

ANALYSIS OF GENDER GAPS IN PROFESSION, CAREER AND PAY

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Abstract

Gender issues and concerns about its incorporation into all Community and national policies enjoy attention, both on the agenda of decision makers from the European Union and the Member States. Moreover, equality between women and men is one of the fundamental principles contained in the Charter of fundamental rights and at the same time, is also one of the founding principles of the EU, because it is based on the principle of “equal pay for equal work” stipulated in the Economics Community Treaty from Rome.

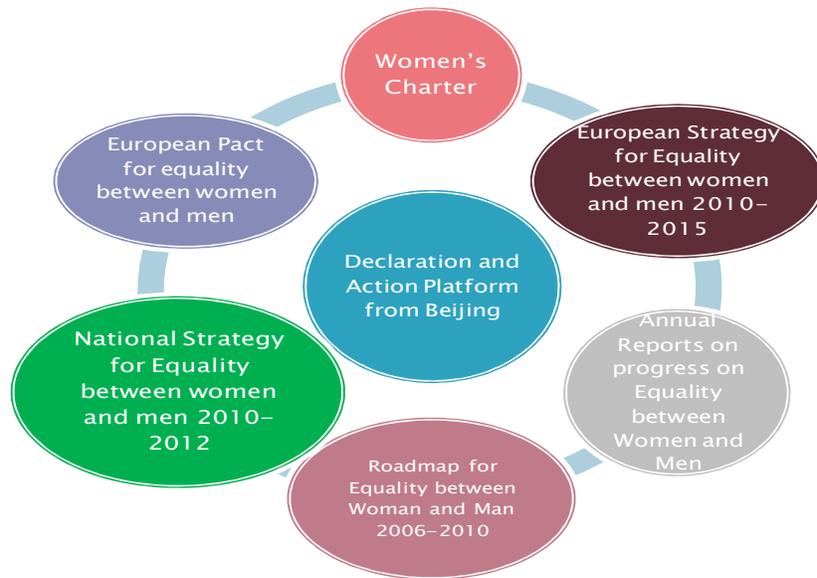
The results presented in this article are based on questionnaire-based survey, conducted in ProFeminAntrep project financed on ESF, at national level, which included a sample of 3,200 respondents.

Key-words: *gender equality, gender gaps, occupation, career, incomes*

JEL Classification: A₁₃

Introduction

Equality between women and men is one of the founding principles of the European Union because it is based on the principle of “equal pay for equal work”, stipulated in the Economic Community Treaty from Rome (1957). In time, with enlargement EU to 27 countries, the men and women’s rights to equal treatment and discrimination have evolved with the development of legal and institutional framework. Gender equality law forms a central pillar of equal opportunities policy in Europe, covering the right to equal treatment for men and women in the field of labor, payments and social security and for the access to goods and services. All EU Member States are obliged to respect the law on gender equality and to incorporate into national legislation which covering all areas of the social, political, economic and cultural life. Gender mainstreaming was taken at EU level with the adoption by the European Commission of the strategy for mainstreaming gender in 1996.



Source: authors.

Fig. 1. *The main reference documents on the issue of gender differences*

Literature review

Although statistics show progress in many areas of gender equality, especially in regard to the involvement of women in economic activity, it seems that gender inequalities still exist in Romania and EU level, having regard, in particular, the gap between women and men in terms of employment rates (table 1), remuneration (table 2), active participation of women in decision-making and public representation structures (Table 3). The persistence of these gaps, despite the implementation of EU gender policy in recent years highlights the need for the future development of effective and coherent policies to determine the achievement of equality between women and men in all areas, such as social, political, cultural, labor, balanced participation in decision making, incorporating gender mainstreaming in all policies and national programs, combating gender violence, etc. Improving gender equality is still an important objective in many countries, paying attention to both scientific environmental studies at the macroeconomic level, analyzing the effects of family policies on gender attitudes and behaviors (Kotsadam, Finseraas, 2011), social factors that turn into factors risk (McLaughlin, Xuan, Subramanian, Koenen, 2011) and the corporate level (Casey, Skibnes, Pringle, 2011).

