

# 10 things you didn't know about the gender pay gap

## The difference between men's and women's remuneration<sup>1</sup>

- » The gender pay gap (GPG) in the Czech Republic is the second highest in the European Union – 22.5% compared to the EU average of 16%.
- » The GPG has a negative impact on the lives of individual women and men, on the standard of living of whole families, including children, and on the functioning of society as a whole. It increases the risk of women's poverty and has a negative impact on the value of women's pensions.
- » The GPG is a result of labour market structure. Women's work is undervalued and women work in low paying jobs more often than men. Other causes of the GPG include non-transparent remuneration, insufficient opportunities for reconciling work and family life, and stereotyped career choices for both women and men.
- » In the Czech Republic, 50% of men earn more than average wages, ie, more than CZK 26,000 per month, while only 30% of women do. Among the 20 types of jobs in which most people are employed, 34% of men earn more than CZK 30,000 per month compared to only 8% of women. Similarly, 8% of men in these jobs earn more than CZK 50,000 per month compared to less than 1% of women.
- » The GPG cannot be explained by the difference in working hours for men and women, since this difference amounts to only 5 hours per month on average. There are even some kinds of jobs in which women work more hours per month than men.
- » The GPG varies significantly for different age groups. It reaches its highest values between the ages of 35 and 49, when women are most burdened by childcare obligations. The GPG in this age group is 27–30%.
- » The GPG is lowest in the group of people with only an elementary education (17%). The highest GPG is in the group of people with a university education (29%, equivalent to CZK 14,991 per month). The difference is mainly caused by the different fields which women and men study.
- » If there is a collective agreement at a particular workplace, then the average GPG is 21%, in comparison with an average of 24% at workplaces without a collective agreement. However, a collective agreement is beneficial to both women and men, since all employees have higher average wages when they are covered by such an agreement.
- » The highest average GPG can be found in the kinds of jobs with the highest average monthly wages. The highest GPG of all, an unbelievable 50%, is in the financial sector. The difference represents CZK 33,432 per month and over CZK 400,000 per year.
- » The average wages of women are higher than the average wages of men in only 2% of job types. Furthermore, the GPG in these kinds of jobs is only around 3%.

<sup>1</sup>Figures are based on data for 2015.