



**European Foundation for the  
Improvement of Living and  
Working Conditions**

The tripartite EU agency providing knowledge to assist in the development of better social, employment and work-related policies

# Work and wellbeing: The gender gap in job quality

Eurofound

9 December 2024, 14.00 – 16.00

Barbara Gerstenberger

# Seven dimensions of job quality



Physical environment



Social environment



Work intensity



Skills and discretion



Working time quality



Prospects



Earnings

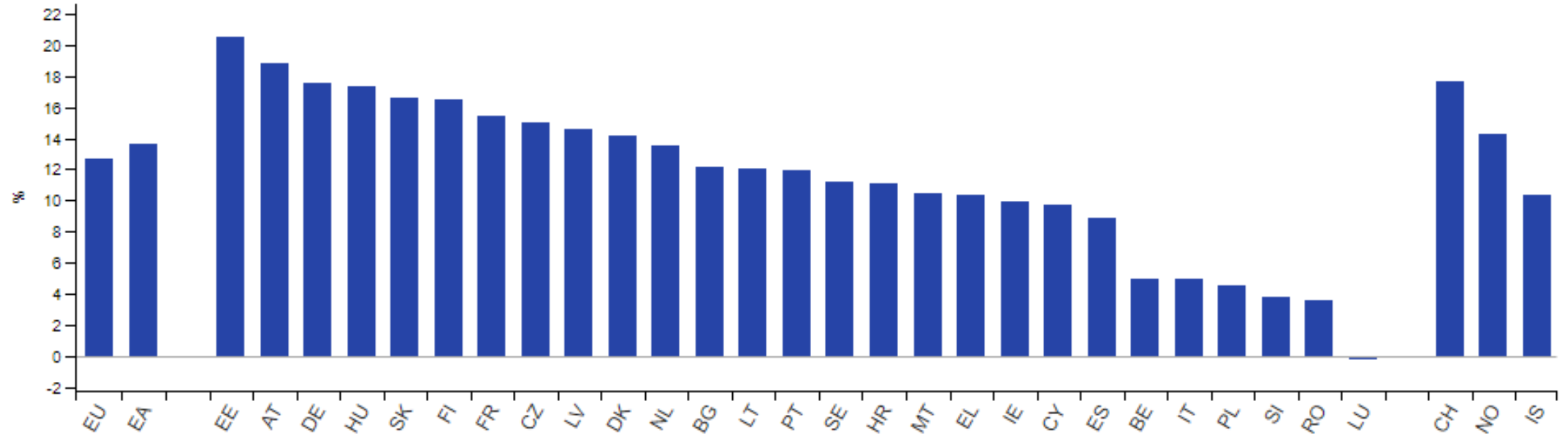


Eurofound

Source: Eurofound (EWCS 2015)

# Unadjusted gender pay gap 2022

(difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Source: Eurostat

# Seven dimensions of job quality



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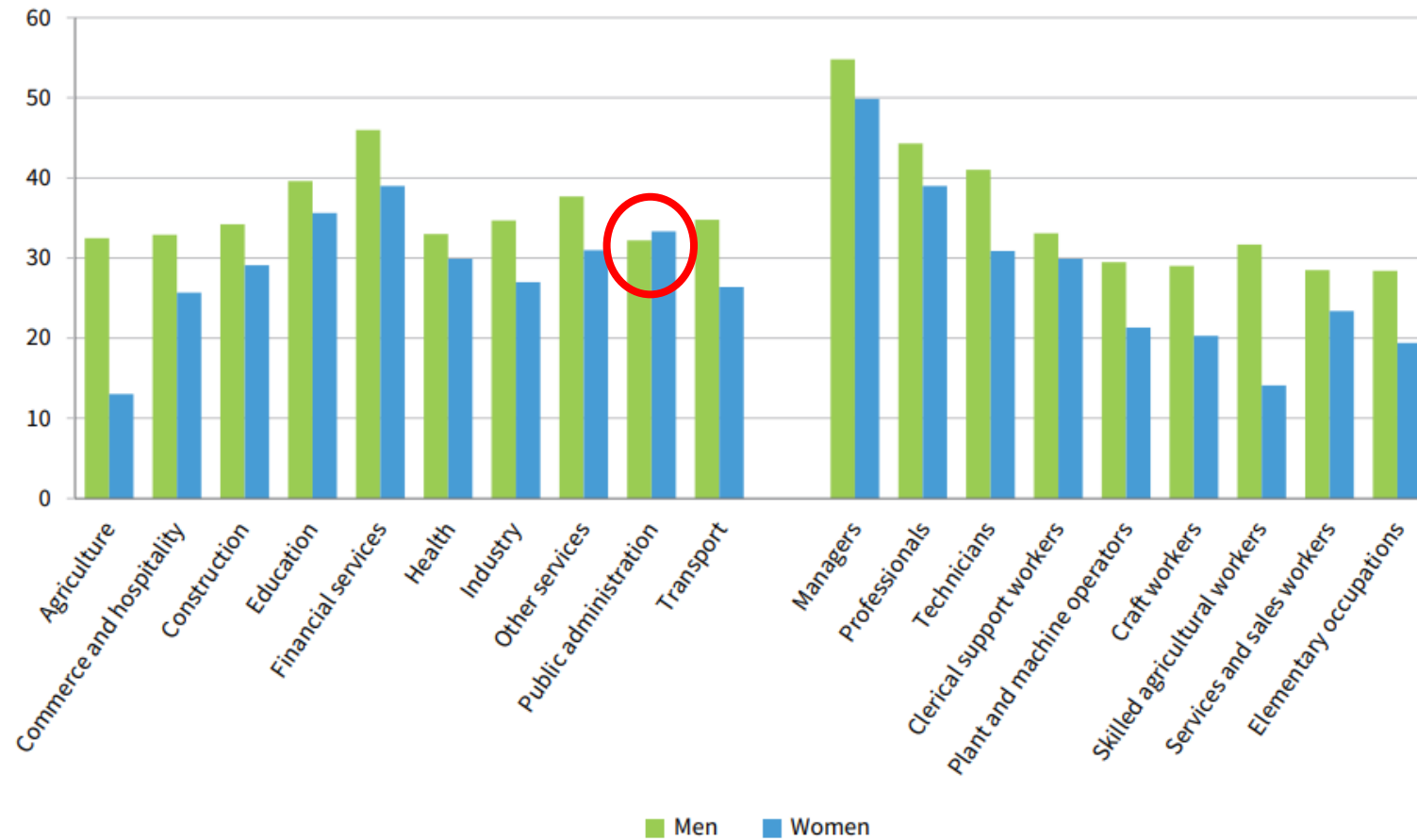
Earnings



Eurofound

Source: Eurofound (EWCS 2015)

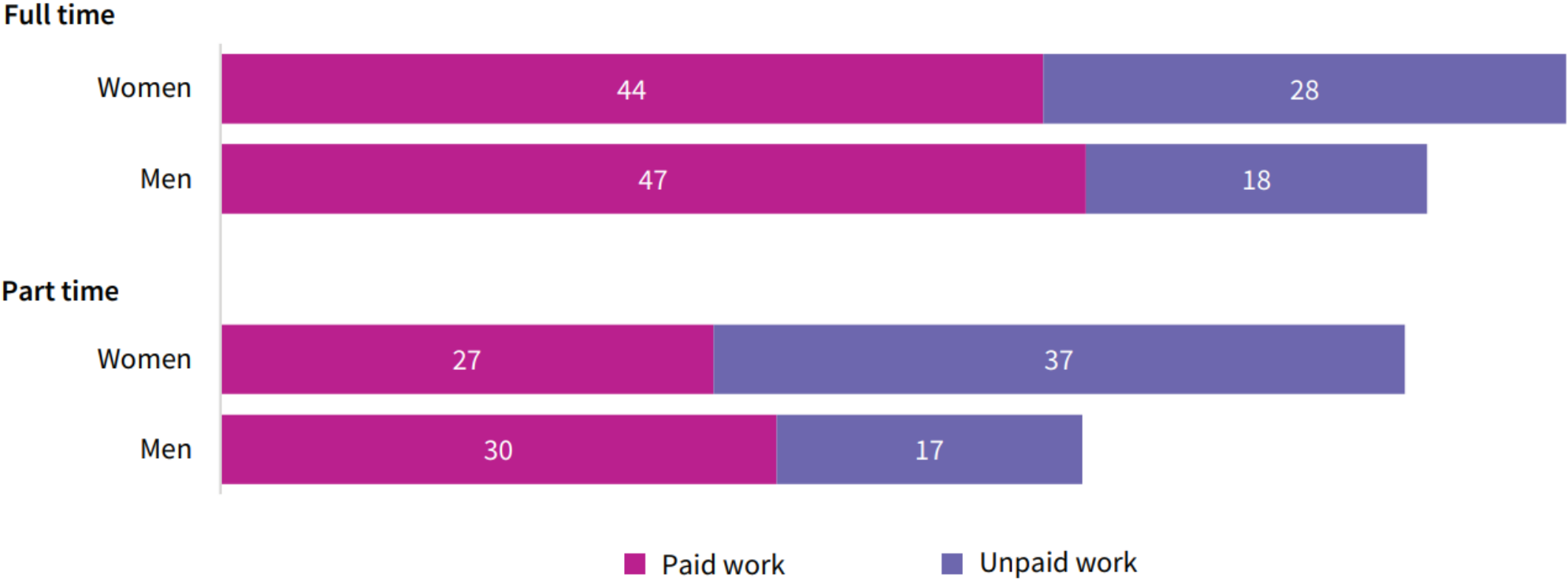
# Employees who worked more than contracted hours, breakdown by sector and occupation according to gender, EU27 (%)



# Overview of working time arrangements by gender and age groups, EU27 (%)

	Unsocial work schedules		Working time flexibility	
	Men	Women	Men	Women
16-29	46	42	34	28
30-54	50	43	36	27
55-59	46	38	35	24
60-64	47	38	42	31
65+	44	37	50	44
<b>Total</b>	<b>49</b>	<b>42</b>	<b>36</b>	<b>28</b>