Table 1

**Employment Rate (women and men aged 15-64) in EU Member State,
2005 and 2010**

-%-

	Women		Men		Gap	
	2005	2010	2005	2010	2005	2010
Sweden	75,5	75,7	80,7	81,7	5,2	6,0
Denmark	73,7	73,1	82,3	79,0	8,6	5,9
Finland	70,8	71,5	75,1	74,5	4,3	3,0
Netherlands	67,6	70,8	82,4	82,8	14,8	12,0
Germany	64,2	69,6	75,6	80,1	11,4	10,5
Austria	64,9	69,6	78,5	80,2	13,6	10,6
Cyprus	63,8	68,5	85,5	82,5	21,7	14,0
United Kingdom	68,5	67,9	82,0	79,3	13,5	11,4
Slovenia	66,2	66,5	75,8	74,0	9,6	7,5
Estonia	69,0	65,7	75,4	67,7	6,4	2,0
Portugal	66,0	65,6	78,7	75,4	12,7	9,8
Lithuania	66,6	65,1	74,9	63,6	8,3	-1,5
France	63,7	64,9	75,3	73,8	11,6	8,9
Latvia	65,7	64,9	75,4	65,1	9,7	0,2
UE27	60,2	62,1	76,0	75,1	15,8	13,0
Luxembourg	58,4	62,0	79,4	79,2	21,0	17,2
Bulgaria	57,1	61,7	66,8	69,1	9,7	7,4
Belgium	58,6	61,6	74,3	73,5	15,7	11,9
Czech Republic	61,3	60,9	80,1	79,6	18,8	18,7
Ireland	62,4	60,4	82,8	69,4	20,4	9,0
Poland	51,7	57,7	65,1	71,6	13,4	13,9
Slovakia	56,7	57,4	72,5	71,9	15,8	14,5
Romania	56,9	55,9	70,4	70,8	13,5	14,9
Spain	54,4	55,8	79,9	69,1	25,5	13,3
Hungary	55,6	55,0	69,2	66,0	13,6	11,0
Greece	49,6	51,7	79,8	76,2	30,2	24,5
Italy	48,4	49,5	74,8	72,8	26,4	23,3
Malta	35,1	41,4	80,6	77,7	45,5	36,3

Source: Eurostat, Labour Force Survey (LFS).

While the EU employment rate of women increased by almost 2 percentage points, in Romania there was a decrease by 1 percentage point in the period under review. This also shows that the employment rate gap between the two types decreased by 2.8 percentage points in the EU, while in Romania increased by 1.4 percentage points.

Table 2

Gender pay gap in unadjusted form in EU-27 in 2007 and 2009

Country	2007	2009
Slovenia	8,3	3,2
Italy	5,1	5,5
Malta	5,2	6,9
Romania	12,7	8,1
Belgium	9,1	9,0
Poland	7,5	9,8
Portugal	8,3	10,0
Luxembourg	12,5	12,5
Latvia	15,4	14,9
Bulgaria	12,4	15,3
Lithuania	20,0	15,3
Ireland	17,1	15,7
Sweden	17,9	16,0
France	16,9	16,5
Spain	17,1	16,7
Denmark	17,7	16,8
UE-27	17,6	17,1
Hungary	16,3	17,1
Netherlands	23,6	19,2
Finland	20,0	20,4
United Kingdom	21,1	20,4
Cyprus	23,1	21,0
Slovakia	23,6	21,9
Greece	21,5	22,0
Germany	23,0	23,2
Austria	25,5	25,4
Czech Republic	23,6	25,9
Estonia	30,9	30,9

* Difference between average gross hourly earnings of men and women, as a percentage of average gross hourly earnings of men

Source: Eurostat

There is a decrease in pay gap between women and men in the analyzed period, although at the EU level it remains at a relatively high level of 17.1 p.p. Romania, in 2009, was in the 4th place in the hierarchy of EU countries according to this indicator, after Slovenia, Italy, Malta and at the opposite pole lies Greece (21.5 pp), Germany (23.2), Austria (25.4), Czech Republic (25.9) and Estonia (30.9).

