



WITA GPG project (With innovative tools against gender pay gap)

The Netherlands: Gender Pay Gap (GPG)

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Tendencies –decreasing average Dutch GPG around EU average

The GPG in the Netherlands was particularly high and higher than the EU average in the years of the economic crisis; in 2008-2011 it was higher or near to 18%. Since 2012 the Dutch GPG started to decrease slowly, although in 2012 the Dutch GPG was higher than the EU average. In 2013-2014 the Dutch GPG was already around the EU average (around 16%).

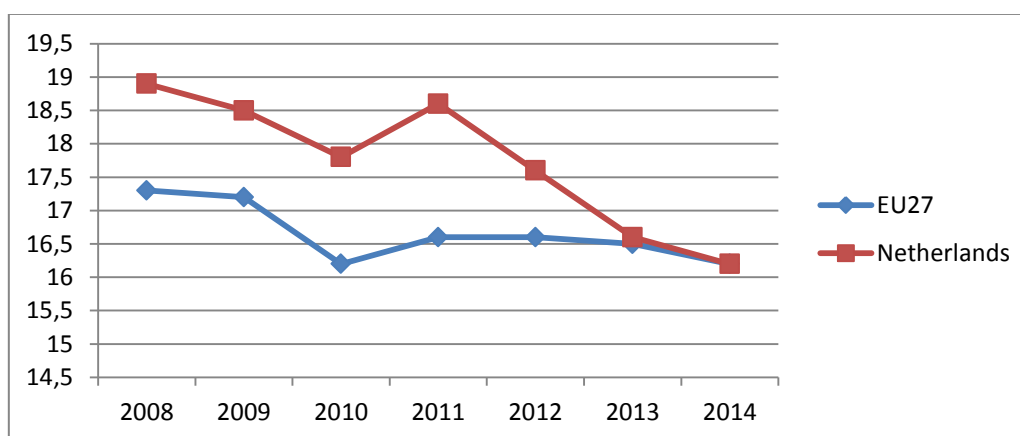
Industry, construction and services (NACE Rev. 2 B-S) (except public administration, defence, compulsory social security (NACE Rev. 2 O))

	2008	2009	2010	2011	2012	2013	2014
European Union (27 countries)	17,3	17,2	16,2	16,6	16,6	16,5	16,2
The Netherlands	18.9	18.5	17.8	18.6	17.6	16.6	16,2

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&plugin=1&language=en&pcode=tsdsc340> downloaded: 06-03-2016

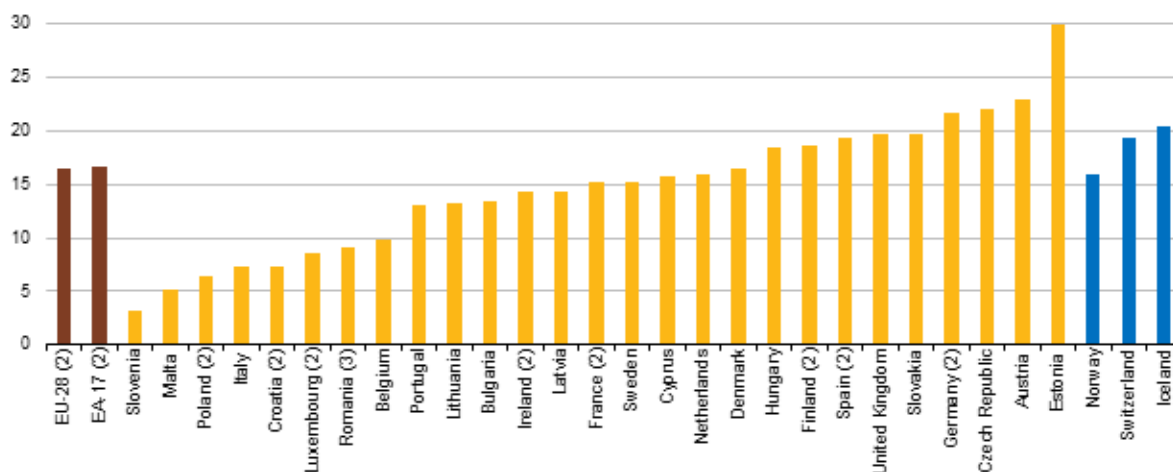
- The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.
- The population consists of all paid employees in enterprises with 10 employees or more.
- The scope/coverage is: aggregated sections B to S excluding O (NACE rev.2)
- Data is calculated on the basis of the four-yearly Structure of Earnings Survey (SES).
- As an unadjusted indicator, the GPG gives an overall picture of the differences between men and women in terms of pay and measures. This concept is broader than the concept of equal pay for equal work as a part of the earnings difference can be explained by individual characteristics of employed men and women and by sectoral and occupational gender segregations.

GPG in the Netherlands and EU, 2008-2014





GPG in EU, 2013



(1) Enterprises employing 10 or more employees; NACE Rev. 2 B to S (-0).

