

Measuring gender income gaps in Switzerland

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Katja Branger, Federal Statistical Office Switzerland



Demand

Request from a member of parliament:

Report on the measurement of the gender overall earnings gap and other indicators on gender-specific income differences

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New key figures for Switzerland
GOEG
Gender Pension Gap

Existing indicators
Gender pay Gap
Unpaid Work



What is the Gender Overall Earnings Gap (GOEG)?

A synthetic indicator developed and compiled by Eurostat to provide an overall picture of the differences in labour income between women and men.

The indicator takes into account the impact of three factors:

- 1) differences in gross income from employment per hour
- 2) differences in hours worked per month
- 3) differences in labour force participation

$$GOEG = \frac{(E_m \times H_m \times ER_m) - (E_w \times H_w \times ER_w)}{(E_m \times H_m \times ER_m)} \times 100$$

E = hourly earnings, H = monthly hours, ER = employment rate, m = men, w = women



Advantages/disadvantages of the GOEG according to Eurostat



simplicity of calculation
international comparisons



Structure of Earnings Surveys

- cover employees but not self-employed
- based on a concept of jobs (workplaces)
- based on the domestic concept
- do not cover sector 1



GOEG

Labour Force Surveys (LFS)

- cover both categories
- based on a concept of persons => multi-activity
- cover only the permanent resident population
- cover all 3 sectors



Development of the Swiss GOEG

The GOEG according to the Swiss method is based on data from:

Swiss Earnings
Structure Survey
(ESS)

hourly wages
selecting only
permanent
residents aged
15-64

Swiss Labour Force Survey
(SLFS)

**labour force participation
rates**

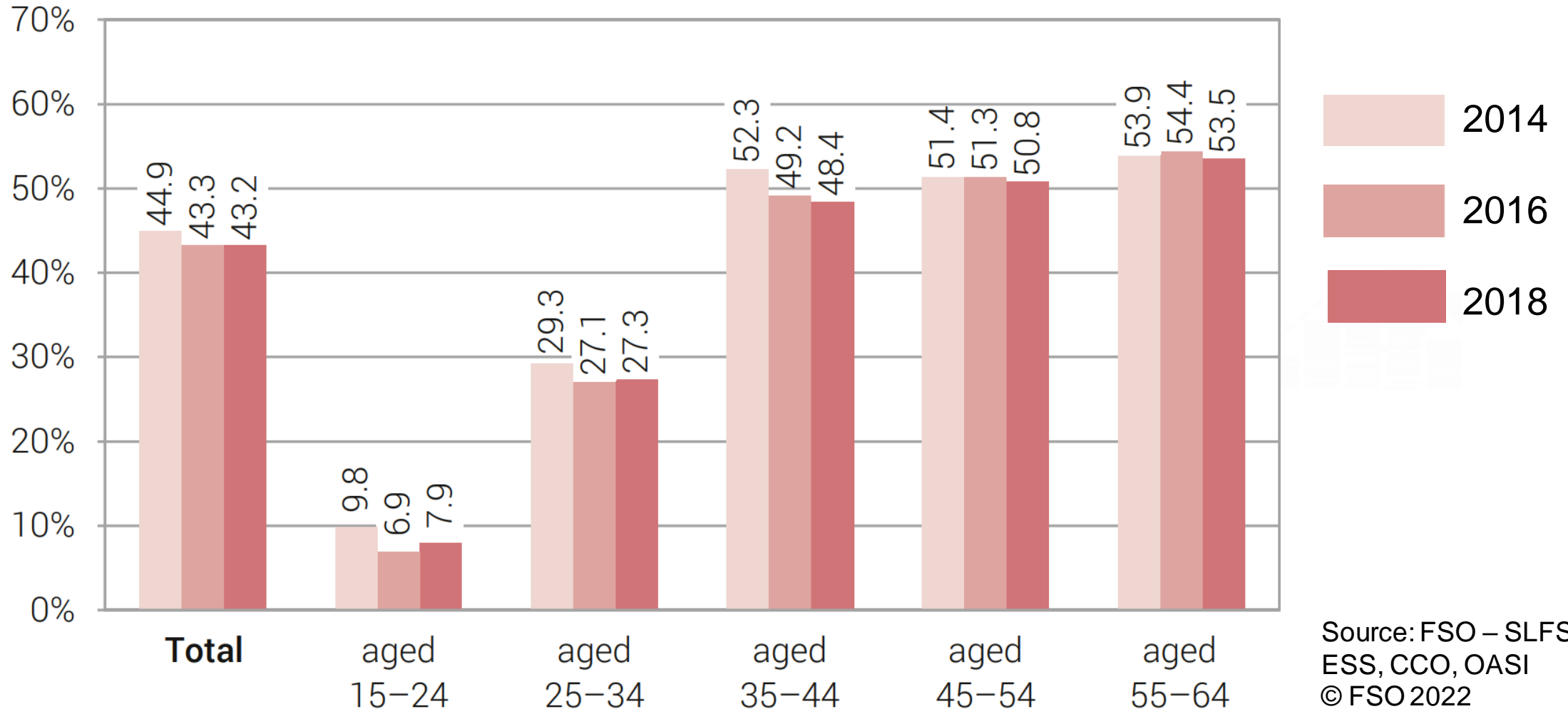
hours worked
taking into account the mul-
tiple jobs a person may have
wages in the primary sector

