time;
- travelling time;
- basic time spent on domestic work;
- other time devoted to the family (up-bringing and care of children and care of dependent adults).

Concept: The aim of this indicator is to measure the use of time in working households living with young children or dependent adults, and to what extent the time spent in the different tasks is equally shared between women and men.

Total 'tied' time, includes working time (measured in Labour Force Surveys as the time spent in the jobs that produce goods and services included in the GDP), but also commuting time (i.e. time spent travelling to and from work), the time spent in domestic activities and tasks involved in parenting or, more generally, in household du-



ties together with the care of children and adults (unpaid work). From an employer's perspective, the time spent in commuting and in unpaid work is not considered working time. However, from the perspective of the individual, woman or man, the time spent in commuting and in unpaid work is still considered work, even if it is not placed in the same category as paid work.

Data source: There is no database including all information at EU level for this indicator.

Published: There are no published data including all information at EU level for this indicator.

Notes: There are no available data for the calculation of this indicator at EU level. However, there is the Harmonised European Time Use Surveys database HETUS³⁸, where data are available for 15 Member States. Harmonised data for all Member States are not available since Time Use Surveys are not compulsory at EU level. Information about paid and unpaid work is also included in the European Working Conditions Surveys (EWCS)³⁹. The index⁴⁰ 'Number of hours spent on paid and unpaid work per week' includes hours spent on the respondent's main paid work, in other jobs, commuting time, voluntary activities, political activities, caring for children, housework, caring for adults, training and education and is available disaggregated by sex and the following time categories: less than 40 hours; 40 to 70 hours; and more than 70 hours per week. Published data only partially meets the criteria appropriate for the indicator because the index includes more activities (voluntary activities, political activities, training and education) and is not available according to type of household.

The European Quality of Life Surveys (EQLS)⁴¹ also included questions about hours spent on paid (main and additional paid work) and unpaid work (caring for and educating children, cooking and housework, caring for elderly/

disabled relatives) but the data in that area are not yet published.

Indicator F7

Name: Total 'tied' time per day for each employed parent living alone, having one or more children under 12 years old or a dependent

- paid working time;
- travelling time;
- basic time spent on domestic work;
- other time devoted to the family (up-bringing and care of children and care of dependent adults).

Concept: The aim of this indicator is to measure the use of time in working households consisting of a single parent living with young children or dependent adults.

Total 'tied' time, includes working time (measured in Labour Force Surveys as the time spent in the jobs that produce goods and services included in the GDP), but also commuting time (i.e. time spent travelling to and from work), the time spent in domestic activities and tasks involved in parenting or, more generally, in household duties together with the care of children and adults (unpaid work). From an employer's perspective, the time spent in commuting and in unpaid work is not considered working time. However, from the perspective of the individual, woman or man, the time spent in commuting and in unpaid work is still considered work, even if it is not placed in the same category as paid work.

Data source: There is no database including all information at EU level for this indicator.

Published: There are no published data including all information at EU level for this indicator.

Notes: There are no available data for the calculation of this indicator at EU level. However, there is the Harmonised European Time

Use Surveys database HETUS⁴², where data are available for 15 EU Member States. Harmonised data for all Member States are not available since Time Use Surveys are not compulsory at EU level.

Information about paid and unpaid work is also included in the European Working Conditions Surveys (EWCS)⁴³. The index⁴⁴ 'Number of hours spent on paid and unpaid work per week' includes hours spent on the respondent's main paid work, in other jobs, commuting time, voluntary activities, political activities, caring for children, housework, caring for adults, training and education and is available disaggregated by sex and the following time categories: less than 40 hours; 40 to 70 hours; and more than 70 hours per week. Published data only partially meets the criteria appropriate for the indicator because the index includes more activities (voluntary activities, political activities, training and education) and is not available according to type of household.

The European Quality of Life Surveys (EQLS)⁴⁵ also included the questions about hours spent on paid (main and additional paid work) and unpaid work (caring for and educating children, cooking and housework, caring for elderly/ disabled relatives) but the data in that area are not yet published.

Indicator F8

Name: Ratio for all employees

Concept: This indicator is the main indicator for measuring the gender pay gap and monitor progress. The pay gap is a key indicator on the list of structural indicators and is one of the indicators used for monitoring of the European Union's Lisbon strategy and Employment strategy. This is, therefore, a high-profile indicator.

