



# Tackling the gender pay gap: not without a better work- life balance

Informal Meeting of Employment and Social Policy Ministers,  
BUCHAREST, 10 – 11 APRIL 2019

Virginija Langbakk, EIGE Director



# Slow progress: gender pay gap in the EU

17.1% 2010



2016

**GENDER PAY GAP** 16.2%



# Not full reality of inequalities at work is reflected

**GENDER GAP 40 %**  
**IN OVERALL EARNINGS**

- Measures:
- average hourly earnings
  - monthly average of the number of paid hours
  - employment rates of men and women

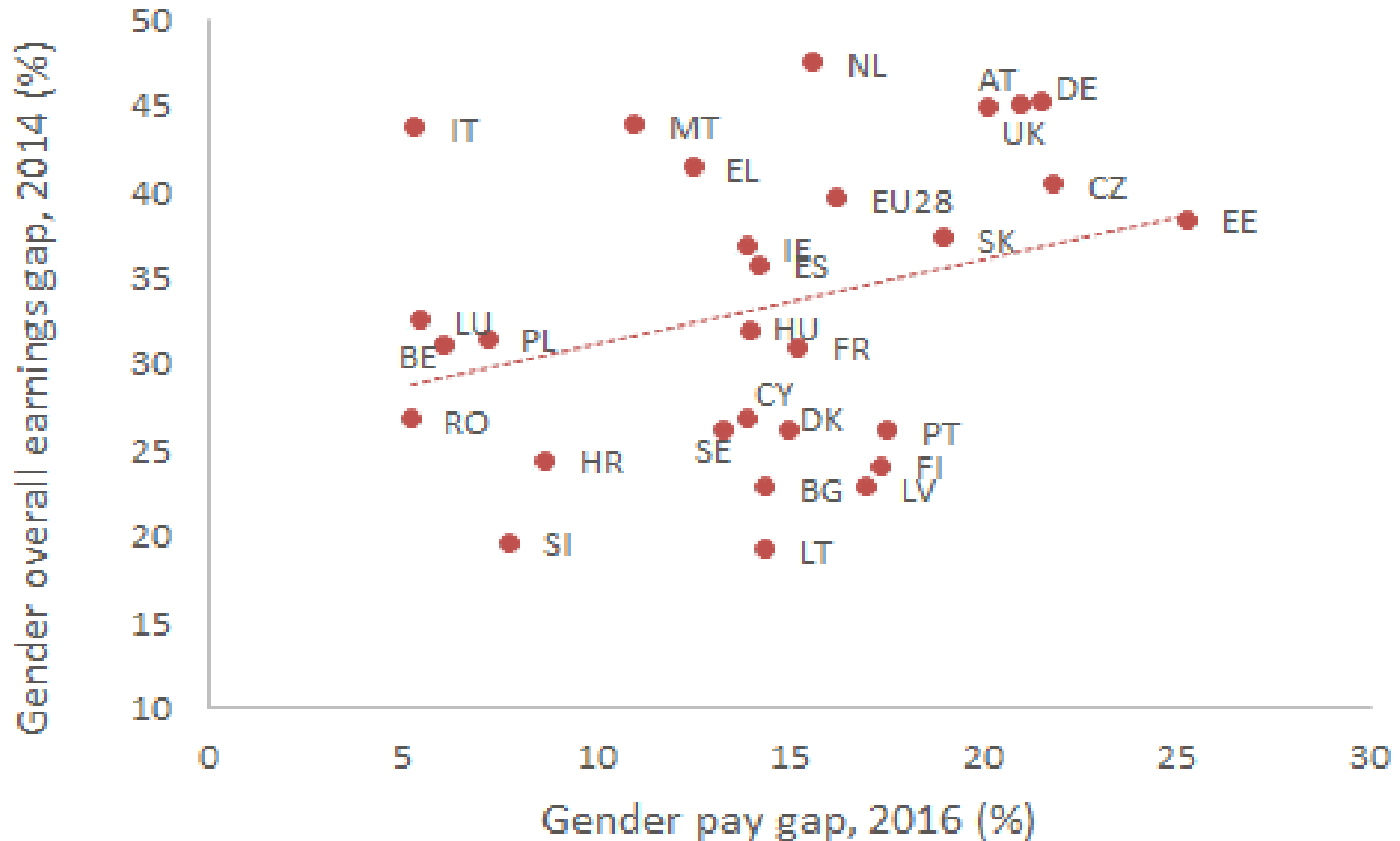
2016

**GENDER PAY GAP 16.2%**

Measures the difference in gross hourly wage between women and men

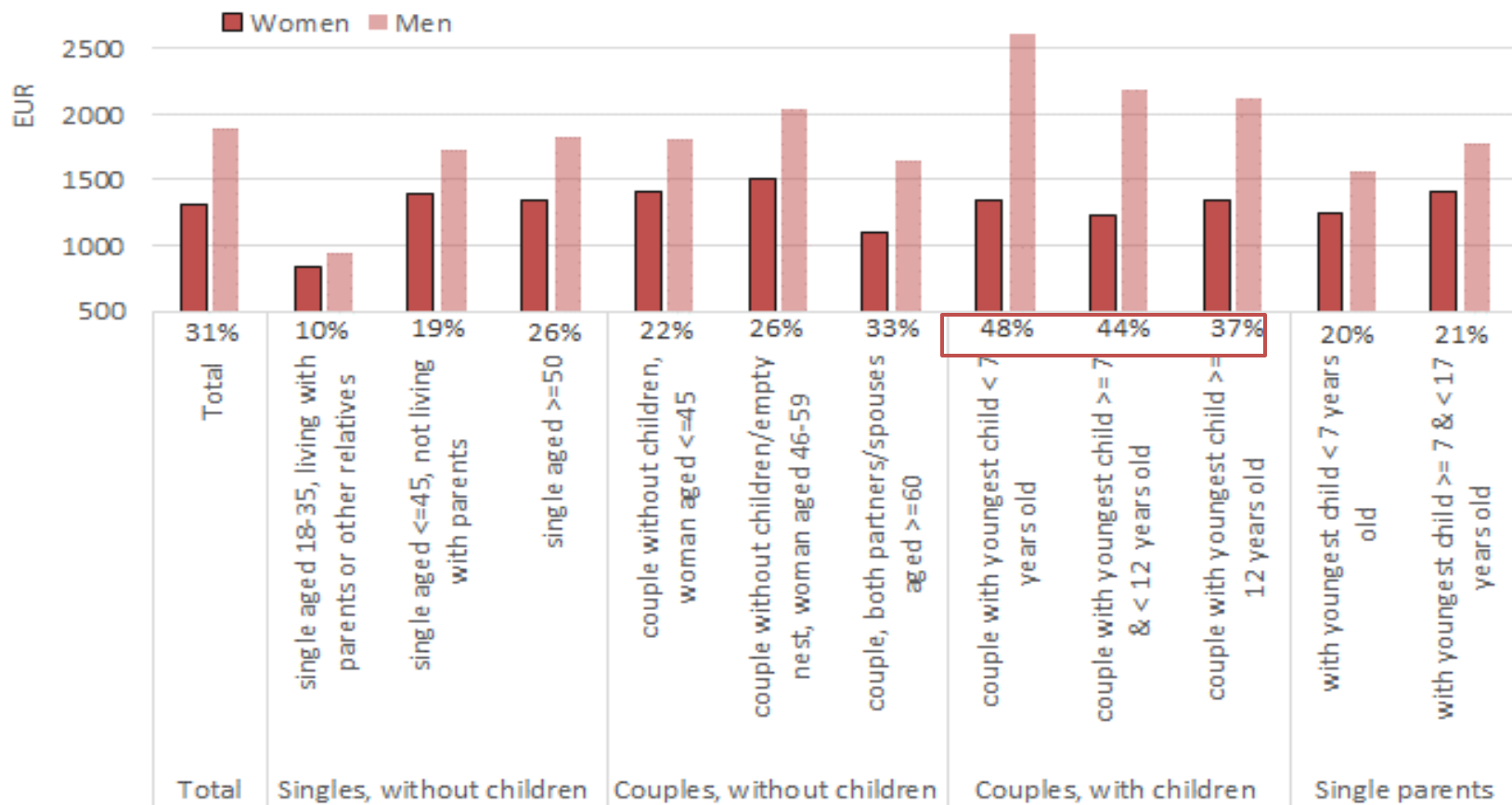


# Gender pay gap and gender overall earnings gap, by country (%)

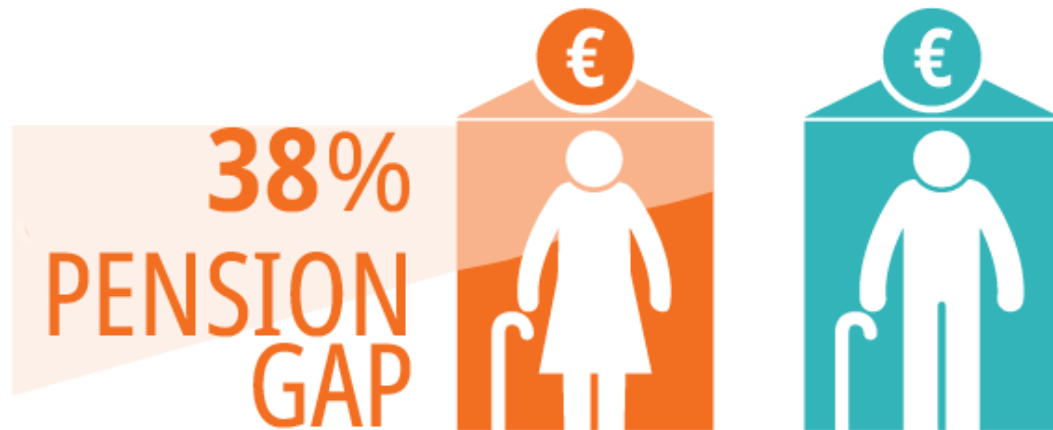


# Couples with children under 7: highest gender gap

Net monthly earnings, EU-28 (2015):



# Gender pay gap generates pension gap and risk of poverty



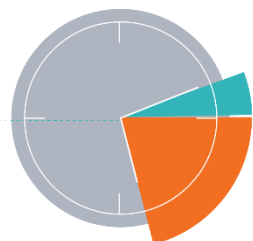
# Factors affecting the gender pay gap in the EU

## Unequal CARE RESPONSIBILITIES

### PART TIME

employment due to care

15-64 years



5%

28%

### INACTIVITY

due to care

15-64 years



1,3%

15%

# Factors affecting the gender pay gap in the EU



## SEGREGATION in education

---

Graduates in STEM:

Women  
20%



Men  
80%

Graduates in EHW:

