

# Gender pay gap

Joint Social partners seminar  
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Danish Employers



# Legal framework

- Equal pay Act
  - Ban on wage discrimination
  - Obligation for employers to provide statistics on pay levels on a yearly basis
  - No restrictions on sharing own pay information

# Gender based statistics

- Companies employing more than 35 employees
- At least 10 employees in each categories (based on ISCO-codes)
- What are we comparing?
  - Same position
  - Same levels
  - Hourly wages for the same job

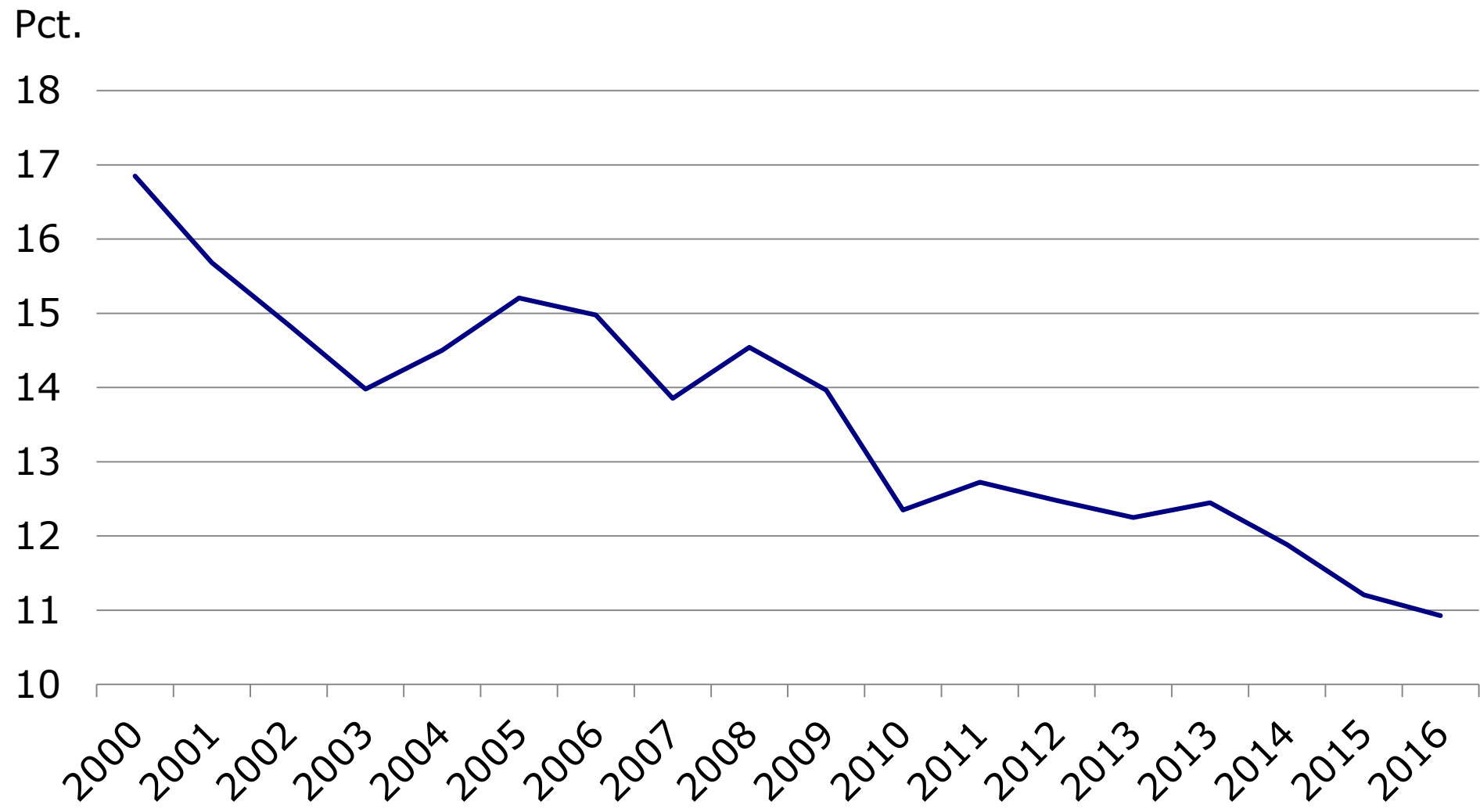
# Collective agreements

- Social partners responsibility
  - Collective agreements implement the equal pay act
  - Enforcement: Equal Pay Boards within the framework of the collective agreements