**Sex distribution of members of single/lower houses
of national parliaments in EU Member State 2010**

Country	2005		2009	
	Wo	Men	Wo	Men
UE-27	23	77	24	76
Belgium	35	65	38	62
Bulgaria	21	79	22	78
Czech Republic	16	84	18	82
Denmark	40	60	37	63
Germany	31	69	32	68
Estonia	18	82	21	79
Ireland	13	87	13	87
Greece	13	87	16	84
Spain	36	64	36	64
France	15	85	19	81
Italy	12	88	21	79
Cyprus	16	84	16	84
Latvia	21	79	22	78
Lithuania	23	77	19	81
Luxembourg	21	79	20	80
Hungary	9	91	11	89
Malta	9	91	9	91
Netherlands	39	61	42	58
Austria	33	67	28	72
Poland	21	79	20	80
Portugal	25	75	30	70
Romania	11	89	11	89
Slovenia	13	87	16	84
Slovakia	17	83	18	82
Finland	38	62	40	60
Sweden	49	51	47	53
United Kingdom	20	80	20	80

Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision making.

Research investigation based on gender differences

Research objectives: This research has pursued a rigorous investigation to capture gender differences in objective terms regarding profession, career and income in the specific Romanian context, considering, especially the subjective perception of these gaps investigated.

Sample size: 3,200 respondents aged between 15-64 years, from all counties according with the sampling method. The sample is not representative.

Survey Period: March-May 2011

Survey results

Below we present some representative results obtained from questionnaire-based survey.

In terms of population distribution on levels of training, can be seen from Chart 4 that the proportion of women with secondary education in the sample achieved is equal to that of men. The number of women who have a university or postuniversity training is higher than men, the difference being about 5 percentage points. Superior education of women should constitute a labor market advantage. Also, a higher proportion of men among graduates of vocational schools or colleges and foremen can be observed, indicating that the men leave early the school and they start the economic activity. Although the level of education of women is higher than men, it seems that the professional development of women is lower, requiring implementation of specific measures to accelerate it.

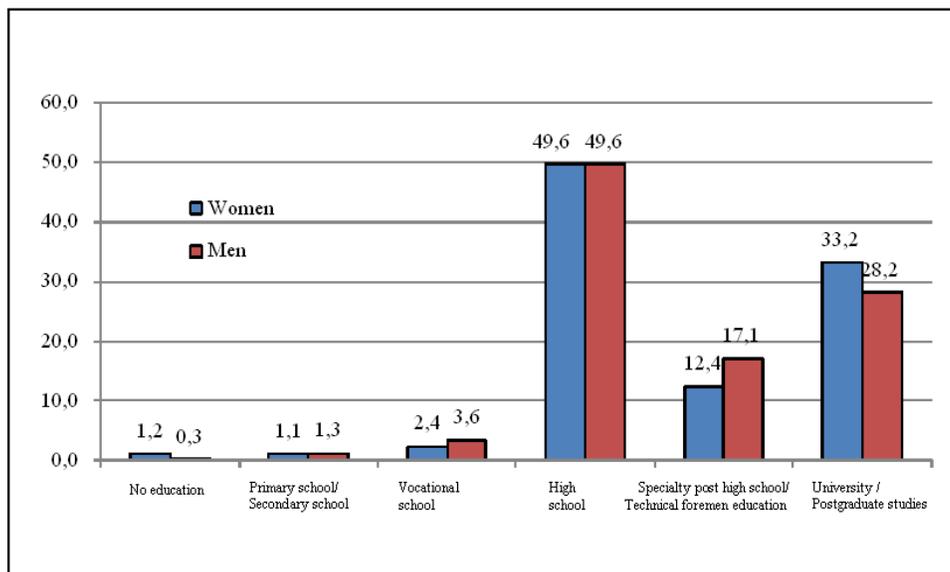


Fig. 2. Distribution of male and female population by education level

The selected sample shows an obvious segregation of the labor market (see Table 2), women tending to be overrepresented in certain skills /professions learned in school, such as accountant, economist, teacher/kindergarten teacher, professor, operator, MD and underrepresented in others, such as engineer, technician, electrician (electromechanic, electronics graduate), mechanic, locksmith, foreman. Female jobs are generally less valued than jobs typically “male” leading to wage disparities by gender.