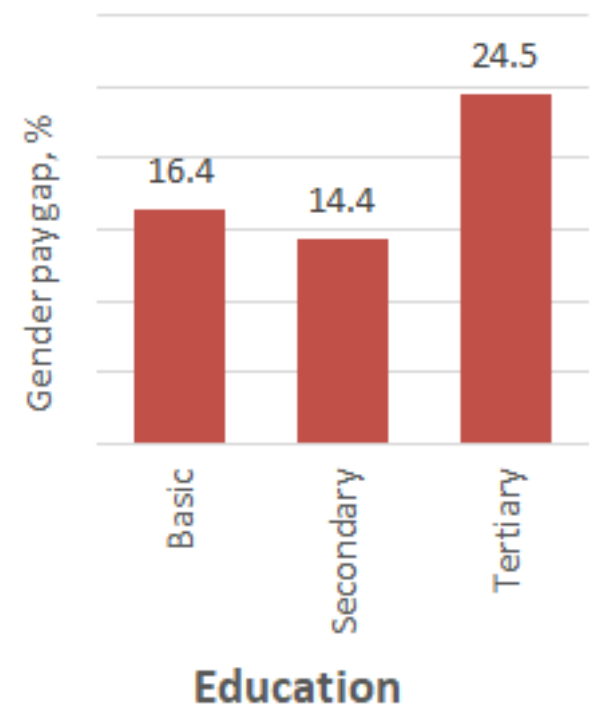
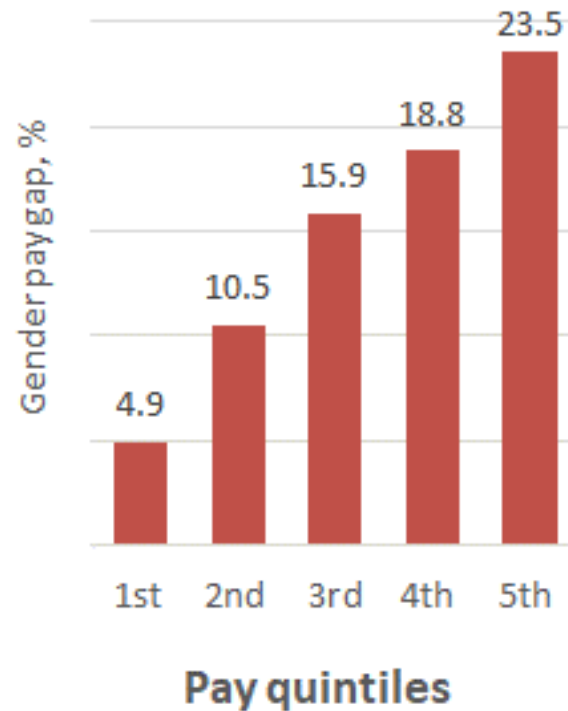
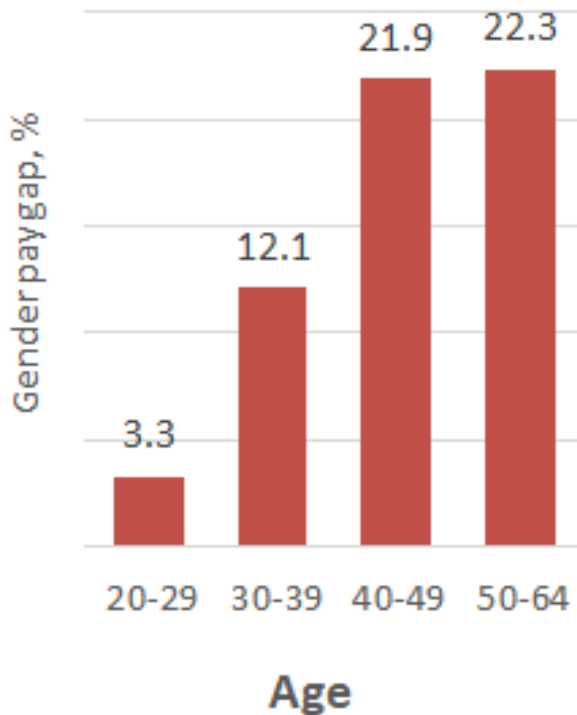
Women  
80%



