

Gender pay gap

Marina y Candela

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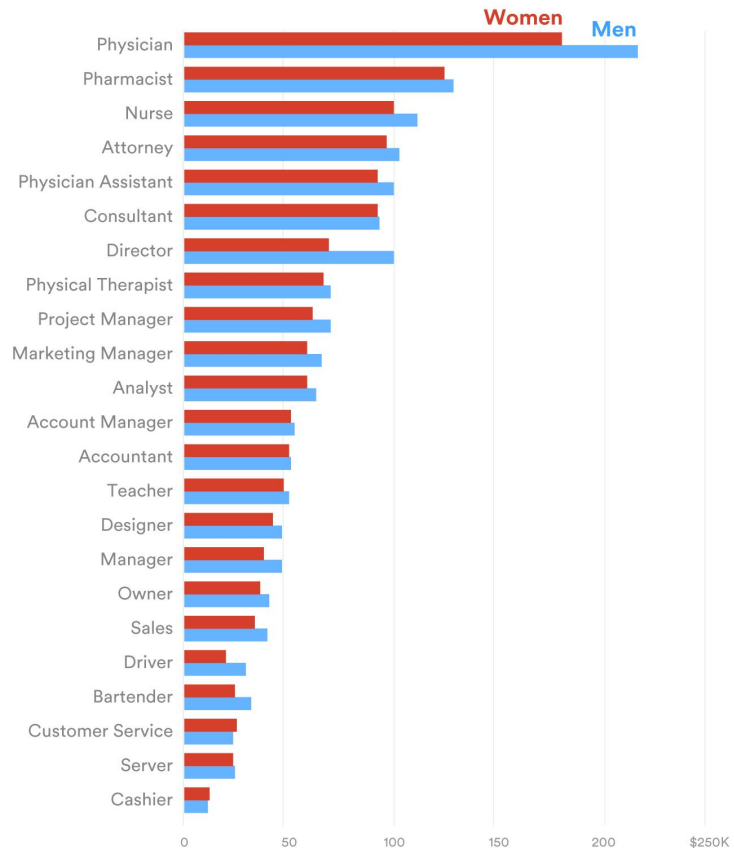
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GENDER PAY GAP: WHAT IT IS?

The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working. Here are two distinct numbers regarding the pay gap: **non-adjusted** versus **adjusted** pay gap. The latter typically takes into account differences in hours worked, occupations chosen, education and job experience. For example, someone who takes time off (e.g. maternity leave) will likely not earn as much as someone who does not take time off from work. In the United States, for example, the non-adjusted average female's annual salary has commonly been cited as being 78% of the average male salary, compared to 80–98% for the adjusted average salary.

The Gender Pay Gap by Job Title

MEDIAN SALARIES FOR COMMON JOB TITLES, BY GENDER

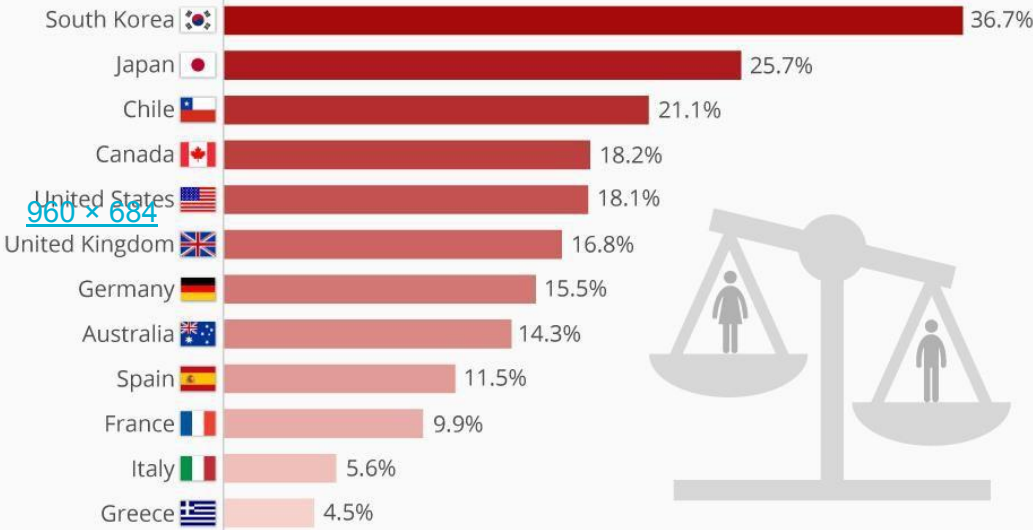


DIFFERENCES BETWEEN COUNTRIES

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Where The Gender Pay Gap Is Widest

% difference in full-time earnings between men/women in selected OECD nations*



960 × 684



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* As a % of the earnings of men, 2016 or latest available year.
Source: OECD

