



How to close the gender pay gap?

Insights from the Global Wage Report 2018/2019



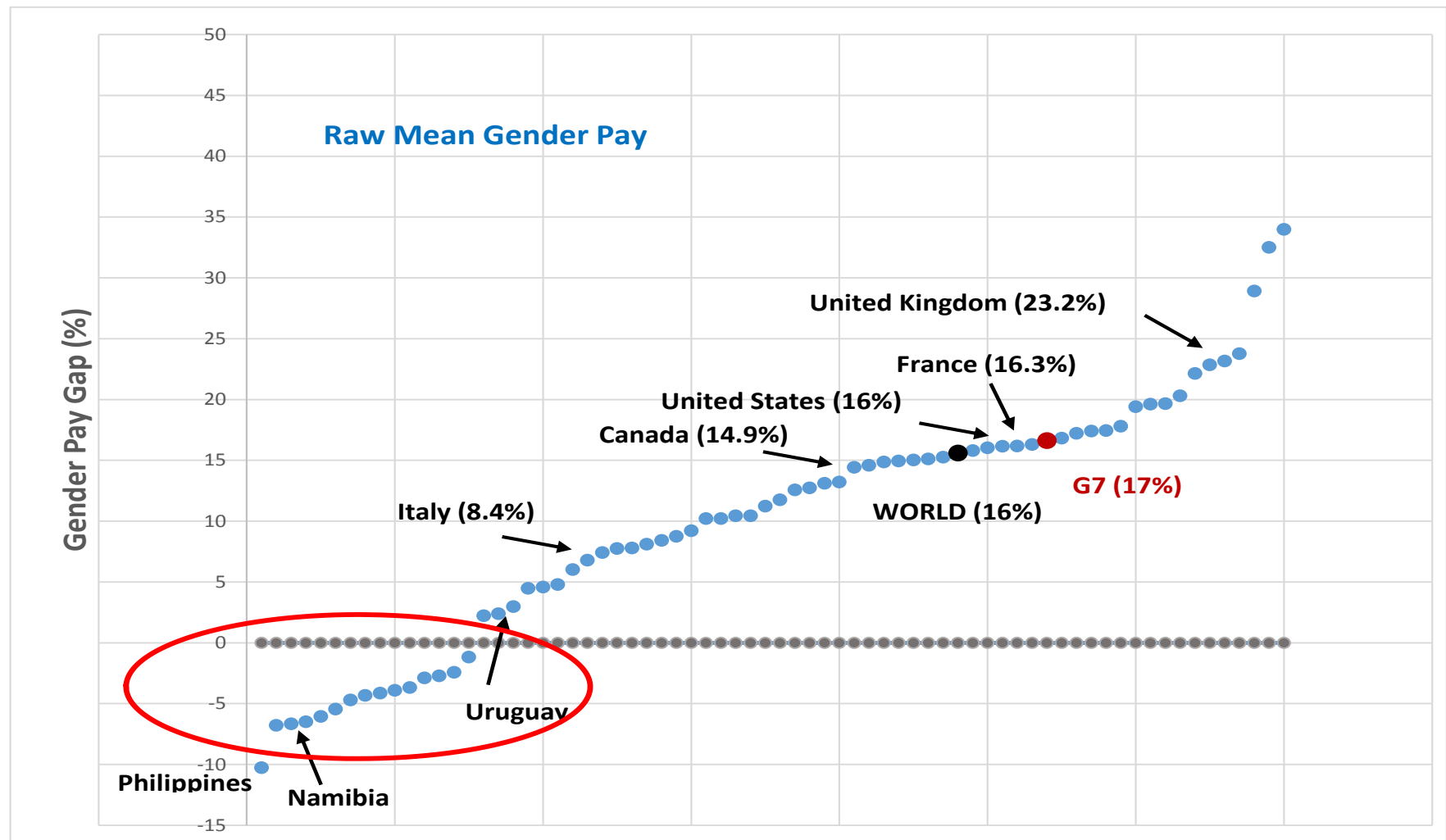
Deborah Greenfield, DDG for Policy

2nd Meeting of the Employment Task Force under the
French presidency of the G7

1-2 April 2019, Paris, France



How large are gender pay gaps globally?