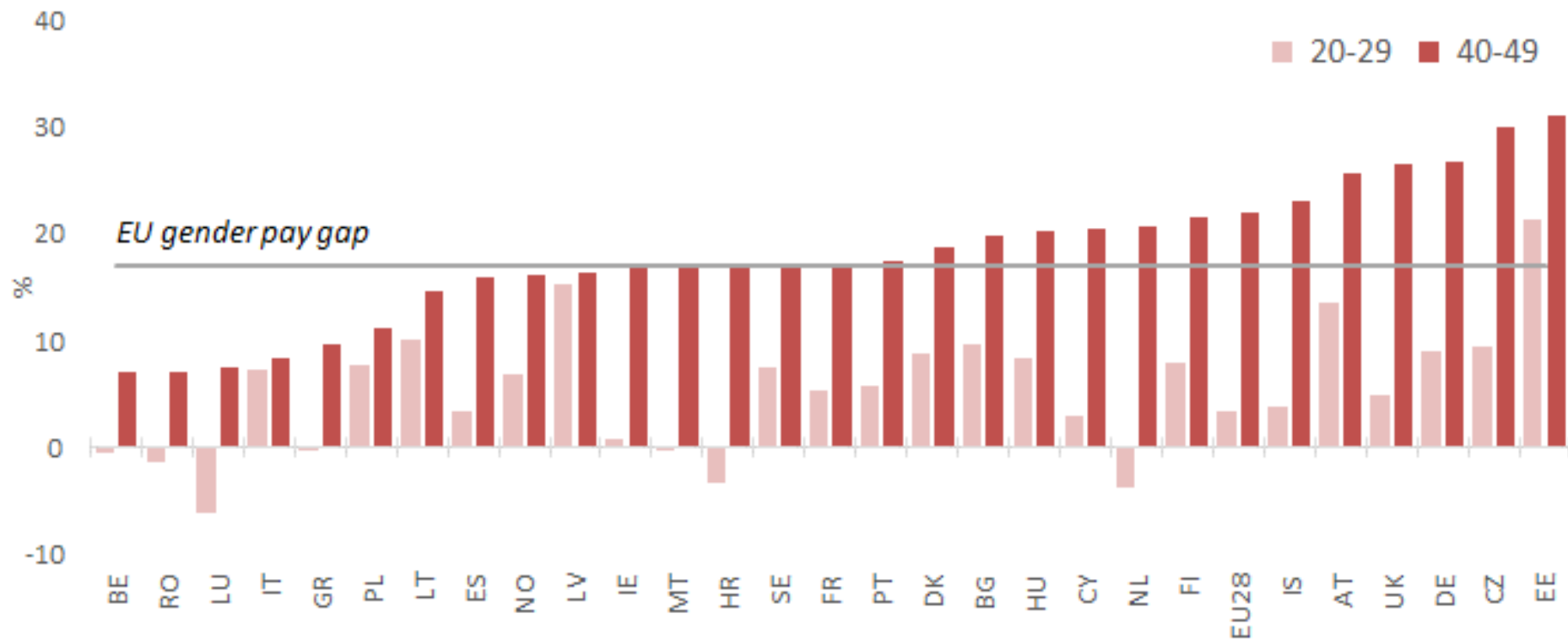
Men  
20%



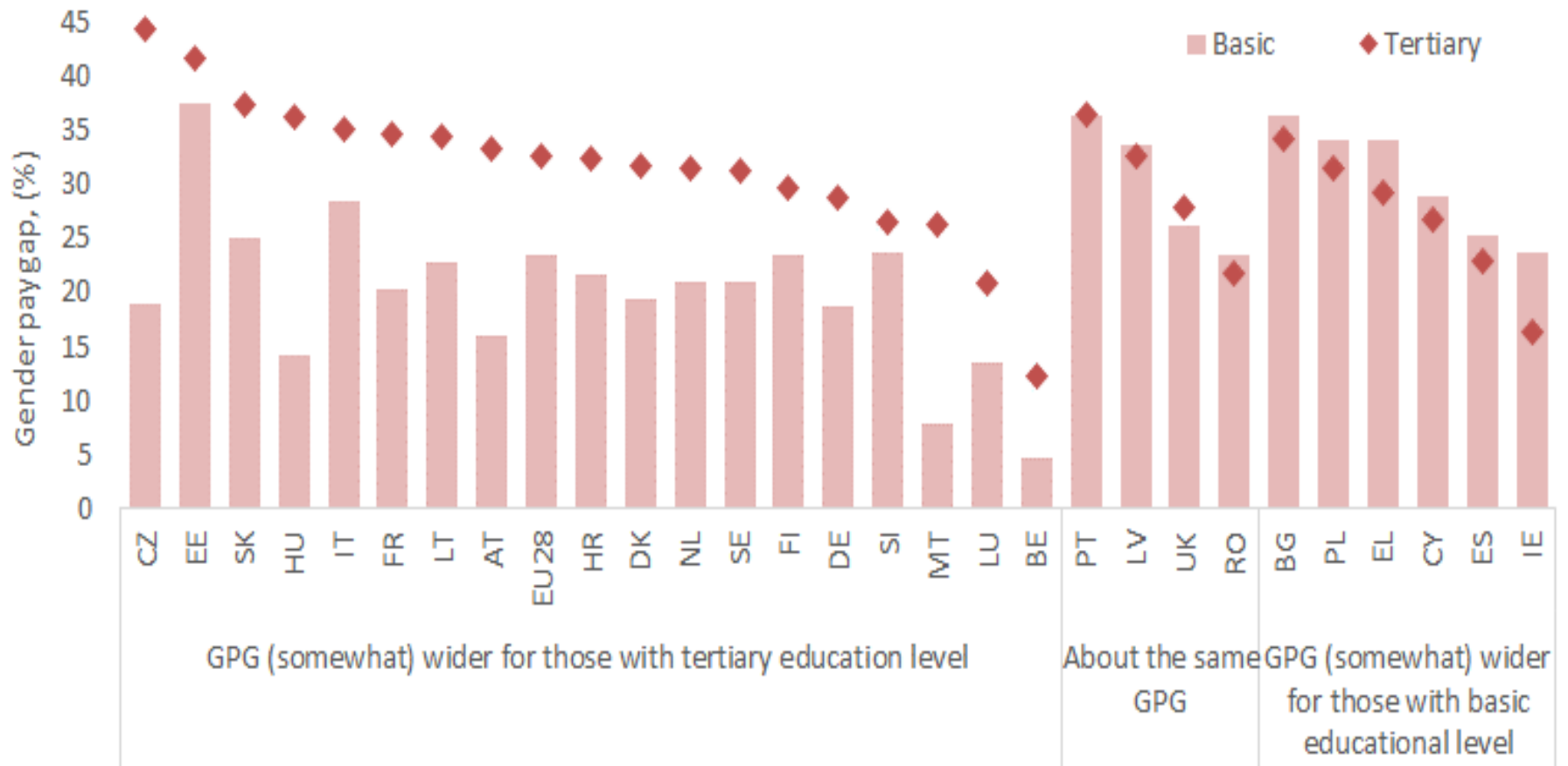
# Gender pay gap increases with age / income level / education