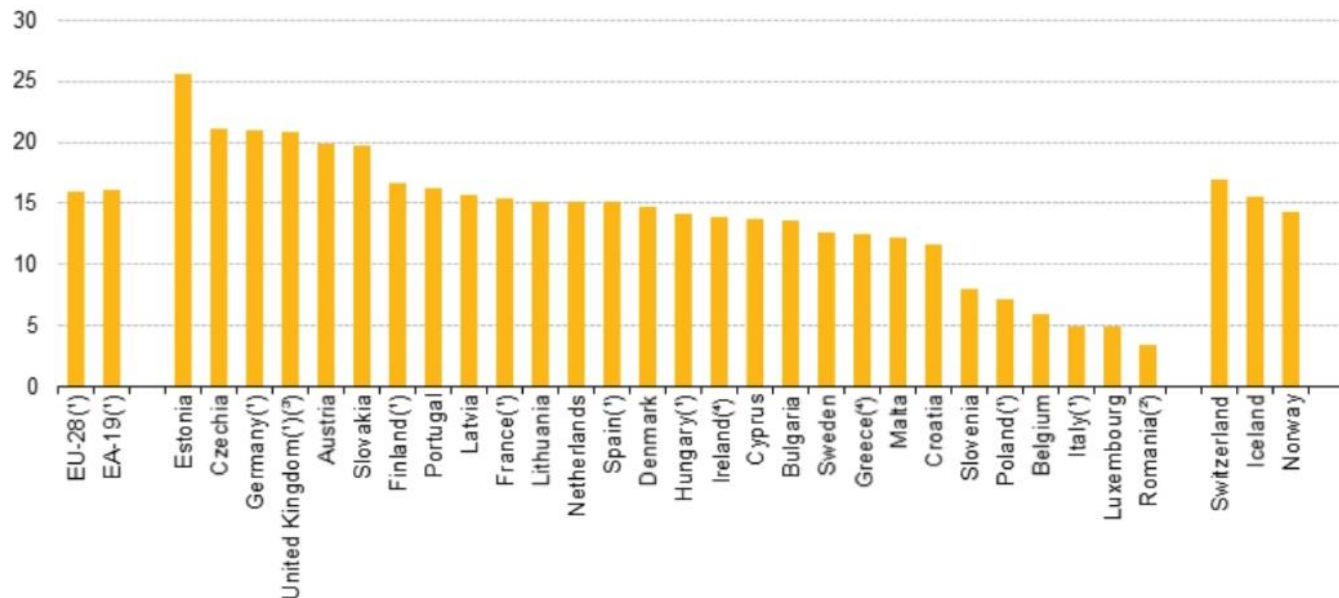
Forbes statista

GENDER PAY GAP IN SPAIN

Women in Spain spend almost double the amount of time on unpaid work as men. According to a new study from the country's National Institute of Statistics (INE), women dedicate 26.5 hours a week to non-remunerated tasks, compared to just 14 hours for men. This time is spent on activities such as caring for children or family members, household chores, courses or work at non-profit organizations, says the report. Regardless of whether a couple has children or whether both are working, women still spend twice as much time as men on this type of unpaid work. The only situation in which men spend a similar amount of time (11 hours, compared to a woman's 13.3 hours) is when they do not have a partner.

The unadjusted gender pay gap, 2017

(difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-); Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q.

(*) Provisional data.

(*) Estimated data.

(*) Estimated by Eurostat.

(*) 2014 data.

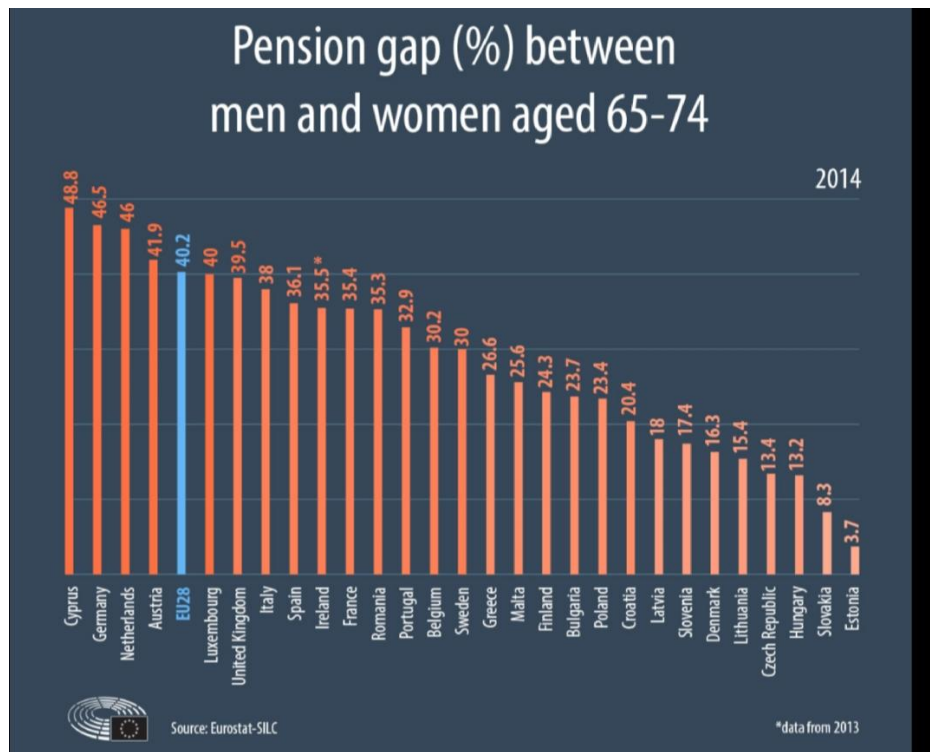
Source: Eurostat (online data code: sdo_05_20)

GENDER ROLES AT WORK

~~If a~~ woman *does* act according to female stereotypes, she is likely to receive backlash for not being competent enough; if she does *not* act according to the stereotypes connected to her gender and behaves more androgynous, or even masculine, it is likely to cause backlash through third-party punishment or further job discrimination. Therefore, women are expected to behave in a way that aligns with female gender stereotypes while these stereotypes are simultaneously used to justify their lack of success in an economic context, putting women in the workforce in a precarious, "double bind" situation.

A proposed step to relieve women from this issue is the above-mentioned ratification of the Equal Rights Amendment, as it would legally further gender equality and prohibit gender-based discrimination regardless if a woman is acting according to female gender stereotypes or in defiance of them.

PENSION GENDER PAY GAP



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Co-funded by the
Erasmus+ Programme
of the European Union

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