

SECTORIAL BAROMETER ON PAY DISPARITIES

The Portuguese experience

Antonieta Ministro

Barometer on Pay Disparities

Law no. 60/2018, August 21st | Measures to promote equal pay between women and men for equal work or work of equal value

Government's bill, approved in Parliament in July 2018, in force since February 2019

- ✓ **Annual availability of statistical information** about pay differences, by company (balance sheet) and by sector of activity (barometer)
- ✓ **Companies have an obligation to ensure a transparent remuneration policy** based on objective and non-discriminatory criteria
- ✓ Once the differences have been identified, **companies must submit to the Authority for Working Conditions (ACT) a plan** for assessing these differences to be implemented for one year;
- ✓ Any **worker may request the Commission for Equality in Labour and Employment (CITE) to issue an opinion on the existence of pay discrimination based on gender**

Barometer on Pay Disparities

Law no. 60/2018, August 21st | Measures to promote equal pay between women and men for equal work or work of equal value

✓ Improving statistics

- The law requires the production of regular data on pay disparities at company level (balance sheet) and by sector of activity (barometer)
- The information is prepared by the Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security, on the basis of information (already) provided by companies on an annual basis (*Quadros de Pessoal*)



Barometer: June 2019 (2017 data)

Company-level assessment: 1st semester of 2020 (2018 data)

Barometer on pay disparities



Improving statistics on pay disparities

Going beyond the gender pay gap

The **Barometer** is meant to:

- improve statistics,
- raise awareness
- promote a wide-ranging debate on equal pay in the Portuguese society
- provide updated, reliable and detailed data that enables to better understand how an economic activity sector is positioned in terms of pay disparities

The Barometer is an important instrument for employers understanding their individual evaluation of pay disparities

Barometer on pay disparities

Improving statistics on pay disparities

Going beyond the gender pay gap

- ✓ The first edition of the Barometer includes sector-level data on the **unadjusted gender pay gap** and also **on the adjusted gender pay gap**
- ✓ The **adjusted GPG** used in the Barometer is similar to the **factor weighted GPG** used by the ILO (Rosalia Vazquez-Alvarez, 2018), i.e. by “grouping” women and men in homogenous groups according to **pre-determined factors**, and taking the weighted average of these groups in total population

Barometer on pay disparities

Improving statistics on pay disparities

Going beyond the gender pay gap

➤ But... how does the Barometer it work in practice?

Switching for a minute to look at the
Barometer...

<http://www.gep.mtsss.gov.pt/trabalho>



Barometer on pay disparities

DATA FROM: JUNE 2019



BAROMETER

PAY DISPARITIES BETWEEN WOMEN AND MEN

NACIONAL | 2017

The Barometer intends to be a tool that allows the reflection, evaluation and promotion of pay equality between women and men for equal work or with an equal value, created within the scope of Law n.º 60/2018, of 21st August.

MAIN CHARACTERISTICS

SECTORAL AND REGIONAL PERSPECTIVE

Average monthly remuneration (Basic and earning) and GPG for different variables according to the economic sector (sector) and the geographical location (district)

GENERAL

SECTORIAL

REGIONAL


ADJUSTED GENDER PAY GAP

Calculation of Gender Pay Gap (GPG) for the total of employees in full-time with a complete remuneration and the GPG adjusted in accordance with the different indicators (Occupation, Qualification, Education, etc.)

