



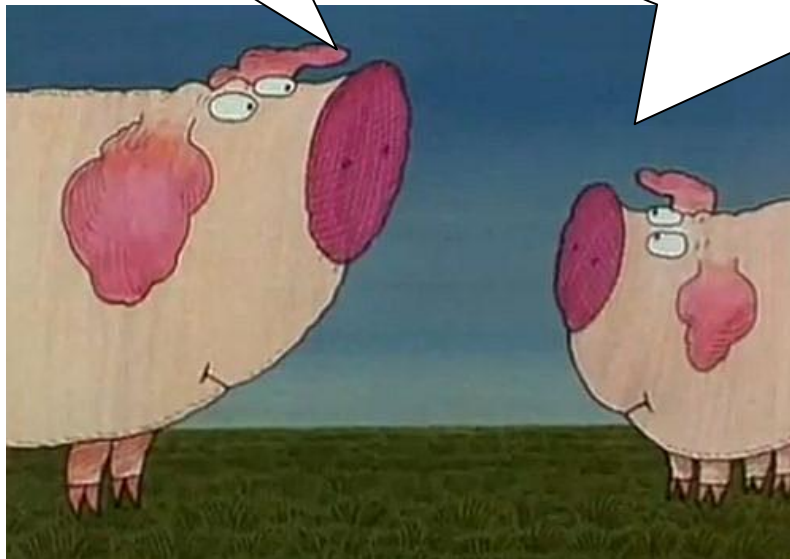
The Gender Pay Gap. A Statistical Illusion?

Jean Ries
25 November 2013



Hmm ... Come with me and let's have a look at the gender pay gap!

Do men have higher wages than women?





The “European” Gender Pay Gap

Methodology agreed with [Eurostat](#)

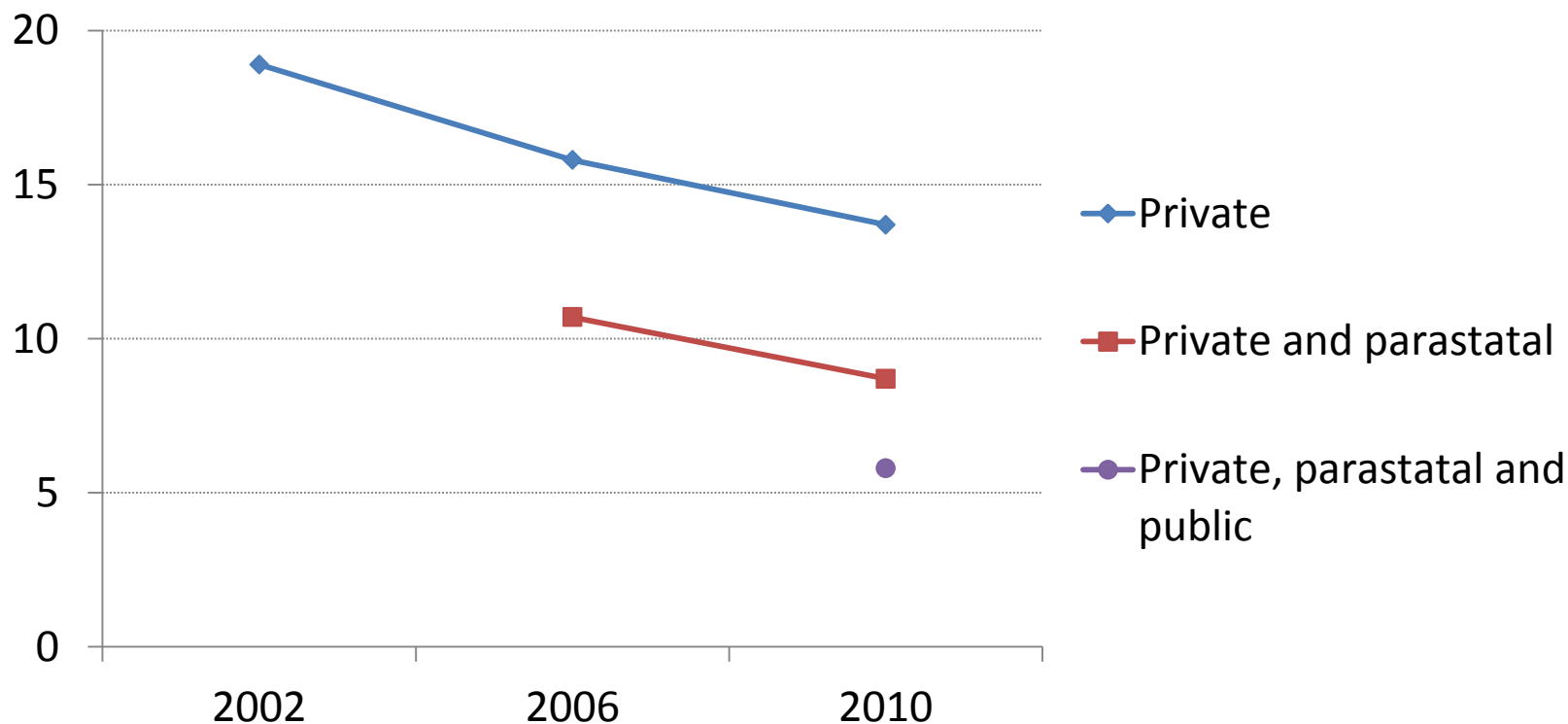
Based on the structure of earnings survey