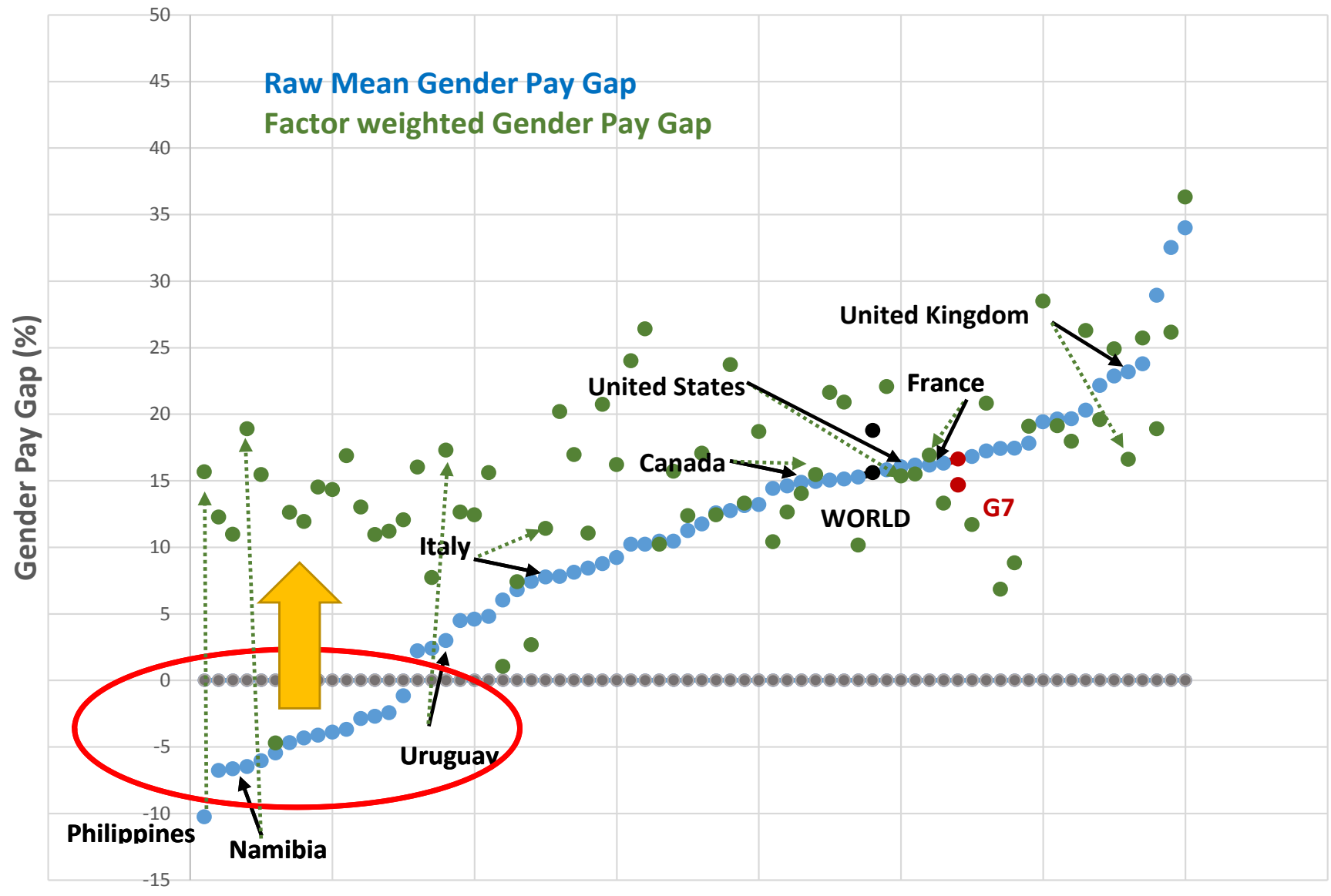


Note: this chart is based on data for 70 countries, representing about 80 per cent of the world's wage earners

