

# GPG in Estonia

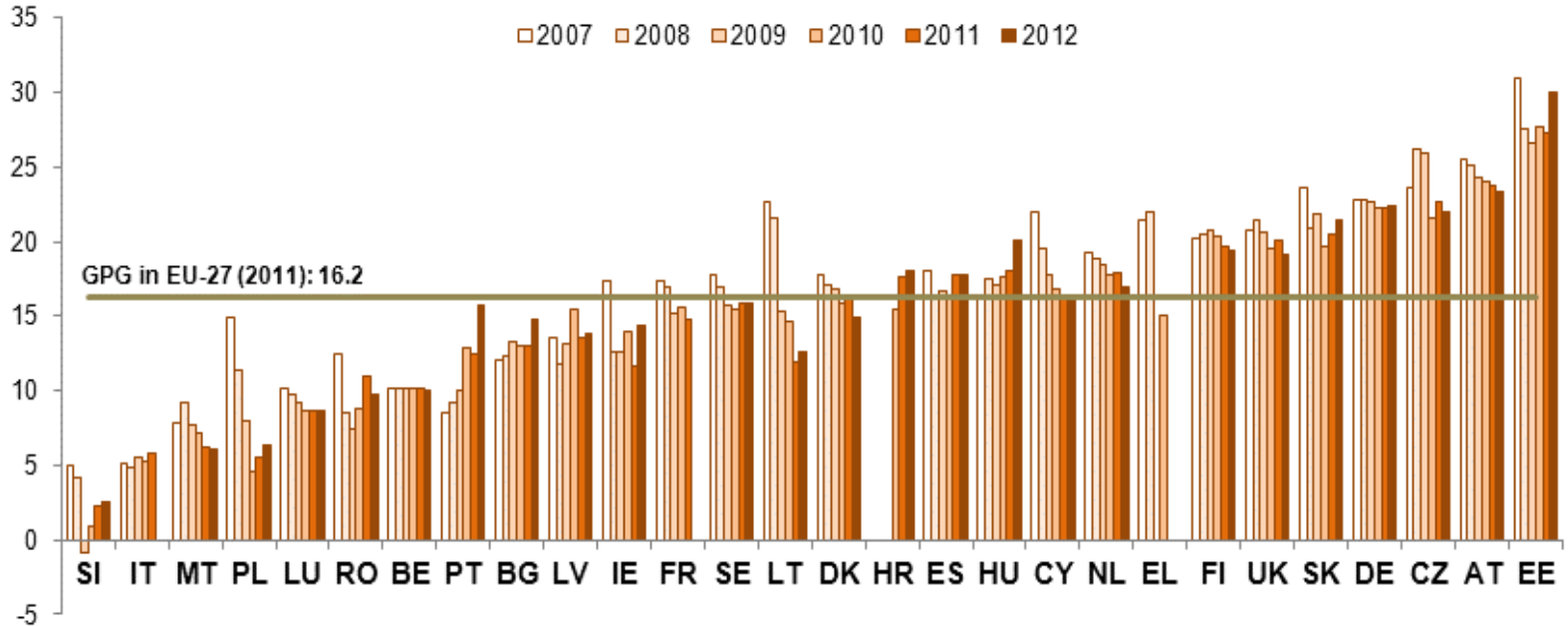
## Improving the GPG statistics

Merle Paats  
Statistics Estonia



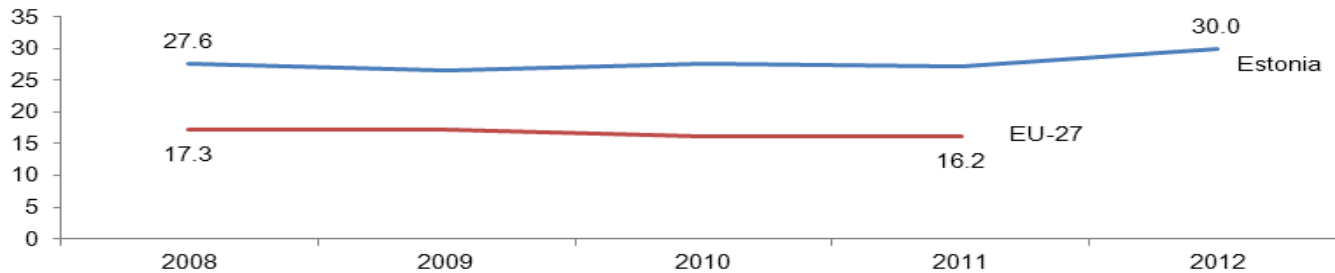
# Gender Pay Gap in Estonia and EU

# Gender Pay Gap in the EU



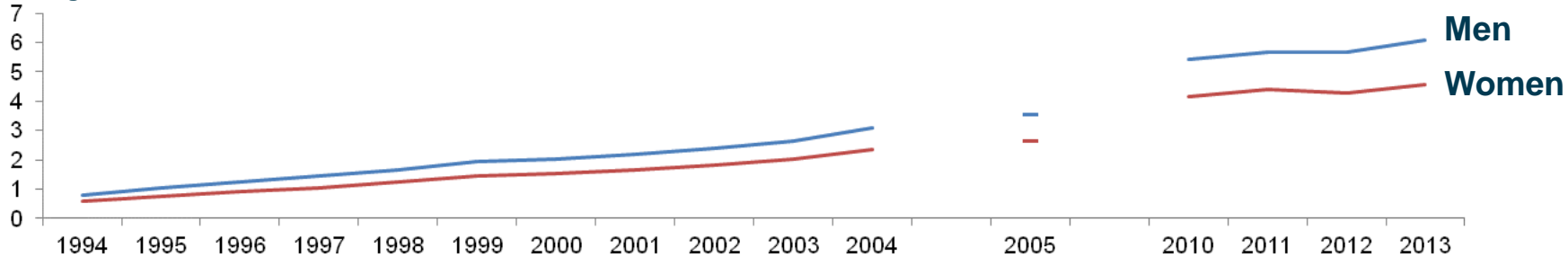
Highest GPG in the EU during the last 6 years has been in Estonia

