Gender mainstreaming

Activities and plans for the future

Activities since 18th ICLS
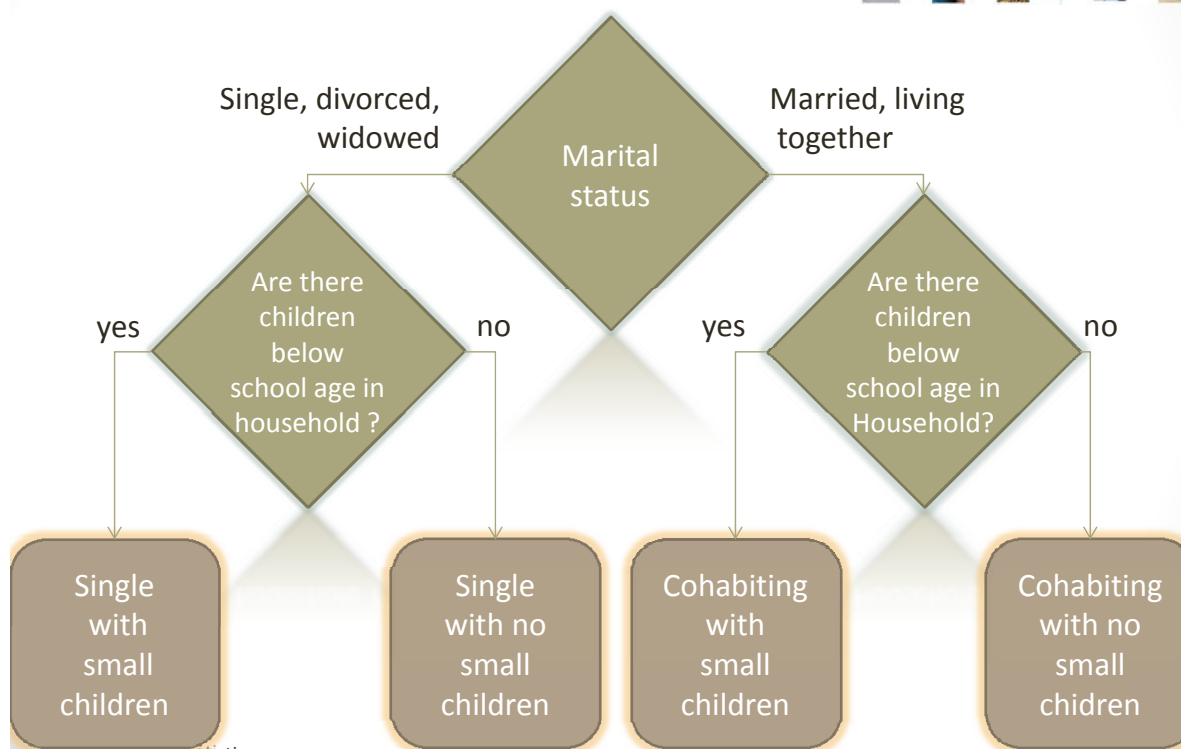
- Technical assistance
- Regional workshops organized by ILO and other organizations
- Compilation of conventional labour statistics by sex
  - But this is not enough!
  - Need to cover other non-conventional statistics: on other forms of work, on employment by categories of hours of work
  - Need to break down statistics by explanatory variables, e.g., by family composition
  - Need to compile data on the Gender Pay Gap

Family composition

Single, divorced, widowed → Marital status ← Married, living together

Are there children below school age in household ?
— yes / no

Are there children below school age in Household?
— yes / no

- Single with small children
- Single with no small children
- Cohabiting with small children
- Cohabiting with no small chidren

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Participation in work activities by family context