combination of SLFS data
and Old Age and Survivors'
Insurance (OASI) data

**hourly earnings in
self-employment**

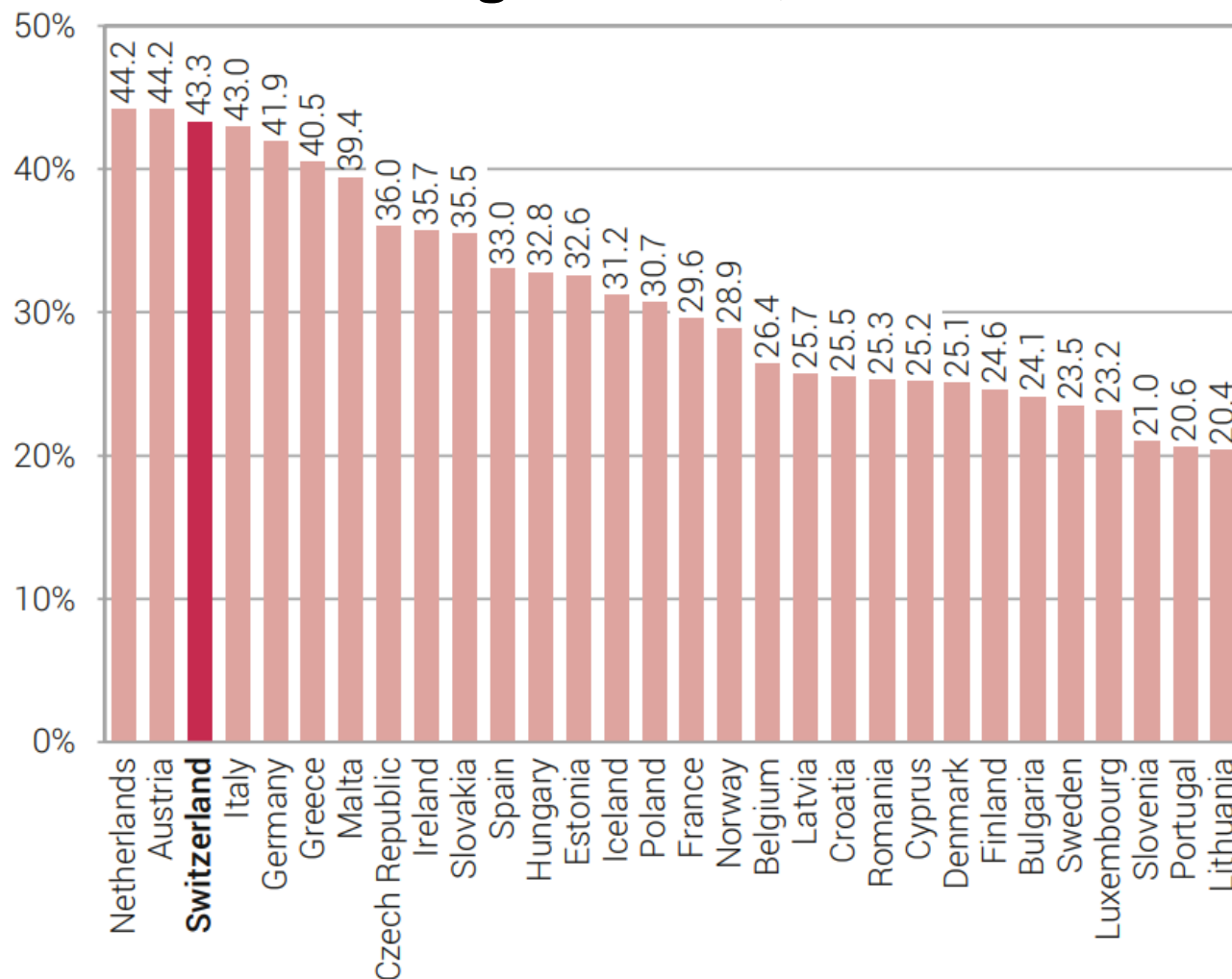


GOEG according to FSO by age group, 2014-2018





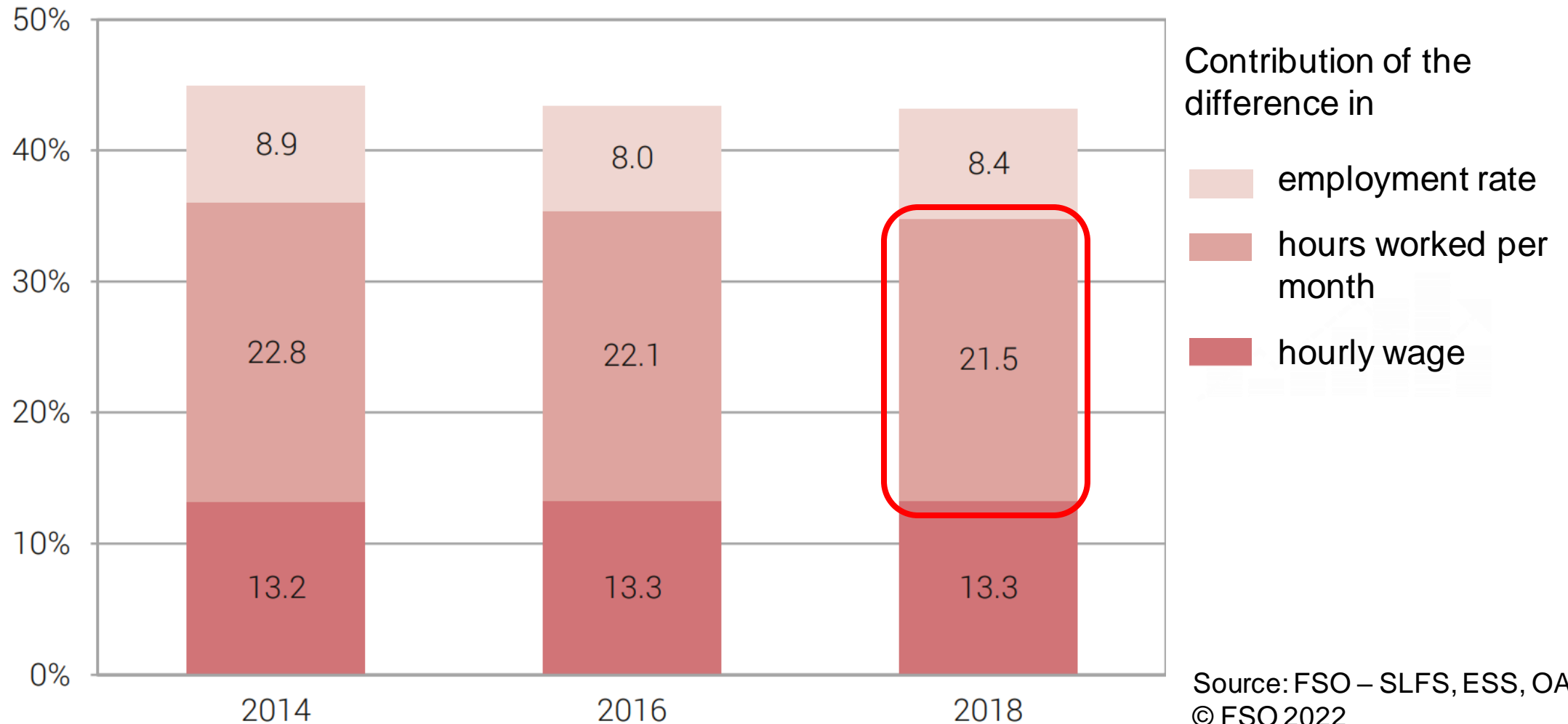
