Women and Men in the Labour Market

Potential factors influencing the Gender Pay Gap
Gender Pay Gap for Ireland (2014)

13.9%

What does this mean?
Gender Pay Gap

In 2014 the Gender Pay Gap for Ireland was 13.9%

- This indicator gives an overall picture of the differences between men and women in terms of pay
- Difference in average hourly earnings of female employees compared to that of male employees
- Firms with 10 or more employees
- It measures a concept which is broader than equal pay for equal work
Gender Pay Gap by Country - 2014

Source: Eurostat

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Gender Pay Gap

Range of potential factors affecting the Gender Pay Gap

- Employment rates
- Firm Characteristics
  - Economic Sector
  - Firm Size
- Employee characteristics
  - Occupation
  - Education Levels
  - Working Time (Full-time / Part-time)
  - Family Units
  - Age
Employment Rates by gender

Source: QNHS

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>77.5%</td>
<td>60.6%</td>
</tr>
<tr>
<td>2008</td>
<td>62.4%</td>
<td>55.2%</td>
</tr>
<tr>
<td>2009</td>
<td>59.5%</td>
<td>59.5%</td>
</tr>
<tr>
<td>2010</td>
<td>69.9%</td>
<td>59.5%</td>
</tr>
</tbody>
</table>

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Employment Rates for Women (2014)

Source: Eurostat

Iceland 81%
Norway 73%
Sweden 73%
UK 67%
Ireland 57%
Italy 47%
Employment Rates for Women and GPG by Country (2014)

Norway 73%
Sweden 73%
UK 67%
Ireland 57%
Italy 47%

Source: Eurostat

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Economic Sectors

Employment by Gender

Source: QNHS Q2 2017

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<table>
<thead>
<tr>
<th>Sector</th>
<th>% Women</th>
<th>Average Hourly Earnings (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>5%</td>
<td>19.9</td>
</tr>
<tr>
<td>Transportaion &amp; Storage</td>
<td>17%</td>
<td>21.23</td>
</tr>
<tr>
<td><strong>IT</strong></td>
<td><strong>26%</strong></td>
<td><strong>29.73</strong></td>
</tr>
<tr>
<td>Industry</td>
<td>29%</td>
<td>22.33</td>
</tr>
<tr>
<td>Professional</td>
<td>43%</td>
<td>25.83</td>
</tr>
<tr>
<td>Administrative</td>
<td>48%</td>
<td>17.41</td>
</tr>
<tr>
<td>Wholesale &amp; Retail</td>
<td>49%</td>
<td>18.14</td>
</tr>
<tr>
<td>Financial</td>
<td>51%</td>
<td>30.92</td>
</tr>
<tr>
<td>Public Admin</td>
<td>53%</td>
<td>26.13</td>
</tr>
<tr>
<td>Accomodation &amp; Food</td>
<td>57%</td>
<td>12.65</td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td><strong>74%</strong></td>
<td><strong>34.45</strong></td>
</tr>
<tr>
<td>Health &amp; Social</td>
<td>81%</td>
<td>22.56</td>
</tr>
<tr>
<td><strong>All Sectors</strong></td>
<td><strong>46%</strong></td>
<td><strong>22.24</strong></td>
</tr>
</tbody>
</table>

Source: EHECS Q2 2017

www.cso.ie
Firm Size
Employees by Gender

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>Men</th>
<th>Women</th>
<th>€ per hr</th>
</tr>
</thead>
<tbody>
<tr>
<td>250 employees or more</td>
<td>53%</td>
<td>47%</td>
<td>€25.56</td>
</tr>
<tr>
<td>50 to 249 employees</td>
<td>52%</td>
<td>48%</td>
<td>€20.22</td>
</tr>
<tr>
<td>1 to 49 employees</td>
<td>44%</td>
<td>56%</td>
<td>€18.38</td>
</tr>
</tbody>
</table>

Source: QNHS Q2 2017

www.cso.ie
Occupation

Employment by gender (‘000)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>€ per hr</th>
<th>GPG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professionals</td>
<td>€34.68</td>
<td>14.1%</td>
</tr>
<tr>
<td>Technicians and Associate Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clerical Support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Services and Sales</td>
<td>€16.48</td>
<td>10.3%</td>
</tr>
<tr>
<td>Skilled Agricultural, Forestry and Fishery</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Craft and Related Trades</td>
<td>€21.02</td>
<td>20.9%</td>
</tr>
<tr>
<td>Plant and Machine Operators and Assemblers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elementary Occupations</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: QNHS Q2 2017, Eurostat 2014
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Education

Highest Level of Education by gender (‘000 in employment)

Source: QNHS Q2 2017
www.cso.ie
Third level graduates - 2016

- Engineering, manufacturing and construction
- Information and communication technologies (ICTs)
- Agriculture, forestry, fisheries and veterinary
- Services
- Business, administration and law
- Natural sciences, mathematics and statistics
- Arts and humanities
- Social sciences, journalism and information
- Education
- Health and welfare

% Women  % Men


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Part-time employment

Source: QNHS Q2 2017, EHECS 2016

Women

Men

Full-time Employees

Part-time Employees

€ per hr

€23.67

€15.58

€23.67

€15.58
Usual Hours Worked per week
Employment by gender (‘000)

Over 40 hours per week
Men 49%
Women 22%

Less than 35 hours per week
Men 12%
Women 40%

Source: QNHS Q2 2017
www.cso.ie
# Employment rate and Family Status

Couples and lone parents aged 20-44

<table>
<thead>
<tr>
<th>Family status</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>No children</td>
<td>89.1</td>
<td>85.7</td>
</tr>
<tr>
<td>Youngest child aged 0-3</td>
<td>89.6</td>
<td>64.2</td>
</tr>
<tr>
<td>Youngest child aged 4-5</td>
<td>90.2</td>
<td>60.0</td>
</tr>
<tr>
<td>Youngest child aged 6 or over</td>
<td>83.9</td>
<td>64.2</td>
</tr>
</tbody>
</table>

Source: Women and Men in Ireland 2016, QNHS Special Module ‘Households and Family Units’ Q2 2017
## Average hourly earnings by age
(Ireland – 2014)

<table>
<thead>
<tr>
<th>AGE</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
<th>GPG %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 30 years</td>
<td>18.39</td>
<td>18.25</td>
<td>18.31</td>
<td>0.8%</td>
</tr>
<tr>
<td>From 30 to 39 years</td>
<td>24.45</td>
<td>23.03</td>
<td>23.67</td>
<td>5.8%</td>
</tr>
<tr>
<td>From 40 to 49 years</td>
<td>29.19</td>
<td>24.28</td>
<td>26.63</td>
<td>16.8%</td>
</tr>
<tr>
<td>From 50 to 59 years</td>
<td>29.56</td>
<td>22.99</td>
<td>25.95</td>
<td>22.2%</td>
</tr>
<tr>
<td>60 years or over</td>
<td>25.01</td>
<td>18.36</td>
<td>21.37</td>
<td>26.6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>26.2</strong></td>
<td><strong>22.55</strong></td>
<td><strong>24.22</strong></td>
<td><strong>13.9%</strong></td>
</tr>
</tbody>
</table>
Summary

• Complex area, no simple answer

• Many Factors

• Main sources of data (CSO and Eurostat)
  – Quarterly National Household Survey (QNHS)
  – Earnings and Labour Costs publication
  – Structure of Earnings Survey

• Further data
  – Survey on Income and Living Conditions (SILC)
  – Women and Men in Ireland 2016
  – Report on Higher Education outcomes (coming soon)
Thank you
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Central Statistics Office

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