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# Gender pay gap measures and the political debate in Switzerland

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Global Forum on Gender Statistics



# Definition

The **gender pay gap** is the difference between women's and men's average earnings, expressed as a percentage of men's earnings.





# Definition and methodology



- average gross **hourly** or **weekly** earnings ↔ average gross **monthly** earnings
- average = arithmetic **mean** ↔ average = **median**
- full-time/part-time together or separately ↔ standardised to full-time (= 40 hours a week and 4 ½ weeks per month)



# GPG disaggregated by

- Sector (private/public)
- Economic activity (NACE)
- Working time (full-time/part-time)
- Age group
- Occupation
- Education attainment
- Skills level
- Occupational position

combine various characteristics to explain GPG

=> **multivariate analysis**

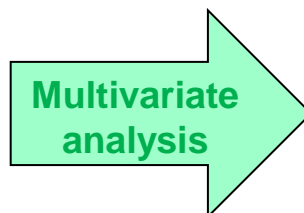


# Adjusted and unadjusted GPG

## Unadjusted GPG

explained + unexplained

part of earnings  
difference between  
men and women



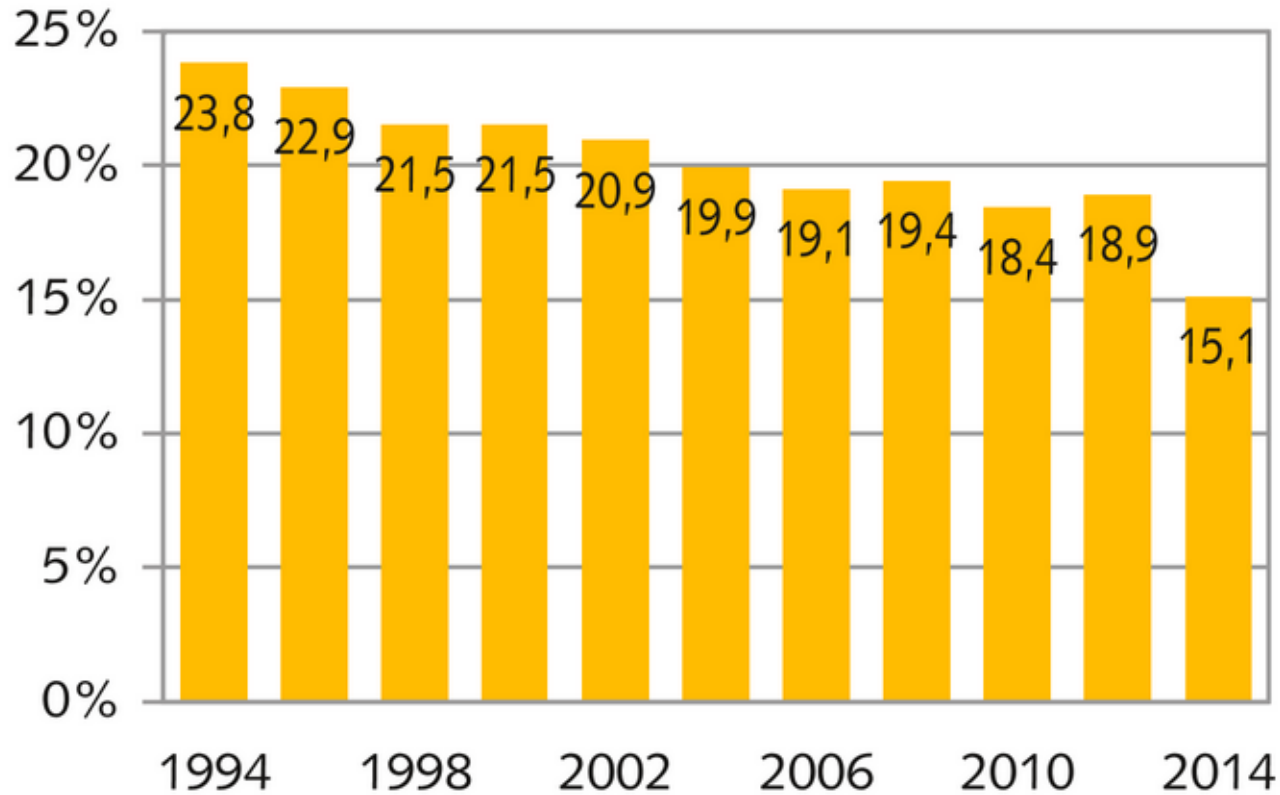
## Adjusted GPG

unexplained

part of earnings  
difference between  
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# Unadjusted GPG in Switzerland