GOEG according Eurostat, 2018



Source: Eurostat
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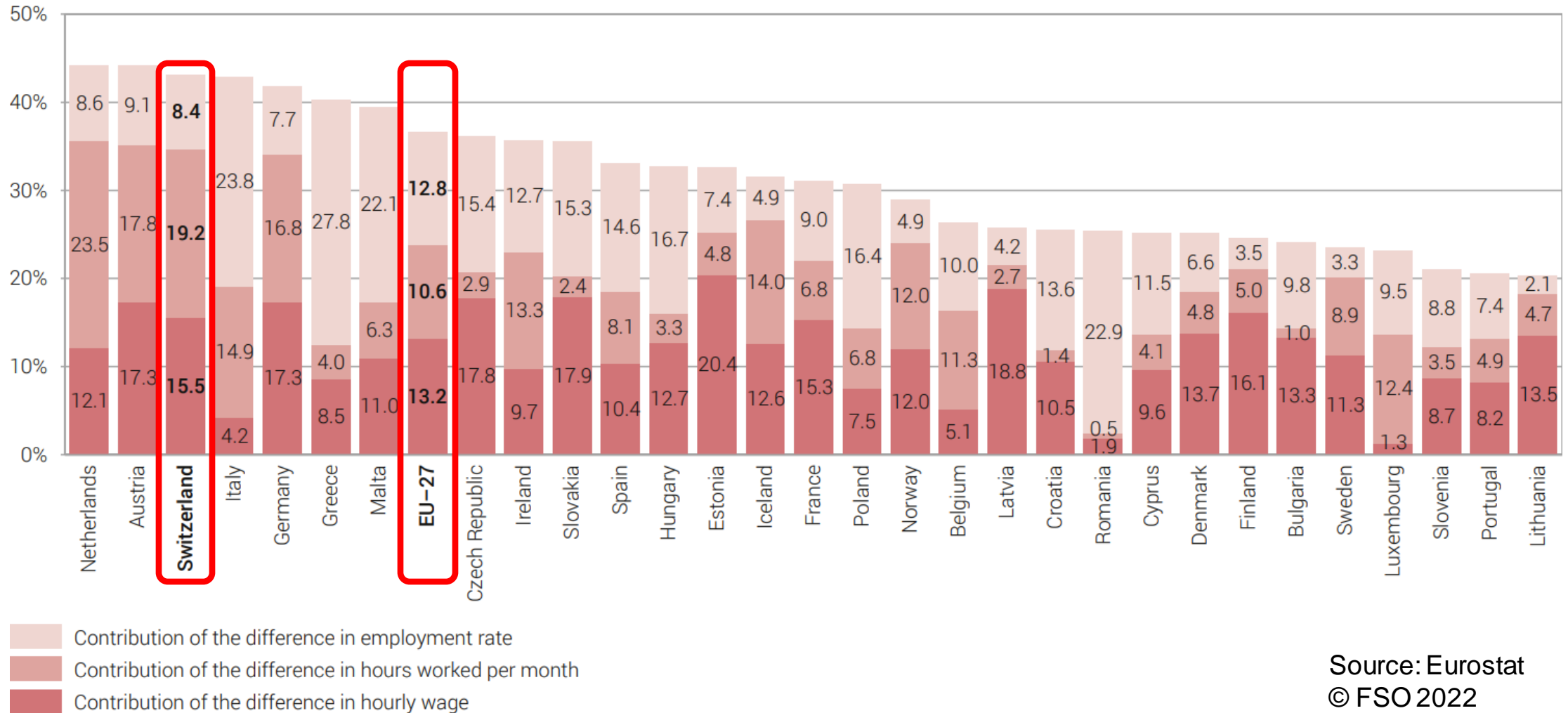