# Enforcement

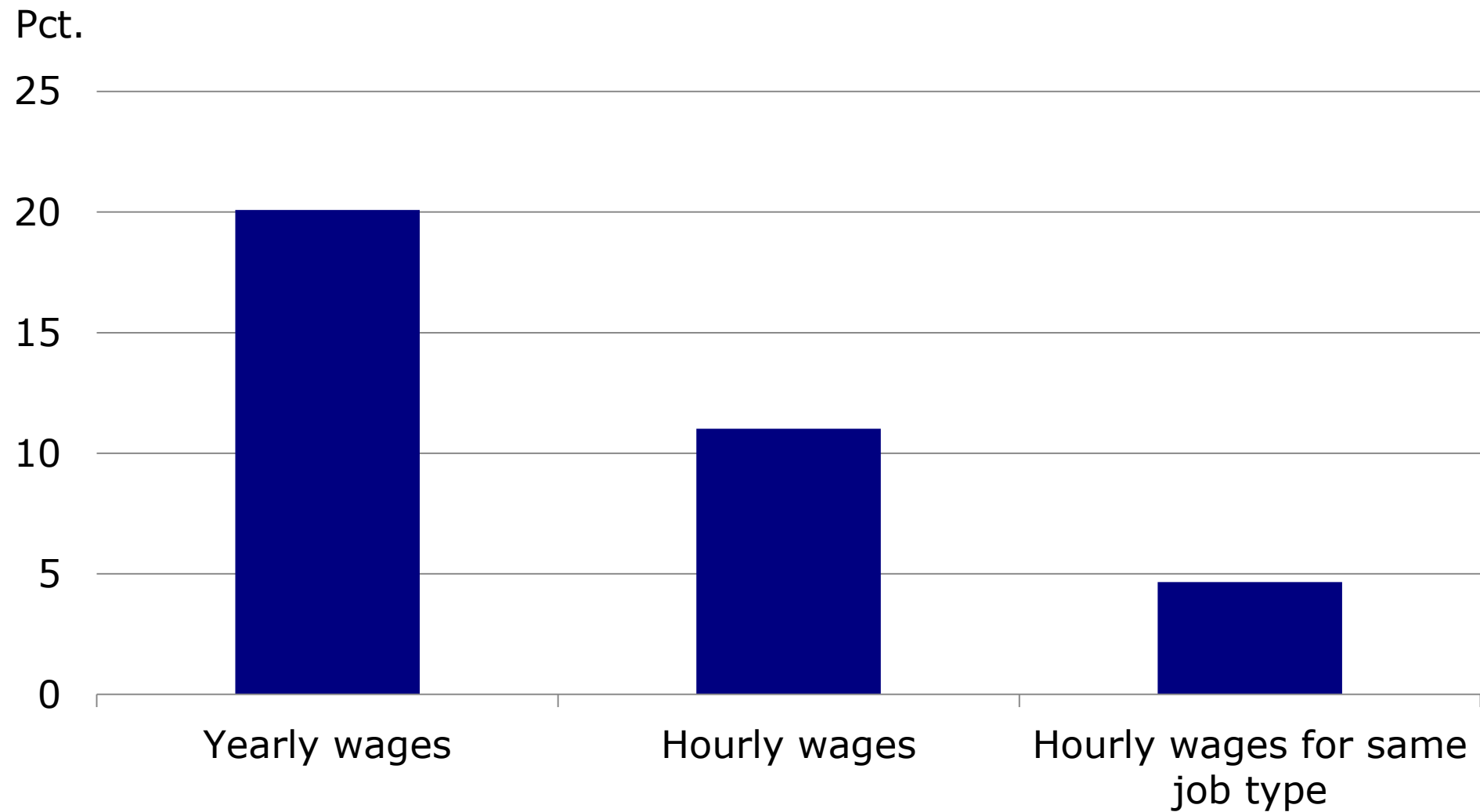
- Equal pay boards – operational since 2010
  - No cases concluded
  - No demand for statistics