# Paid and unpaid work of women and men, by full-time and part-time status, EU27 (weekly hours)



Source: European Working Conditions Telephone Survey (EWCTS) 2021

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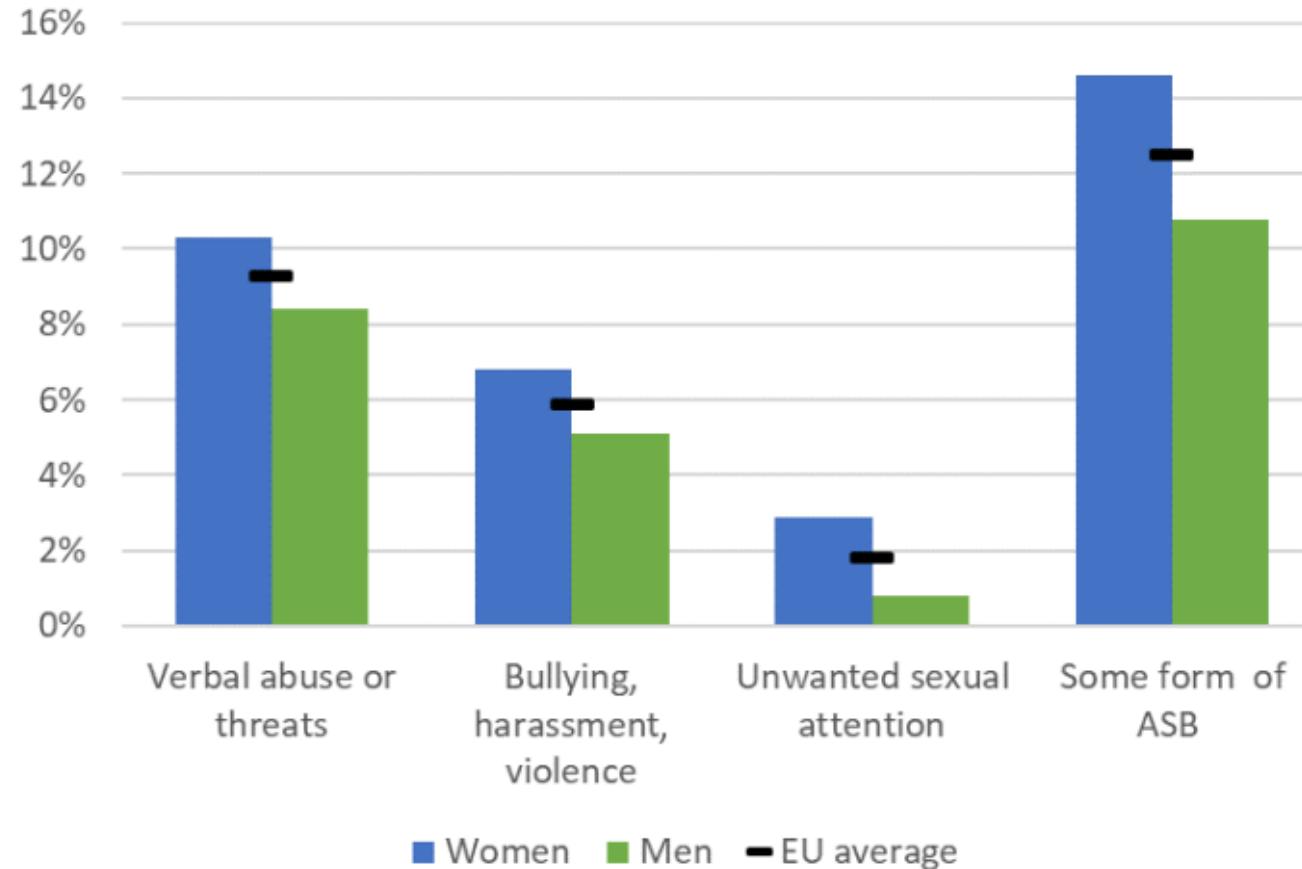


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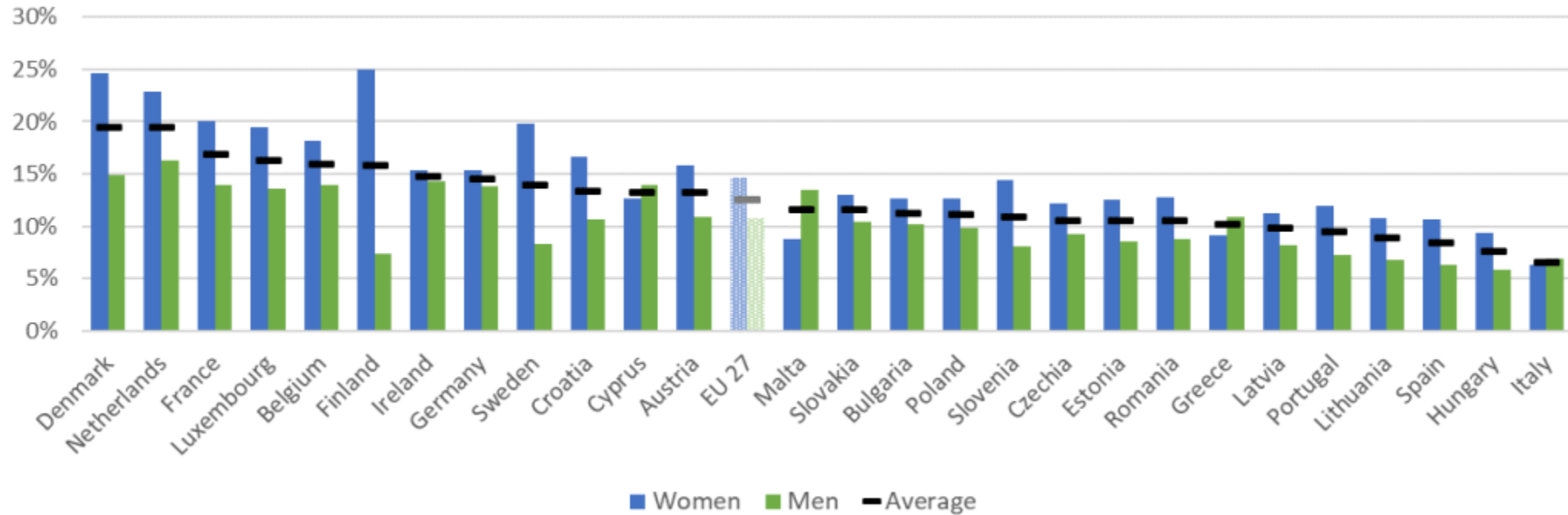
Source: Eurofound (EWCS 2015)



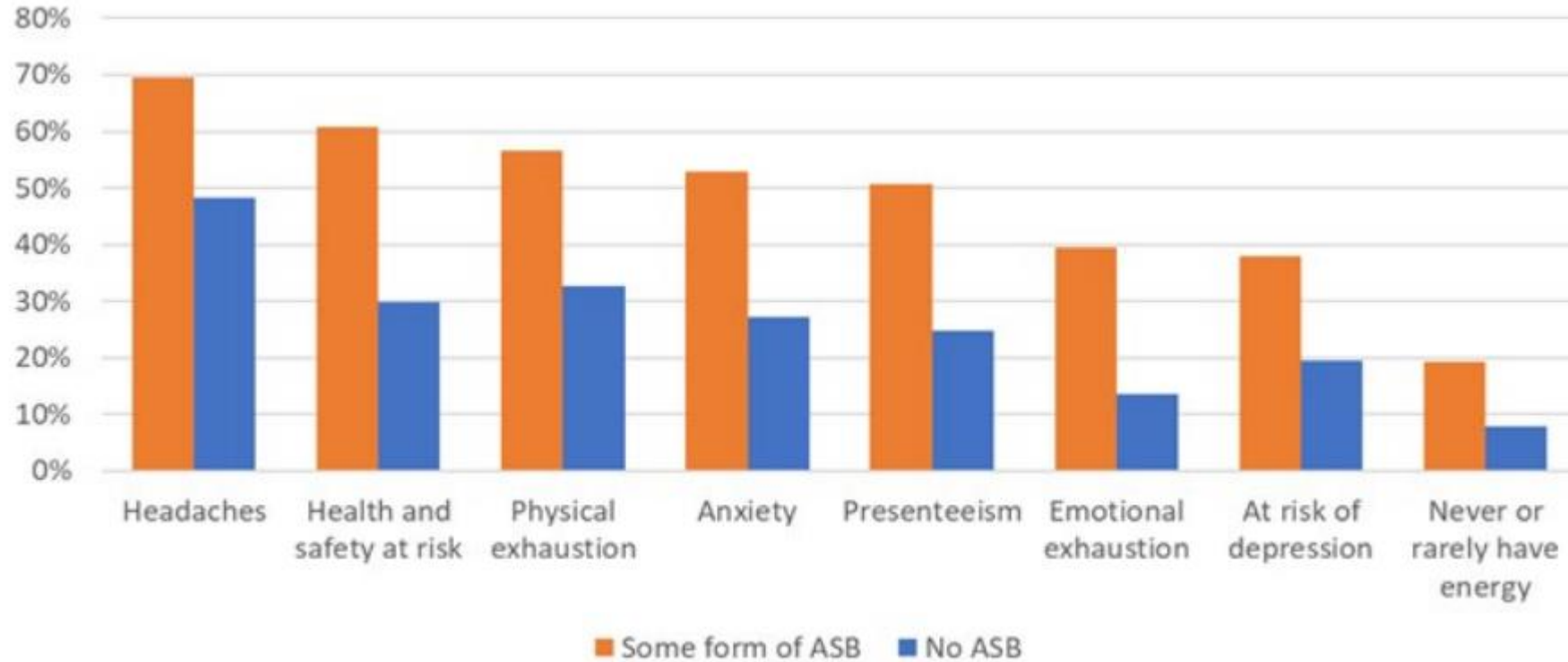
# Shares of workers experiencing adverse social behaviour, by gender in the EU, %