# Gender Pay Gap in the EU and EE

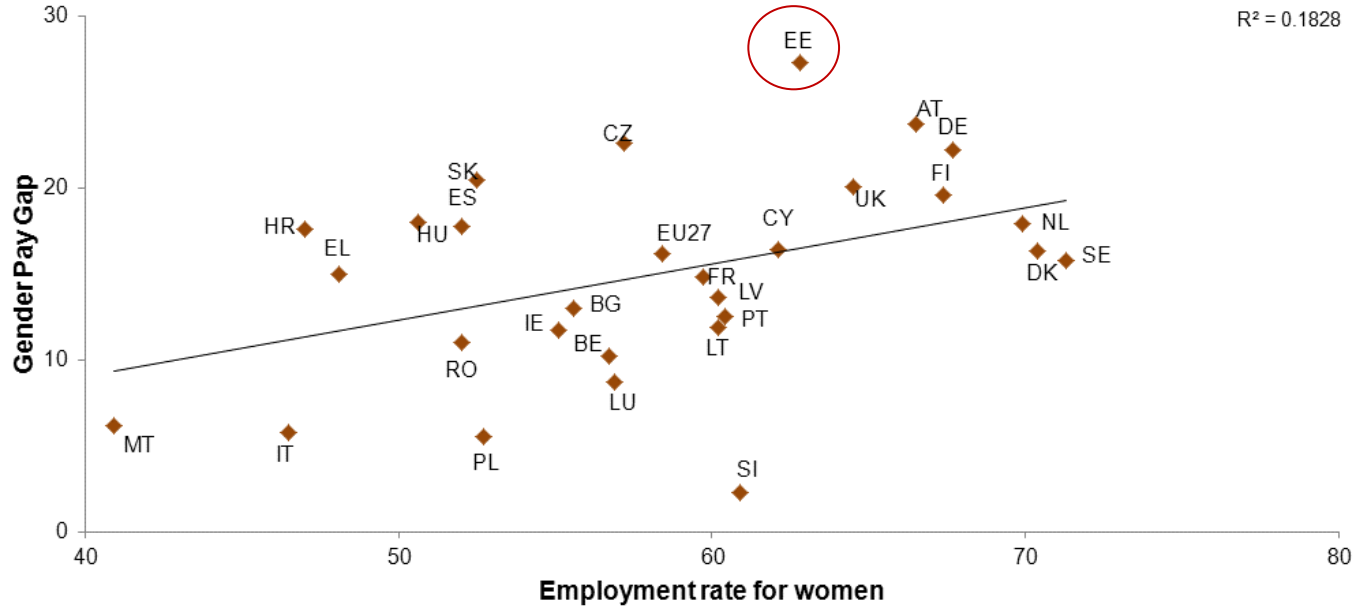


GPG has been decreased in the EU, but increased in Estonia

Hourly earnings, EURO

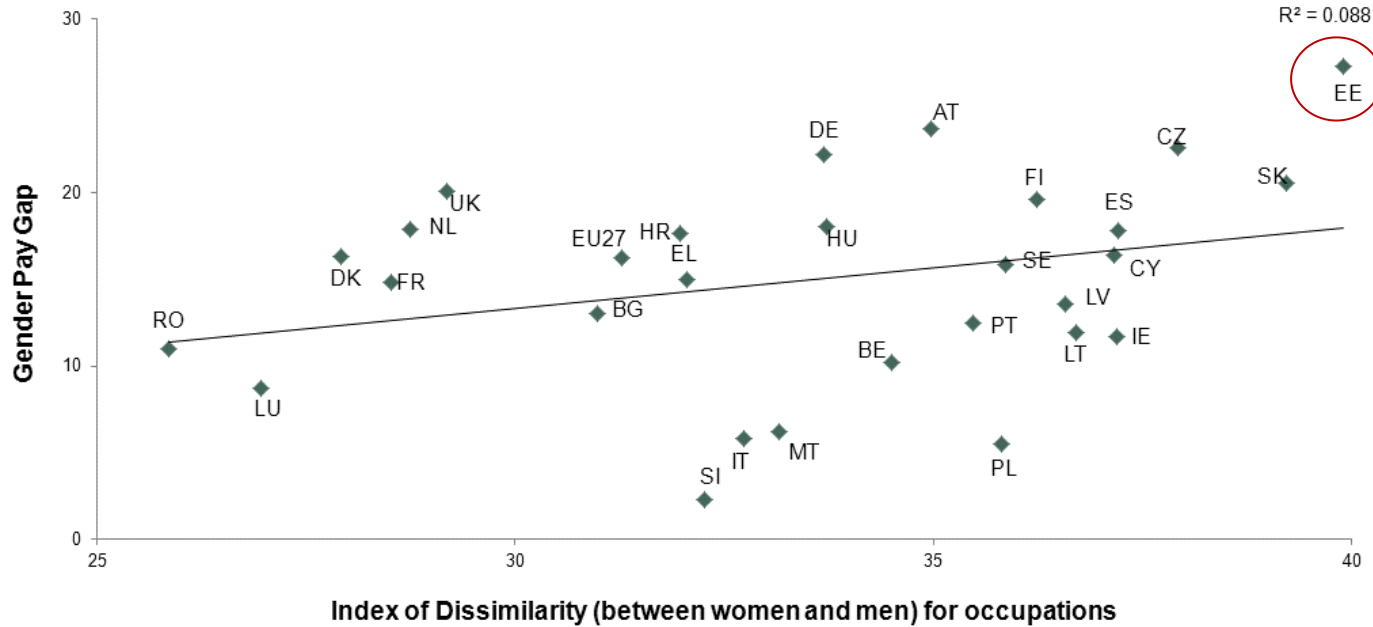