# Gender pay gap – hourly wages



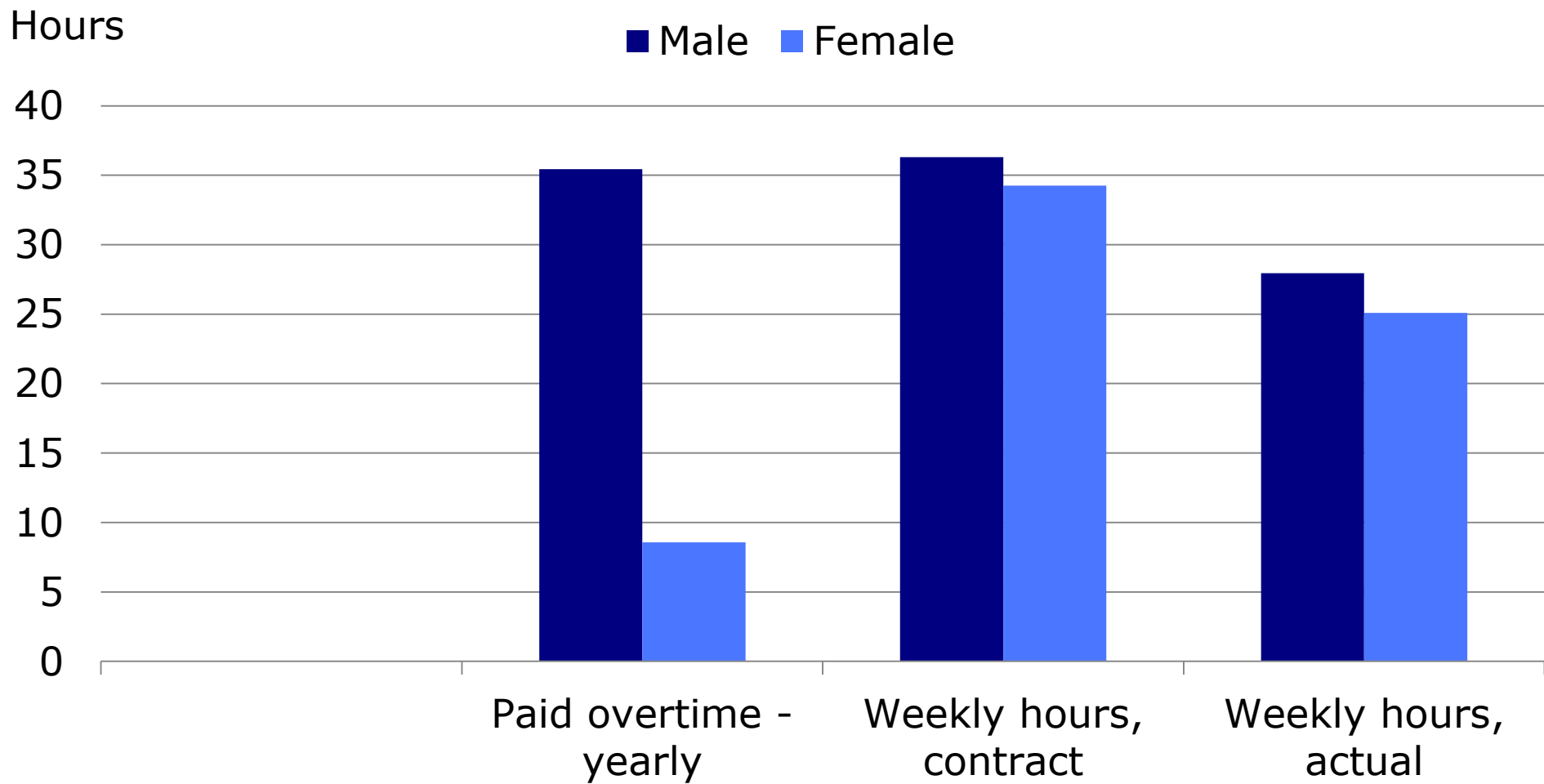
NOTE.: Wages per hour worked  
SOURCE: Statistics Denmark

# Three different wage gaps



NOTE.: Wages per hours worked.  
KILDE: Statistics Denmark.

# Differences between men and women



NOTE: Hours in 2016  
SOURCE: Statistics Denmark



**Thank you for your attention**