	Women				Men			
	Cohabiting		Single		Cohabiting		Single	
	With small children	Without small children	With small children	Without small children	With small children	Without small children	With small children	Without small children
Number of persons in employment								
Number of employees								
of which temporary (casual, seasonal) employees								
Number of self employed								
of which contributing family workers								
Number of workers with second jobs								
Number of workers who worked …								
less than 15 hours								
15 to 34 hours								
35 to 48 hours								
49 hours and above								
Number of workers "not at work" …								
because of family responsibilities, incl. maternity leave								
because of sickness or other personal reason								
because of other reason								
Number of part-time workers								
who wanted to work more hours								
Number of workers in time-related underemployment								
Number of workers in inadequate employment								
Number of workers who work …								
at home (or close to home)								
in the street or field								
at a fixed location								
other location								

Participation in work activities by family context

	Women				Men			
	Cohabiting		Single		Cohabiting		Single	
	With small children	Without small children	With small children	Without small children	With small children	Without small children	With small children	Without small children
Number of workers who are …								
Managers								
Professionals								
…								
Number of persons who sought work and were available for work (strict unemployment) …								
who want a full time job								
who want a part time job								
Number of persons who wanted to work but did not seek work …								
because they were discouraged								
because they did not have time								
because they did not know how to look for work								
for other reasons								
Number of persons who sought work but were not available to work								
Number of persons who do volunteer work								
hours per week								
Number of persons who do own production of goods work								
hours per week								

Part-time employment, UK 1998

Percentage part-time workers by sex
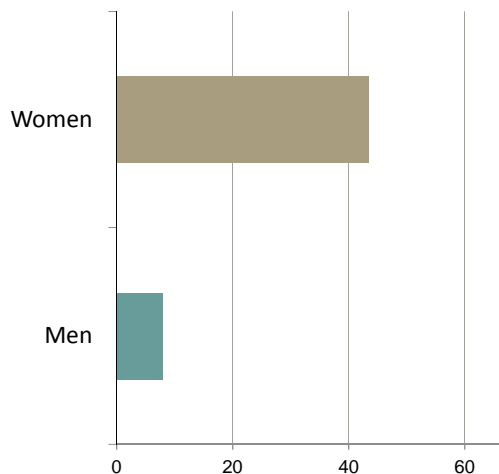
Percentage part-time workers by family context and sex

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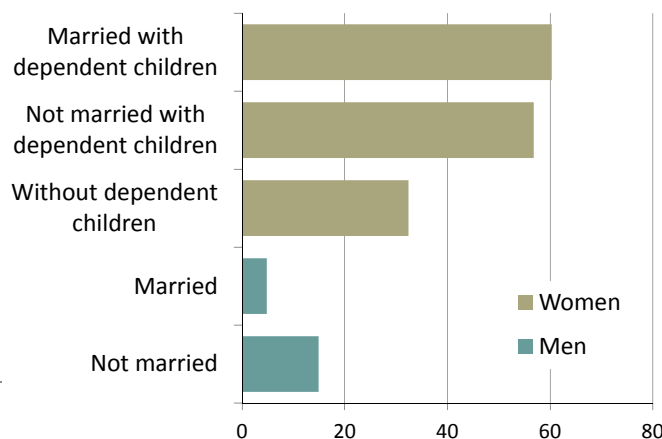
The unemployment rate, Uganda 2002/03

Unemployment rate by sex
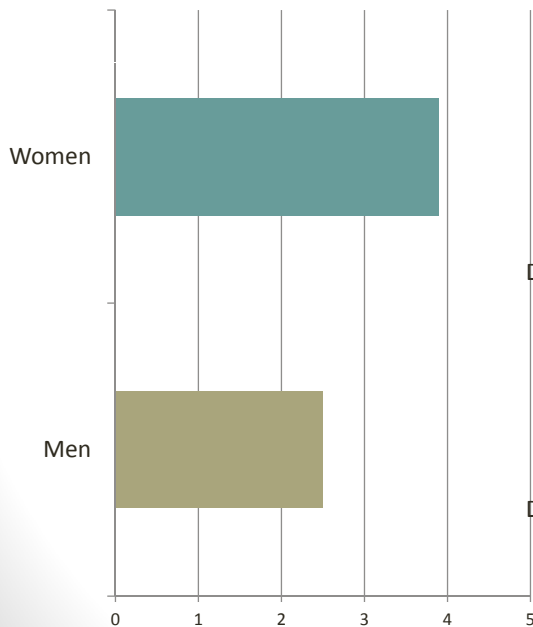
Unemployment rate by sex and marital status