# Gender Pay Gap and employment rate



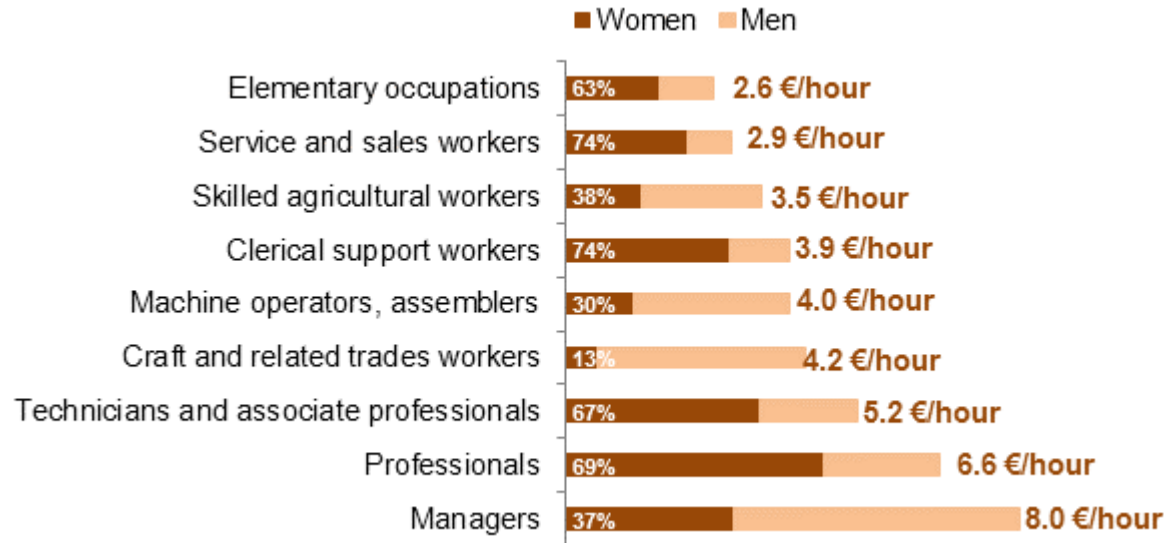
Narrow GPG can be explained by the low employment rate for women

# Gender Pay Gap and occupational segregation