The indicator is the pay gap calculated on the basis of the gross earnings of men and of women, working full-time and part-time. The gender pay gap is calculated as ratio of the difference between male and female pay and male pay:

$$\text{Gender pay gap} = \frac{(\text{average gross male pay} - \text{average gross female pay})}{\text{average gross male pay}} \times 100$$

This indicator includes six sub-indicators, gender pay gaps by sectors and working time and employment rate for women and men. The list of sub-indicators follows.

- a) F8a: Gender pay gap based on gross hourly male and female wages, full-time and part-time employees of all sectors

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁴⁶ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁴⁷ of 2010 ('Average gross hourly wages of full-time and part-time employees (in EUR) and the gender pay gap (2006)', p. 187).

Notes: The Structure of earnings survey (SES) data covers all Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data at country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States;



many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

The gender pay gap in terms of gross hourly earnings is calculated for all full and part-time paid employees for all sectors. This is the global indicator which is most often used to compare the pay of women and men and to calculate the pay gap between them. It provides a more representative indicator for a large number of women than is provided by a calculation based only on the monthly earnings of full-time workers. Part-time employees need to be taken into account because part-time work has become a major component, in some cases the dominant component, of female employment.

b) F8b: Employment rate women and men

Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁴⁸.

Published: Data are available in the Eurostat online database (lfsa_ergan: 'Employment rates by sex, age groups and nationality (%)'⁴⁹).

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

It should be pointed out that comparisons of headcount measures of employment by gender overestimate women's employment and underestimate the gender employment gap in all countries, as they take no account of the higher incidence of part-time employment and absence from work of women. Another way of looking at gender gaps in employment is to calculate them on a full-time-equivalent basis. Such a measure takes into account the gender distribution of part-time work which could be

considered a key indicator of gender equality. In some ways, the availability of part-time work has facilitated the reconciliation of work and parenthood. However, in most countries, part-time work remains 'women's work', reinforcing the traditional gender division of labour.

The employment rate of women and men aged between 15 and 64 for the same reference year as gender pay gap indicators should be analysed in the context of this indicator. The employment rate is important, because a narrow gender pay gap may be explained by the fact that the female employment rate is low, and that those who are working are also those who have the personal characteristics (level of education, profession, etc.) associated with higher salaries. This effect, known as the 'selection effect' may give the mistaken impression that there is great equality on the labour market. This is confirmed when female employment rates and pay gaps are compared.

c) F8c: Gender pay gap based on gross hourly male and female wages, full-time and part-time employees of all sectors and separate for the private and public sectors

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁵⁰ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁵¹ of 2010 ('Average gross hourly wages of full-time and part-time employees (in euros) and the gender pay gap (2006)', p. 187 and 'Average gross hourly wages of full-time and part-time employees in the public and the private sector (in euros) and the gender pay gap (2006)', p. 189).

Notes: The Structure of earnings survey (SES) data covers all Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical

institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

A distinction is made between the public sector and the private sector, since the expectation is that wage formation in these sectors may vary markedly, with divergent consequences for the pay gap. It is generally supposed that pay gaps will be less in the public sector, since the mechanism for setting pay is highly regulated and established in pay scales with few individual salary components. The public sector is heavily represented in female employment.

To calculate these indicators, the distinction between the private and public sectors is based on Sectors C to K and Sectors M, N and O. Sector L (public administration) — the public sector in the strict sense of the term — is not covered in this analysis because of a lack of data.

- d) F8d: Gender pay gap based on gross yearly male and female wages, full-time and part-time employees of all sectors and separate for the private and public sectors

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁵² coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁵³ of 2010 ('Average gross annual wages of full-time and part-time employ-

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Notes: The Structure of earnings survey (SES) data covers all Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

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- e) F8e: Gender pay gap based on gross monthly male and female wages, full-time



Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁵⁴ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁵⁵ of 2010 ('Average gross monthly wages of full-time employees (in euros) and the gender pay gap (2006)', p. 191)

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

The calculation of the pay gap on the basis of hourly earnings does not take into consideration the pay differences between women and men which result from different working time. To highlight this aspect of the pay gap, the gap on the basis of annual or indeed monthly earnings should be calculated, for full-time and part-time workers taken together. If there are more women than men working part time, the pay gap will increase. This indicator reveals what women earn on average per year, or per month, by comparison with men; which comes closer to revealing the gap as experienced by women.

f) F8f: Gender pay gap based on gross monthly male and female wages, full-time and part-time

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁵⁶ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁵⁷ of 2010 ('Average gross monthly wages of full-time and part-time employees (in euros) and the gender pay gap (2006)', p. 192).