First 14 occupations/occupations in whole selected sample

QUALIFICATION / OCCUPATION	% Women	% Men
technician	24	76
economist	68	32
engineer	43	57
teacher/ kindergarten teacher	56	44
accountant	84	16
electrician,	23	77
professor	54	46
operator	66	34
mechanic	13	87
locksmith	11	89
clerk	33	67
lawyer	51	49
foreman	22	78
doctor	74	26

The male and female population distribution in the selected sample according to the group of occupations (Chart 10), illustrates the labor market segregation, women having the majority share in groups like: professionals, service workers and shop and market sales workers, clerks, while men in groups like: technicians and associate professionals, skilled and unskilled workers, armed forces and skilled agricultural and fishery workers. The slightly higher share of women in the group of legislators, senior officials and managers may be influenced by the high rate of women in management positions at lower hierarchical levels. Although women in the sample have the largest share in professionals, legislators, senior officials and managers, however the following chart that illustrates the gender distribution according to the income level shows the largest share of women in low income categories, which indicates that female labor is poorly valued.

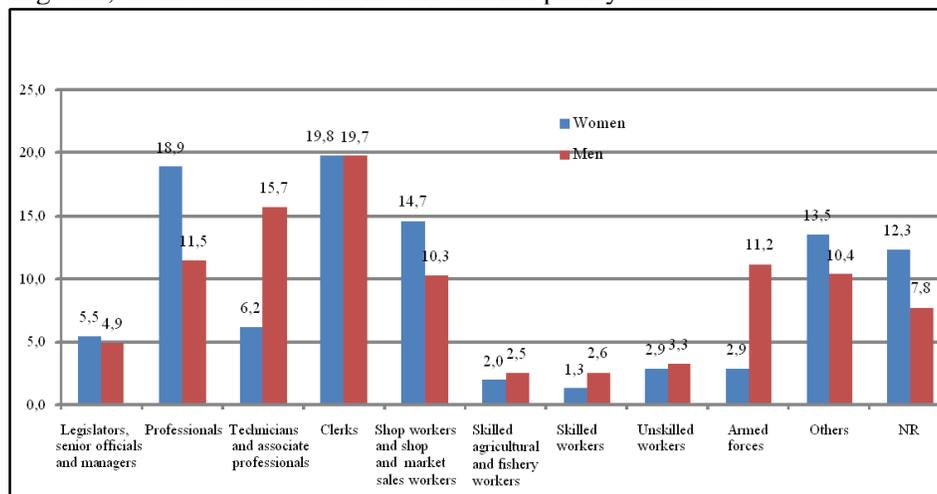


Fig. 3. Male and female population distribution according to the group of occupations (%)