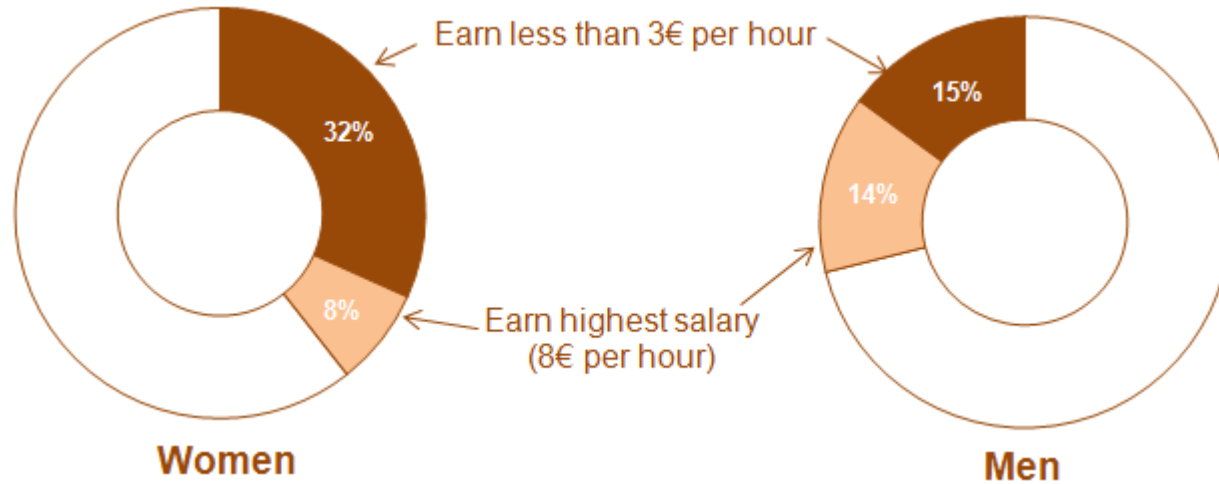
Gender-based pay inequalities are partly explained by segregation in the labour market, women working more frequently in posts where the pay is lower