Notes: The Structure of earnings survey (SES) data covers all Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

The calculation of the pay gap on the basis of hourly earnings does not take into consideration the pay differences between women and men which result from different working time. To highlight this aspect of the pay gap, the gap on the basis of annual or indeed monthly earnings should be calculated, for full-time and part-time workers taken together. If there are more women than men working part time,

the pay gap will increase. This indicator reveals what women earn on average per year, or per month, by comparison with men; which comes closer to revealing the gap as experienced by women.

Indicator F9

Name: Ratio for the total sum of wage

Concept: This indicator is the main indicator for measuring the gender pay gap and monitor progress.

The share of the total sum of wages corresponds to the total remuneration of women in relation to the total sum of wages, and also the relation between the total number of female and male workers. This indicator reflects the 'total pay gap' (i.e. the inequality in the division of earnings between men and women in one country). This indicator is reformulated in a more neutral fashion from the gender point of view: it is expressed as the share of the total number of wage-earners by sex.

An additional calculation is included, to highlight the effect of part-time work for this indicator. It indicates the share of women and of men in the total volume of work, in other words in the number of actual working days or hours worked. This is justified by the need to take account of part-time work, since such work mainly involves women, and is a source of inequality between women and men in the labour market. In this way, the impact of the differences between women and men in terms of working time can be measured, and the total pay gap can be expressed either unadjusted or adjusted for working time. The second general indicator thus calculates the total pay gap on the basis of the share of women and of men in the total sum of wages and on the basis of their participation in the labour

market in terms of the number of actual working days as an employee.

This indicator includes following three sub indicators:

a) F9a: Share of all wages by sex

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁵⁸ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁵⁹ of 2010 ('Average gross monthly wages of full-time and part-time employees (in euros) and the gender pay gap (2006)', p. 193).

Notes: The Structure of earnings survey (SES) data covers all Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

Data on total wages broken down by gender are available from administrative sources in some countries, but there is no database containing harmonised data providing exhaustive data for all the Member States, therefore the Structure of earnings survey (SES) was used.

b) F9b: Repartition of the total number of wage-earners by sex



Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁶⁰.

Published: Data are available in the Belgian Presidency report⁶¹ of 2010 ('Share of women and men among employees (2006)', p. 194).

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

c) F9c: Repartition of the total number of actual working days by sex

Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁶².

Published: Data are available in the Belgian Presidency report⁶³ of 2010 ('Share of women and men in the total number of paid workdays (2006)', p. 195).

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

To take account of part-time work, the proportion of actual working days worked by women and men on the basis of the number of usual working hours declared is calculated using data from the Labour Force Survey (LFS). Hours of work by part-time workers have been converted into working days of 7 hours 36 minutes per working day (or 7.6 hours).

Indicator F10

Name: Ratio for part-time work

Concept: This is the main indicator for measuring the gender pay gap and monitoring progress. It is important to analyse the impact of part-time work because this factor together

with education-level differences and labour market segregation will be largely responsible for the gender pay gap.

Part-time work frequently entails differences in hourly earnings too because this type of work often carries a wage penalty and is generally performed more by women than men. It is important to take this account when analysing pay gaps.

Gross hourly earnings are calculated for women working full and part-time and men working full and part-time, so as to be able to make a comparison of the earnings of these different categories by combining the respective figures. Four different pay gaps can be observed: those between women and men working part-time, between women working part-time and men working full-time, between men working part-time and men working full-time, and, lastly, between women working part-time and men working full-time.

This indicator includes following two sub-indicators:

a) F10a: Gross hourly wages and pay gap: female (part-time) - male (part-time); female (part-time) - female (full-time); male (part-time) - male (full-time); female (part-time) - male (full-time)

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁶⁴ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁶⁵ of 2010 ('Figure 17: Pay gap for full-time and part-time workers (2006)', p. 48)

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conduct-

ed — and/or based on other sources. In the report of Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

b) F10b: Part-time employment rate by sex

Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁶⁶.