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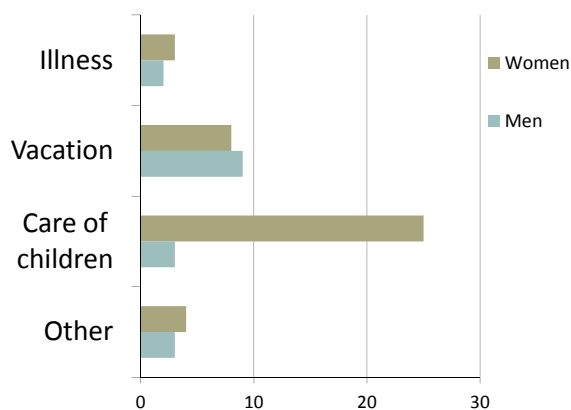---
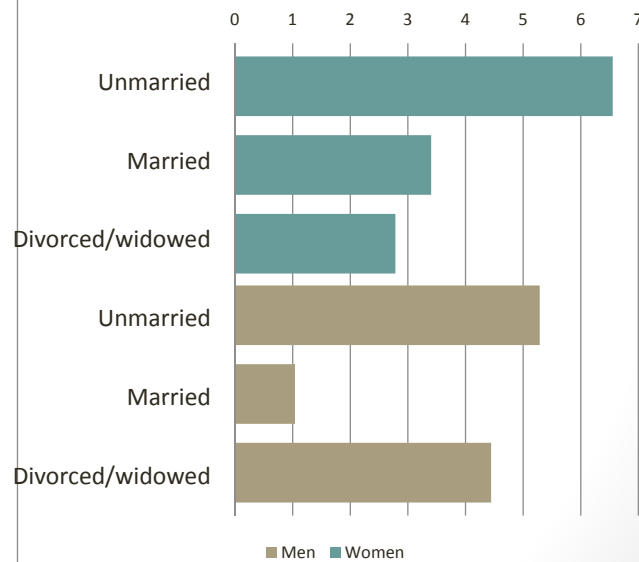
The absence from work rate, Sweden (1994)

Absence from work rate* by reason and sex
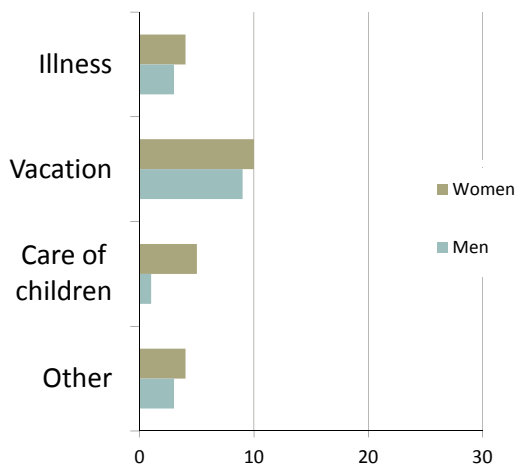
Absence from work rate* of persons with children under 7 years of age, by reason and sex

* Hours of absence as a percentage of hours actually worked

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The Gender Pay Gap (GPG)

- Part of the minimum set of gender indicators adopted by the Statistical Commission in 2013
  - Only indicator of "type 1" in the list that the ILO does not yet calculate
- Formula: **(Wm- Wf)/Wm**
  - Where: Wm: wages of men and Wf : wage of women
- Indicates the extent to which women earn less than men:
  - A value of 0 means no wage gap – men and women earn the same
  - A value of 1 means total wage gap – women earn nothing
  - A value close to 0 means less wage gap than a value close to 1
  - A negative value means women earn more than men (very rare)
- Policy objective: that GPG should converge to 0

