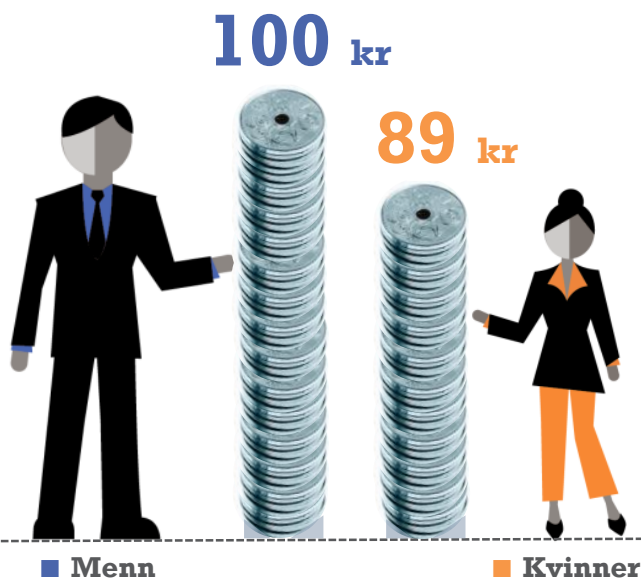


CORE-indicator:

THE GENDER PAY GAP



#1

WHAT IS THE DIFFERENCE IN HOURLY WAGES?

Women's hourly wages constitute 89 percent of men's.

Hourly wages are based on those of full- and part-time employees (20–67 years old).

Source: Calculations by CORE on Statistics Norway's payroll statistics.

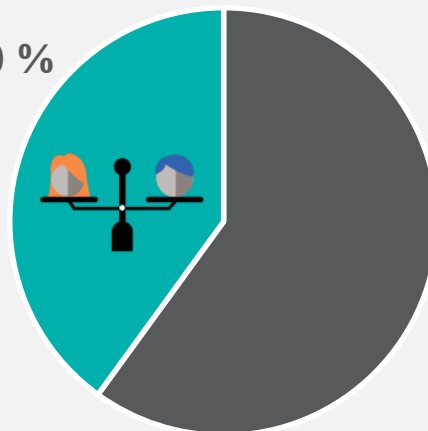
#2

WHAT EXPLAINS THE DIFFERENCE IN HOURLY WAGES?

When we compare men and women who are relatively equal in terms of age, education, sector, industry, and occupation, the wage difference is **8 percent**.

The gender segregated labour market is the most important explanation for the difference, accounting for about 40 percent of the hourly wage difference between women and men.

40 %



■ The gender segregated labour market

#3

MOTHERS VS FATHERS

Mothers' hourly wages constitute 89 percent of fathers' (20–45 years old).



#4

GLASS CEILING?

Hourly wages for low-paid workers: **6 percent** lower for women.

Hourly wages for workers in the middle of the wage structure: **8 percent** lower for women.

Hourly wages for top earners: **19 percent** lower for women.