The gap is “unadjusted”

$$\text{GPG} = \left(1 - \frac{\text{Average Hourly Wage of Women}}{\text{Average Hourly Wage of Men}} \right) * 100$$

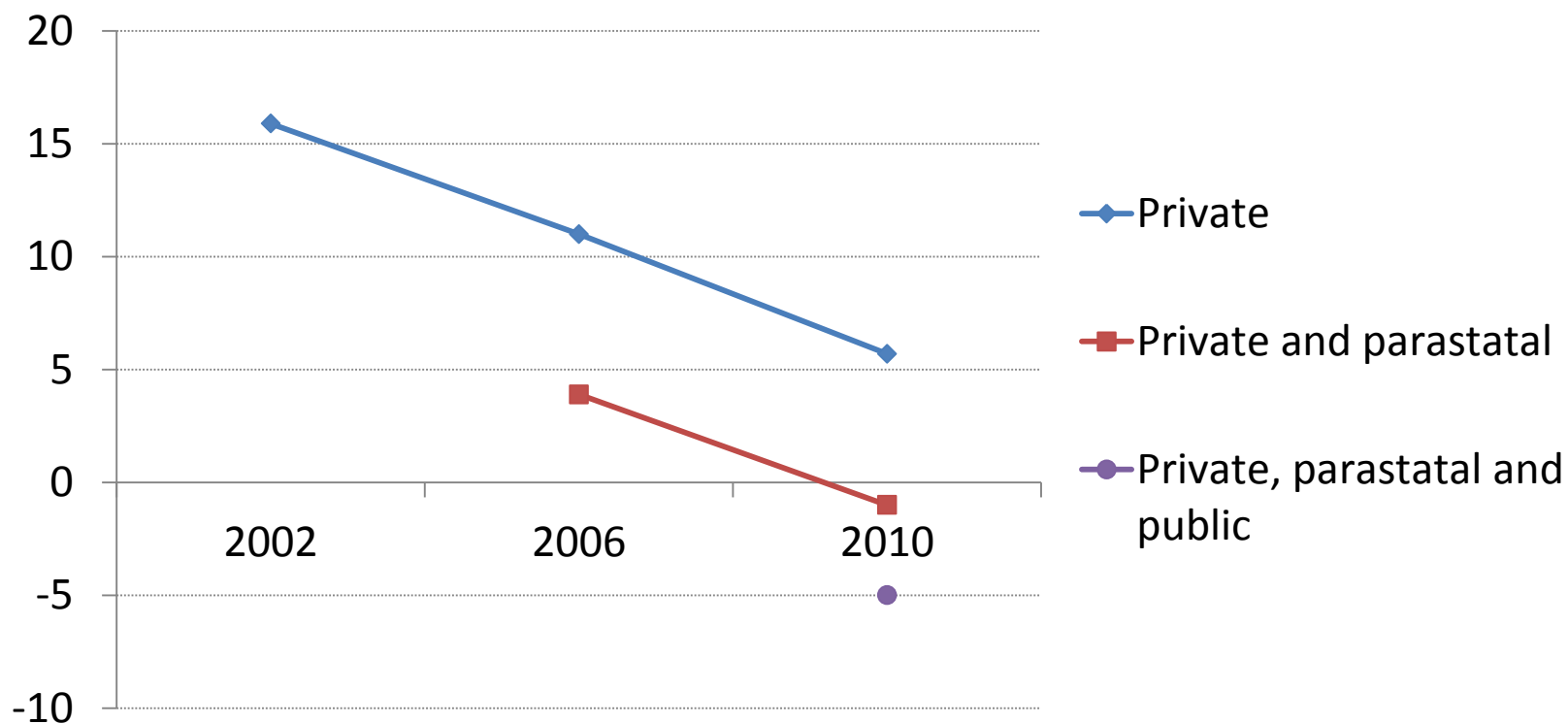


The downward trend of the gender pay gap from 2002 to 2010



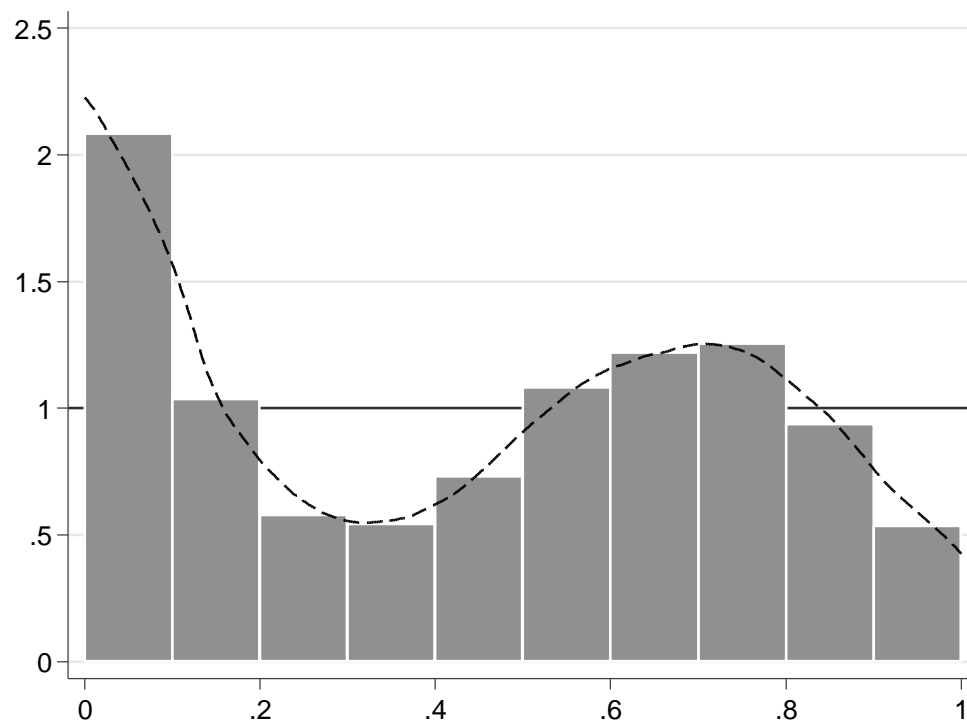