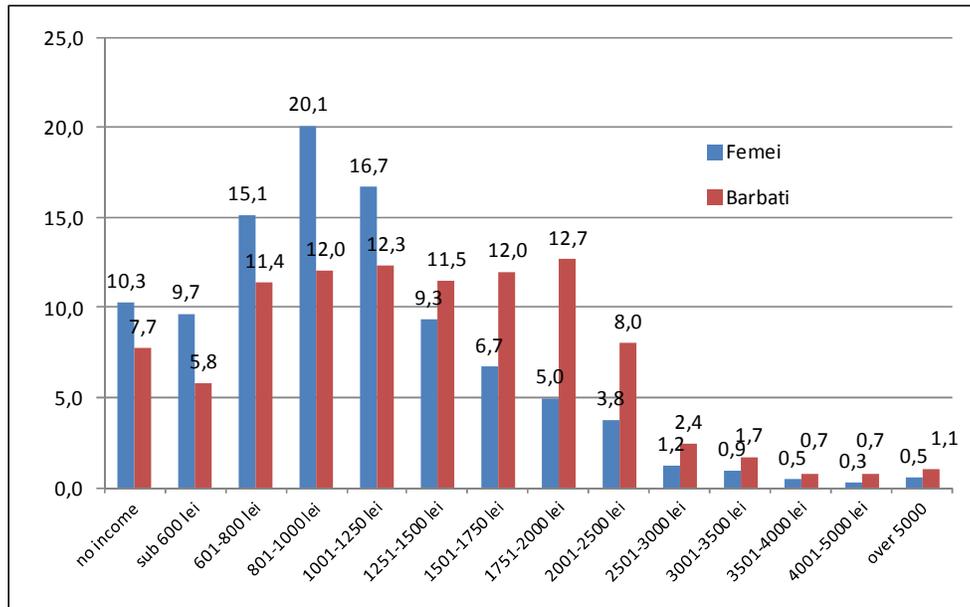


Fig. 4. Distribution of male and female population based on average monthly net income (%)

The wage disparities in the selected sample are graphically illustrated by the chart, the largest share of women being distributed in low income categories, under 1250 lei, and the largest share of men in higher income categories (chart 11). The pay gap between men and women may reflect objective differences according to the individual characteristics (age, education level and gained expertise), labour (profession, type of contract or working conditions) or the company level (field of activity or size). Also, the pay gap may be interpreted, partially, by slightly higher rate of women from young age categories in the selected sample, with little experience and slightly higher rate of men in the age group over 55 years. However, there may be discriminatory practices that may affect workers due to gender differences, sometimes, because of the disproportionate burden of the family responsibilities and the difficulty of achieving a balance between work and private life leading to poor career development and little prospect of promotion. Given the high share of women in the selected sample with higher education and intellectual and scientific occupations, we conclude that there is a lower valuation of women's work.

The largest women's rate in low income categories in the selected sample is significantly represented in each age category, which shows that the fundamental principle "equal pay for equal work" has not yet been fully implemented in Romania and that the causes are many and complex. The causes reveals, not only the gender discrimination, but also the inequalities related to education, horizontal and vertical segregation in the labor market, difficulties in reconciling professional, family and private life, unequal distribution of family responsibilities, lack of transparency of remuneration and the impact of gender roles over influencing the educational and professional career course.

Table 5

The distribution of women across occupational groups according to income level

	sub 600 lei	601-800 lei	801-1000 lei	1001-1250 lei	1251-1500 lei	1501-1750 lei	1751-2000 lei	2001-2500 lei	2501-3000 lei	3001-3500 lei	3501-4000 lei	4001-5000 lei	over 5000 lei	no income
Legislators, senior officials and managers	6,2	12,3	12,3	23,5	11,1	7,4	7,4	7,4	1,2	1,2	4,9	0,0	2,5	2,5
Professionals	1,8	9,8	24,6	19,3	14,7	10,9	8,1	3,2	2,5	2,1	0,4	1,4	0,4	1,1
Technicians and associate professionals	5,6	8,9	16,7	27,8	10,0	7,8	6,7	5,6	0,0	1,1	0,0	0,0	0,0	10,0
Clerks	7,9	12,7	24,7	22,3	11,0	6,2	5,1	7,5	0,0	0,0	0,0	0,0	0,3	2,4
Service workers and shop and market sales workers	10,6	26,6	22,9	15,6	7,3	3,7	4,6	1,4	2,8	0,0	0,0	0,0	0,5	4,1
Skilled agricultural and fishery workers	6,9	13,8	13,8	13,8	6,9	10,3	3,4	0,0	0,0	6,9	3,4	0,0	3,4	17,2
Skilled workers	10,5	21,1	26,3	15,8	15,8	5,3	0,0	0,0	0,0	0,0	0,0	0,0	0,0	5,3
Unskilled workers	46,5	23,3	2,3	4,7	0,0	0,0	0,0	0,0	0,0	2,3	0,0	0,0	0,0	20,9
Armed forces	4,7	11,6	4,7	14,0	7,0	30,2	9,3	4,7	2,3	0,0	0,0	0,0	0,0	11,6
Others	11,7	16,8	19,4	9,7	5,6	4,1	2,0	2,6	1,0	1,0	0,5	0,0	0,0	25,5
NR	19,7	12,1	14,6	8,3	7,6	3,2	3,2	2,5	0,6	0,6	0,0	0,0	1,3	26,1