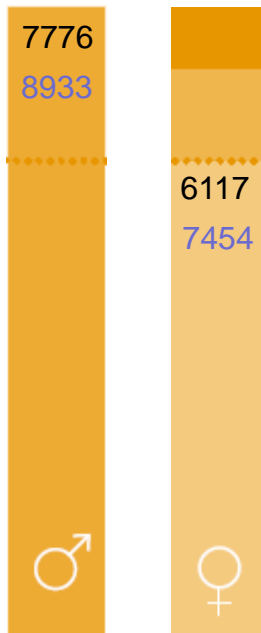
Source: Swiss Earnings Structure Survey / Graph: FSO, Neuchâtel 2016



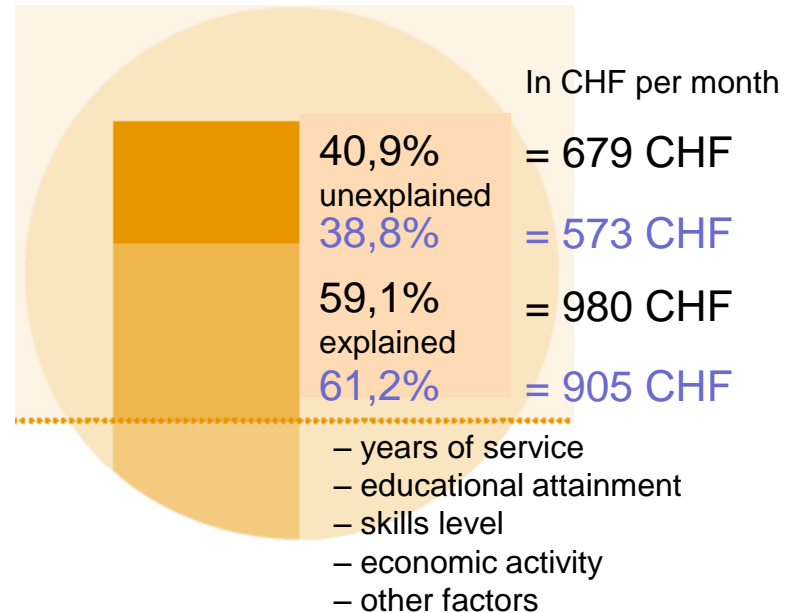
# Explained and unexplained GPG

**2012** Private sector:  
average gross  
monthly wage  
CHF

Public sector



Wage gap  
1659.-  $\equiv$  21,3%  
1478.-  $\equiv$  16,5%



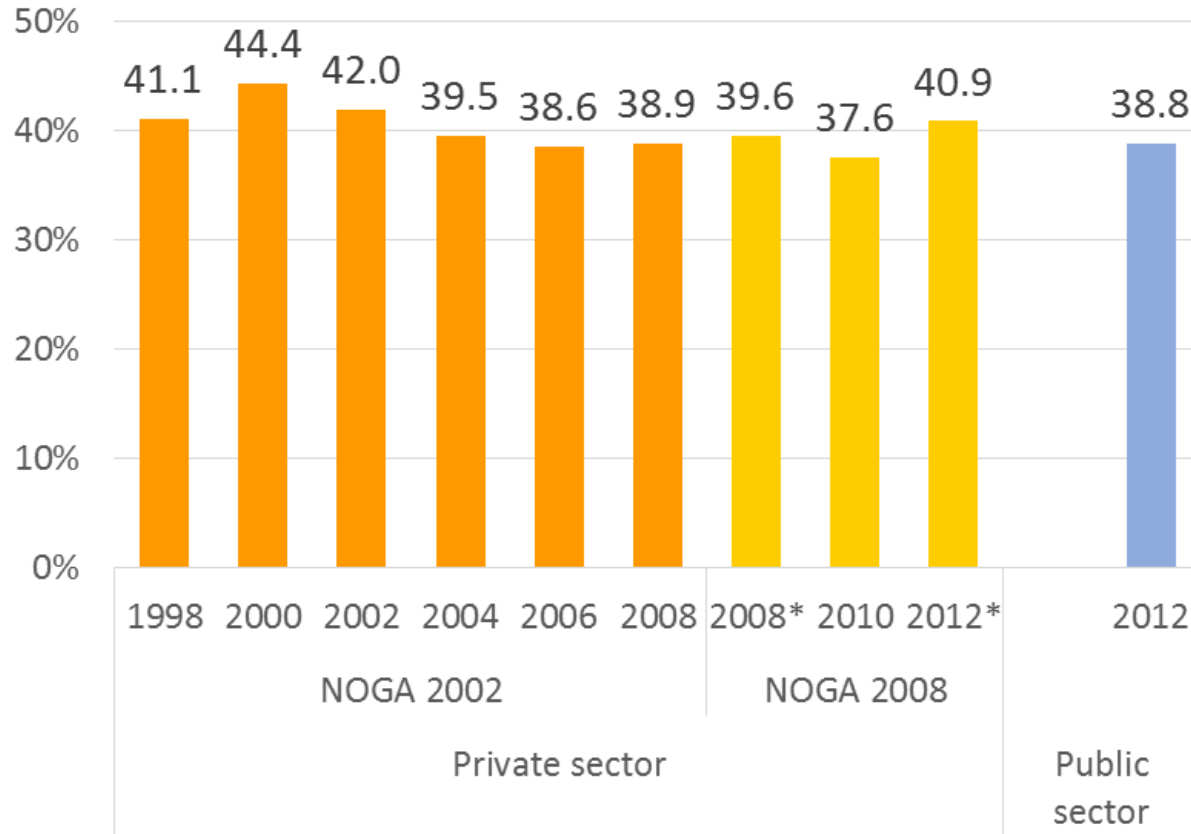
Economic effects of unexplained  
pay gap 2010 of 8,7%:

**CHF 7,7 billion per year**

Swiss Earnings Structure Survey 2012



# Adjusted GPG in Switzerland



Source: Swiss Earnings Structure Survey





# GPG and policy making

## Some political measures to reduce GPG

- Dissemination and explanation of GPG data
- Salarium, a personal wages calculator

Federal Statistical Office

- Logib, a equal pay self-test tool

Federal Office for Gender Equality

- Wage equality dialogue => was not effective

Employers and employees unions with support of the government



Government prepares legal framework to oblige employers to carry out a regular wage analysis and to control for it



# GPG statistics and policy making

Recent political debate on measures to reduce GPG



Questioning of statistics and methods



Study to evaluate the method



FSO has to examine improvement of adjusted GPG calculation by including more explaining factors if possible, e.g.

- real job experience
- working time models
- physical and mental burden



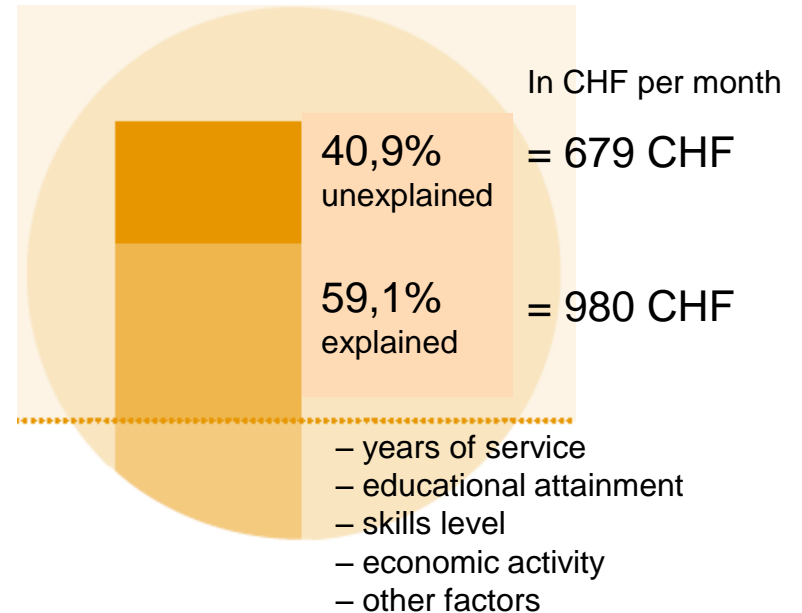
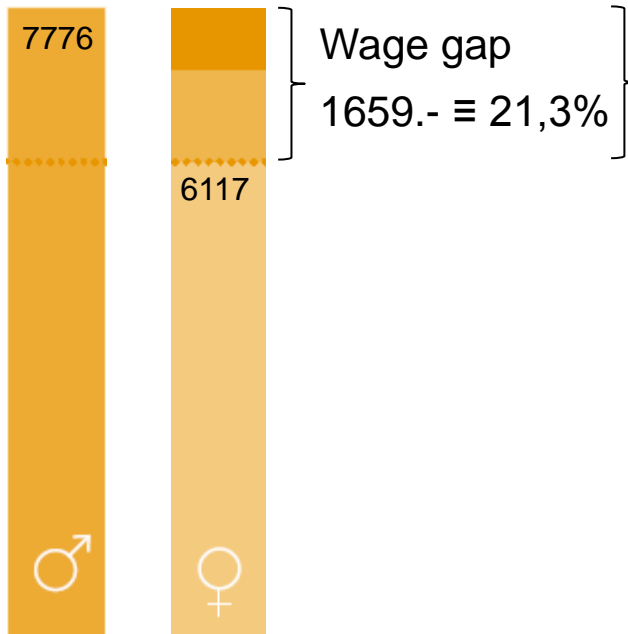
# Thank you for your attention !