Source: ILO Global Wage Report

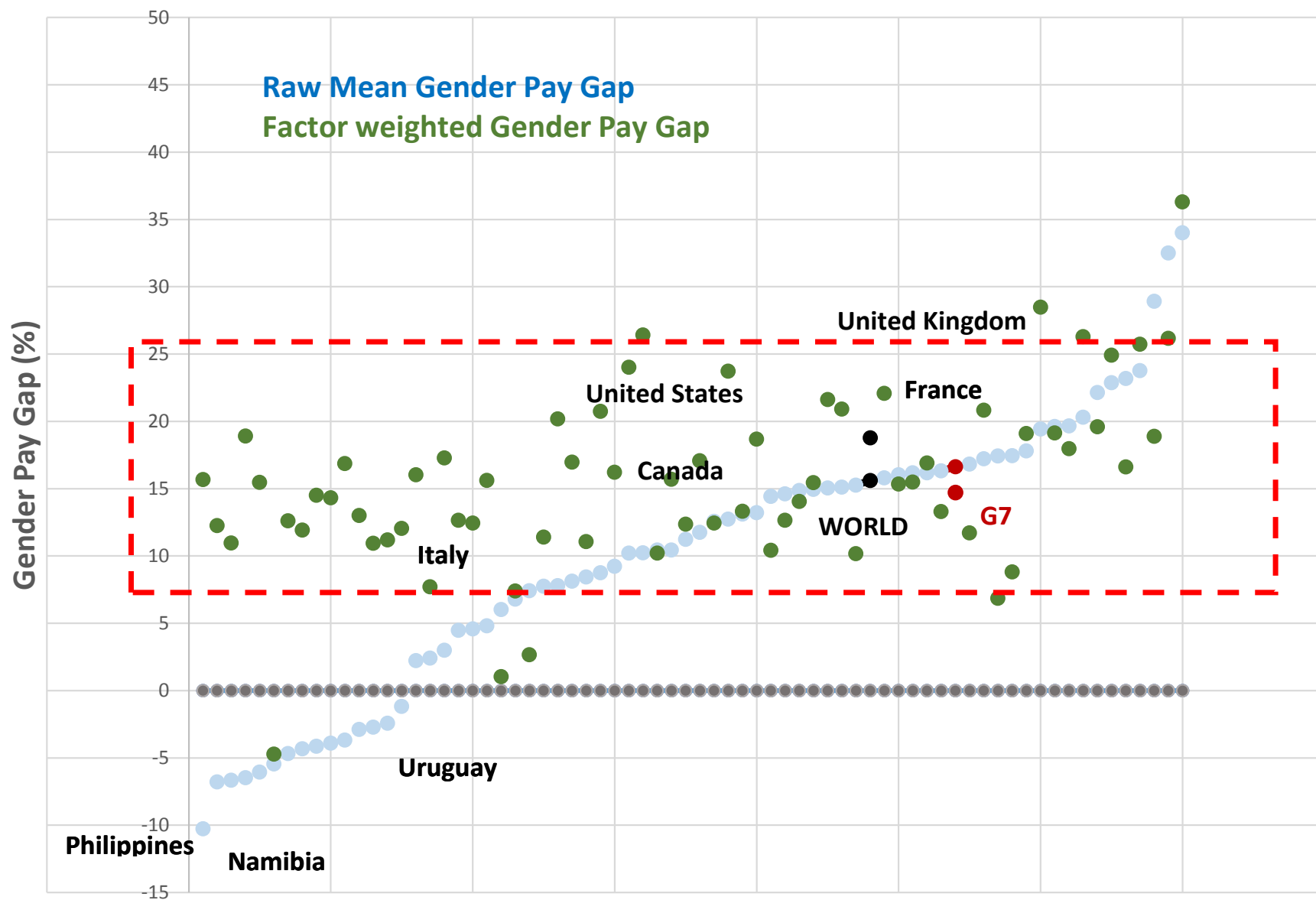


Going beyond summary measures to better inform policy-making