GOEG according to FSO by components, 2014-2018





GOEG according Eurostat by component, 2018



Source: Eurostat
© FSO 2022



Definition and calculation of the Gender pension Gap according Eurostat

Gender Pension Gap = percentage difference in the average pensions of women and men from old-age provision

$$\text{GAP} = \left(1 - \frac{\text{women's average pension income}}{\text{men's average pension income}} \right) \times 100$$

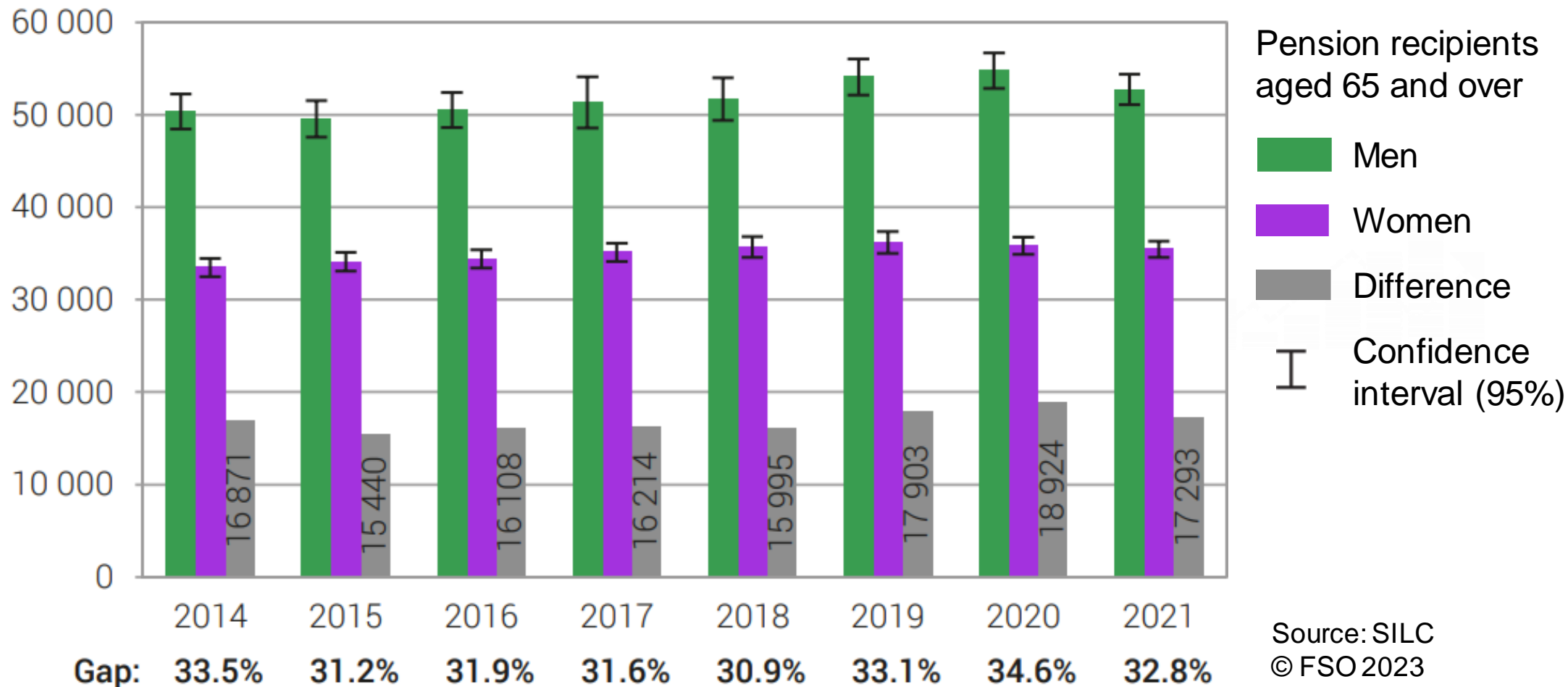
Population: Women and men aged 65 and over for whom the sum of old-age pensions is > 0

Data basis: Survey on Income and Living Conditions (SILC)