# Shares of women and men subject to adverse social behaviour by country, %



# Shares of workers reporting negative health outcomes by (non)exposure to adverse social behaviour in the EU, %



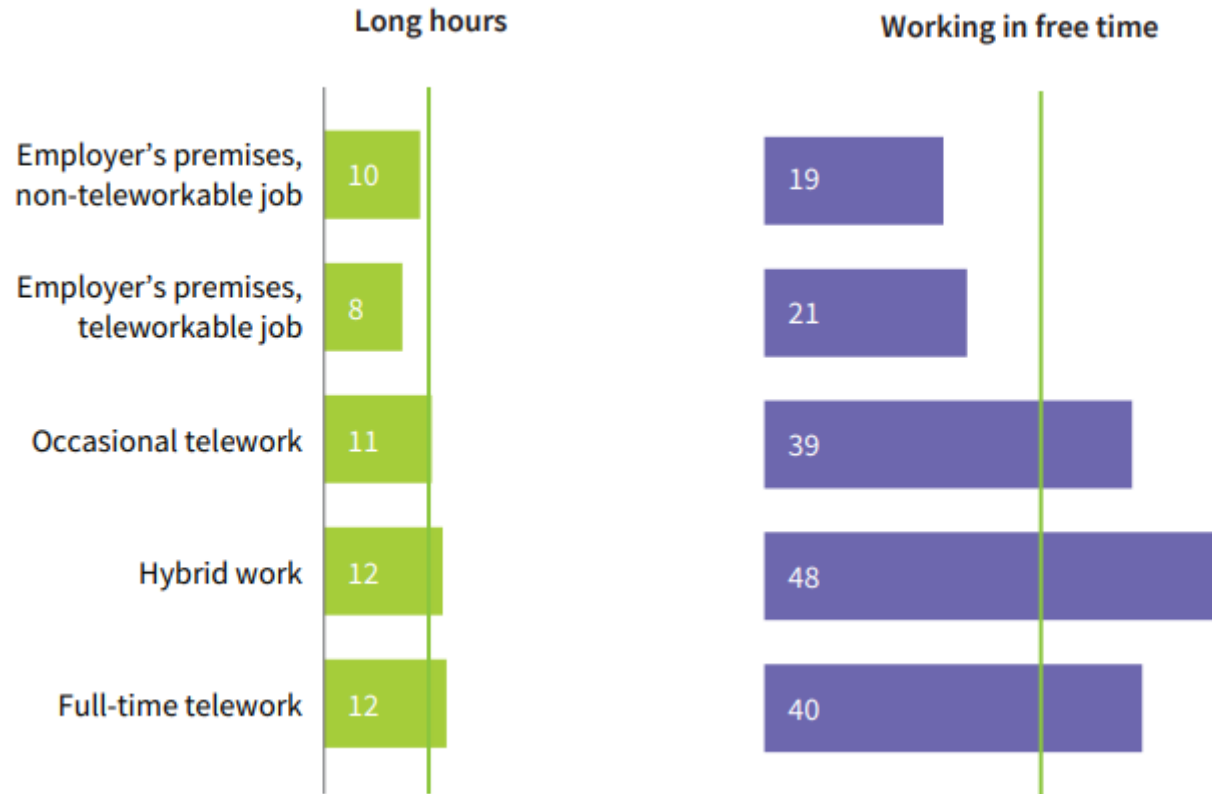
RESEARCH REPORT



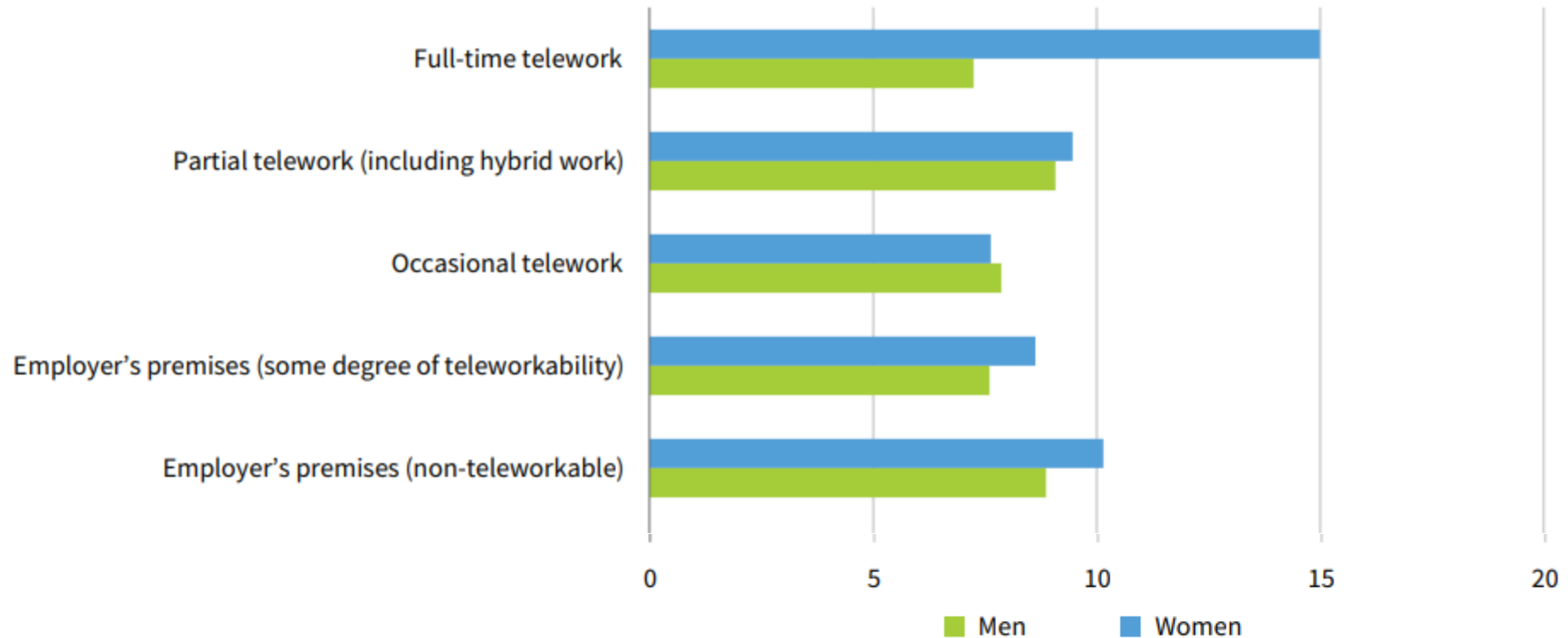
Working conditions and sustainable work  
**Psychosocial risks to workers' well-being:  
Lessons from the COVID-19 pandemic**



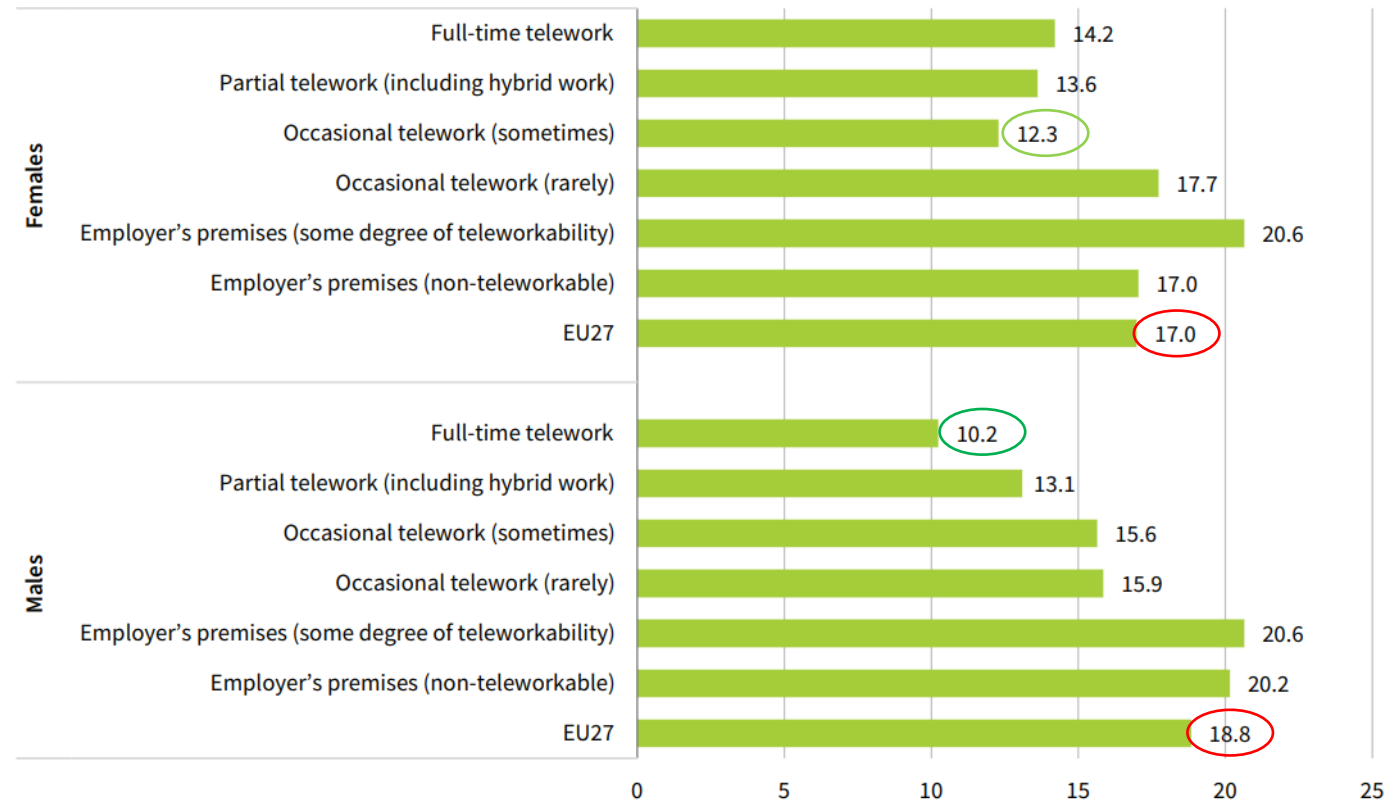
# Experience of aspects of unsocial working hours, by telework category, EU27, (% of employees)



# Share of employees finding it difficult to concentrate on their job because of family responsibilities, EU27 (%)



# Share of employees with a poor work–life balance by gender and telework arrangement, EU27 (%)



**Note:** Poor work–life balance includes employees responding 'not very well' or 'not at all well' to the question about 'how working hours fit in with their family or social commitments outside work'.

# Seven dimensions of job quality



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Eurofound

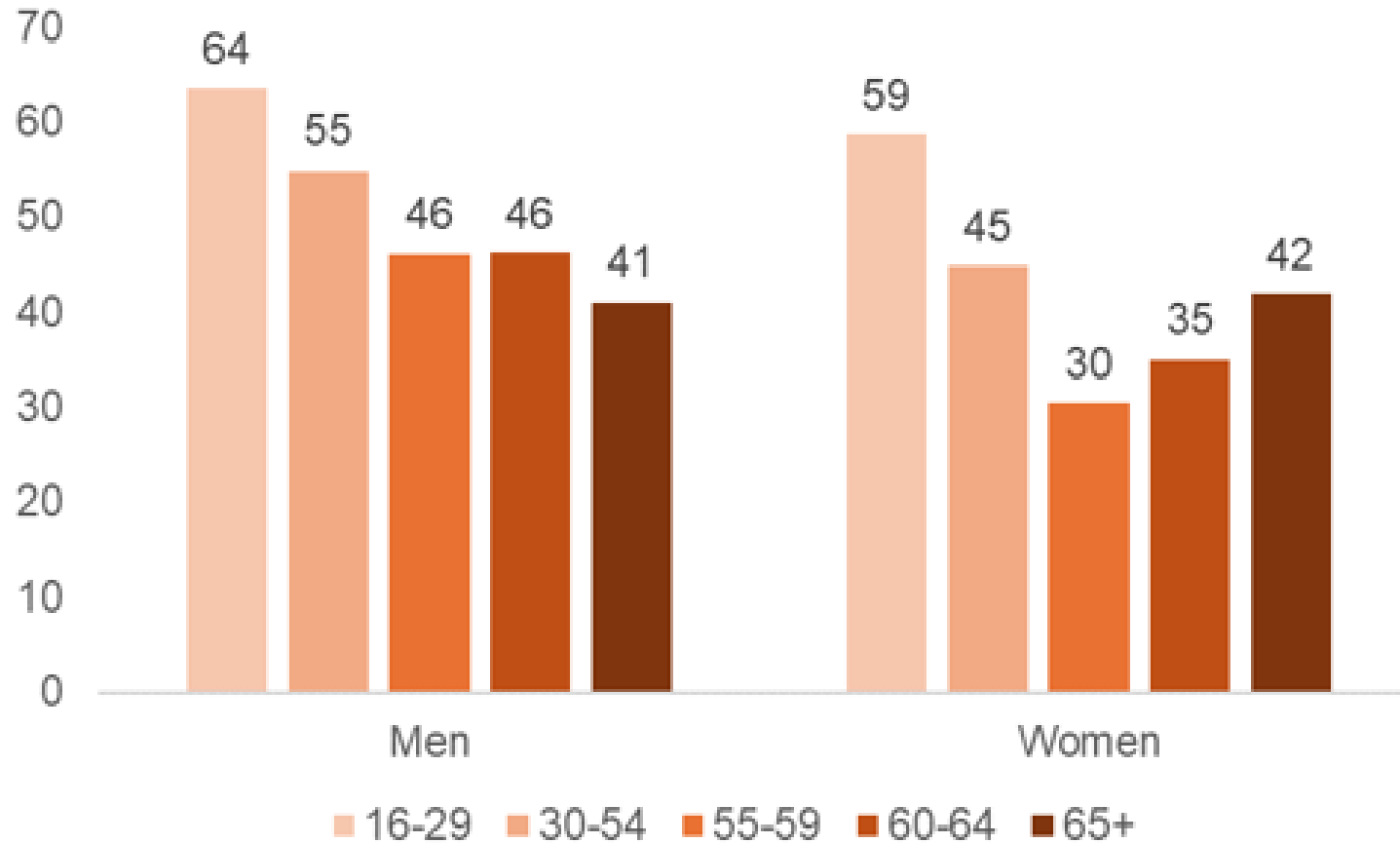
Source: Eurofound (EWCS 2015)