Published: Data are available in the Eurostat online database (lfsa_eppga: 'Part-time employment as percentage of the total employment for a given sex and age group (%)'⁶⁷)

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

The part-time employment rate of women and men aged 15–64 for the same reference year as gender pay gap indicators should be analysed in the context of this indicator. Part-time employment rate is defined as part-time employment as percentage of the total employment.

Indicator F11

Name: Ratio by age and education

Concept: This is the main indicator for measuring the gender pay gap and monitoring pro-

gress. Two factors that heavily influence wage formation, and hence the pay gap, are the individual's age and level of education. A person's age is relevant as an indicator of professional experience, career development and vertical segregation. It also indicates to what extent seniority and professional experience are reflected in pay.

As regards the employment rate of the youngest group, it should be borne in mind that many of the people in that category are still studying and so are not looking for a job. Age is a partial indicator of a person's level of professional experience and participation in the labour market depends heavily on the level of education: the employment rate generally rises in line with the level of education. This is particularly true for women.

This indicator includes following four sub-indicators:

a) F11a: Employment rate by age and sex

Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁶⁸.

Published: Data are available in the Eurostat online database (lfsa_ergaed: 'Employment rates by sex, age groups and highest level of education attained (%)'⁶⁹ for age groups 20–24; 25–54 and 55–64 and lfsa_ergan: 'Employment rates by sex, age groups and nationality (%)'⁷⁰ for age group 65 and older)

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

It should be pointed out, that comparisons of headcount measures of employment by gender overestimate women's employment and underestimate the gender employment gap in all countries, as they take no account of the



higher incidence of part-time employment and absence from work of women. Another way of looking at gender gaps in employment is to calculate them on a full-time equivalent basis. Such a measure takes into account the gender distribution of part-time work which could be considered a key indicator of gender equality. In some ways, the availability of part-time work has facilitated the reconciliation of work and parenthood. However, in most countries, part-time work remains 'women's work', reinforcing the traditional gender division of labour.

The employment rate of women and men in the age groups 20–24 years, 25–54 years, 55–64 years, and 65 and over should be analysed in the context of this indicator.

- b) F11b: Pay gap according to age group (< 24, 25–34, 35–44, 45–54, 55–64 and 65+) based on hourly wages of female and male workers, full-time and part-time workers

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁷¹ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁷² of 2010 ('Average gross hourly wages of women and men (in euros) and the gender pay gap by age category (2006)', p. 198)

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous,

the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

- c) F11c: Employment rate by educational level (ISCED, 3 levels)

Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁷³.

Published: Data are available in the Eurostat online database (lfsa_ergaed: 'Employment rates by sex, age groups and highest level of education attained (%)'⁷⁴)

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

It should be pointed out, that comparisons of headcount measures of employment by gender overestimate women's employment and underestimate the gender employment gap in all countries, as they take no account of the higher incidence of part-time employment and absence from work of women. Another way of looking at gender gaps in employment is to calculate them on a full-time equivalent basis. Such a measure takes into account the gender distribution of part-time work which could be considered a key indicator of gender equality. In some ways, the availability of part-time work has facilitated the reconciliation of work and parenthood. However, in most countries, part-time work remains 'women's work', reinforcing the traditional gender division of labour. The employment rate of women and men in age group 15–64 years should be analysed in the context of this indicator.

d) F11d: Pay gap by educational level (ISCED, 3 levels), full-time and part-time workers

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁷⁵ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁷⁶ of 2010 ('Average gross hourly wages of women and men (in euros) and the gender pay gap by level of education (2006)', p. 200).

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

Indicator F12

Name: Segregation in the labour market

Concept: This is the main indicator for measuring the gender pay gap and monitoring progress. One of the factors that best explains the gender pay gap is segregation in the labour market. Women are often over-represented in sectors, occupations and positions where pay tends to be moderate. There are two types of segregation. Firstly, horizontal segrega-

tion, which relates to the high concentration of women in certain occupations and certain sectors and which is gender based. Secondly, vertical segregation which refers to the high concentration of women in lower ranking positions.