# Earnings by occupations



In 2010 in Estonia, from the lowest salary earners 63% are women and from the highest salary earners 37% are women

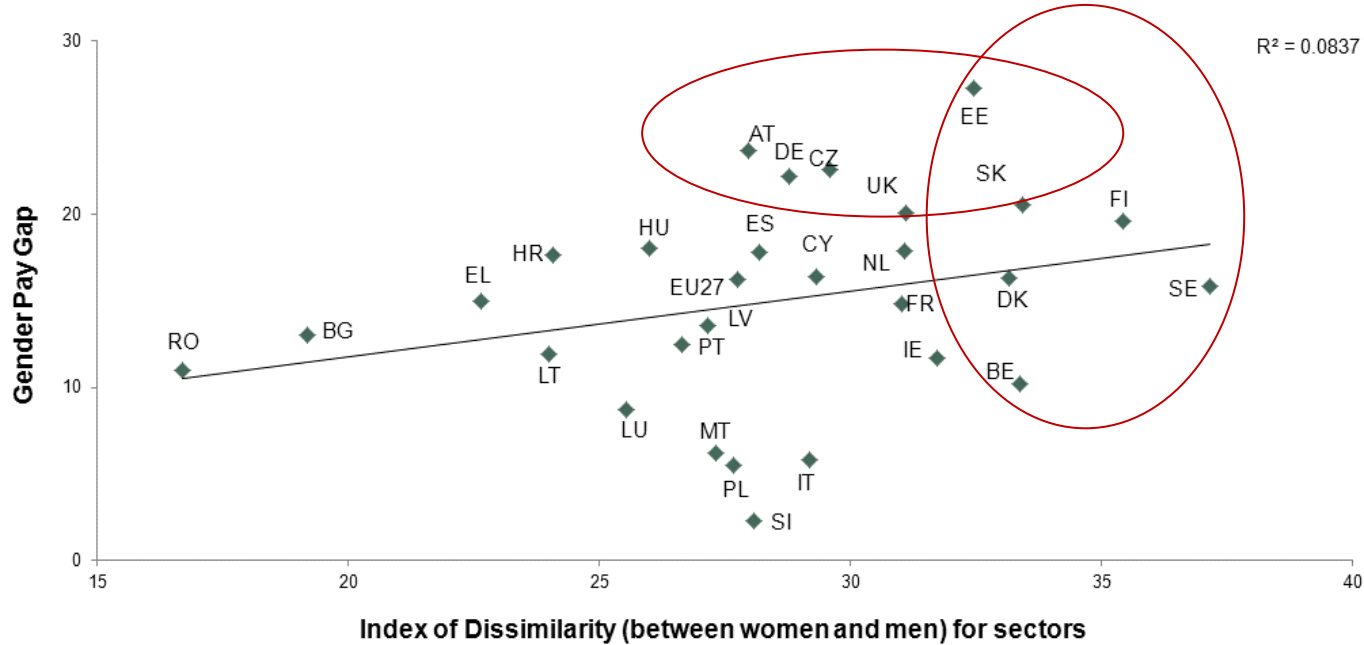
# Highest and lowest salary earners by occupations



Almost one third of working women belong to the lowest salary earners group, while this percentage is more than two times smaller for men

