

NATIONAL STATISTICS OFFICE OF GEORGIA

ADJUSTED GENDER PAY GAP

2021



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In 2021 the adjusted hourly gender pay gap equaled 15.7%. The same indicator calculated at the monthly level equaled 21.4%. Compared to the previous year, the hourly gender pay gap decreased by 0.2 percentage points, while the monthly gender pay gap remained unchanged.

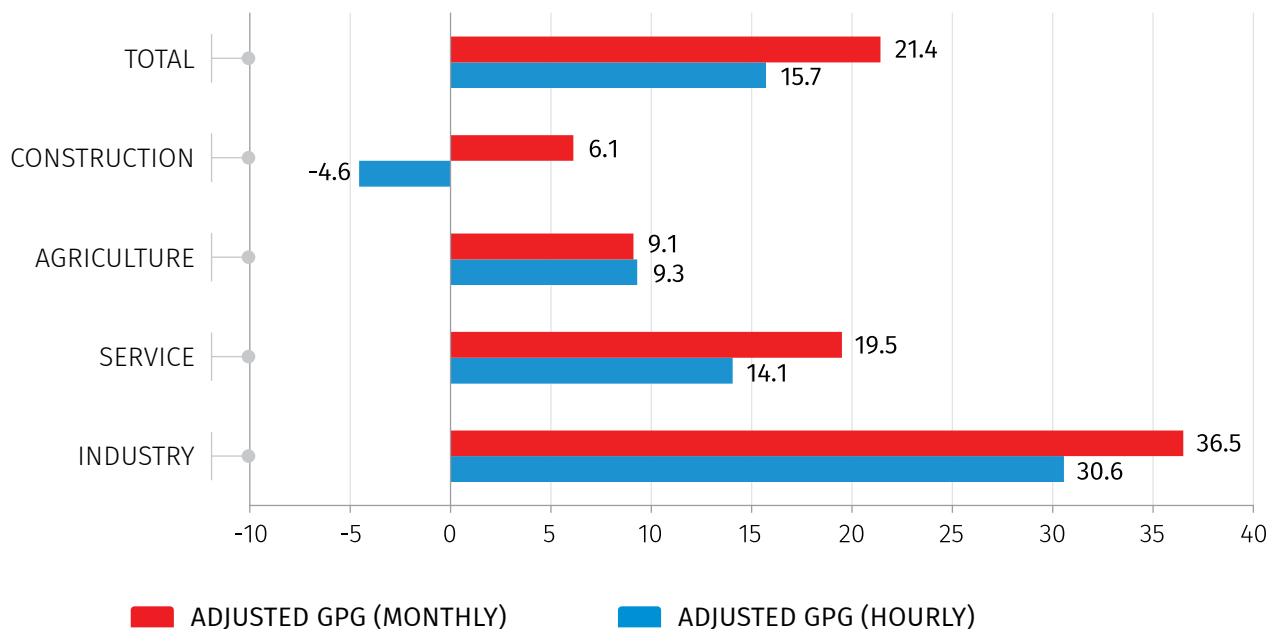
According to the economic activity, the highest hourly gender pay gap was observed in the Industry sector and equaled 30.6%. This indicator in the Service sector equaled 14.1%, while in Agriculture it was 9.3%. In the Construction sector, the adjusted gender pay gap is negative and equaled -4.6%, this means that men's average hourly wages are lower than women's.

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

CHART №1

ADJUSTED GENDER PAY GAP, 2021

(%)



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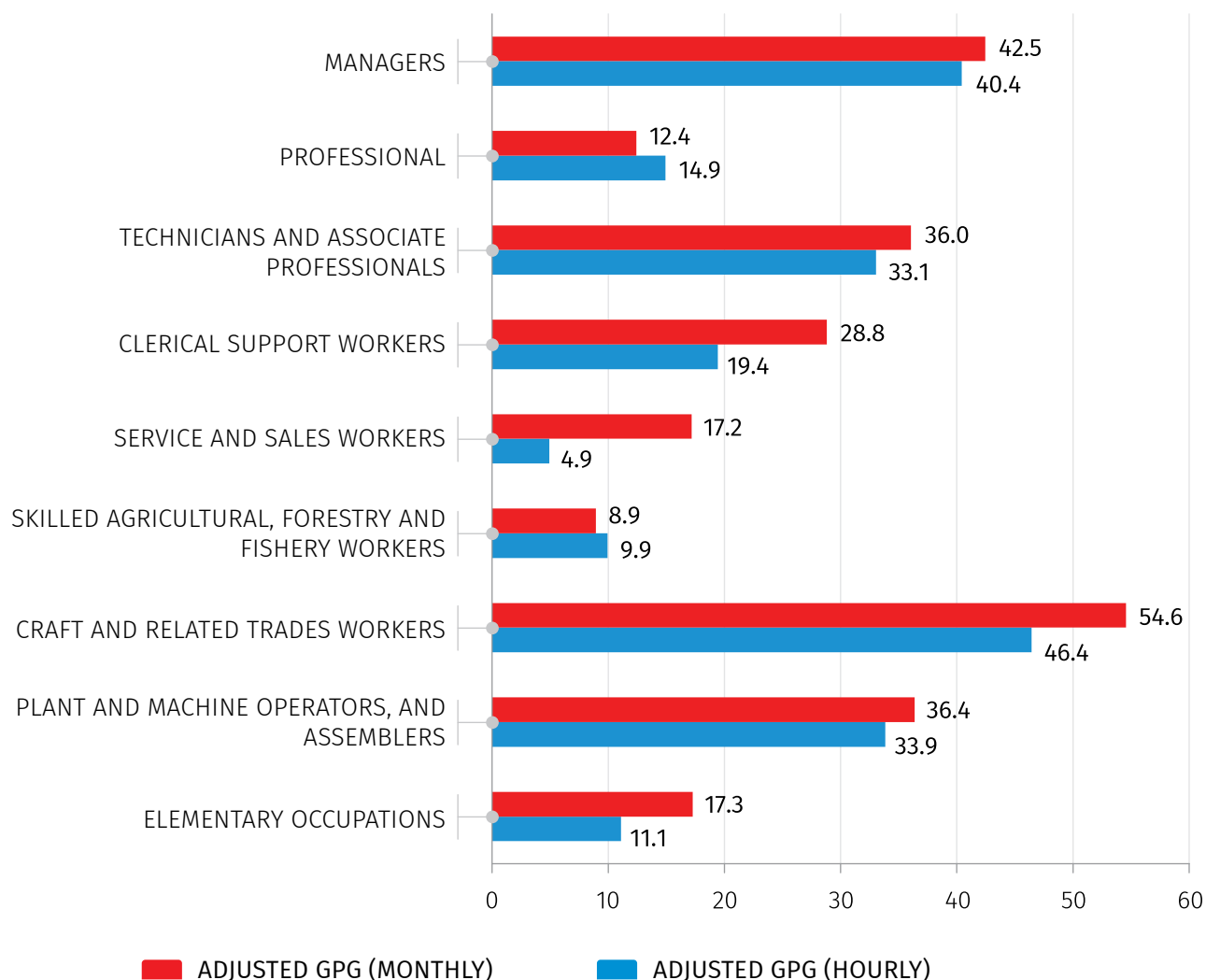
According to the occupation, the highest hourly gender pay gap was observed in Craft and related trades workers position (46.4%), Managers position (40.4%) is on the second place, while Plant and machine operators, and assemblers position (33.9%) is on the third place.

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

CHART №2

ADJUSTED GENDER PAY GAP BY OCCUPATION, 2021

(%)



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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.

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

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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