



# TACKLING THE GENDER PAY GAP: THE EQUAL PAY INTERNATIONAL COALITION (EPIC)

*European Social Partners Seminar  
Tackling the Gender Pay Gap and Promoting Childcare*

Brussel, 12 June 2018

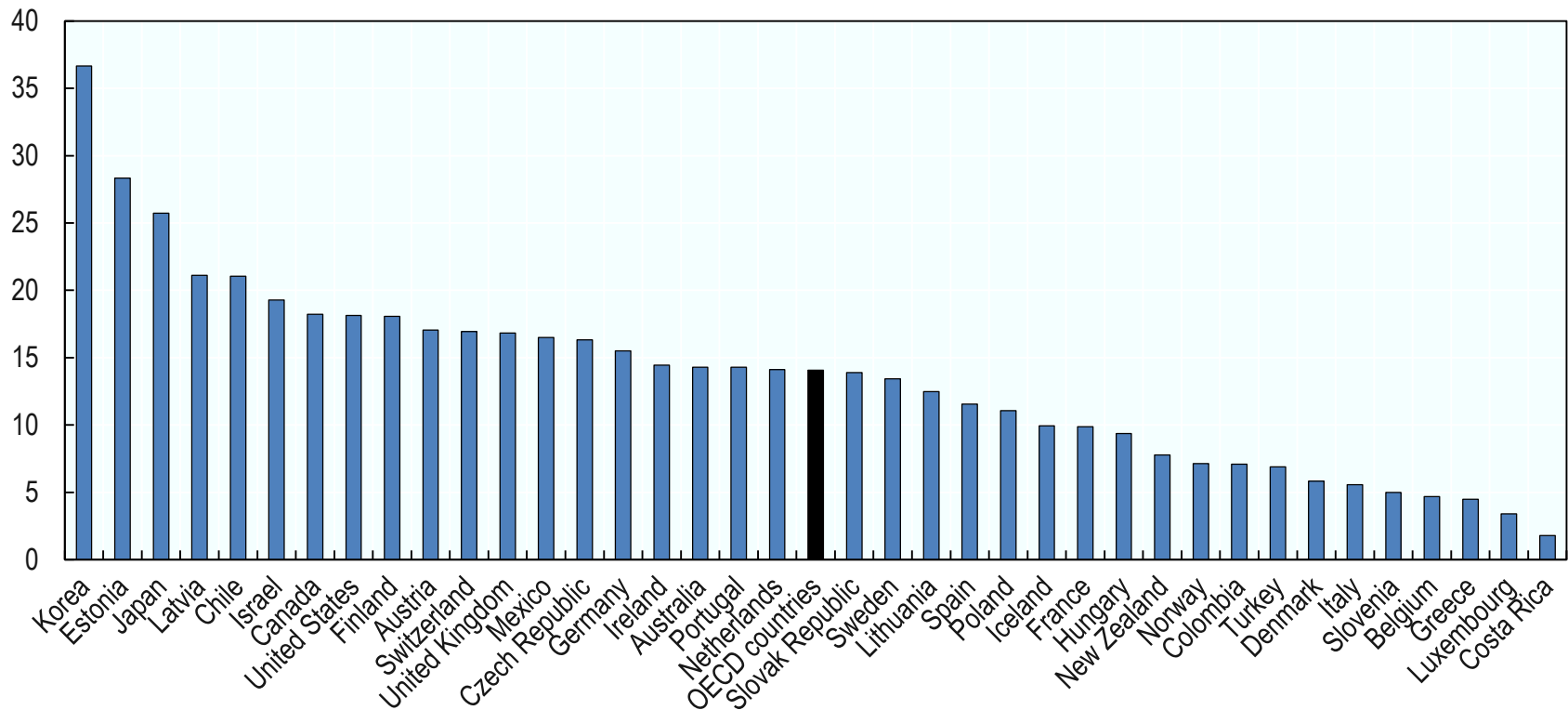
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# The gender pay gap varies across OECD countries