Despite equal qualifications, women do not have the same career opportunities and less often hold management posts. In the literature, vertical segregation is represented by the image of a 'glass ceiling' (i.e. the full range of visible or invisible barriers that explain why so few women hold high-level positions). Women are often excluded from the more prestigious occupations that involve greater responsibility and higher pay.

The mirror image of the 'glass ceiling' is the 'sticky floor', representing the barriers that could prevent women from moving up the ladder. That concept describes the forces that tend to keep women at the bottom of the organisational pyramid.

This indicator includes following three sub-indicators:

a) F12a: Average gross hourly wages of female and male workers in the 5 industry sectors (NACE, 2 digits) with the highest numbers of female workers and the highest numbers of male workers

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁷⁷ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁷⁸ of 2010 ('Average gross hourly wages of women and men (in euros) and the gender pay gap by the 5 largest sectors (2006)', p. 201).

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner



at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

Horizontal segregation is calculated according to a sector-by-sector classification based on the two-digit NACE classification.

- b) F12b: Average gross hourly wages of female and male workers in the 5 professional categories (ISCO categories, 2 digits) with the highest numbers of female workers and the highest numbers of male workers

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁷⁹ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁸⁰ of 2010 ('Average gross hourly wages of women and men (in euros) and the gender pay gap by the 5 largest sectors (2006)'; p. 202).

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the

Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

Horizontal segregation is calculated according to an occupational classification based on the two-digit ISCO classification.

- c) F12c: Pay gap in management (ISCO 12 and 13)

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁸¹ coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁸² of 2010 ('Average gross hourly wages of women and men (in euros) and the gender pay gap by the 5 largest sectors (2006)', p. 203).

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level. Some indicators

were not calculated for all the Member States. In principle, the figures relate to the Member States; many of the indicators, however, could not be calculated for Denmark, Malta or Austria as microdata about those countries were not available to researchers.

Vertical segregation causes pay gaps based on pay dispersion: it has a variable impact at the top and bottom of the distribution of pay and refers to the concepts of 'glass ceiling' and 'sticky floor'. The idea is that women are hampered by 'invisible' obstacles which prevent them from reaching the highest levels of responsibility and this phenomenon is observed at different stages of their careers. The ISCO groups broadly reflect a hierarchy of posts: Group 1 covers managers. As Group 11 includes public sector officials, that group is not given for all countries and it is not included in the calculation either. Consequently, the gender pay gap is calculated for the ISCO 12 and ISCO 13 occupations.

Indicator F13

Name: Ratio according to personal characteristics

Concept: This is a complementary indicator used as a possible instrument for further in-depth research on the gender pay gap. Personal circumstances such as family composition, marital status or country of birth play a key role in women and men's earnings and may partially explain the gender pay gap. Family composition and marital status generally affect the earnings of women and men in opposing ways and can, therefore, exacerbate the gender pay gap. The earnings of women who have children and/or are married are generally lower than those of women who have no children and/or are unmarried, and lower than the earnings of men. Conversely, men who have children and/or are married on aver-

age earn more than men who have no children and/or are unmarried, and more than women.

That phenomenon may, inter alia, be explained by discrimination and gender stereotypes that assign certain tasks to women and others to men according to a gender-based division of labour whether it is unpaid work undertaken in a private capacity or remunerated work in the labour market.

The same is true for the country of birth, which can negatively impact on pay and together with gender have a cumulative effect in the case of women. This results in dual discrimination.

This indicator includes following three sub-indicators:

- a) F13a: Employment rate by family situation and civil status (crossed)

Data source: Calculation of the indicator is based on the European Union Labour Force Survey (EU-LFS)⁸³.

Published: Data are available in the Belgian Presidency report⁸⁴ of 2010 ('Employment rate by household type and marital status (2008)', p. 204).

Notes: The data cover all EU Member States and the oldest data are available from 1983 (but not for all Member States). The data were updated annually until 2000: since then, the data have been updated quarterly.

It should be pointed out, that comparisons of headcount measures of employment by gender overestimate women's employment and underestimate the gender employment gap in all countries, as they take no account of the higher incidence of part-time employment and absence from work of women. Another way of looking at gender gaps in employment is to calculate them on a full-time equivalent basis. Such a measure takes into account the gender distribution of part-time work which could be considered a key indicator of gender equality.