NOTES AND CONCEPTS

Barometer on pay disparities

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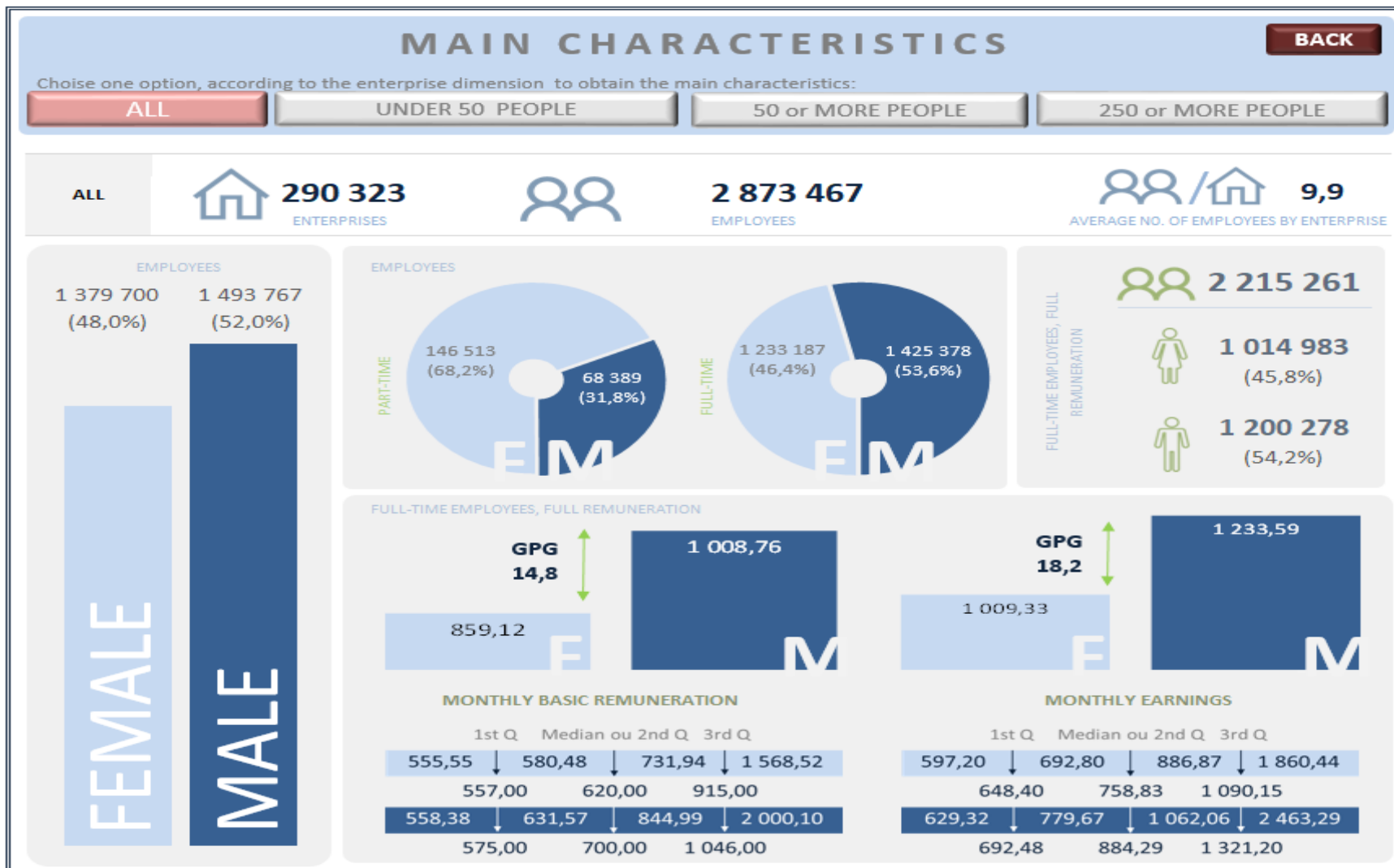
GENERAL SECTORIAL REGIONAL

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LEGEND:
1st Quartile (1st Q) - Below the 1st Quartile CutOff are 25 % of the data.
Median ou 2nd Quartile (2nd Q) - Separate the data into two equal parts: below the 2nd Quartile CutOff are 50 % of the data and above it the remaining 50 %.
3rd Quartile (3rd Q) - Below the 3rd Quartile CutOff are 75 % of the data.
 Share is the average calculated based on the observations in each of the quartiles considered.



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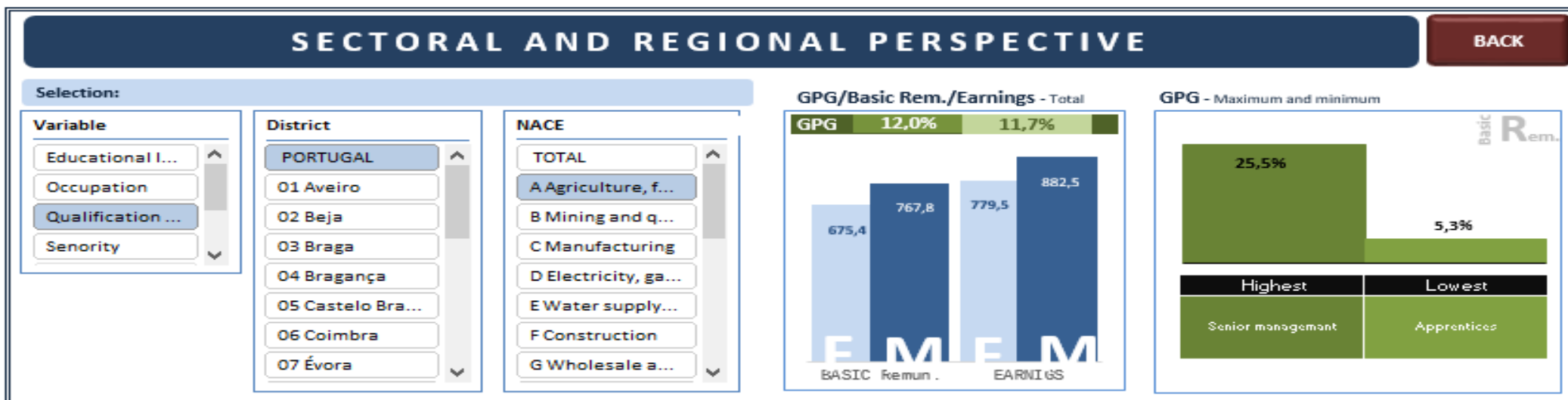
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*Note: Calculations made for Full Time Employees with Full Remuneration.
 Negative values in GPG mean that women's average pay is higher than men's.*