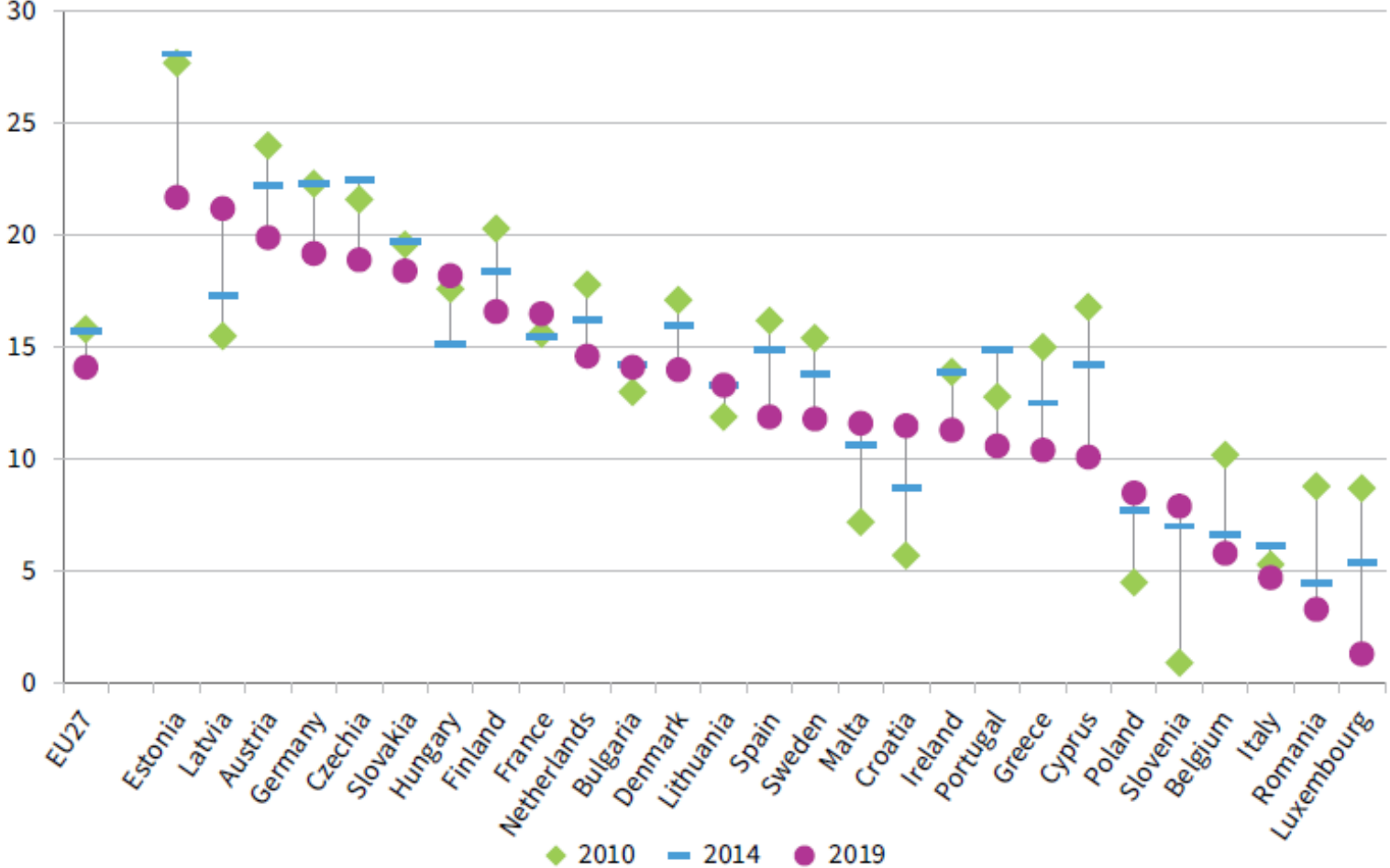
# Training types by gender and age group, EU27 (%)



# Good career prospects by gender and age groups, EU27 (%)



# Change in gender pay gaps (%), EU and Member States, 2010–2019

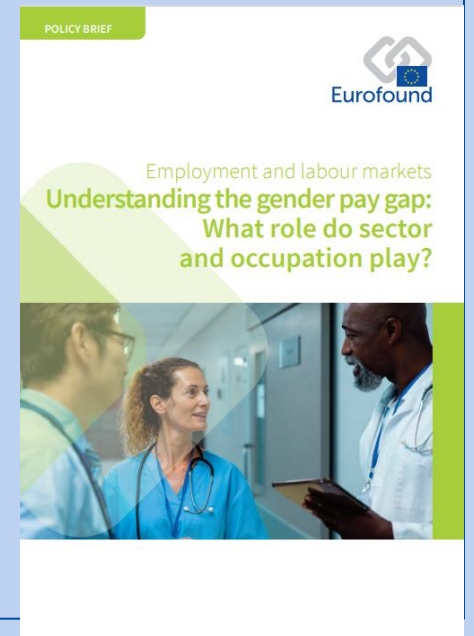


Source: Structure of Earnings Survey

# What explains the gender pay gap?

- Decomposition analysis:
  - Educational attainment
  - Age
  - Job tenure
  - Working hours (full time or part time)
  - Type of contract
  - Establishment size
  - Ownership (public or private)
  - Collective pay bargaining
  - Sector
  - Occupation

- Explains about one third of the pay-gap
- Most important:
  - sector
  - working time
  - supervisory role



# An anecdote ... and a finding from Germany's most recent evaluation of the pay transparency law



- A survey of German employees shows that 85% regard equal pay as important topic.
- More than 60% of female employees believe they are less well paid than their male colleagues because of their gender.
- The vast majority of company respondents, in contrast, do not believe the topic is relevant (75%).

(BMFSFJ, 2023)

# Pay transparency instruments (PTI) in the Pay Transparency Directive

Transparency prior to employment (e.g. vacancy notes)  
(Article 5)

Transparency of pay setting and pay progression policy  
(Article 6)

Right to obtain information on one's pay (Article 7)

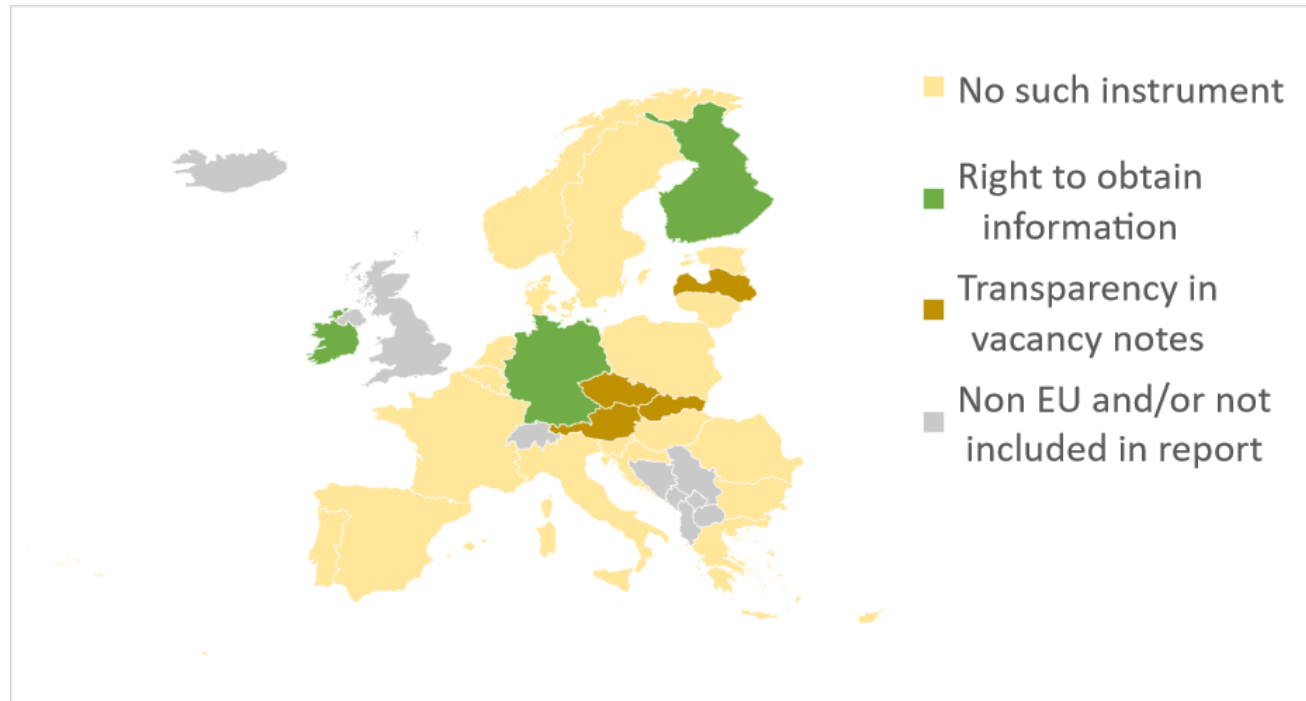
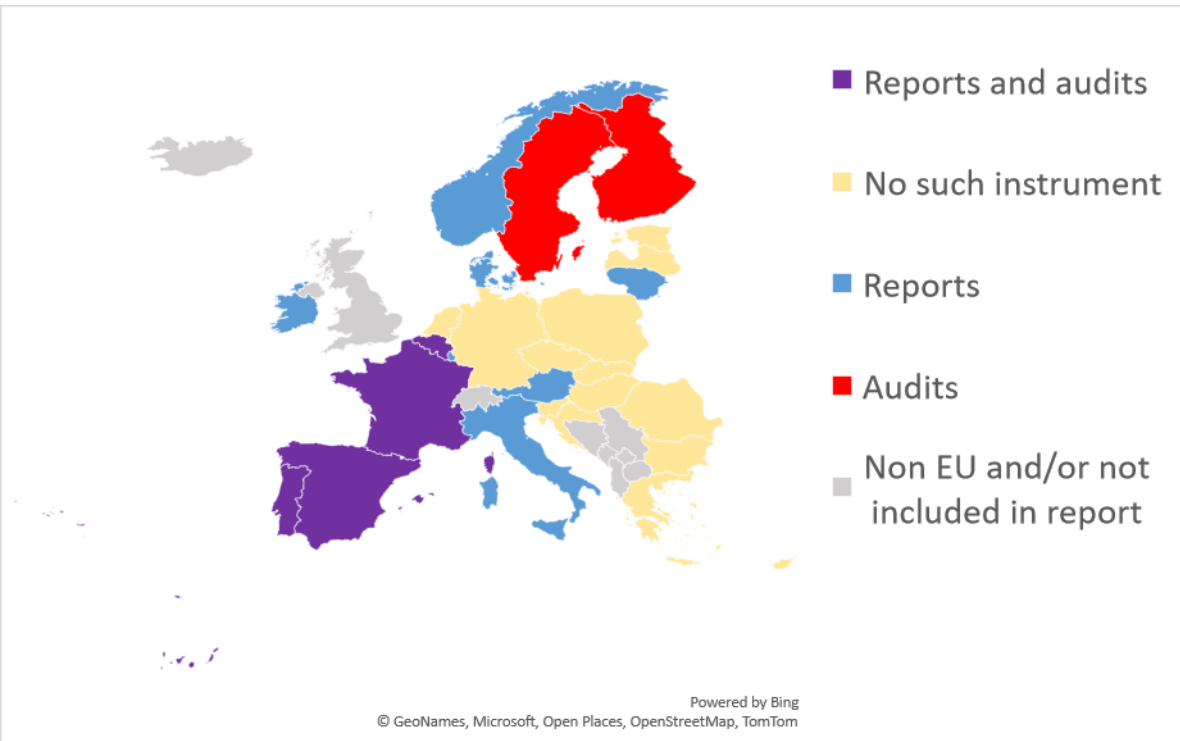
Pay reporting  
(Article 9)

Pay auditing ('Joint pay assessments')  
(Article 10)

