



NATIONAL STATISTICS OFFICE OF GEORGIA

# ADJUSTED GENDER PAY GAP 2020

24.02.2022  
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**ADJUSTED GENDER PAY GAP**

**2020**

**INFORMATION NOTE**

The gender pay gap represents the difference between the average wages of men and women expressed as a percentage of the average wage of men. The gender pay gap that does not take into account demographic and job characteristics of the individuals is known as the unadjusted gender pay gap. Even if demographic (age, education, marital status, place of residence - region/type of settlement, etc.) and job characteristics (economic activity, occupation, etc.) are considered, there is still a difference between wages of men and women. This difference is an indicator of gender inequality related to earnings. The social factors causing the gender pay gap are quite complex. The International Labor Organization's (ILO) Fundamental Convention on "Equal Remuneration for Men and Women Workers for Work of Equal Value" obliges countries to ensure equal pay for equal work without discrimination.

Based on the above-mentioned, computing the adjusted gender pay gap has been put on the agenda to reflect the pay gap based on demographic and job characteristics. This indicator was calculated by Geostat, with the technical assistance of UN Women.

During the preparatory phase, with the assistance of the UN Women expert, existing sources of remuneration data and the availability of characteristics that are important determinants of the gender pay gap were assessed. Since the current statistical survey of enterprises and organizations, based on which the official statistics on earnings are produced, contains very poor information on individual and job characteristics, the calculation of the adjusted gender pay gap has been fully based on the labour force survey of Geostat, which interviews more than 15,000 respondents quarterly.

Calculating the adjusted gender pay gap is one of the most important steps to identify gender barriers in the labor market, contributing to the economic empowerment of women and reducing gender inequality.

The calculation of the adjusted gender pay gap is also considered in the National Strategy for the Development of Statistics in Georgia 2020-2023.

In line with international practice, the adjusted gender pay gap was calculated using a regression model for the hired population aged 15-64.

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### MAIN FINDINGS

In 2020 the adjusted hourly gender pay gap equaled 15.9%. The same indicator calculated at the monthly level equaled 21.4%.

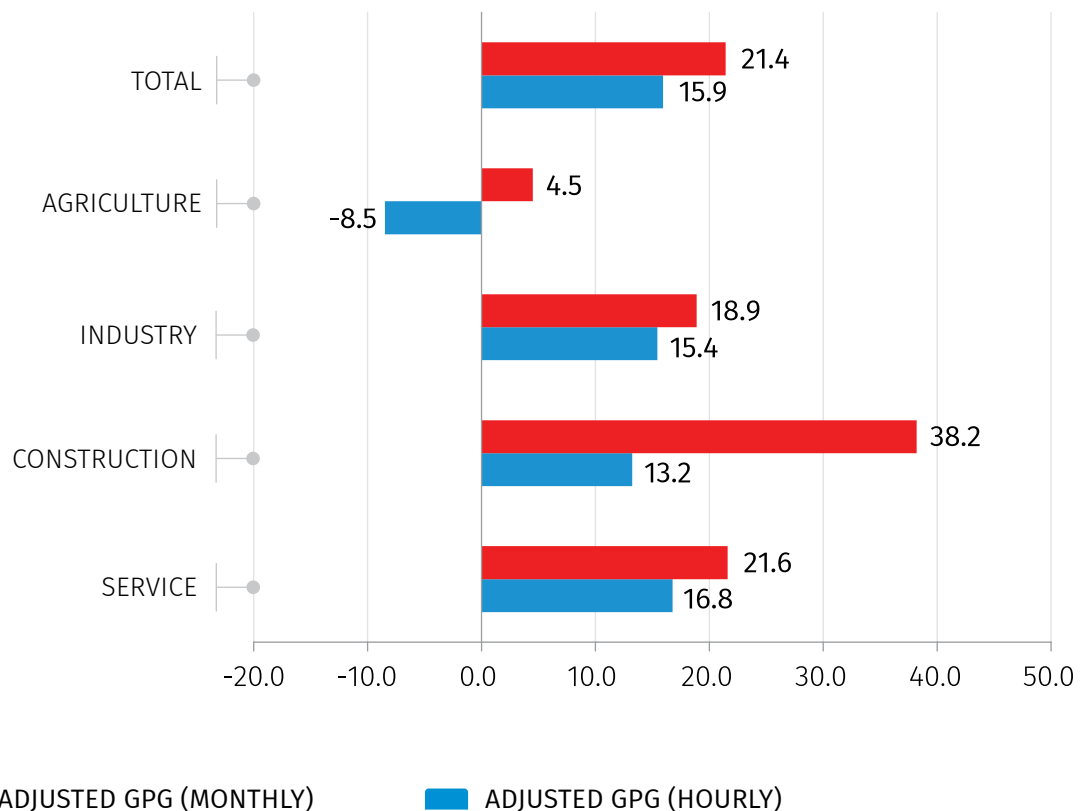
According to the economic activity, the highest hourly gender pay gap was observed in the service sector and equaled 16.8%. This indicator in the industry sector equaled 15.4%, while in the construction sector it was 13.2%. In the agriculture sector, the adjusted gender pay gap is negative and equaled -8.5% (the average hourly wage of men is lower than the average hourly wage of women).