Variable	Monthly basic remuneration (€)			Monthly earnings (€)			Full-Time Employees (1)			GPG (1- Female /Male) (%)	
	Total	Female	Male	Total	Female	Male	Total	Female	Male	Base	Ganho
Total	740,7	675,4	767,8	852,3	779,5	882,5	43755	12855	30900	12,0%	11,7%
Senior management	1398,0	1149,8	1543,0	1553,7	1290,5	1707,4	1869	689	1180	25,5%	24,4%
Midler management	1113,9	1040,0	1145,9	1257,1	1176,8	1291,8	946	286	660	9,2%	8,9%
Intermediate management	1049,8	974,8	1072,2	1183,9	1112,7	1205,2	1997	460	1537	9,1%	7,7%
Highly skilled labour	794,9	760,0	809,1	951,0	902,3	970,9	2055	596	1459	6,1%	7,1%
Skilled labour	774,0	678,0	809,1	882,4	787,3	917,2	12671	3392	9279	16,2%	14,2%
Semi-skilled labour	631,4	593,8	647,6	741,8	693,0	762,9	16902	5096	11806	8,3%	9,2%
Underskilled labour	619,5	584,2	636,0	705,3	660,1	726,4	7127	2272	4855	8,1%	9,1%
Apprentices	625,1	602,6	636,7	707,9	681,5	721,6	188	64	124	5,3%	5,6%

Note: Total includes ignored and situations with values <= 3 employees, which are not shown. (1) Full remuneration.