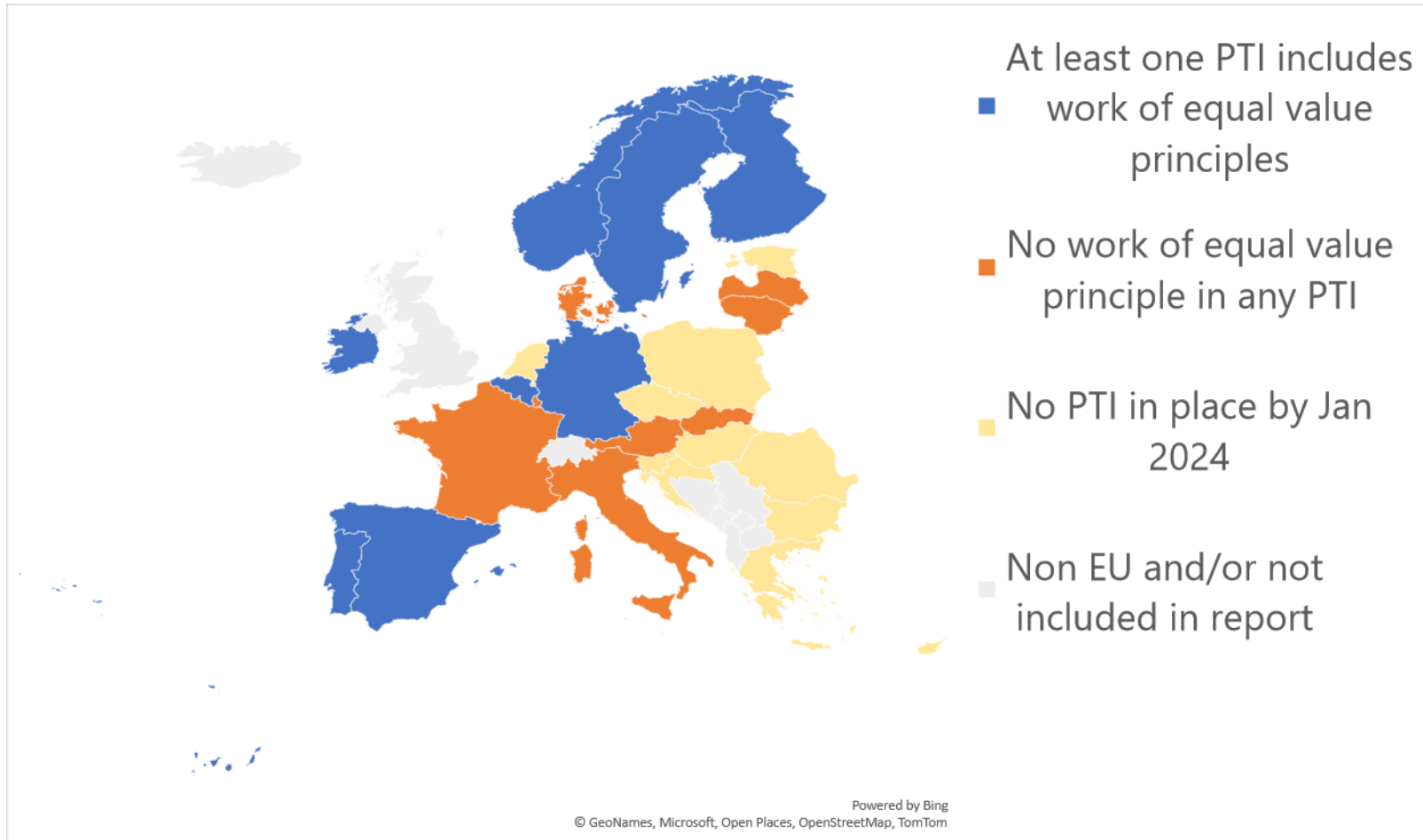
# PTI in Member States

## Gender pay reports and audits

## Right to obtain information; transparency in vacancy notes



# Do the instruments include the ‘work of equal value’ principle?



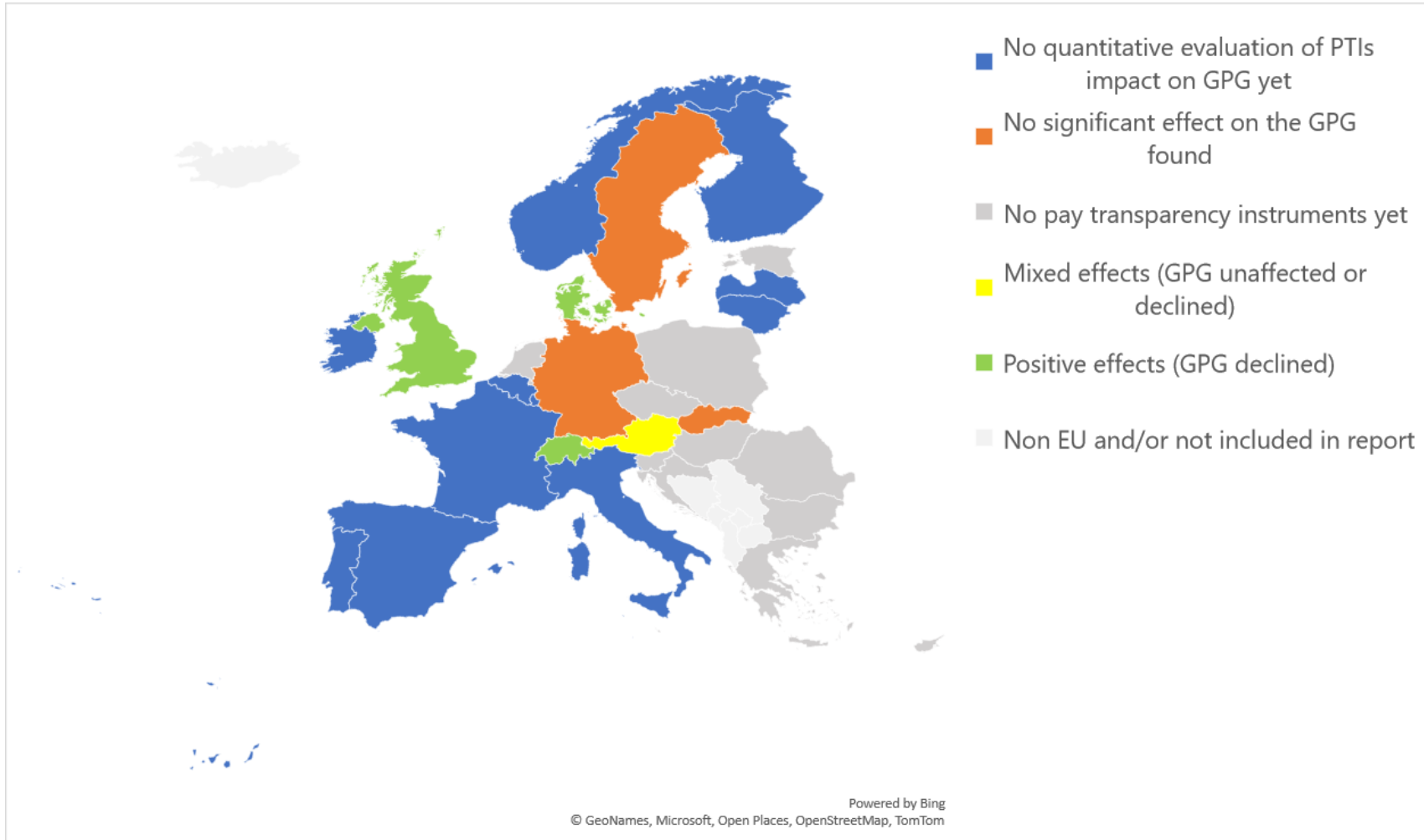
Pay audits and right to obtain information usually, yes.  
Reports generally, no.



# Lack of evaluation of Pay transparency instruments (PTI)

- Mapping of national evaluations: Only Germany has carried out a new evaluation since 2020.
- Academia starts to fill the official evaluation gap:
  - 14 high quality studies detected, covering 5 EU Member states + CH + UK
  - Causal analytical quantitative research design (e.g. ‘Difference in difference evaluations’)
  - Impact of introduction of PTI/roll out to certain company sizes -> do the ‘treated’ companies appear to have a greater reduction of the GPG than non-treated?

# Mixed evidence of whether the PTI affect the GPG: Some positive, some not significant effects



- PTI worked in the UK, DK and Switzerland
- No effect of PTI on GPG in Germany, Sweden and Slovakia
- Mixed effects in Austria.

# Design aspects that improve the likelihood of PTI to affect the gender pay gap

- Only mandatory measures are applied
- Publicity – creating peer pressure, incl. through involvement of employee representation
- Available without active requests
- Inclusion also of smaller companies
- Range of employees covered
- Non-compliance must not be ‘too cheap’

# Take-aways

- Women and men fare differently in relation to job quality
  - Better working time quality (except for flexible work)
  - Equal quality of the social environment - except for exposure to adverse social behaviour
  - Poorer prospects – with access to training for older women of specific concern
  - Earnings: The gender pay gap remains high and is declining only very slowly
- 2/3 of the gender pay gap cannot be explained: reducing the secrecy about pay through gender pay transparency measures is important
- Though many Member States have introduced new gender pay transparency measures, evaluation of their impact on the gender pay gap is often lacking
- Determining 'work of equal value' remains a challenge

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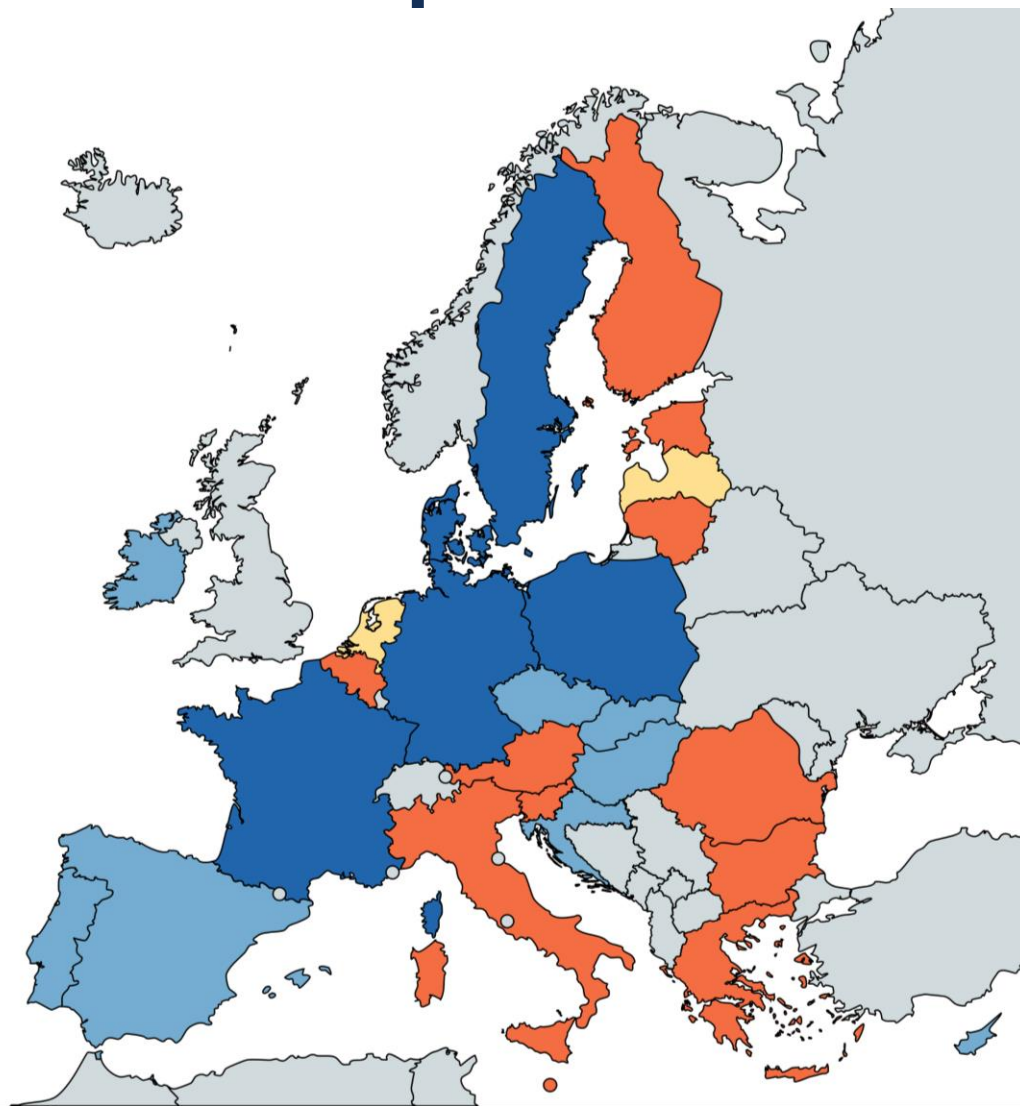


**Reserve slides**

# Definitions of equal work and work of equal value

## Definition of work of equal value

- No definition
- Case law definition ONLY
- National law definition ONLY
- National AND case law definition



Created with mapchart.net

- 16 MS have a definition of what work of equal value means
- Remaining 11 only state the principle (don't explain it)
- Definitions are always linked to criteria, based on which equal value is defined, both in national and case law

# Criteria to define equal work and work of equal value

Class of criteria	Criteria listed (other than the class itself)
<b>Responsibility</b>	Degree of responsibility, areas of responsibility, economic responsibility, responsibility for people's well-being, organisational responsibilities
<b>Effort</b>	Physical effort/strain, mental effort/strain, sensory strain
<b>Working conditions</b>	Physical environment, arduousness and difficulty, forced postures, repetitive movements, isolation
<b>Skills and qualifications</b>	Education level, professional qualifications, diplomas/titles, practical knowledge, skills (including social and organisational), abilities, competences, intellectual qualifications
<b>Nature of work</b>	Complexity, type of work, job functions, tasks assigned, variety of professional duties
<b>Experience</b>	professional experience, seniority, length of service
<b>Performance and results</b>	Work performance, quality of work, quantity of work
<b>Independence and Decision-making</b>	Degree of independence, organisational skills, managerial skills
<b>Specific Job Requirements</b>	Dexterity, meticulousness, attention to detail, conflict resolution capacity, care and attention skills
<b>Market factors</b>	Labour market conditions

- ✓ Directive covers the **most frequent** groups of criteria
- ✓ MS approach varies greatly:
  - ✓ High level of detail (ES, FR, CZ)
  - ✓ More general, leaving to case by case (LV, IE)
  - ✓ Different approach // maturity of reflections ?