Gender Pay Gap: limitations

- Interpretation problems
  - Negative values for certain industries/occupations
  - Time series by industry, occupation, education levels are not stable
- Sensitive to definitions and measurement methodology
  - Coverage of income components: earnings, employment related income, net or gross
  - Coverage of workers
  - Median versus average remuneration
  - Measurement in LFS, ES, AR – annual, monthly, daily remuneration
- Sensitive to structure and characteristics of national labour markets
  - Higher for more educated population
  - Higher for older population
  - Higher for high levels of income
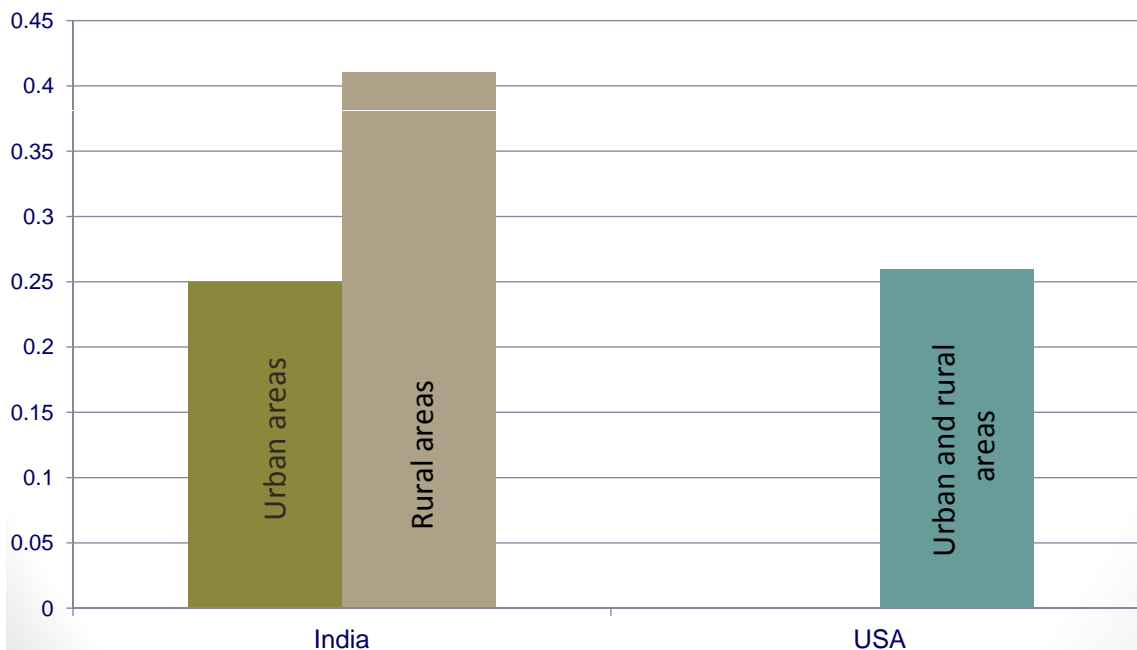 - Higher when more women work

Gender pay gap in India (2000) and the USA (2000)

The GPG in the European Union 2008 (comparable definitions and surveys)
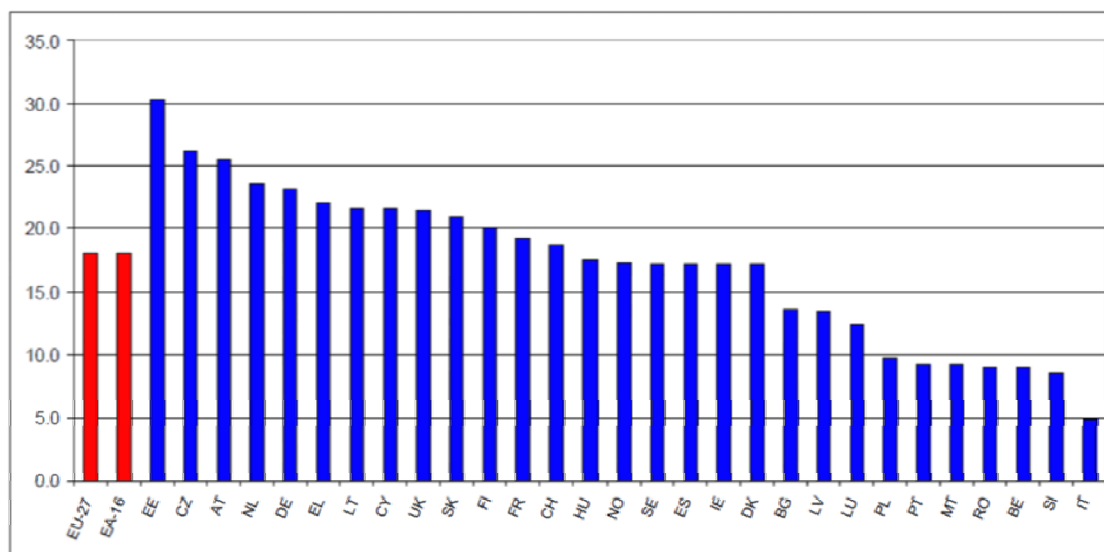
Source: Eurostat (tsiem040);
EE, IE, NL and CH: 2007; ES, FR, CY, NO, EU-27 and EA-16: provisional; SES scope for all countries.