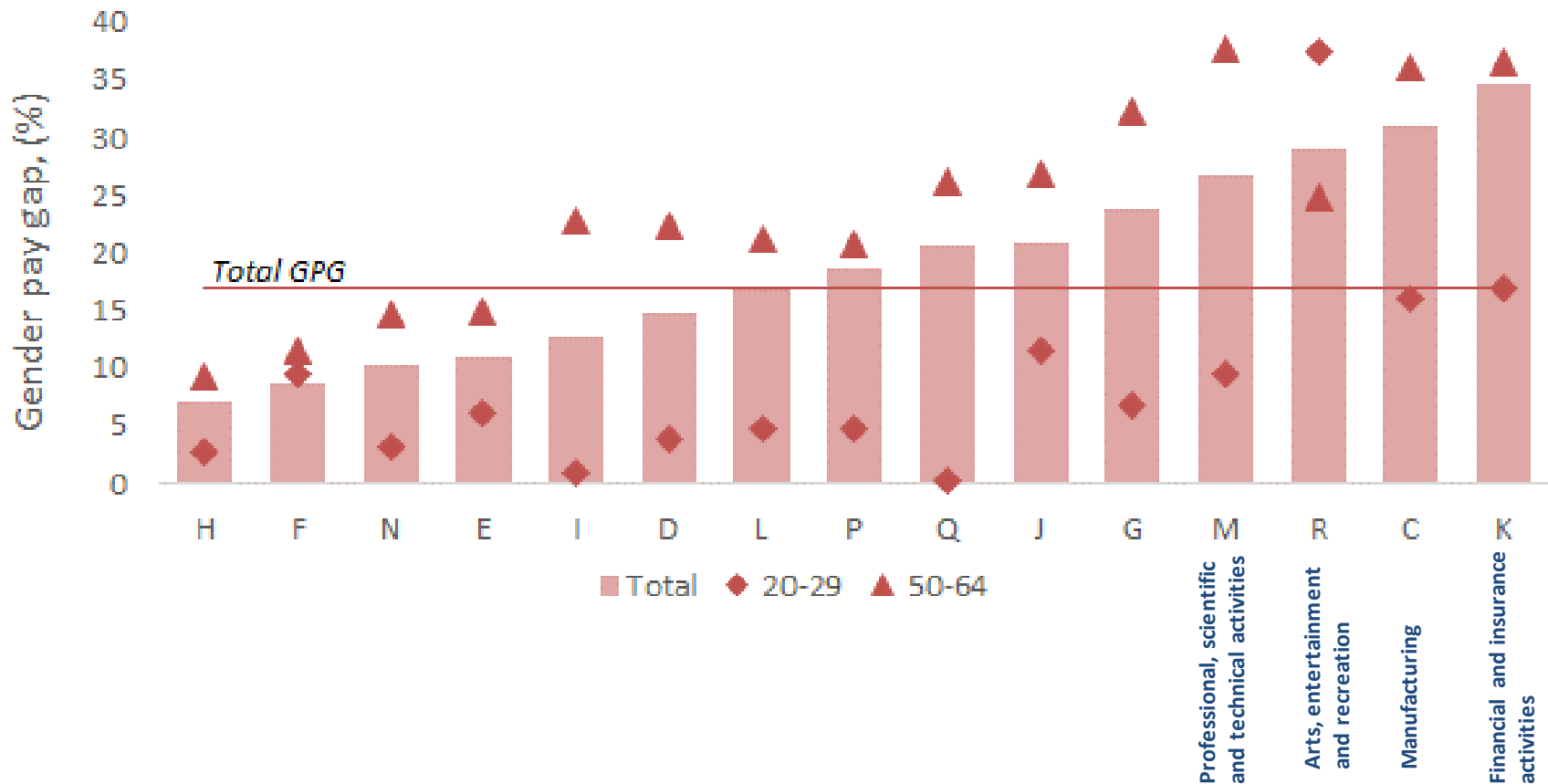
# Gender pay gap increases with age



# Gender pay gap: high income earners (country / educational levels, %, 2014)



# Gender pay gap is particularly large in certain sectors



NACE codes: B) mining and quarrying; C) manufacturing; D) electricity, gas, steam and air conditioning supply; E) water supply, sewerage, waste management and remediation activities; F) construction; G) wholesale and retail trade; repair of motor vehicles and motorcycles; H) transportation and storage; I) accommodation and food service activities; J) information and communication; K) financial and insurance activities; L) real estate activities; M) professional, scientific and technical activities; N) administrative and support service activities; O) public administration and defence, compulsory social security; P) education; Q) human health and social work activities; R) arts, entertainment and recreation.

# Gender pay gap: take-away messages

- 1/ The gender pay gap alone does not show the full reality of inequalities at work. Gender gap in overall earnings is an option.**
- 2/ Gender norms and stereotypes underpin gender inequalities in pay. Gender segregation in education and on the labour market must be tackled together.**
- 3/ Work-life balance measures can increase women's employment and reduce the gender pay gap, but only if men use them too.**
- 4/ Certain sectors and occupations (i.e finance, insurance or manufacturing) and certain groups (couples with children) are of most urgent concern.**

# Let's talk

## Connect with us!

---



[eige.europa.eu](http://eige.europa.eu)



[facebook.com/  
eige.europa.eu](https://facebook.com/eige.europa.eu)



[twitter.com/  
eurogender](https://twitter.com/eurogender)



[eige.europa.eu/  
newsletter](http://eige.europa.eu/newsletter)



[eurogender.eige.  
europa.eu](http://eurogender.eige.europa.eu)



[youtube.com/  
user/eurogender](https://youtube.com/user/eurogender)



come in for a chat!



**Gedimino pr. 16,  
LT-01103 Vilnius,  
Lithuania**