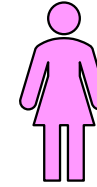
## Pointers for reflection:

- ✓ Context matters – labour market conditions (HU, SE)
- ✓ Seniority considerations – must translate to quality of service and not automatically valuable after a certain point
- ✓ Work value must be holistic: physical AND mental effort, recognise “invisible” demands...  
→ key for gender-neutral criteria

In **orange** criteria included in the Directive

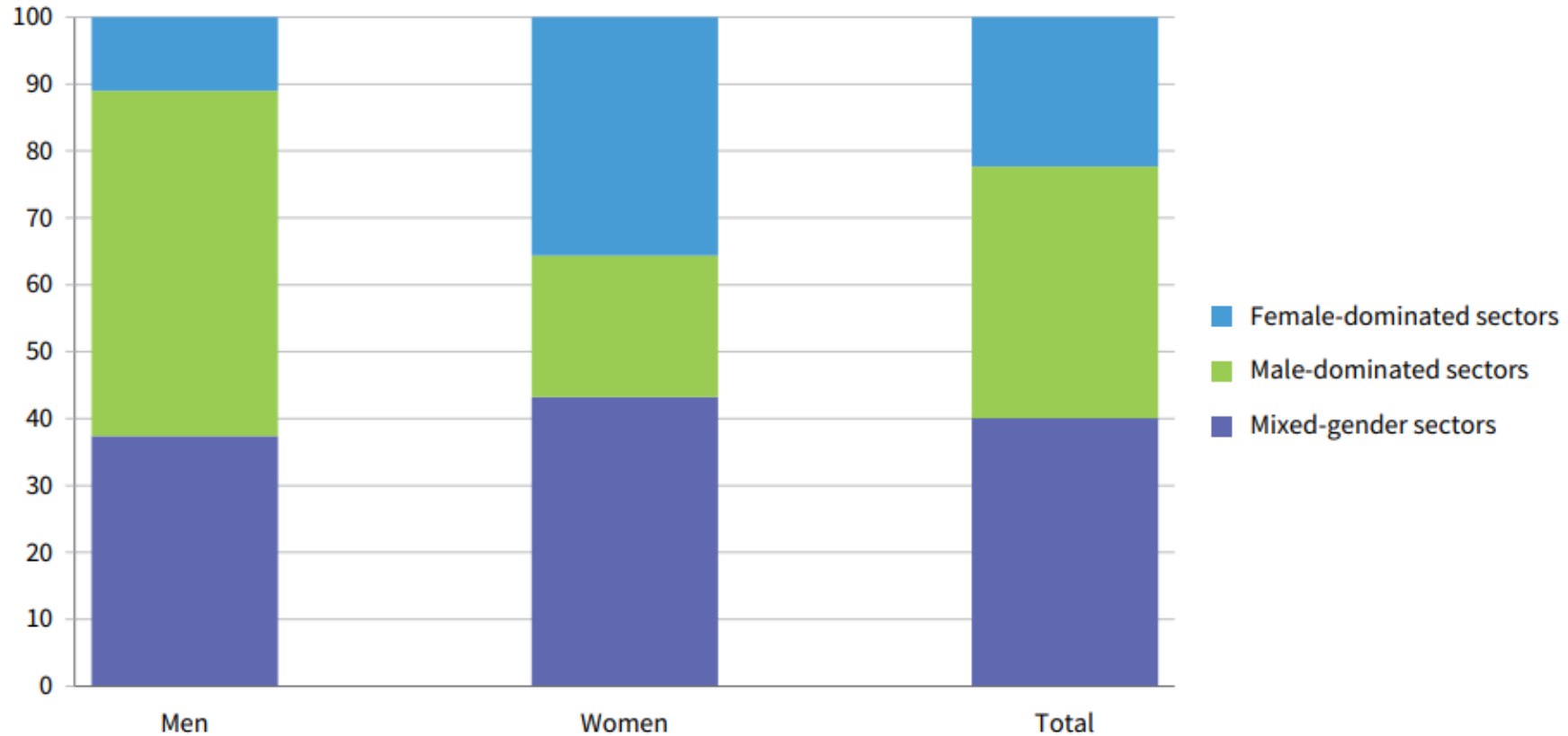


# Examples of professions and tasks that are comparatively valued differently but should not



Male-dominated job	Female-dominated job	Source
Hospital technician	Midwife	SE – court case
Hotel bar and kitchen staff	Hotel housekeeping	ES – court case
Packers loading trucks	Mushroom packer	FR – court case
Finance and Commercial Affairs Department Manager	Resources, Legal and Office Department Manager	FR – court case
Special cleaning	Maintenance cleaning	AT – legal opinion
Caretakers	Home-care workers	SE – pay audits
...	...	...

# Distribution of men, women and all workers according to sectoral gender-balance category, EU27 (%)

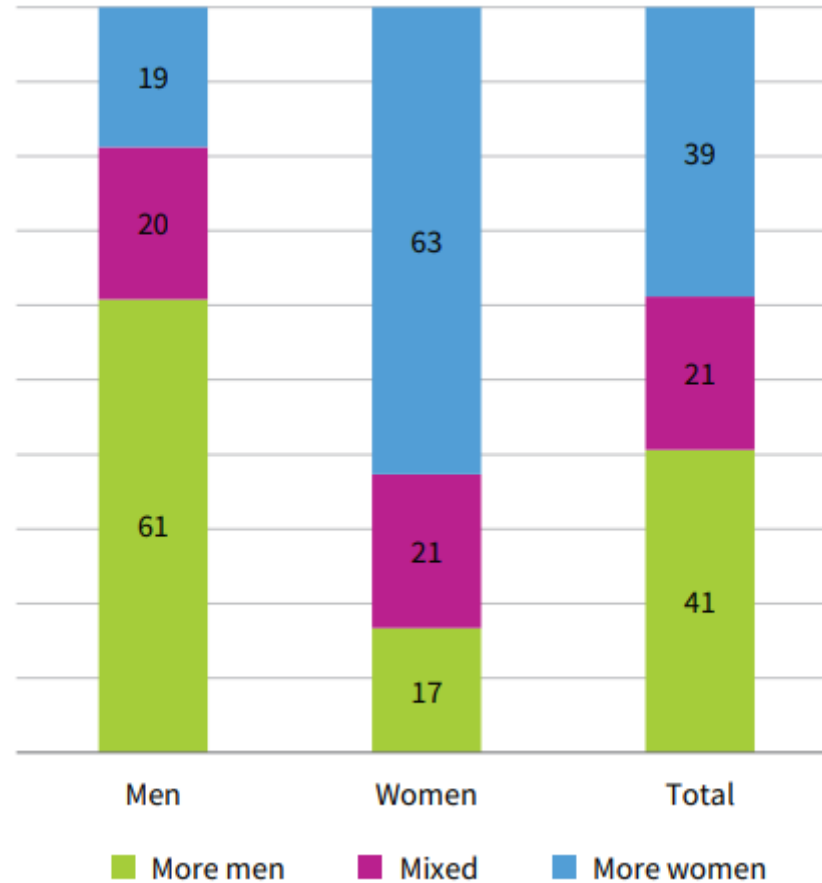


*Note: Based on NACE Rev. 2 main sectors.*

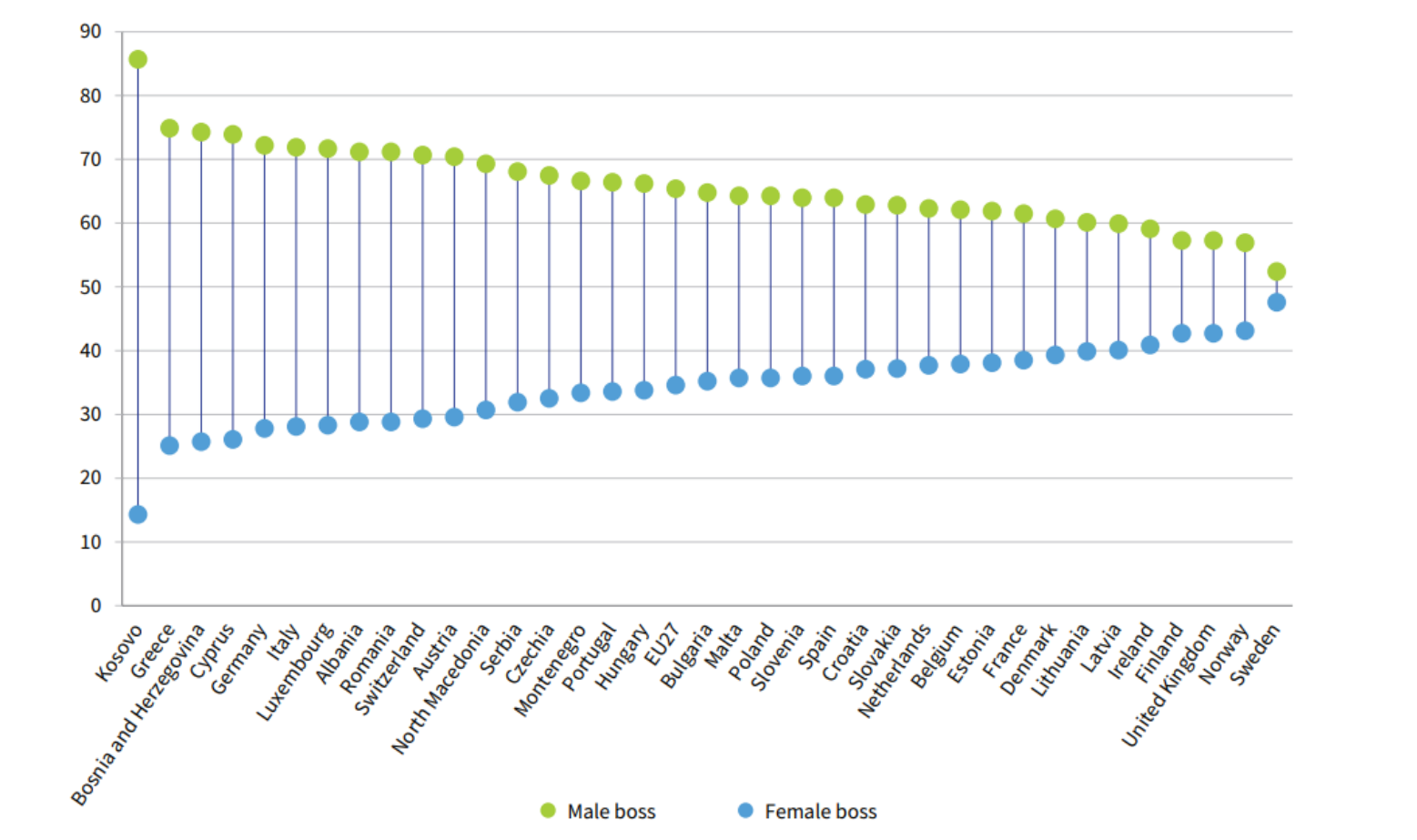
# Distribution of men and women according to occupational gender-balance category, EU27 (%)