In some ways, the availability of part-time work has facilitated the reconciliation of work and parenthood. However, in most countries, part-time work remains 'women's work', reinforcing the traditional gender division of labour.

b) F13b: Gender pay gap by family situation and civil status

Data source: Calculation of the indicator is based on the European Union Statistics on Income and Living Conditions (EU-SILC)⁸⁵.

Published: Data are available in the Belgian Presidency report⁸⁶ of 2010 ('Ratio for differences in earnings according to family situation and marital status (2007)', p. 84).

Notes: The data cover all EU Member States and the oldest data are available from 1995 (but not for all Member States). The data are updated annually. Since 2005, the comparability of the data over time and across countries has been assessed as high.

It is currently not possible to make these calculations on the basis of the SES data because this information is not included in the survey. An alternative would be the European Union Statistics on Income and Living Conditions (EU-SILC)⁸⁷ although the data on earnings are less reliable than in the SES.

c) F13c: Gender pay gap by country of birth

Data source: Calculation of the indicator is based on the European Union Statistics on Income and Living Conditions (EU-SILC)⁸⁸.

Published: Data are available in the Belgian Presidency report⁸⁹ of 2010 ('Ratio for differences in earnings according to country of birth (2007)', p. 86).

Notes: The data cover all EU Member States and the oldest data are available from 1995 (but not for all Member States). The data are updated annually. Since 2005, the comparability of the data over time and across countries has been assessed as high.

It is currently not possible to make these calculations on the basis of the SES data because this information is not included in the survey. An alternative would be the European Union Statistics on Income and Living Conditions (EU-SILC)⁹⁰ although the data on earnings are less reliable than in the SES.

Indicator F14

Name: Breakdown of the hourly wage gap between men and women using the Oaxaca technique

Concept: This is a complementary indicator used as a possible instrument for further in-depth research on the gender pay gap.

The indicator is descriptive in nature and shows how the pay gap varies depending on certain characteristics (age, education, sector, occupation, household composition, nationality, type of contract, etc.). The indicator examines the influence of each factor on the pay gap and, hence, the relationship between the pay gap and those variables. It breaks the pay gap down into various components by means of econometric techniques. Such a method gives an indication of how far the variation in salaries between women and men may be attributed to a number of known factors.

The breakdown divides the pay gap into two components: an explainable component and an unexplainable component. The first component represents those pay gaps which are associated with the average differences between women and men in terms of the characteristics observed. It indicates the extent to which the pay gap can be accounted for by the various characteristics associated with the position of women and men in the labour market: for example, a strong presence of women in lower paid sectors or their shorter length of service in the labour market. All

characteristics being equal (same length of service, same age, working in the same sector, same occupation and same level of education, etc.), women generally earn less than men.

The second component of the pay gap corresponds to that part which does not result from identifiable differences in characteristics observed in the database used. On the one hand, this component comprises discrimination per se, that is the fact that identical characteristics are remunerated differently, generally to the detriment of women: women being paid less on average than men with the same level of education, a lower value being placed on length of service, slower age-related advancement, etc. On the other hand, it also covers the effect of unobserved variables or characteristics on pay gaps. The model used to break down the pay gap is the Oaxaca-Blinder base model (1973).

The pay gap will be decomposed into an initial component identifying the respective influence of each variable with respect to the total pay gap, the relative contribution to the total pay gap of: part-time working arrangements; the level of education; age; length of service in the enterprise; the sector; the occupation; the hierarchical position; the size of the enterprise; the type of contract; the type of economic and financial control of the enterprise.

The second component, the balance of the pay gap, takes account of discrimination and the effect of unobserved variables.

Data source: Calculation of the indicator is based on the Structure of earnings survey (SES) 2006⁹¹, coordinated by Eurostat.

Published: Data are available in the Belgian Presidency report⁹² of 2010 ('Decomposition of the gender pay gap into an explained and an unexplained component (2006)', p. 205 and 'Decomposition of the gender pay gap — subdivision of the explained component (2006)', p. 206).