Gender gap in median monthly earnings, full-time employees, 2016 or latest available

Gender pay gap (%)



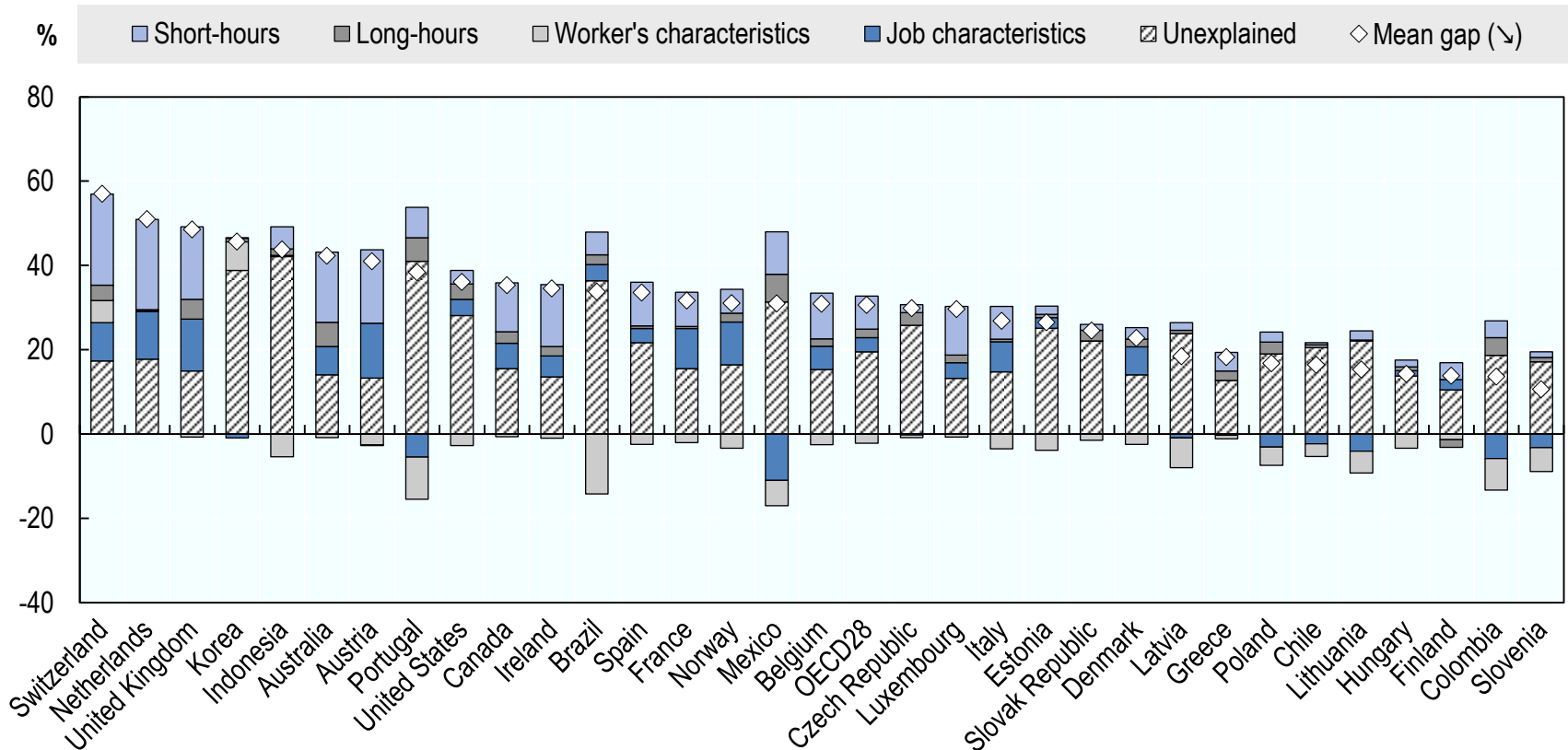
Note: Data for Sweden refer to 2013, for Estonia, France, Italy, Latvia, Lithuania, Luxembourg, the Netherlands, Poland, Slovenia, Spain, Switzerland, and Turkey refer to 2014, for Austria, Belgium, Chile, Denmark, Finland, Iceland, Ireland, Israel, Japan, and Norway refer to 2015, and Australia, Canada, Colombia, Costa Rica, the Czech Republic, Germany, Greece, Hungary, Korea, Mexico, New Zealand, Portugal, the Slovak Republic, the United Kingdom and the United States refer to 2016