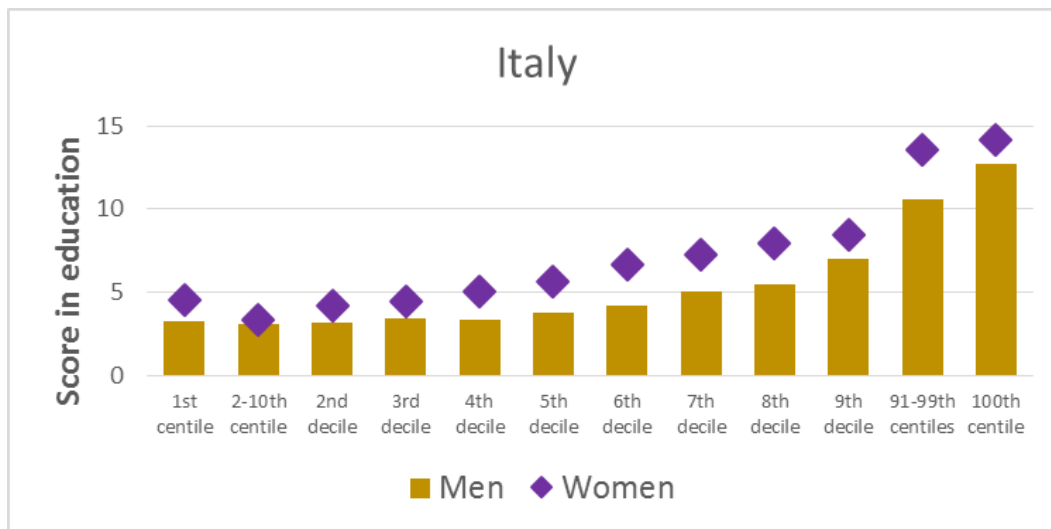
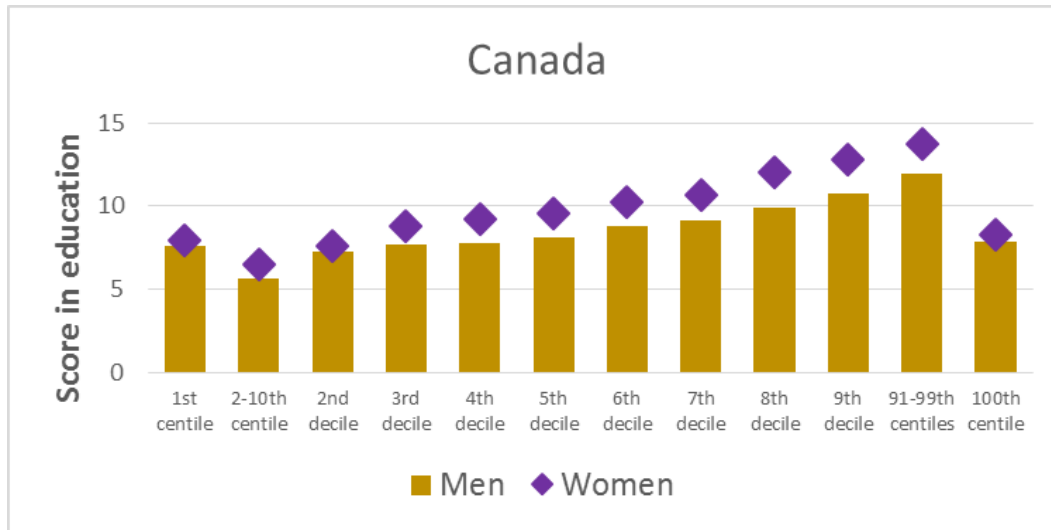


The Gender Pay Gap is universal



What can be done?