EE – Estonia; CZ- Czech Republic, AT- Austria, NL- Netherlands, DE-Germany, EL-Greece, LT-Lithuania, CY- Cyprus, SK- Slovak Republic, FI-Finland, FR-France, CH-Switzerland, HU- Hungary, NO-Norway, SE-Sweden, ES-Spain, IE-Ireland, DK-Denmark, BG-Bulgaria, LV-Latvia, LU-Luxembourg, PL-Poland, PT-Portugal, MT-Malta, RO-Romania, BE-Belgium, SI-Slovenia, IT-Italy

Gender pay gap in India by industry (2000)
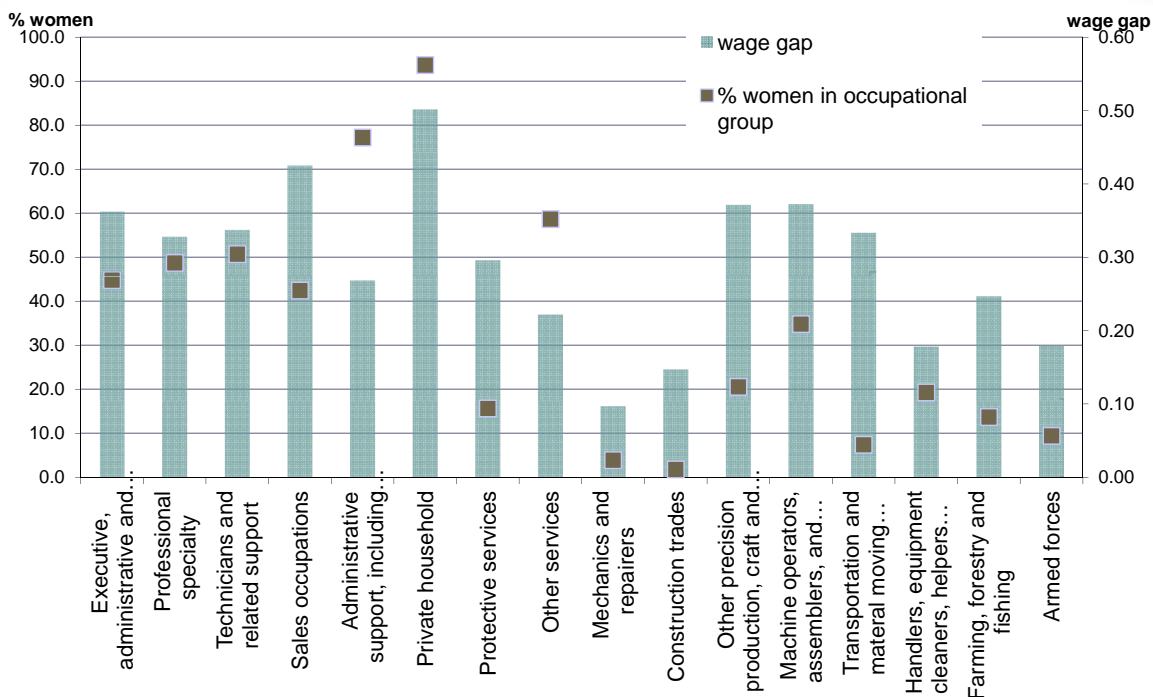