The median gaps are lower



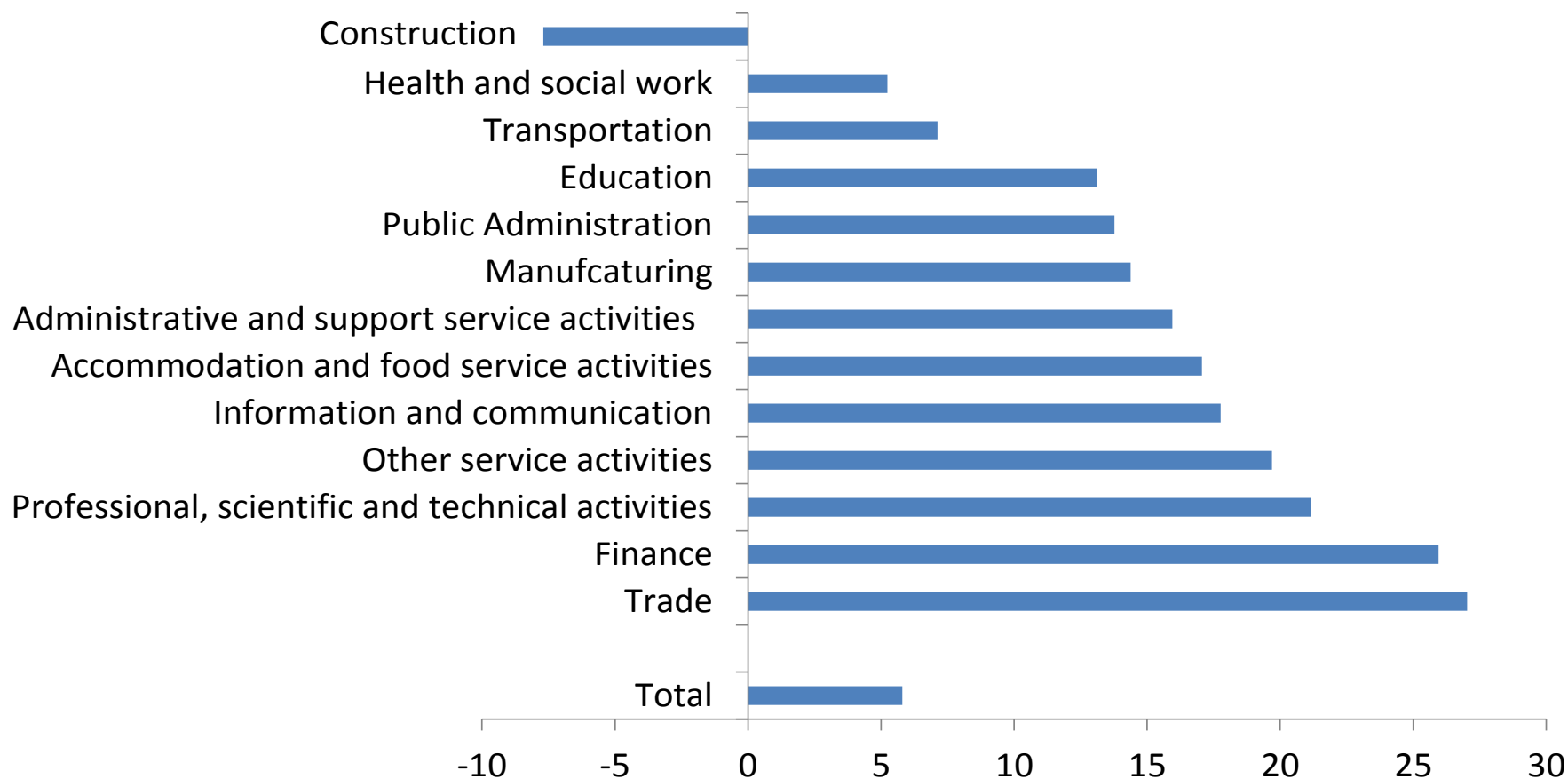


Women are overrepresented in the “upper middle” and in the bottom of the distribution