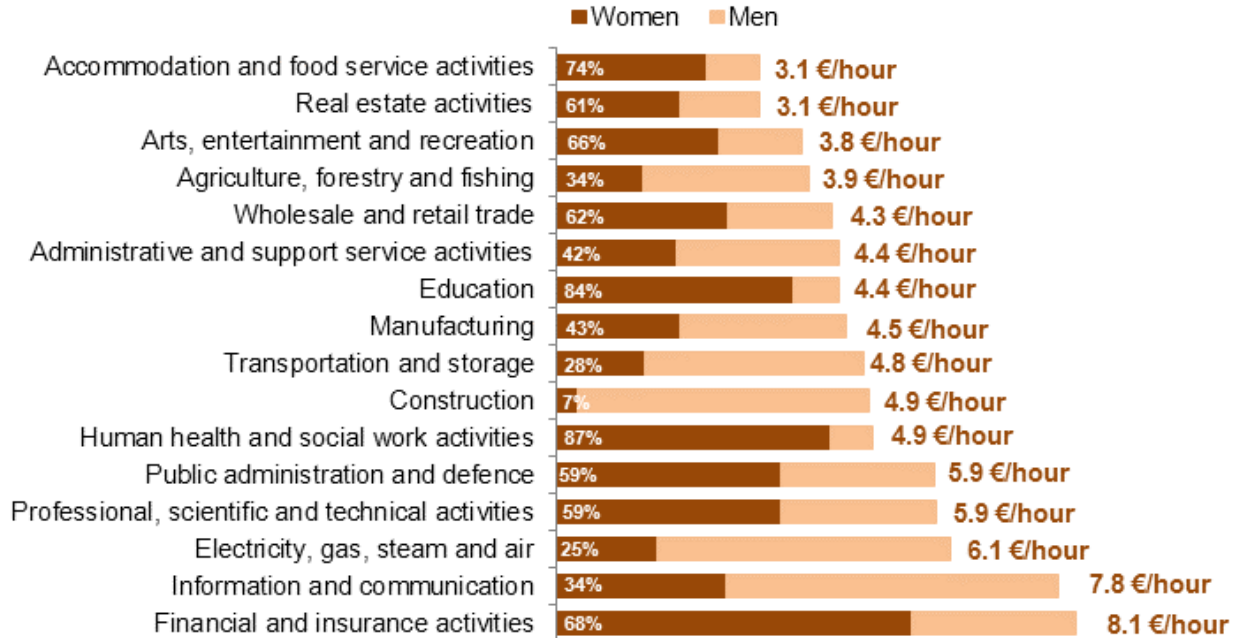


# Gender Pay Gap and sectoral segregation



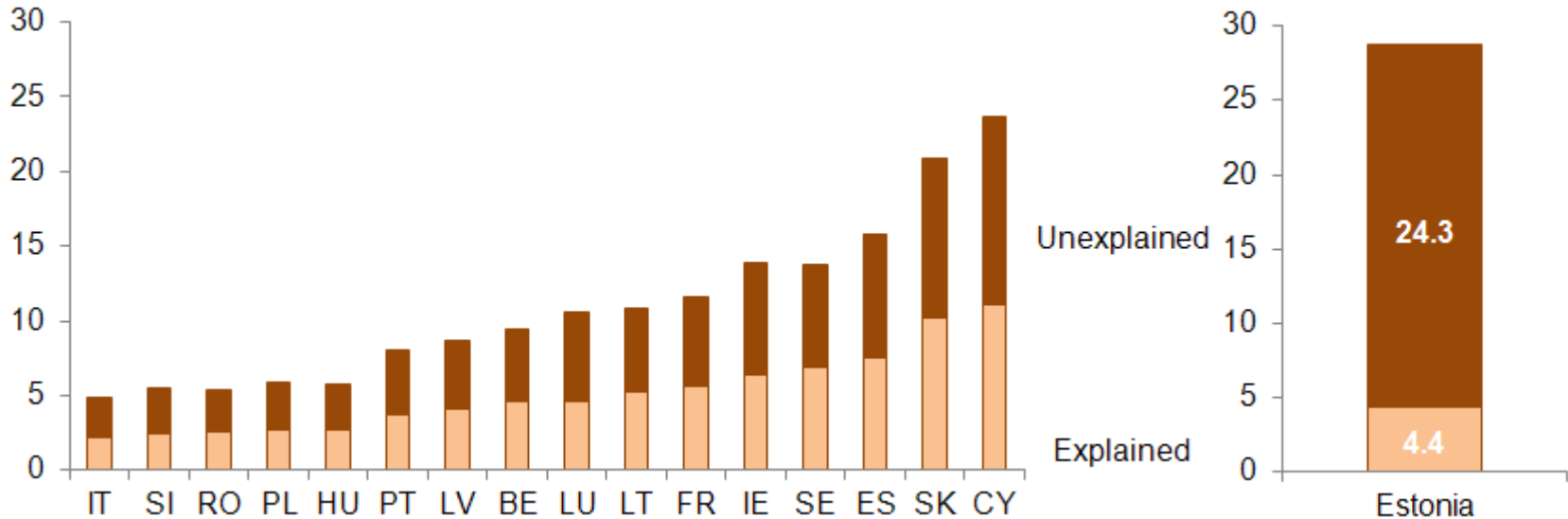
Gender-based pay inequalities could be partly explained by segregation in the labour market, women working more frequently in sectors where the pay is lower