Women have higher educational attainment than men in the G7, but in fields that pay less

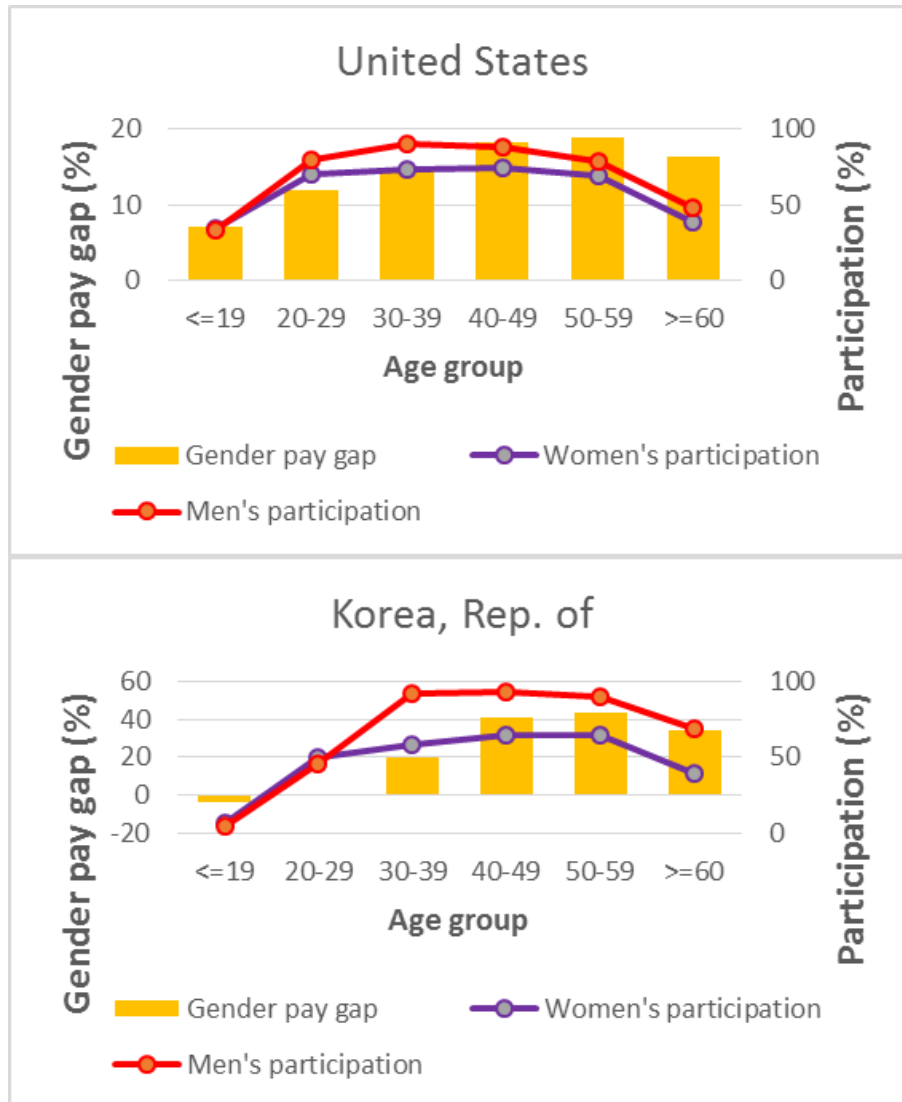


Policy options:

- Promote STEM studies for women
- Encourage men to work in health and education sectors
- Fight work-related violence and harassment