Average annual pensions from old-age provision by sex, 2014-2021

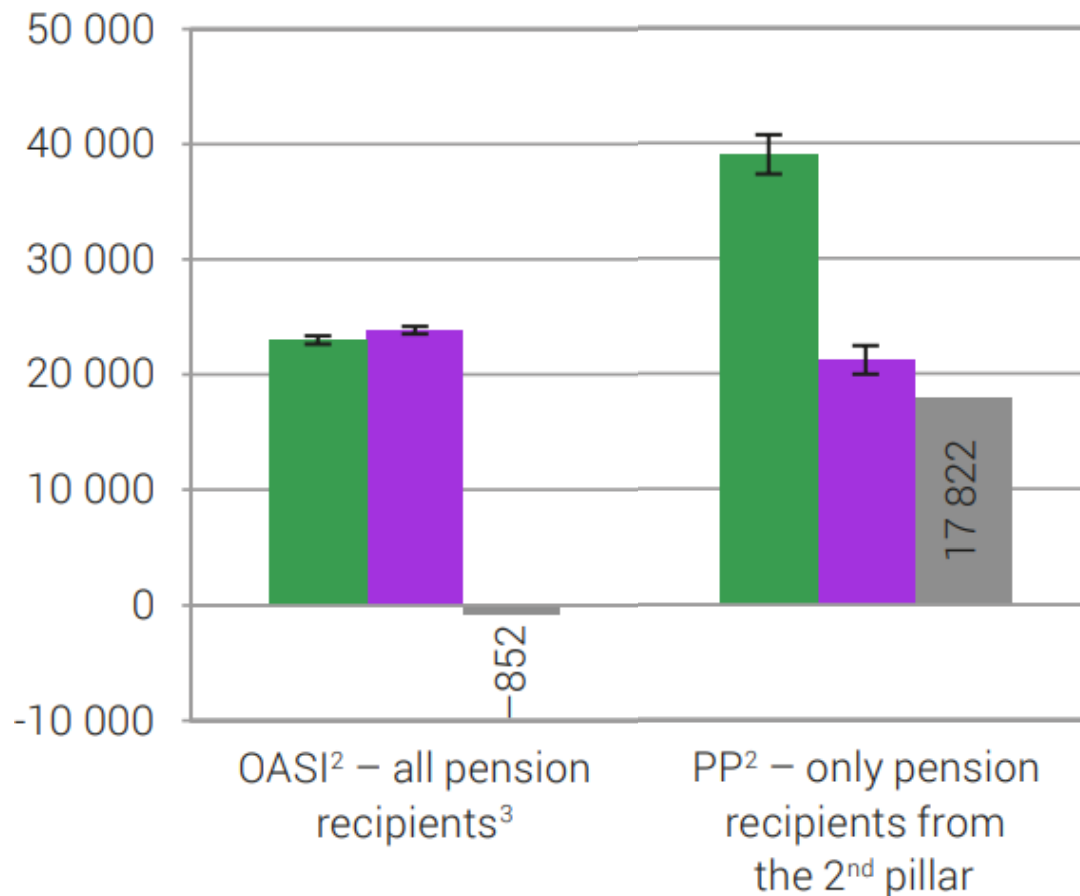
In Francs





Average annual pensions from OASI and PP by sex, 2021

In Francs



Pension recipients aged 65 and over

Men

Women

Difference

Confidence interval (95%)

OASI = old-old-age and survivors' insurance (1st pillar)

PP = occupational pension plans (2nd pillar)

Gap: -3.7%

45.7%

Recipients: 99% 99%

70% 49%

5.7% 4.0% (3rd pillar)