It should be noted that for all sectors the adjusted monthly gender pay gap were higher than the adjusted hourly gender pay gap.

The chart below presents the adjusted hourly and monthly gender pay gap by economic activity.

CHART №1

ADJUSTED GENDER PAY GAP, 2020  
(%)



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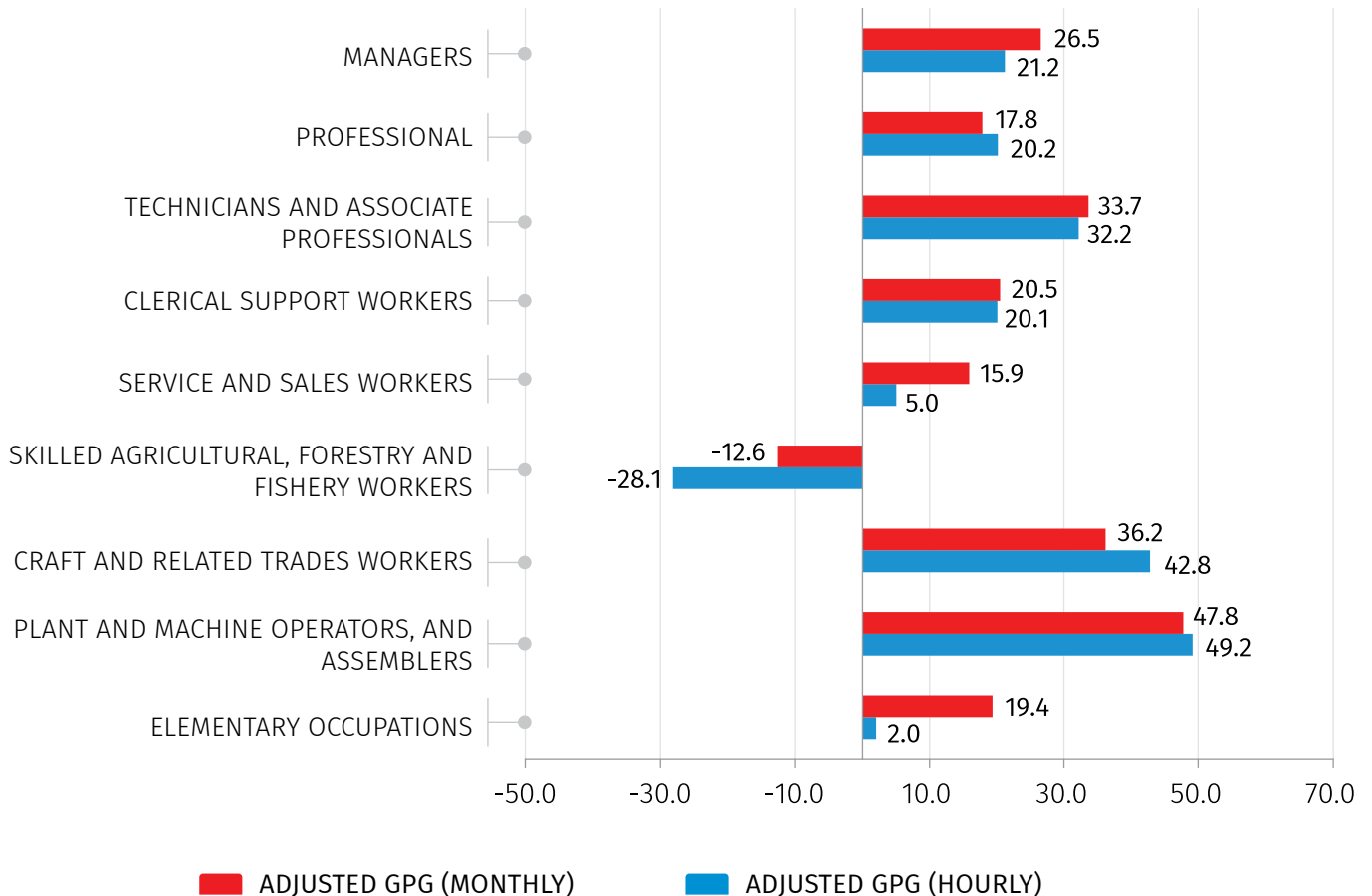
According to the occupation, the highest hourly gender pay gap was observed in Plant and machine operators, and assembler's position (49.2%), Craft and related trades workers position (42.8%) is on the second place, while Technicians and associate professionals position (32.2%) is on the third place.

The chart below presents the adjusted hourly and monthly gender pay gap by occupation.

CHART №2

### ADJUSTED GENDER PAY GAP BY OCCUPATION, 2020

(%)



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### NOTES:

The release uses the international standard classification of occupations - ISCO-08 and classification of the economic activities, which is based on the European standard NACE rev.2.

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