The motherhood pay gap can be addressed through better work-life balance

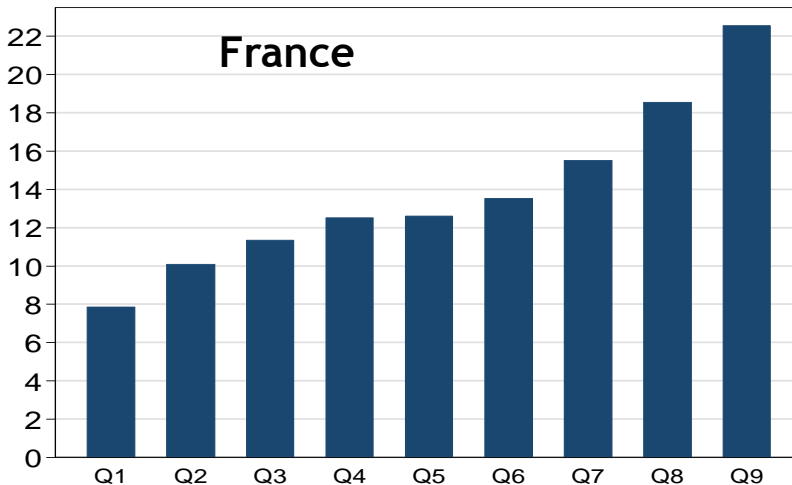
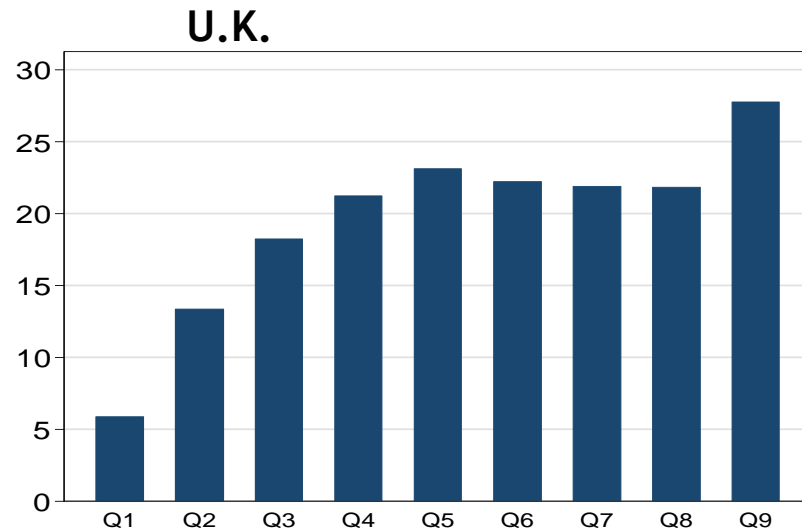


Policy options:

- Greater gender balance in the division of unpaid care work at home
- Affordable child care
- Maternity, paternity and paternal leave policies
- Family-friendly workplaces and arrangements



Enhance the effectiveness of labour market institutions to close the gap



Policy options:

- Minimum wages at the low end
- Collective bargaining above the minimum
- Breaking the “glass ceiling” at the top



Address the undervaluation of work in highly feminized occupations and enterprises



The facts:

- ✓ Wages are lower for men and women of similar education in highly feminized occupations
- ✓ Enterprises with many women workers pay less

Policy options:

- Greater gender balance across sectors, occupations and enterprises
- Improving working conditions in female-dominated occupations and sectors



Addressing pay discrimination



The facts:

- ✓ Gender pay gap remain largely unexplained by traditional factors, such as education.
- ✓ Lack of equal pay for work of equal value is one of the “unexplained” driver of the gender pay gap

Policy options:

- Proactive pay equity laws
- Job evaluation tools
- Wage transparency (e.g., Spain and Germany) and gender pay audits (e.g. UK and Iceland), equal pay self test tools
- Addressing conscious and unconscious biases



Possible commitments by G7 countries



- Adopt ILO's GPG factor-weighted methodology
- Regular G7 meetings to share information and progress made on:
 - Better data and targeted research
 - Monitoring & evaluation of the GPG
- Join EPIC
- Prepare an inventory of different approaches and tools adopted to:
 - curb the gender pay gap
 - promote equal pay for work of equal value





For more information:

Global Wage Report 2018/19

<https://www.ilo.org/global/research/global-reports/global-wage-report/2018/lang--en/index.htm>

Equal Pay International Coalition (EPIC)

<https://www.ilo.org/global/topics/equality-and-discrimination/epic/lang--en/index.htm>