Barometer on pay disparities

DATA FROM: JUNE 2019



BAROMETER

PAY DISPARITIES BETWEEN WOMEN AND MEN

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NOTES AND CONCEPTS

Barometer on pay disparities

SECTORAL PERSPECTIVE																		BACK			
	A Agriculture, forestry and fishing			B Mining and quarrying			C Manufacturing			D Electricity, gas, steam and air conditioning supply			E Water supply; sewerage, waste management and remediation activities			F Construction			G Wholesale and retail trade; repair of motor vehicles and motorcycles		
ENTERPRISES	10.944			499			30.779			174			583			23.948			64.110		
	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M
EMPLOYEES	43.755	12.855	30.900	6.620	710	5.910	502.475	202.653	299.822	7.553	1.242	6.311	20.381	4.523	15.858	151.727	15.455	136.272	415.842	192.882	222.960
MONTHLY BASIC REMUNERATION	740,7	675,4	767,8	982,3	1.110,6	966,9	893,6	765,0	980,5	2.001,0	1.993,7	2.002,4	886,2	1.016,7	848,9	809,9	887,1	801,2	893,7	826,0	952,2
MONTHLY EARNINGS	852,3	779,5	882,5	1.288,6	1.383,3	1.277,2	1.066,1	884,3	1.189,0	2.779,6	2.595,8	2.815,8	1.101,7	1.197,3	1.074,5	972,2	1.021,0	966,7	1.058,5	980,3	1.126,2
GPG	12,0		11,7	-14,9		-8,3	22,0		25,6	0,4		7,8	-19,8		-11,4	-10,7		-5,6	13,3		13,0
	H Transportation and storage			I Accommodation and food service activities			J Information and communication			K Financial and insurance activities			L Real estate activities			M Professional, scientific and technical activities			N Administrative and support service activities		
ENTERPRISES	8.590			29.675			4.291			3.031			5.798			18.879			6.730		
	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M
EMPLOYEES	121.949	22.657	99.292	178.983	102.535	76.448	73.312	24.380	48.932	70.773	35.556	35.217	18.126	10.106	8.020	100.966	53.829	47.137	156.172	64.638	91.534
MONTHLY BASIC REMUNERATION	1.013,0	1.183,0	974,2	716,4	669,8	778,8	1.517,7	1.364,0	1.594,3	1.585,9	1.402,5	1.771,2	965,3	870,8	1.084,3	1.220,7	1.063,5	1.400,2	787,1	763,7	803,7
MONTHLY EARNINGS	1.403,2	1.514,4	1.377,8	793,4	738,0	867,8	1.805,0	1.629,3	1.892,6	2.296,5	1.993,6	2.602,3	1.099,3	996,0	1.229,5	1.410,7	1.227,4	1.619,9	937,8	889,9	971,7
GPG	-21,4		-9,9	14,0		15,0	14,4		13,9	20,8		23,4	19,7		19,0	24,0		24,2	5,0		8,4
	O Public administration and defence; compulsory social security			P Education			Q Human health and social work activities			R Arts, entertainment and recreation			S Other service activities			T Activities of Households as Employers; Undifferentiated Goods-and Services-			U Activities of extraterritorial organisations and bodies		
ENTERPRISES	570			3.293			13.384			2.990			11.283			n.d.			12		
	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M
EMPLOYEES	10.618	3.601	7.017	42.032	31.640	10.392	220.753	189.541	31.212	20.578	8.600	11.978	52.564	37.530	15.034	n.d.	n.d.	n.d.	82	50	32
MONTHLY BASIC REMUNERATION	863,3	938,4	824,7	1.120,9	1.061,4	1.302,0	873,9	832,3	1.127,1	1.556,9	877,5	2.044,7	891,0	826,5	1.051,9	n.d.	n.d.	n.d.	1.986,4	1.889,2	2.138,3
MONTHLY EARNINGS	1.051,5	1.122,1	1.015,2	1.230,3	1.155,4	1.458,2	1.013,7	959,6	1.342,6	1.737,9	1.031,8	2.244,8	1.009,3	934,0	1.197,2	n.d.	n.d.	n.d.	2.104,9	1.984,6	2.292,8
GPG	-13,8		-10,5	18,5		20,8	26,2		28,5	57,1		54,0	21,4		22,0	n.d.		n.d.	11,7		13,4

Note: Calculations made for Full-Time Employees with Full Remuneration.
 Negative values in GPG mean that women's average pay is higher than men's.