Sources: OECD Gender Data Portal <http://www.oecd.org/gender/data/>



# Pay gaps are related to job and worker characteristics, but a large part remains “unexplained”

Decomposition of the gender gap in mean monthly earnings, all employees, 2014 or latest available



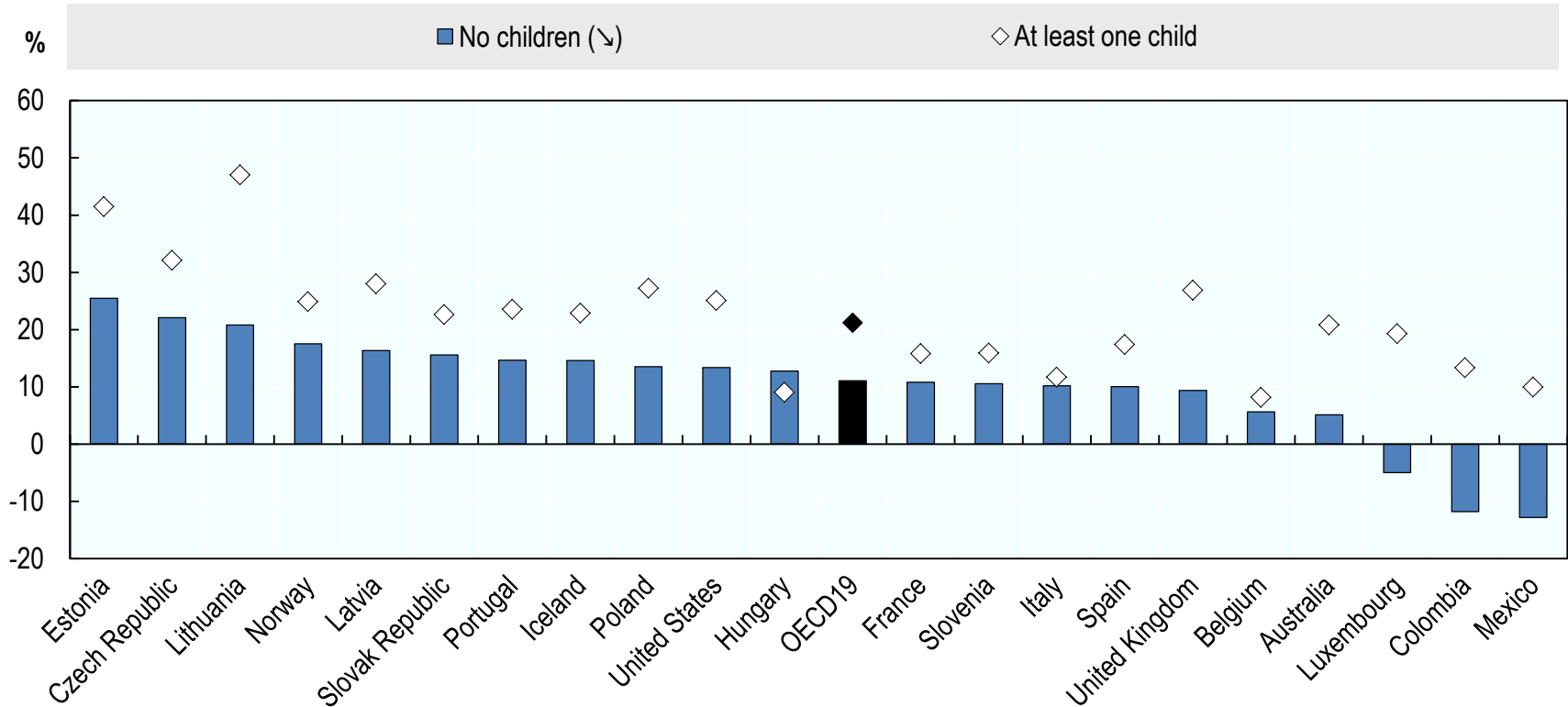
Note: The decomposition is performed using the Oaxaca-Blinder methodology, using the coefficients from a pooled model over both groups as a reference. Short-hours refer to a dummy variable equal to one where an individual works less than 30 hours per week in the main job. Long-hours refer to the composition effect of working more than 50 hours per week in the main job. Worker's characteristics refer to a full set of dummies for age categories, educational attainment groups and parenthood status. Job characteristics refer to a full set of dummies for industry and occupation. Data for Chile refer to 2013, and for Colombia to 2015.