Table 6

The distribution of men across occupational groups according to income level

	sub 600 lei	601-800 lei	801-1000 lei	1001-1250 lei	1251-1500 lei	1501-1750 lei	1751-2000 lei	2001-2500 lei	2501-3000 lei	3001-3500 lei	3501-4000 lei	4001-5000 lei	over 5000 lei	no income
Legislators, senior officials and managers	2,9	13,2	8,8	11,8	13,2	8,8	23,5	7,4	2,9	2,9	1,5	0,0	1,5	1,5
Professionals	1,3	8,1	6,3	11,3	11,3	17,5	15,0	9,4	7,5	2,5	0,6	2,5	2,5	4,4
Technicians and associate professionals	4,2	12,5	10,2	17,1	12,5	10,2	13,0	6,9	2,3	1,9	0,5	1,4	0,0	7,4
Clerks	4,3	11,1	15,7	11,8	11,4	13,9	13,6	15,4	1,1	0,7	0,0	0,4	0,0	0,7
Service workers and shop and market sales workers	4,8	15,9	19,3	19,3	12,4	11,0	5,5	4,1	0,7	0,7	0,0	0,0	1,4	4,8
Skilled agricultural and fishery workers	8,8	23,5	20,6	8,8	8,8	0,0	5,9	2,9	2,9	2,9	0,0	0,0	2,9	11,8
Skilled workers	11,1	13,9	19,4	11,1	13,9	11,1	2,8	2,8	2,8	0,0	0,0	0,0	0,0	11,1
Unskilled workers	20,5	11,4	13,6	9,1	2,3	2,3	6,8	0,0	0,0	0,0	2,3	0,0	2,3	29,5
Armed forces	2,6	3,2	6,5	7,7	18,1	23,2	18,7	8,4	2,6	1,9	3,9	0,6	0,0	2,6
Others	8,8	10,2	6,6	9,5	8,8	6,6	15,3	5,1	1,5	4,4	0,0	0,7	3,6	19,0
NR	11,1	12,1	19,2	8,1	7,1	4,0	7,1	6,1	3,0	1,0	0,0	0,0	0,0	21,2

Table no. 7

**Calculation of gender pay gap for two occupations –
“intellectual and scientific” and “clerks”**

Calcularea decalajului de venit pe genuri în cazul a două ocupații

	sub 600 lei	601-800 lei	801-1000 lei	1001-1250 lei	1251-1500 lei	1501-1750 lei	1751-2000 lei	2001-2500 lei	2501-3000 lei	3001-3500 lei	3501-4000 lei	4001-5000 lei	over 5000 lei	no income
Professionals - Women	1,8	9,8	24,6	19,3	14,7	10,9	8,1	3,2	2,5	2,1	0,4	1,4	0,4	1,1
Professionals - Men	1,3	8,1	6,3	11,3	11,3	17,5	15,0	9,4	7,5	2,5	0,6	2,5	2,5	4,4
Gap	0,5	1,7	18,3	8,0	3,5	-6,6	-6,9	-6,2	-5,0	-0,4	-0,3	-1,1	-2,1	-3,3
Clerks - Women	7,9	12,7	24,7	22,3	11,0	6,2	5,1	7,5	0,0	0,0	0,0	0,0	0,3	2,4
Clerks - Men	4,3	11,1	15,7	11,8	11,4	13,9	13,6	15,4	1,1	0,7	0,0	0,4	0,0	0,7
Gap	3,6	1,6	8,9	10,5	-0,5	-7,8	-8,4	-7,8	-1,1	-0,7	0,0	-0,4	0,3	1,7

The gender pay gap in the selected sample is also apparent according to occupation categories, revealing a high percentage of women in low wage groups for each category of occupation, with very few exceptions.