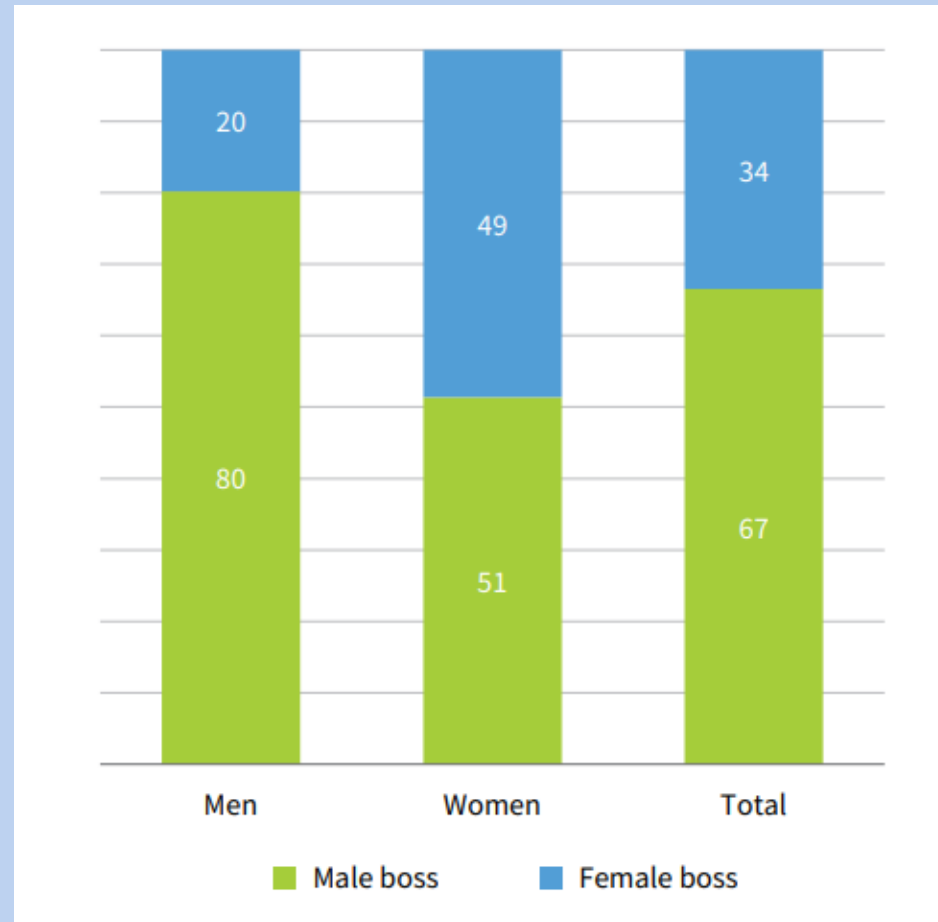
# Predominant gender in the workplace, by gender, EU27 (%)



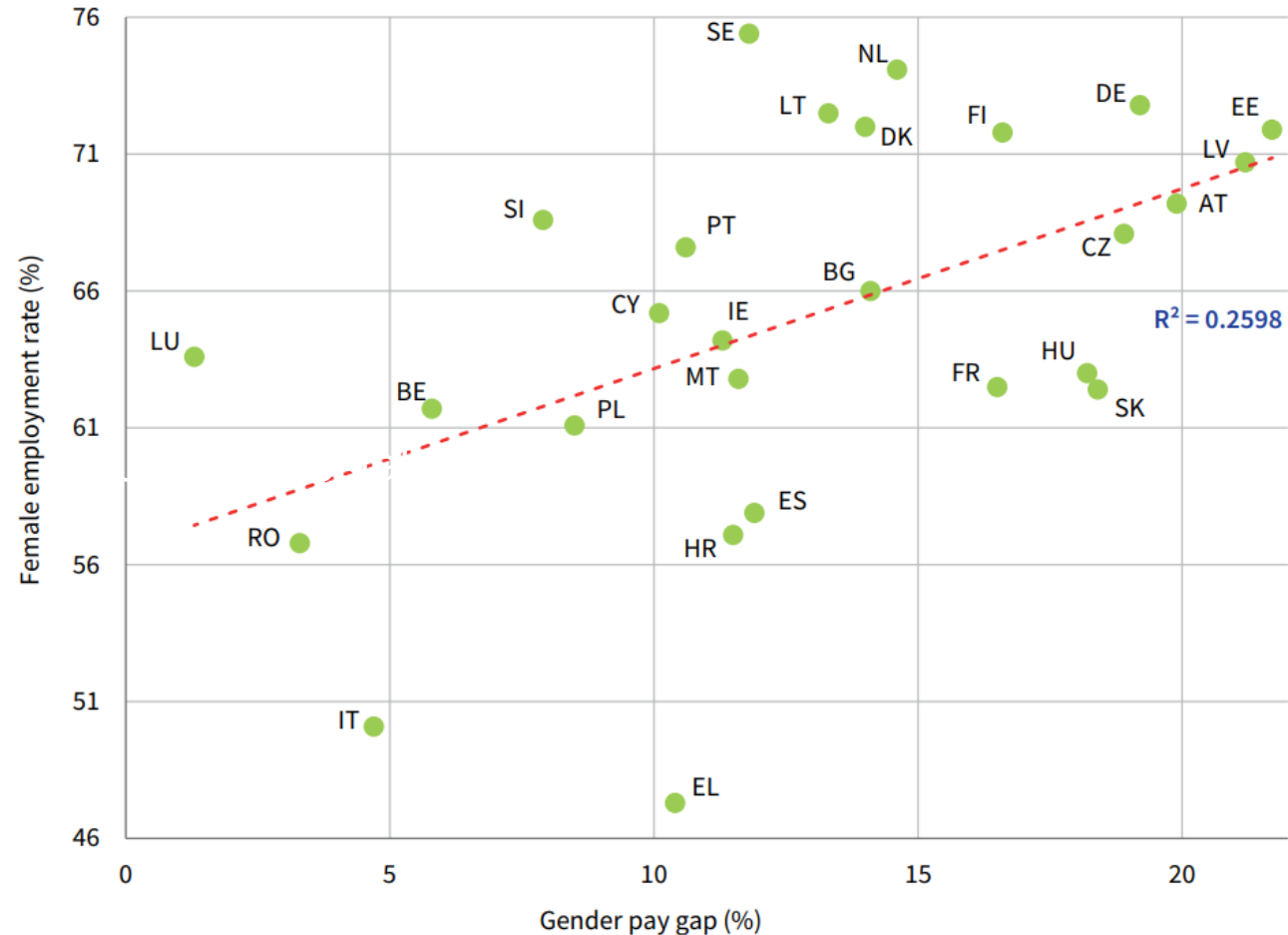
# Gender of the boss, EU Member States and other European countries (%)



# Gender of the boss, by employee gender, EU27 (%)



# Gender pay gaps and female employment rates (%), Member States, 2019



Source: Eurostat (2019)

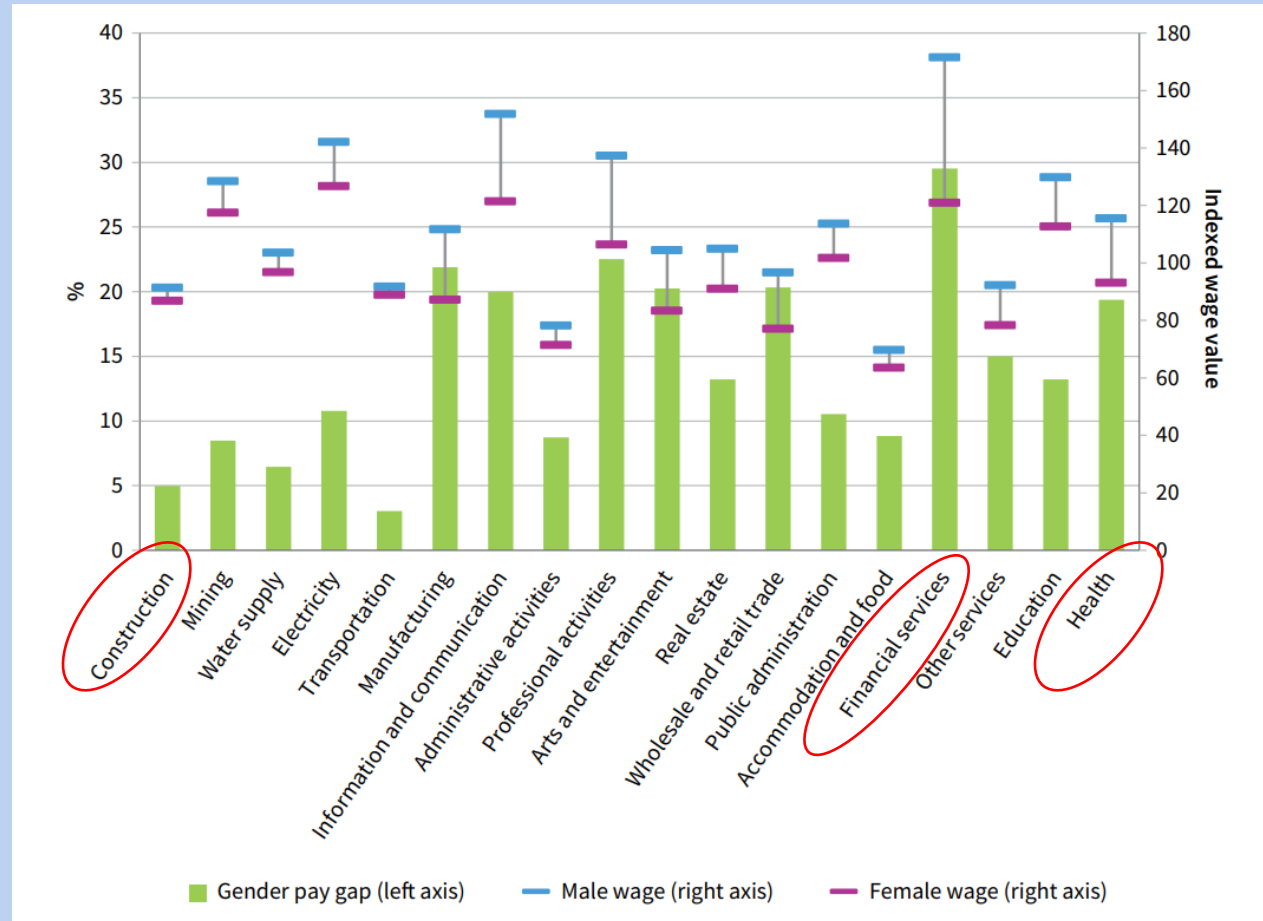
Note: The female employment rate is the proportion of women in work out of the total number of women aged 15 to 64.