Notes: The Structure of earnings survey (SES) data covers all EU Member States and latest data are available for 2006. This survey is organised every four years in a harmonised manner at European level and for the other years, national statistical institutes provide figures based on the SES — if it has been conducted — and/or based on other sources. In the report of the Belgian Presidency, only microdata from the 2006 SES for available countries was used and there might be slight differences between these calculations and Eurostat data because of adjustments to the figures, data being rendered anonymous, the analysis method or the availability of data on country level.

Indicator F15

Name: Measures to promote equal pay and combat the gender pay gap

Concept: This is the main indicator for measuring the gender pay gap and monitoring progress. This is a qualitative indicator and should be assessed every four years. This indicator incorporates the following as principal data: the parties involved in the issue of the gender pay gap and their role; the measures taken by the public authorities to eliminate the gender pay gap; best practice for eliminating the gender pay gap.

Data source: Calculation of the indicator is based on the survey⁹³ of EU Member States and the European social partners (UEAPME, CEEP, ETUC) during the Belgian Presidency.

Published: The results of survey were published in the Belgian Presidency report⁹⁴ in 2010 (pp. 98–123).

Notes: In order to obtain the necessary information for this indicator, a questionnaire⁹⁵ was sent to all EU Member States and the European social partners (UEAPME, CEEP, ETUC).



The following Member States replied to the questionnaire: Belgium, Bulgaria, Czech Republic, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, Netherlands, Austria, Poland, Portugal, Slovenia, Slovakia, Finland, Sweden and the United Kingdom. The social partners of several Member States also replied: ETUC (BE, BG, CZ, DK, FR, LV, NL, PL, PT, FI); CEEP (DK, DE, NL, FI, SE); and UEAPME (AT).

Indicator F16

Name: Influence of collective bargaining on the promotion of equal pay and the elimination of the gender pay gap

Concept: This is a complementary indicator used as a possible instrument for further in-depth research on the gender pay gap. This is a qualitative indicator and is based on the measures and good practice concerning the gender pay gap implemented under collective bargaining. At the evaluation level, it takes into account the measures aimed at combating the gender pay gap under collective bargaining as well as the number of collective agreements concluded in connection with the pay gap and the players responsible for the system for collecting such data.

Data source: Calculation of the indicator is based on the survey⁹⁶ of EU Member States and the European social partners (UEAPME, CEEP, ETUC) during the Belgian Presidency.

Published: The results of survey were published in the Belgian Presidency report⁹⁷ in 2010 (pp. 124–134).

Notes: In order to obtain the necessary information for this indicator, a questionnaire⁹⁸ was sent to all EU Member States and the European social partners (UEAPME, CEEP, ETUC). The following Member States replied to the question-

naire: Belgium, Bulgaria, Czech Republic, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, Netherlands, Austria, Poland, Portugal, Slovenia, Slovakia, Finland, Sweden and the United Kingdom. The social partners of several Member States also replied: ETUC (BE, BG, CZ, DK, FR, LV, NL, PL, PT, FI); CEEP (DK, DE, NL, FI, SE); and UEAPME (AT).

Indicator F17

Name: Effect of part-time work, parental leave, time credit systems and career breaks on the gender pay gap

Concept: This is a complementary indicator used as a possible instrument for further in-depth research on the gender pay gap. This is a qualitative indicator and concerns evaluations of, or research into, the effects (short and long term) of part-time work, parental leave, time credit systems and career breaks on the gender pay gap. A specific question relates to information provided by the public authorities to raise awareness of the effects of these flexible forms of employment on the gender pay gap.

Data source: Calculation of the indicator is based on the survey⁹⁹ of EU Member States and the European social partners (UEAPME, CEEP, ETUC) during the Belgian Presidency.

Published: The results of the survey were published in the Belgian Presidency report in 2010 (pp. 134–145).

Notes: In order to obtain the necessary information for this indicator, a questionnaire¹⁰⁰ was sent to all EU Member States and the European social partners (UEAPME, CEEP, ETUC). The following Member States replied to the questionnaire: Belgium, Bulgaria, Czech Republic, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, Netherlands,

Austria, Poland, Portugal, Slovenia, Slovakia, Finland, Sweden and the United Kingdom. The social partners of several Member States also replied: ETUC (BE, BG, CZ, DK, FR, LV, NL, PL, PT, FI); CEEP (DK, DE, NL, FI, SE); and UEAPME (AT).

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