In Table 7 were calculated the gender pay gaps for two categories of occupations that are highly represented by women in the selected sample. It is noticeable that, also in these cases, women hold the majority share in low-wage groups, getting to the fact that in the category of occupations in which women are best represented, men hold the better paid job positions.

The reasons why women face greater difficulties in recruitment are presented in the fig. 5. 59.2% of men and 58.9% of women consider that, in Romania, the recruitment criteria favours men. Women believe, in a higher rate than men (41.7% versus 35.2%), that managers have a discriminatory attitude towards women.

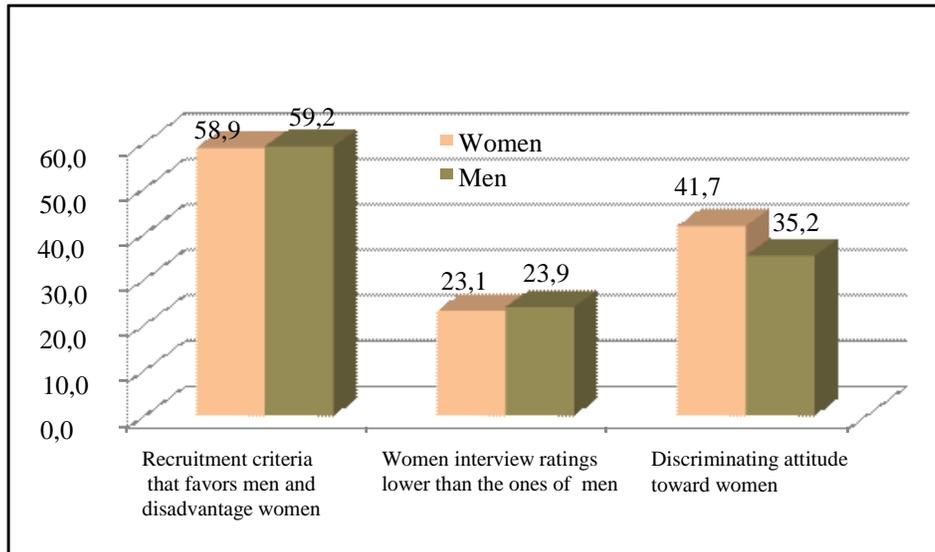


Fig. 5. *The main difficulties encountered by women in employment (%)*

On promoting women, in the selected sample, the majority of women (57.2%) consider that women are not promoted to management positions, while the majority of men (59%) consider that women are, promoted to management positions.

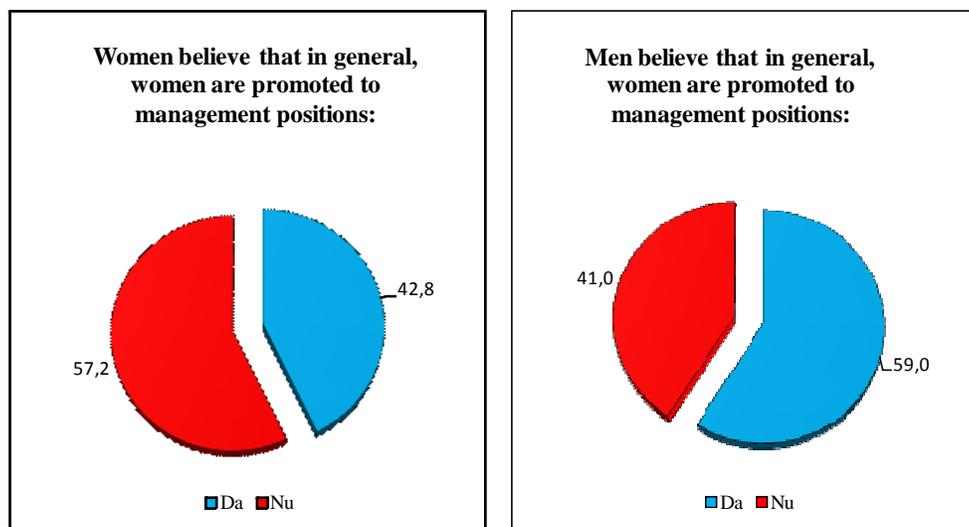


Fig. 6. *What about women promotion in management positions*

50.6% of women and 48.8% of men consider that family responsibilities are the main obstacles faced by women in career advancement (see fig. 7). The skepticism of male managers is another reason claimed by 36.9% of women and