Source: SILC © FSO 2023

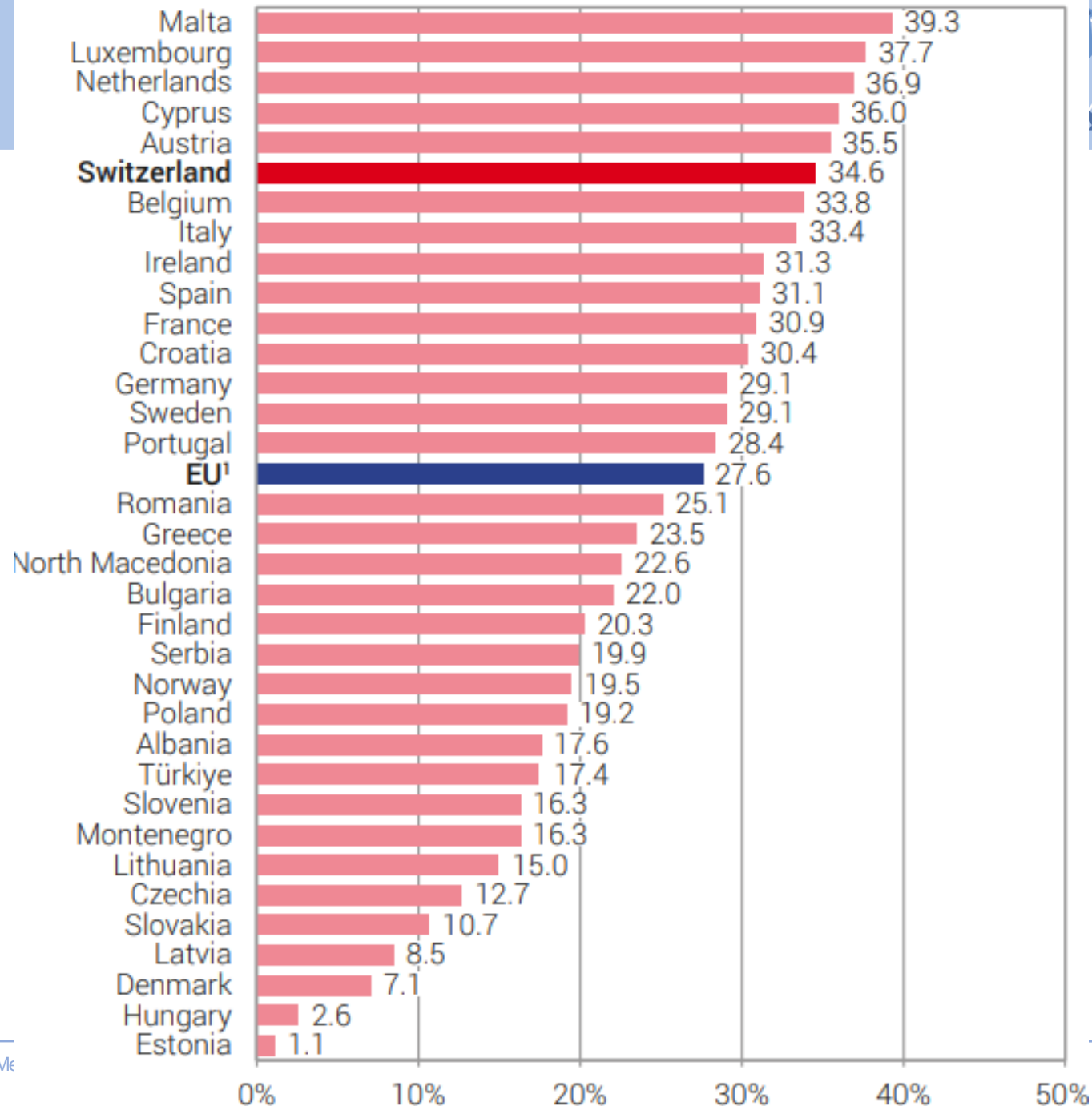


Gender pension gap: Switzerland in comparison to Europe, 2020

Percentage difference between the average pensions of men and women aged 65 and over

¹ EU-Member states on 16.05.2023

Source: Eurostat – EU-SILC 2020
(version from 16.05.2023)
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Key figures on income differences between women and men

	2018	2019	2020	2021
Gender overall earnings gap (GOEG)	43.2%
Gender pay gap (GPG) (arithmetic mean / average)	19.0%	...	18.0%	...
Gender pension gap	30.9%	33.1%	34.6%	32.8%



Sources: FSO – SLFS,
ESS, CCO, OASI, SILC
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Innovation

- Microdata linkage: survey data (household and enterprise) with administrative records
- Adaptation of calculation method for the GOEG

Challenges

- Income estimation for self-employed
- Timeliness of data
- Collaboration intra-NSO and with other government agencies



Thank you for your attention!



Questions ?



www.equality-stat.admin.ch

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