

NATIONAL STATISTICS OFFICE OF GEORGIA

ADJUSTED GENDER PAY GAP (GPG) 2025



16.10.2026

ADJUSTED GENDER PAY GAP

2025

In 2025, the adjusted hourly gender pay gap equaled 13.3 percent. The same indicator calculated at the monthly level equaled 20.4 percent. Compared to the previous year, the adjusted hourly gender pay gap increased by 1.8 percentage points, while the adjusted monthly gender pay gap increased by 1.1 percentage points.

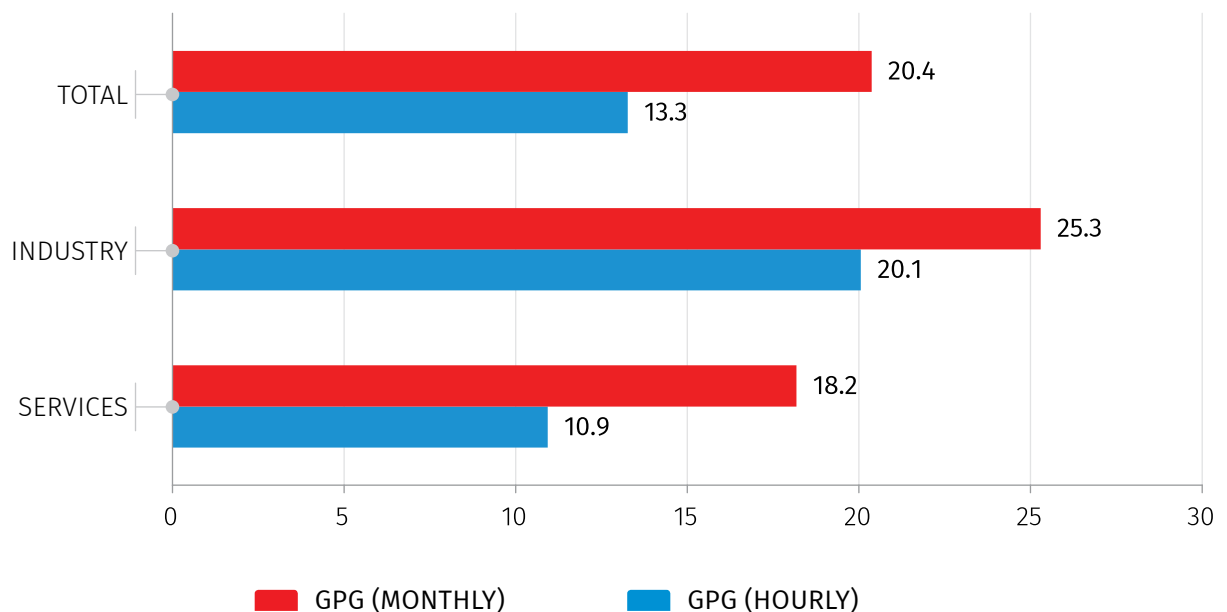
In 2025, the adjusted hourly gender pay gap in industry was 20.1 percent, and in services – 10.9 percent.

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

CHART №1

ADJUSTED GENDER PAY GAP, 2025

(%)



NOTE:

Indicators for the construction and agriculture sectors are not presented due to insufficient sample size.

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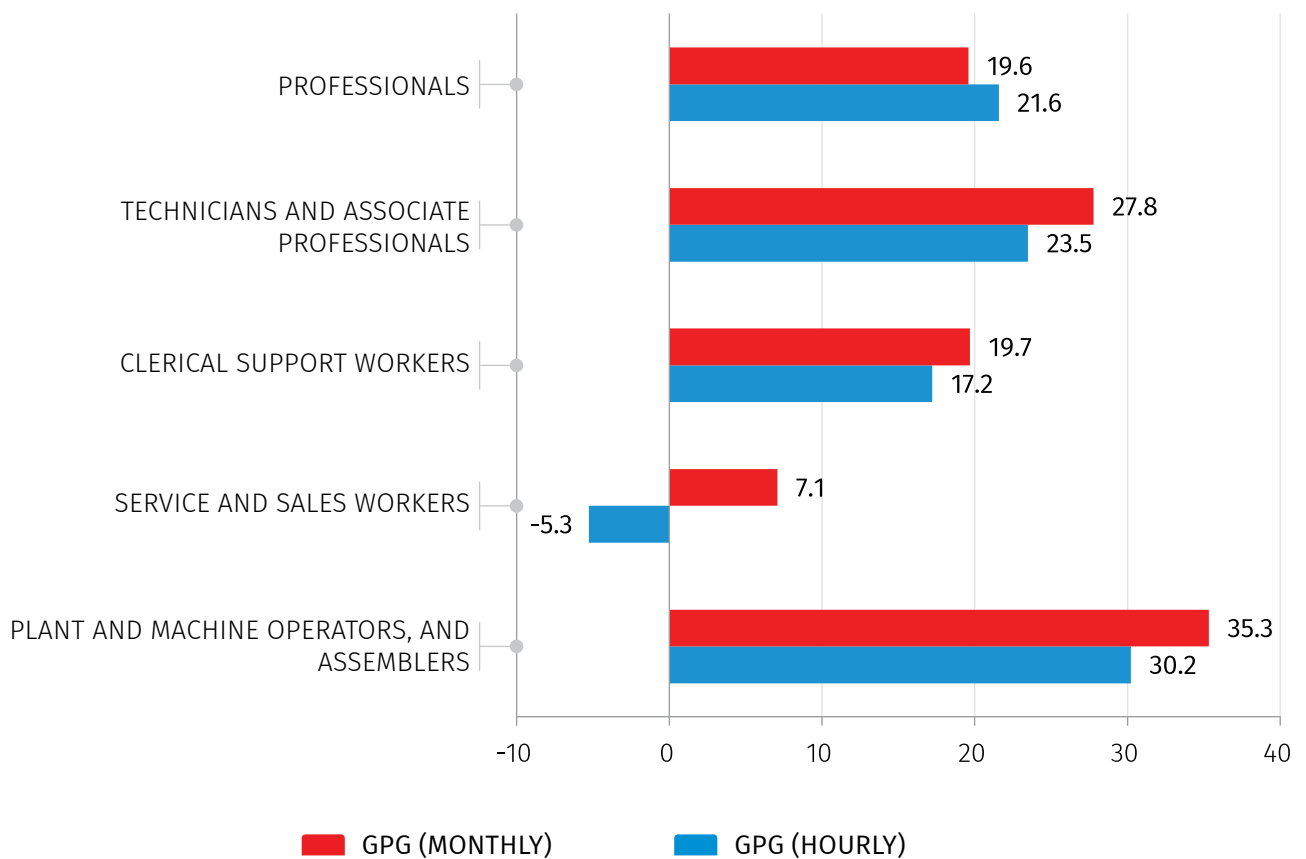
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By occupation, the highest adjusted hourly gender pay gap was observed among Plant and machine operators, and assemblers (30.2%), while Technicians and associate professionals ranked second (23.5%).

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

CHART №2

ADJUSTED GENDER PAY GAP BY OCCUPATION, 2025
(%)



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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 the demographic and job characteristics of individuals is known as the unadjusted gender pay gap. Even if demographic characteristics (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 the 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 Labour 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 work of equal value 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 the classification of economic activities NACE Rev.2.

CONTACT PERSONS:

Vasil Tsakadze, Tel.: (+995 32) 236 72 10 (600). E-mail: vtsakadze@geostat.ge

Mariam Kavelashvili, Tel.: (+995 32) 236 72 10 (020). E-mail: mkavelashvili@geostat.ge