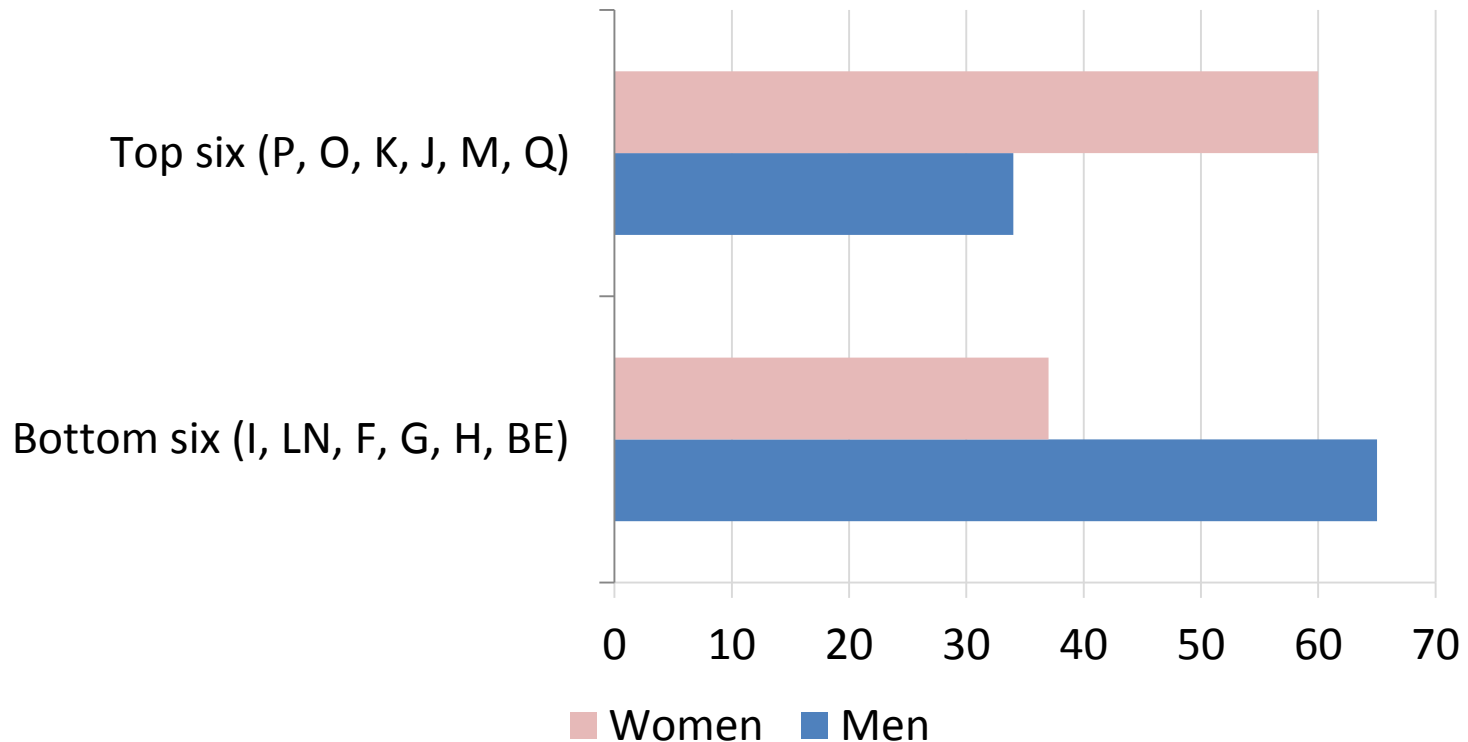


At a disaggregated level a paradox emerges



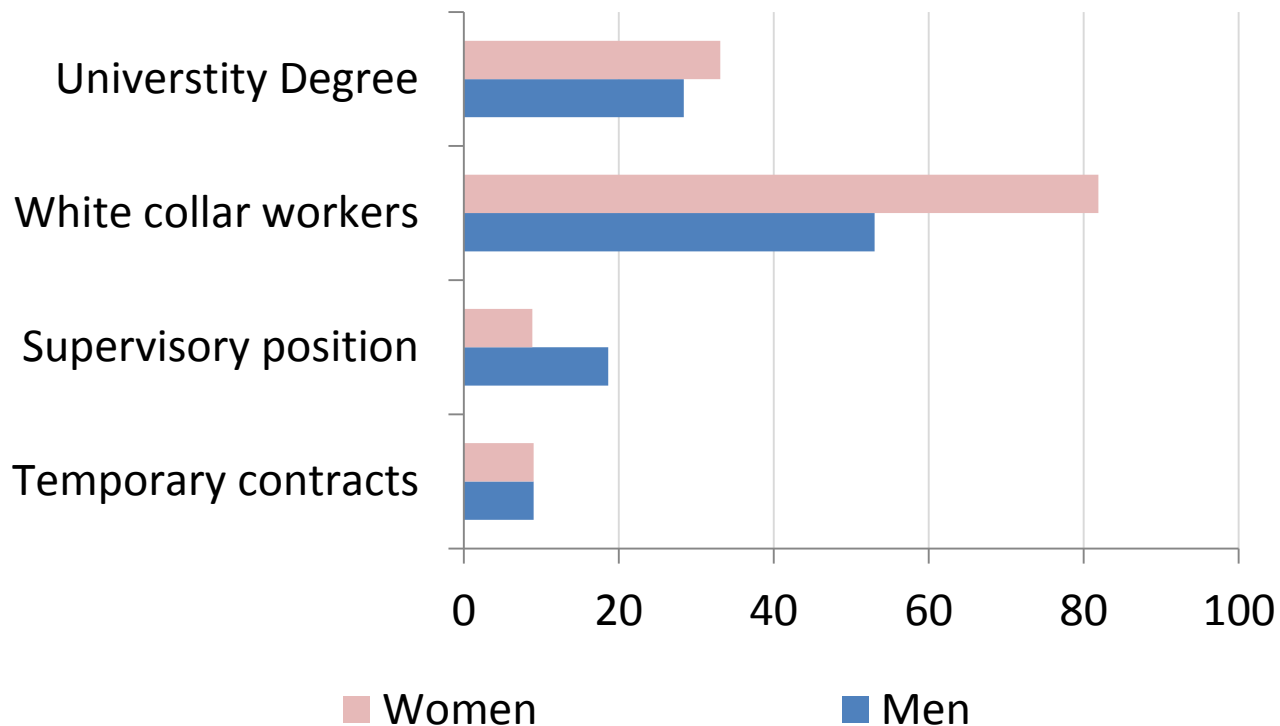


The women tend to work in better paid activities than the men





Are there “observable” explanations for the gender pay gap?





Recap and further details

Rapport travail et cohésion sociale 2013, chapitre I.5.4

The screenshot shows a web browser window with the URL www.statistiques.public.lu/fr/publications/series/cahiers-economiques/2013/116-cohesion-sociale/index.html. The page header features the STATEC logo and the text 'LE PORTAIL DES STATISTIQUES GRAND-DUCHÉ DE LUXEMBOURG'. A search bar is present with the text 'RECHERCHE :'. The main content area displays the title 'Cahier économique N° 116 Rapport travail et cohésion sociale 2013' and a summary paragraph: 'Le STATEC vient de publier son rapport « Travail et Cohésion sociale ». L'emploi progresse, mais le taux de chômage aussi : depuis la crise financière, la progression de l'emploi au Luxembourg a significativement ralenti. Entre 2009 et 2013, l'emploi continue cependant à augmenter de 2.0% en moyenne annuelle. Le niveau de vie se tasse : le revenu médian nominal continue d'augmenter au cours des dernières années, mais à des taux ne permettant pas de compenser la perte de pouvoir d'achat due à l'inflation. Avec 15.1%, le taux de risque de pauvreté remonte à son niveau de 2009.' A sidebar on the left lists categories: TERRITOIRE ET ENVIRONNEMENT, POPULATION ET EMPLOI, CONDITIONS SOCIALES, ENTREPRISES, and ECONOMIE ET FINANCES. A 'Téléchargement disponible' box on the right offers a PDF download: 'Français (pdf, 6080Ko)'.