# Earnings by economic sectors



Women dominate on sectors which are less paid

# Gender Pay Gap: explained and unexplained



The most of GPG is not explained with same length of service, same age, working in the same sector, same occupation and same level of education, etc. between women and men

## Video about gender stereotypes

- Last year, Ministry of Social Affairs, collected the stories about gender stereotypes
- Based on the stories, the videos were produced with professional actors: Do you see the stereotypes?
- Videos are available here: <http://www.stereotyp.ee/en/>
- We would like to share the first video clip which could be very relevant when we talk about high GPG in Estonia

# Project: Increased availability of gender pay gap statistics

## General information

- A sub-project of the Norwegian support programme for 2009–2014 on “Promoting gender equality and work and family life balance”
- Project promoter: Statistics Estonia
- Period: 25 March 2013 – 31 December 2015
- Information is available: on the website of Statistics Estonia  
<http://www.stat.ee/72600>

## Purpose of the project

- Develop a new concept for more efficient collection and faster publication of statistics on the gender pay gap
- Main outputs of the project:
  - Strategy document and its implementation plan for calculating and publishing GPG indicators
  - Published GPG indicators in the database of Statistics Estonia

## Main actions

**Mapping and comparing available data sources (registers, social and enterprise surveys)**



**Methodological publication**

**Analyse the possible methodologies based on user needs, requirements of EUROSTAT and experiences of other MS**



**Strategy document**

**Analyse the main results based on indicators calculated based on combined data set**



**Analytical publication**

**Publish the set of GPG indicators**

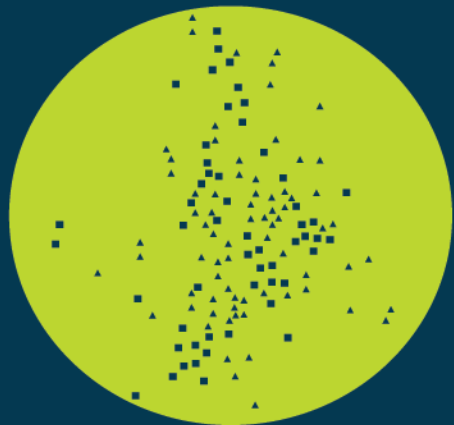


**Published indicators**



## Conclusions

- Gender Pay Gap in Estonia is the highest in the EU
- Most of Gender Pay Gap in Estonia is unexplained
- In general women in Estonia earn less because they occupy more less paid positions and sectors than men
- Better statistics for Gender Pay Gap is needed



objekte kokku n 129  
kolmnurki n 74  
nelinurki n 54  
ring n 1