# Prospects by age group, EU27 (%)

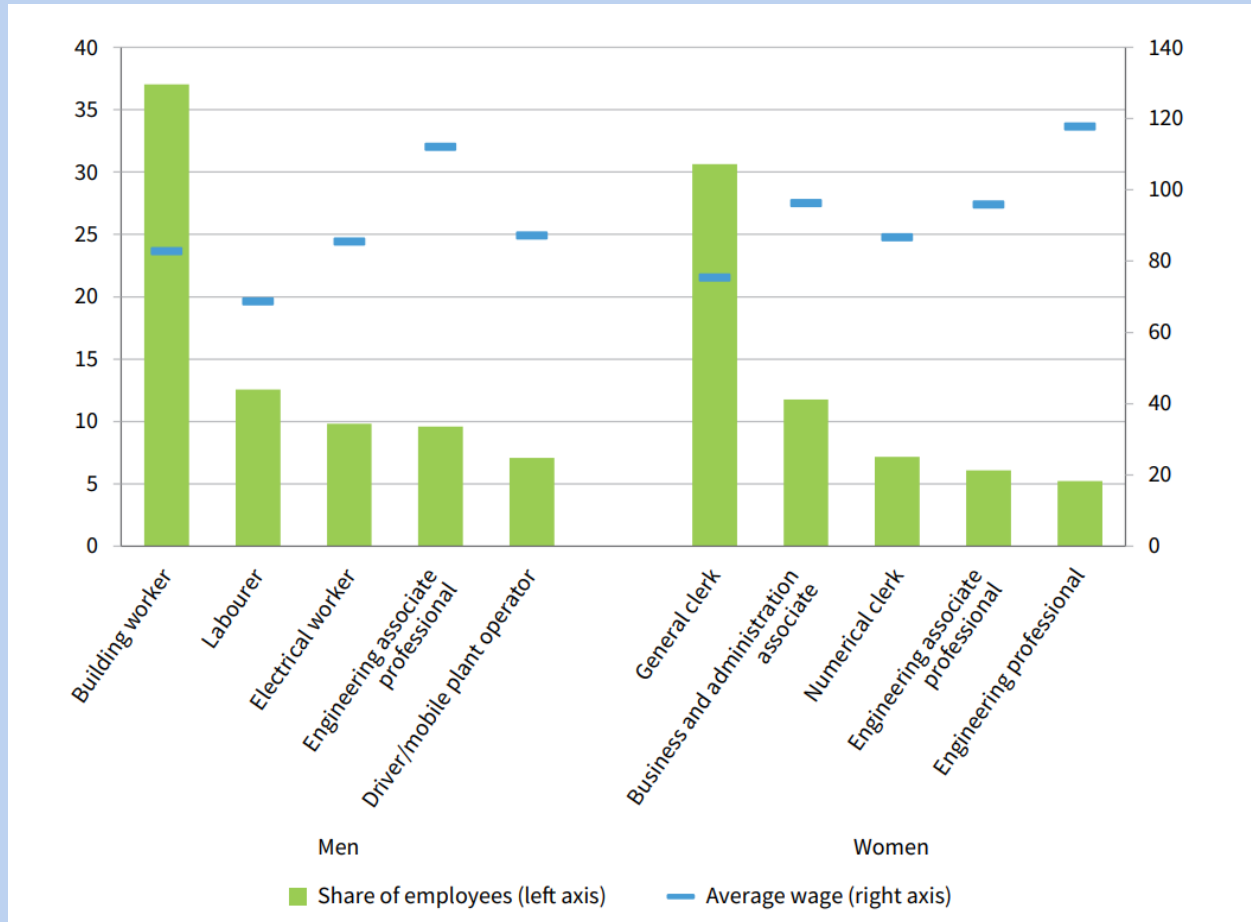
	Training and learning opportunities		Perceptions of job insecurity	
	Men	Women	Men	Women
16-29	63	64	18	17
30-54	61	61	15	13
55-59	56	56	13	11
60-64	59	55	11	7
65+	56	57	17	15
<b>Total</b>	<b>60</b>	<b>61</b>	<b>15</b>	<b>13</b>



# Gender pay gap (%) and average wages by sector, EU, 2018

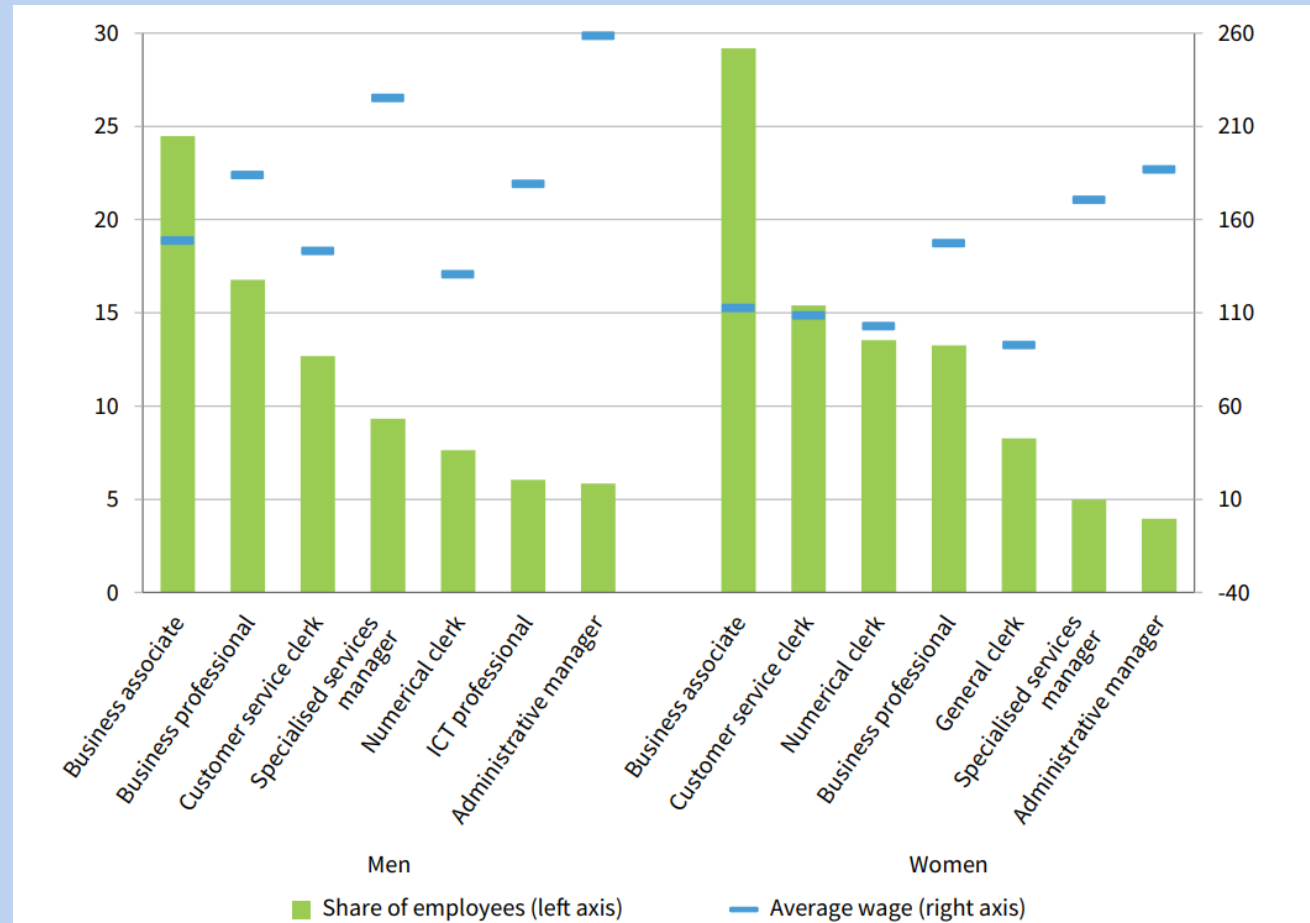


# Share of employees (%) and wage levels in selected occupations in the construction sector, EU, 2018



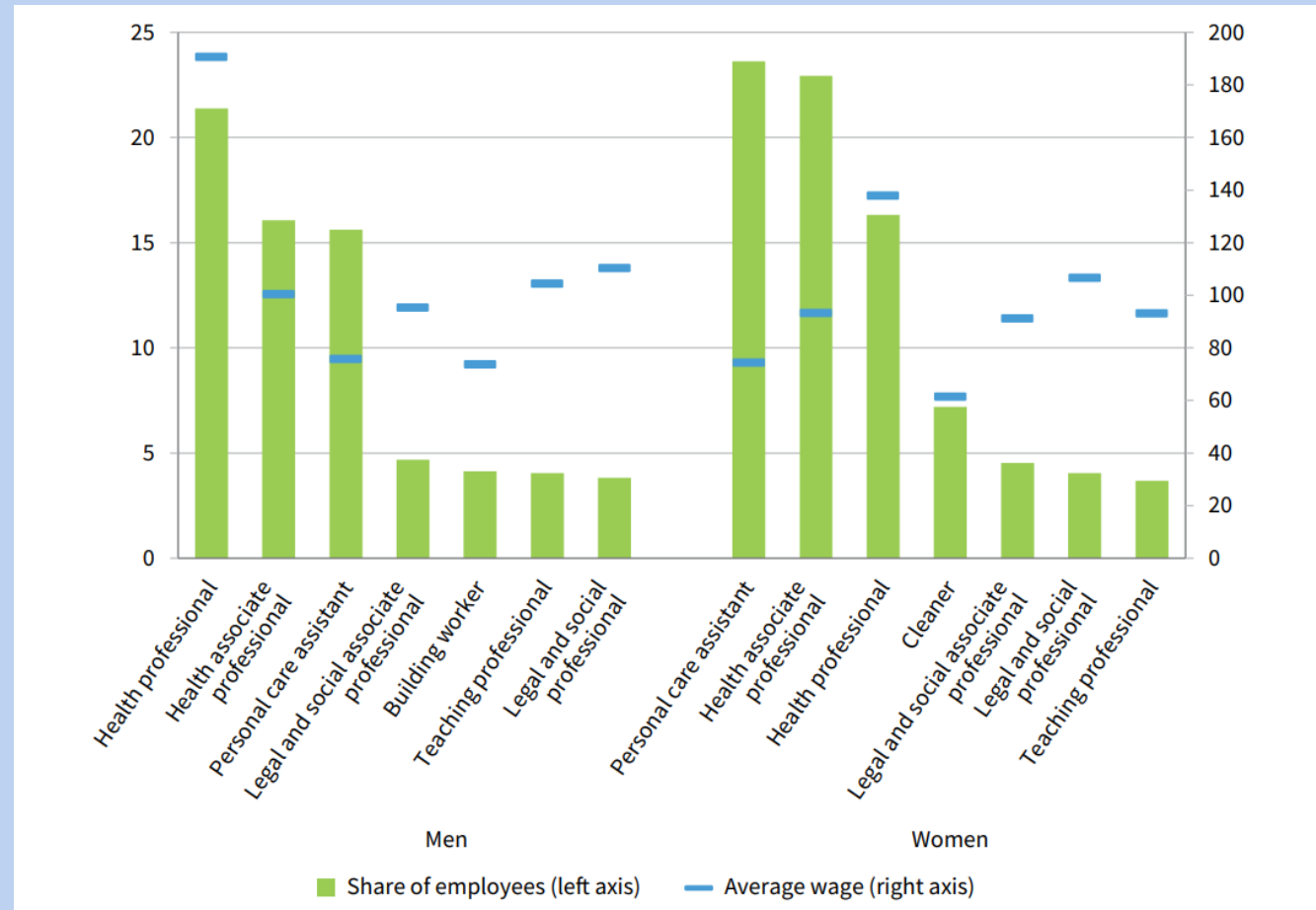
Source: Structure of Earnings Survey (2018)

# Share of employees (%) and wage levels in selected occupations in the financial services sector, EU, 2018



Source: Structure of Earnings Survey (2018)

# Share of employees (%) and wage levels in selected occupations in the health sector, EU, 2018



Source: Structure of Earnings Survey (2018)