Chart axis values: -0.40, -0.20, 0.00, 0.20, 0.40, 0.60, 0.80

Industries: Agriculture; Mining and quarrying; Manufacturing (15-22); Manufacturing (23-37); Electricity, gas and water; Construction; Trade; Transport and storage etc; Services (65-74); Services (75-93); Private households with employed persons; Others

Legend: rural area; urban area
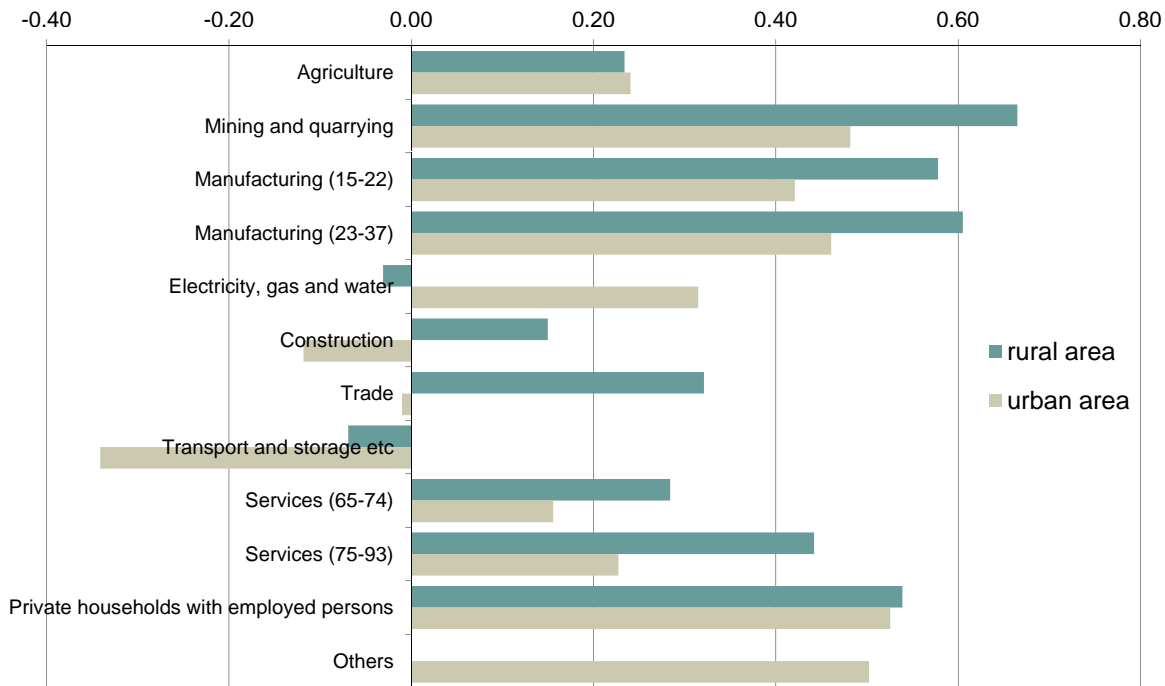
Gender pay gap and % women by occupational groups, USA, 2000

% women axis: 0.0 to 100.0

wage gap axis: 0.00 to 0.60

Legend: wage gap; % women in occupational group

Occupational groups: Executive, administrative and…; Professional specialty; Technicians and related support; Sales occupations; Administrative support, including…; Private household; Protective services; Other services; Mechanics and repairers; Construction trades; Other precision production, craft and…; Machine operators, assemblers, and…; Transportation and materal moving…; Handlers, equipment cleaners, helpers…; Farming, forestry and fishing; Armed forces

Issues for discussion

- Relevance of a gender database
- Relevance of family composition to understand gender issues
- National statistics by family composition
- National statistics on the Gender Pay Gap