33.3% of men. At the same time, more men than women think that the women's abilities, that are considered inferior that the ones of men, are an obstacle in the way of promotion for women.

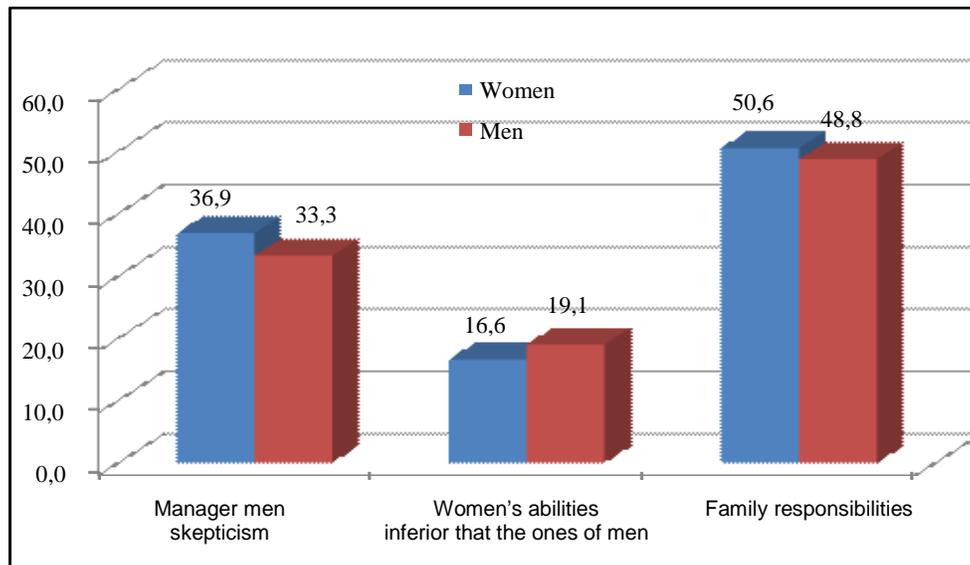


Fig. 7. *The main obstacles faced by women in career advancement*

Conclusions

The economic crisis affected to a greater extent the vulnerable groups, including women, revealing gender disparities in various fields such as:

- on the labour market, women continue to be overrepresented in areas with lower pay, there are even some feminized sectors of activity (i.e.: health, education, public administration);
- women are underrepresented in decision-making jobs and their major share is present in low-wage sectors;
- a cause of perpetuation of a low employment rate of females is the motherhood, women continue to work more unpaid hours than men (family responsibilities are shared equally);
- women face greater difficulties in reconciling the work and the family life;
- individual decisions are still influenced by gender roles that are essential to the education, the career, the working conditions, the family and the fertility;
- the individual decisions have an important impact on the economy and society so, there is therefore, in everyone's interest to give equally, to both women and men, a genuine possibility of choice in any stage of their lives;
- the existence of significant wage disparities between women and men due to complex causes;

- for achieving the goals of Europe Strategy 2020 and reaching the target of 75% employment rate (70% for Romania) for the population aged 20-64 years, it is necessary that women's potential and talent to be used more and more effectively;
- women use more than men part-time jobs and parental leave;
- women have more career discontinuation and fewer hours of work, having a negative impact on career development or promotion prospects;
- there is a major difference between the level of education of women and their professional development;
- the risk of reaching the poverty threshold is higher for women, particularly the elderly;
- the perpetuation of the belief that states that women cannot provide the same quality work than men reduces their opportunities on the labour market;
- unbalanced participation in economic activities to ensure financial independence of women.

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