Source: OECD (2017), The Pursuit of Gender Equality: An Uphill Battle, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574684>.



# Pay gaps widen when children appear in households

Gender gap in median hourly earnings, full-time employees, 25-44 year-olds, by presence of children, 2014



Note: The gender gap in median hourly earnings is defined as the difference between male and female median hourly earnings divided by male median hourly earnings. Full-time employees are defined as those individuals with usual weekly working hours equal to or greater than 30 hours per week. Countries are shown only if the sample size for full-time employed men and women (aged 25-44) with at least one child exceeds 200.

Source: OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/888933574722>.



## Addressing the Gender Pay Gap requires a range of measures, including:


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- Promote young women to choose STEM in Education and occupation.
- Support both parents to remain in the labour market around childbirth (e.g. tax/benefit incentives, leave and childcare).
- Better share unpaid work, e.g. by means of promoting fathers to take child-related leave or temporarily reduce working hours when children are young.
- Unexplained pay differentials are considerable : need a smart mix of legal provisions and public awareness to tackle discrimination – promoting pay transparency is a promising tool.

- A multi-stakeholder partnership to work together to achieve the UN Sustainable Development Goals (SDGs), in particular Goal 8, target 8.5 of which calls for equal pay for work of equal value by 2030.
- Research and data collection, advocacy, knowledge sharing, capacity building, technical advisory services, data analysis and monitoring.
- Established May 2018: Steering Cie will provide guidance on work plan: 14 members: the three establishing IOs; Business (IOE) and Unions (the ITUC); and, 9 countries
- The EPIC website is slated to go live before UNGA 2018 – Knowledge base platform to be developed.
- Forthcoming analytical work: OECD Employment Outlook – “Starting Close, Ending Far: Why the gender gap in labour income increases over the working life”; and, ILO the Global Wage Report (Autumn)




## Further information

 Is the Last Mile the Longest?  
Economic Gains from Gender  
Equality in Nordic Countries



OECD

 The Pursuit of Gender Equality  
AN UPHILL BATTLE



OECD

 Dare to Share: Germany's  
Experience Promoting Equal  
Partnership in Families



OECD

OECD (2018), *Is the Last Mile the Longest? Economic Gains from Gender Equality in Nordic Countries*, <http://dx.doi.org/10.1787/9789264300040-en>.

OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*: [oe.cd/gender2017](http://oe.cd/gender2017).

OECD (2017) *Dare to Share: Germany's Experience Promoting Equal Partnership in Families*: [oe.cd/dts](http://oe.cd/dts)

OECD Gender Data Portal:  
[www.oecd.org/gender](http://www.oecd.org/gender)

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