

NATIONAL STATISTICS OFFICE OF GEORGIA

# ADJUSTED GENDER PAY GAP (GPG)

# 2023



16.10.2024

ADJUSTED GENDER PAY GAP

2023

In 2023, the adjusted hourly gender pay gap equaled 13.2 percent. The same indicator calculated at the monthly level equaled 20.9 percent. Compared to the previous year, the hourly gender pay gap decreased by 2.2 percentage points, while the monthly gender pay gap decreased by 2.1 percentage points.

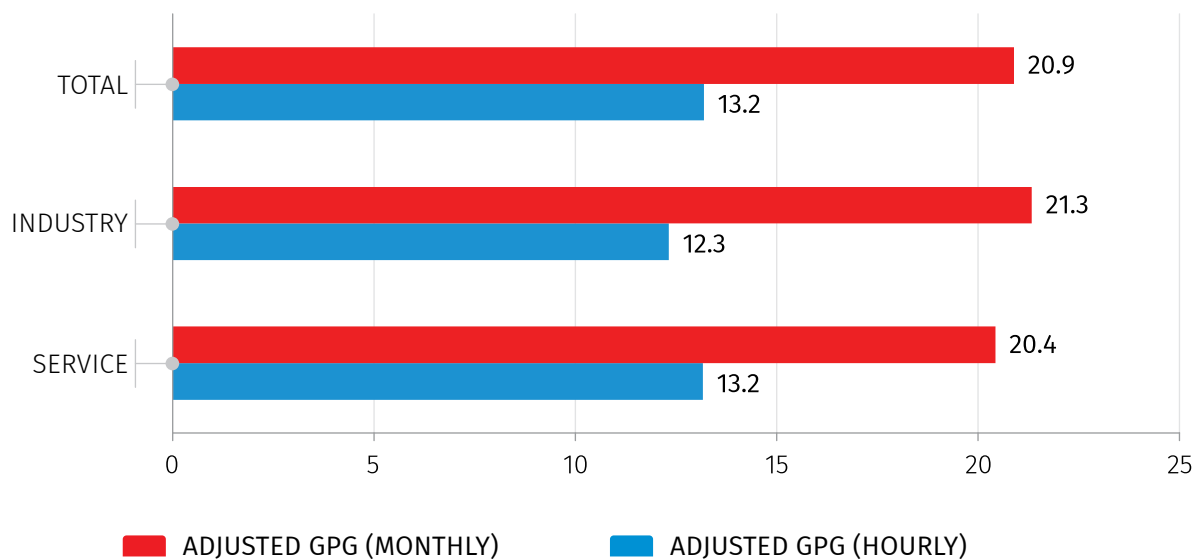
In 2023, the adjusted hourly gender wage gap in the industry was 12.3 percent, and in services – 13.2 percent.

The chart below presents the adjusted hourly and monthly gender pay gaps.

CHART №1

ADJUSTED GENDER PAY GAP, 2023

(%)



NOTE:

Data for the construction and agriculture sectors are not representative due to insufficient sample size.

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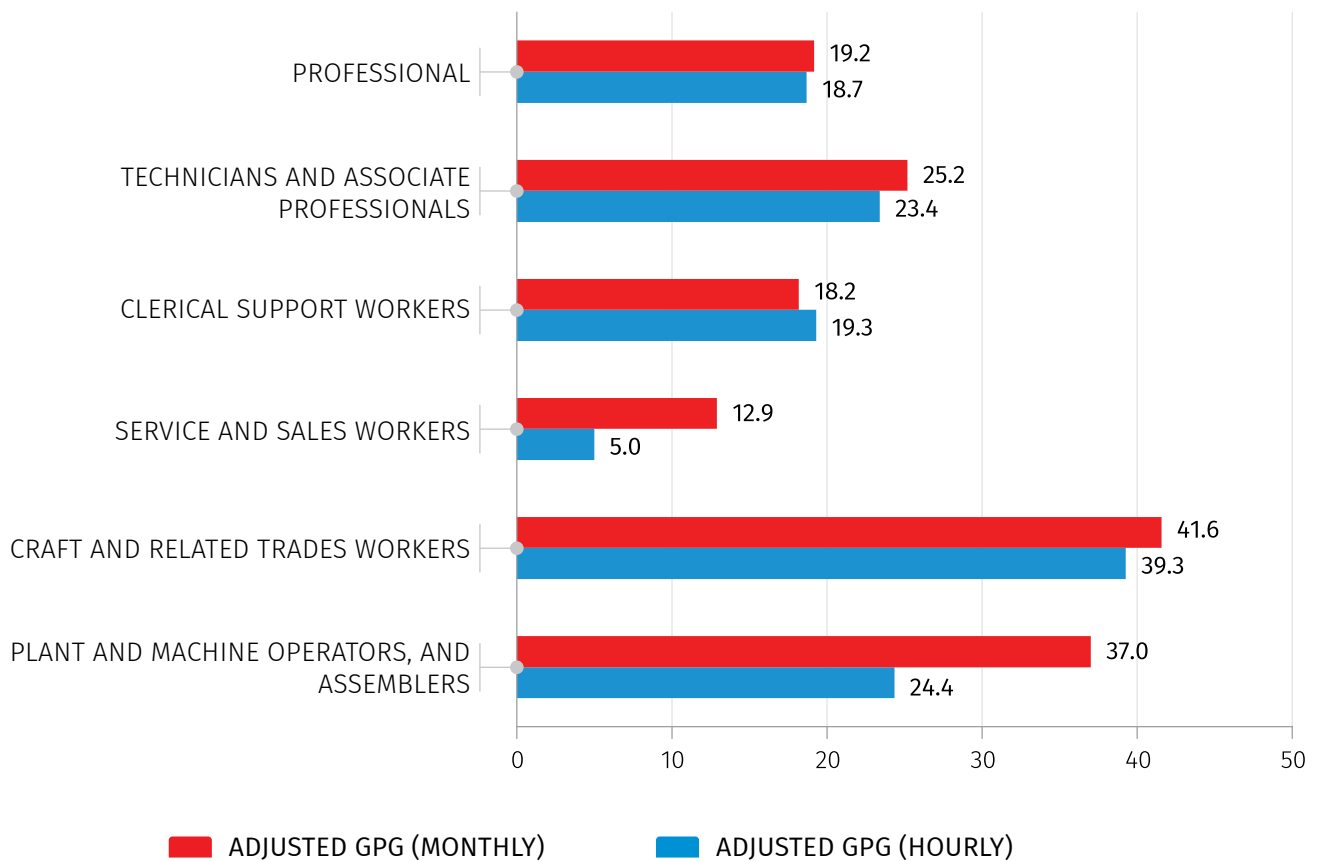
According to the occupation, the highest hourly gender pay gap was observed in Craft and related trades workers` positions (39.3%), while Plant and machine operators and assemblers (24.4%) held the second place.

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

CHART №2

### ADJUSTED GENDER PAY GAP BY OCCUPATION, 2023

(%)



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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 demographics and job characteristics of the individuals is known as the unadjusted gender pay gap. Even if demographics (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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