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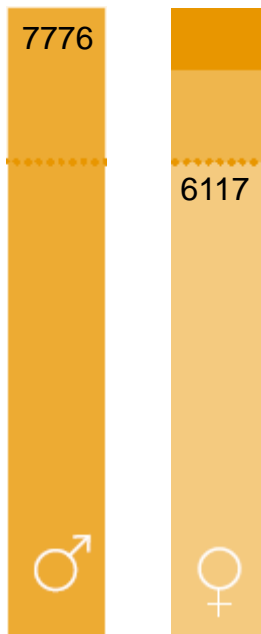


Swiss Earnings Structure Survey 2012

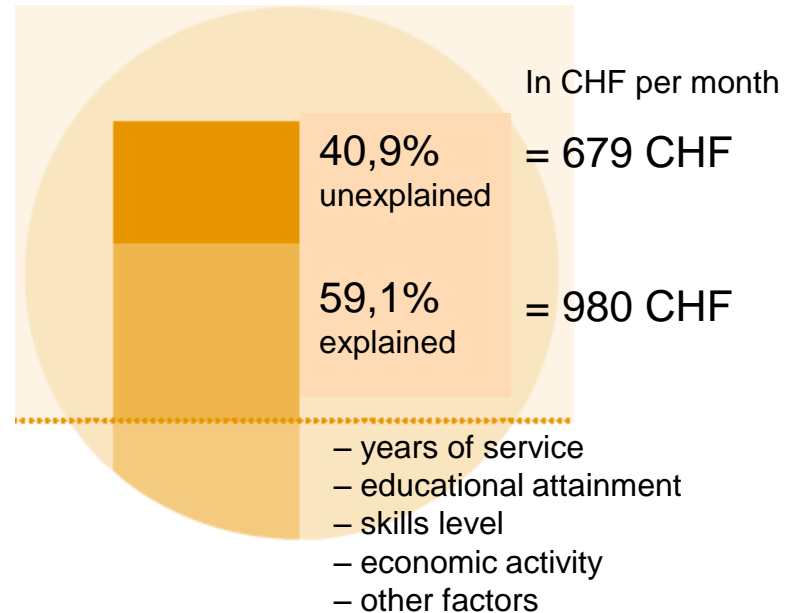


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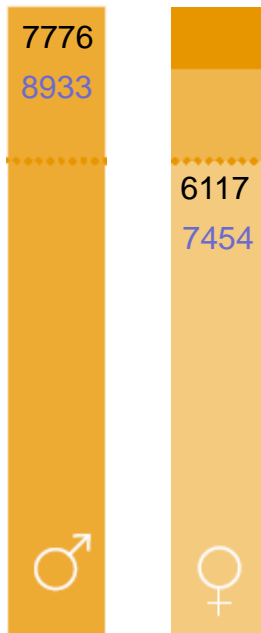
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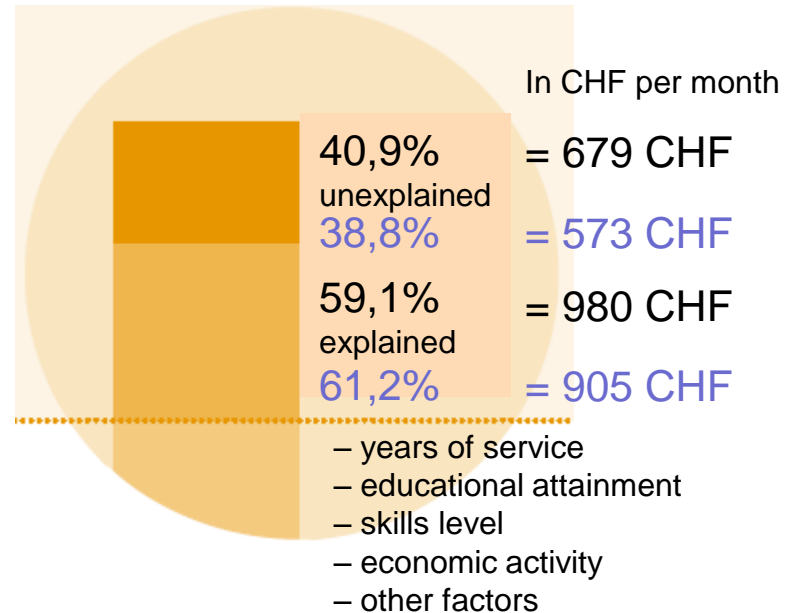
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