LEGEND: TOTAL Females Males REMUNER EARNINGS

Barometer on pay disparities

DATA FROM: JUNE 2019



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REGIONAL PERSPECTIVE													BACK					
	AVEIRO			BEJA			BRAGA			BRAGANÇA			CASTELO BRANCO			COIMBRA		
ENTERPRISES	16.566			3.656			23.078			2.959			3.917			8.463		
	T	M	H	T	M	H	T	M	H	T	M	H	T	M	H	T	M	H
EMPLOYEES	151.050	63.311	87.739	22.980	10.275	12.705	192.986	89.021	103.965	14.718	7.567	7.151	26.265	12.586	13.679	63.801	30.845	32.956
AVERAGE MONTHLY REMUNERATION	861,0	757,0	936,0	796,5	753,3	831,4	772,1	718,1	818,3	722,1	709,9	735,1	751,2	720,0	779,9	813,9	741,3	881,8
AVERAGE MONTHLY EARNINGS	1.010,5	869,4	1.112,3	978,1	887,0	1.051,8	901,8	815,6	975,6	839,2	815,0	864,9	874,4	815,6	928,6	968,0	852,7	1.076,0
GPG	19,1		21,8	9,4		15,7	12,2		16,4	3,4		5,8	7,7		12,2	15,9		20,8
	ÉVORA			FARO			GUARDA			LEIRIA			LISBOA			PORTALEGRE		
ENTERPRISES	4.011			13.442			3.661			13.448			51.800			2.318		
	T	M	H	T	M	H	T	M	H	T	M	H	T	M	H	T	M	H
EMPLOYEES	24.588	11.471	13.117	87.455	42.777	44.678	21.190	10.477	10.713	97.744	43.287	54.457	745.598	344.406	401.192	16.129	7.551	8.578
MONTHLY BASIC REMUNERATION	813,1	755,8	863,1	795,1	764,1	824,8	730,7	705,0	755,8	825,1	734,1	897,5	1.134,0	1.028,0	1.224,9	805,1	724,0	876,6
MONTHLY EARNINGS	968,7	878,2	1.047,9	930,0	878,5	979,2	865,1	796,5	932,3	983,8	848,2	1.091,6	1.388,2	1.234,1	1.520,5	936,3	829,6	1.030,3
GPG	12,4		16,2	7,4		10,3	6,7		14,6	18,2		22,3	16,1		18,8	17,4		19,5
	PORTO			SANTARÉM			SETÚBAL			VIANA DO CASTELO			VILA REAL			VISEU		
ENTERPRISES	43.178			9.702			12.617			5.733			4.115			7.921		
	T	M	H	T	M	H	T	M	H	T	M	H	T	M	H	T	M	H
EMPLOYEES	392.985	180.273	212.712	66.662	30.856	35.806	98.280	42.865	55.415	38.702	18.027	20.675	23.116	10.681	12.435	53.907	23.815	30.092
MONTHLY BASIC REMUNERATION	909,5	831,9	975,3	807,3	753,6	853,6	936,5	832,2	1.017,1	774,2	723,7	818,3	760,1	733,4	783,1	766,4	718,3	804,4
MONTHLY EARNINGS	1.088,9	976,7	1.184,0	954,9	864,1	1.033,3	1.139,8	960,5	1.278,5	928,5	848,7	998,2	887,9	842,8	926,6	905,2	823,9	969,6
GPG	14,7		17,5	11,7		16,4	18,2		24,9	11,6		15,0	6,3		9,0	10,7		15,0
	REGIÃO AUTÓNOMA DA MADEIRA			REGIÃO AUTÓNOMA DOS AÇORES														
ENTERPRISES	4.789			4.189														
	T	M	H	T	M	H												
EMPLOYEES	40.717	18.586	22.131	36.388	16.306	20.082												
MONTHLY BASIC REMUNERATION	887,0	819,4	943,8	846,2	794,4	888,2												
MONTHLY EARNINGS	1.053,2	952,3	1.137,9	1.026,3	945,9	1.091,5												
GPG	13,2		16,3	10,6		13,3												

Note: Calculations made for Full-Time Employees with Full Remuneration.
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LEGEND: TOTAL Females Males REMUNER. EARNINGS

Barometer on pay disparities

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Adjusted Sectoral GENDER PAY GAP														BACK													
Introduction and GENDER PAY GAP				Adjusted GENDER PAY GAP				Adjusted Sectoral GENDER PAY GAP																			
A		Agriculture, forestry and fishing		B		Mining and quarrying		C		Manufacturing		D		Electricity, gas, steam and air conditioning supply		E		Water supply; sewerage, waste management and remediation activities		F		Construction		G		Wholesale and retail trade; repair of motor	
BASIC REM.		EARNINGS		BASIC REM.		EARNINGS		BASIC REM.		EARNINGS		BASIC REM.		EARNINGS		BASIC REM.		EARNINGS		BASIC REM.		EARNINGS		BASIC REM.		EARNINGS	
GENDER PAY GAP		12,0 11,7		-14,9 -8,3		22,0 25,6		0,4 7,8		-19,8 -11,4		-10,7 -5,6		13,3 13,0													
ADJUSTED GPG		13,0 12,7		28,9 31,4		16,1 20,6		19,4 21,9		14,7 17,1		11,4 14,5		10,4 11,6													
H		Transportation and storage		I		Accommodation and food service activities		J		Information and communication		K		Financial and insurance activities		L		Real estate activities		M		Professional, scientific and technical activities		N		Administrative and support service activities	
GENDER PAY GAP		-21,4 -9,9		14,0 15,0		14,4 13,9		20,8 23,4		19,7 19,0		24,0 24,2		5,0 8,4													
ADJUSTED GPG		7,8 12,3		7,9 9,0		10,0 10,3		7,1 9,2		11,0 11,4		14,3 15,4		7,6 10,7													
O		Public administration and defence; compulsory social security		P		Education		Q		Human health and social work activities		R		Arts, entertainment and recreation		S		Other service activities		T		Activities of Households as Employers;		U		Activities of extraterritorial	
GENDER PAY GAP		-13,8 -10,5		18,5 20,8		26,2 28,5		57,1 54,0		21,4 22,0		n.d. n.d.		11,7 13,4													
ADJUSTED GPG		8,6 8,9		10,1 12,4		7,4 10,2		19,6 20,1		11,5 12,4		n.d. n.d.		46,2 46,2													

Note: Calculations made for Full-Time Employees with Full Remuneration.
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Thank you for your attention!

For more detailed information ...

<http://www.gep.mtsss.gov.pt/>

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