(2) Provisional data; Ireland: 2012 data

(3) Estimated data

No data for Greece

Source: [http://ec.europa.eu/eurostat/statistics-explained/index.php/File:The_unadjusted_gender_pay_gap,_2013_\(1\)_-_difference_between_average_gross_hourly_earnings_of_male_and_female_employees_as_%25_of_male_gross_earnings.png](http://ec.europa.eu/eurostat/statistics-explained/index.php/File:The_unadjusted_gender_pay_gap,_2013_(1)_-_difference_between_average_gross_hourly_earnings_of_male_and_female_employees_as_%25_of_male_gross_earnings.png), downloaded 06/03/2016

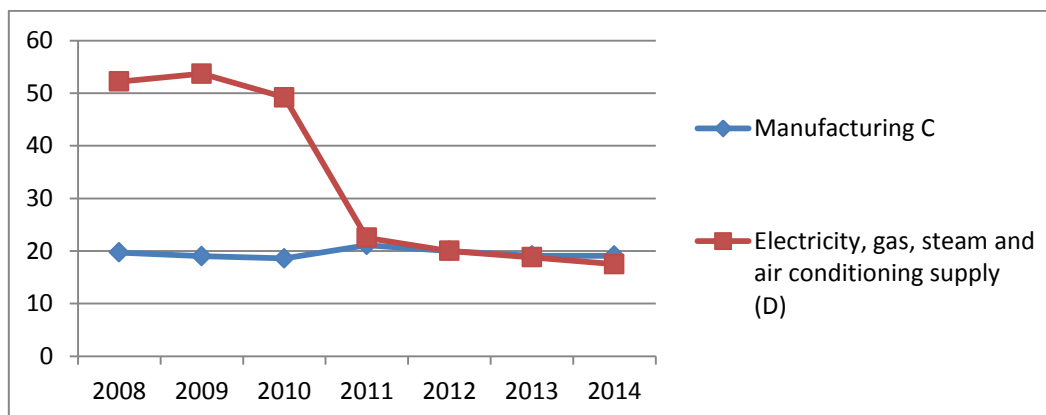
The most hit sectors according to level and dynamics

Electricity, gas, steam and air conditioning supply sector – the highest GPG in this sector in the EU in 2008-2010!

The size of GPG by economic activities differs greatly in the Netherlands. In 2008-2009-2010 there was an extraordinarily high GPG in the Electricity, gas, steam and air conditioning supply sector (around 50%). It was the major GPG in this sector in the EU, the Dutch value was followed by the UK GPG in this sector (32%, 2008) and Belgium (30%, 2008). From 2011 the GPG in the Electricity, gas, steam and air conditioning supply sector started to be “normalised”, falling to 17,6% in 2014.



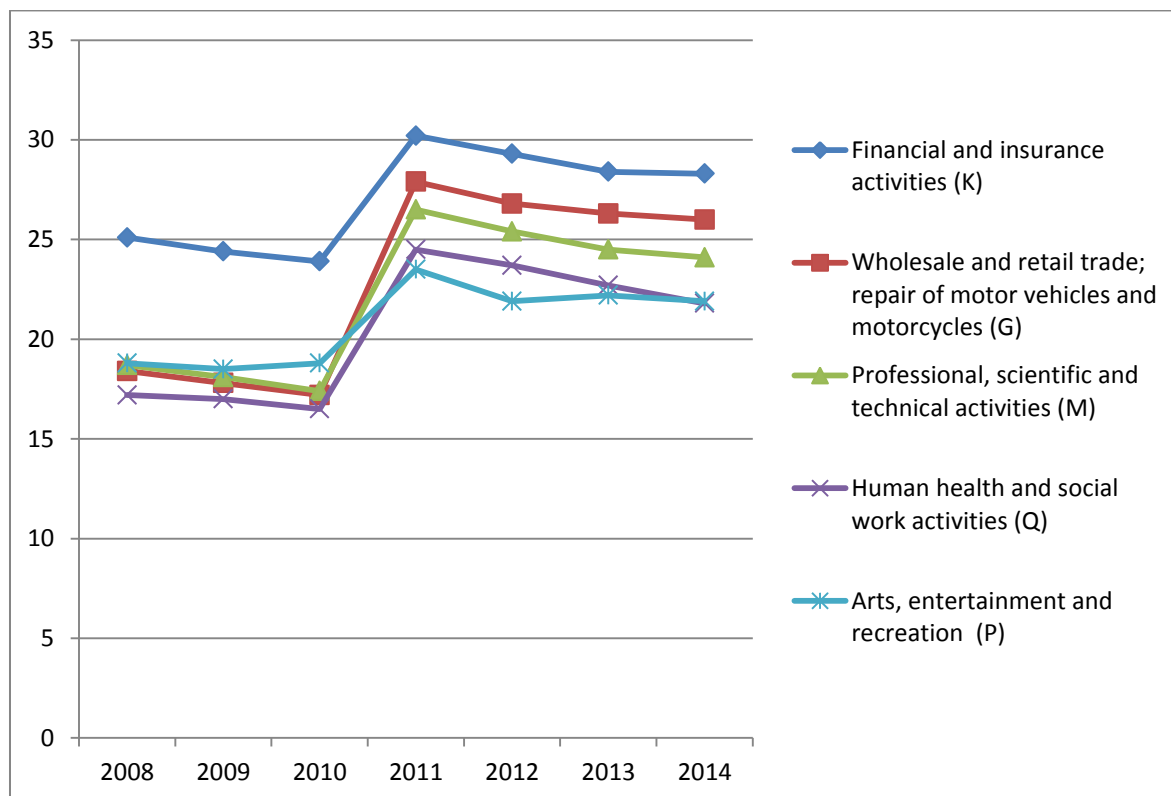
Manufacturing and electricity and gas sector, GPG, 2008-2014



Financial sector hit by high and growing GPG in the Netherlands

The second sector with highest GPG in 2008 and through all the period was the Financial and insurance activities (K) sector. In this sector in 2008 the GPG was 25,1% meanwhile in 2011 it raised to more than 30% and also in 2013-2014 it was higher than 28% .

Sectors with high and increasing GPG, 2008-2014 %



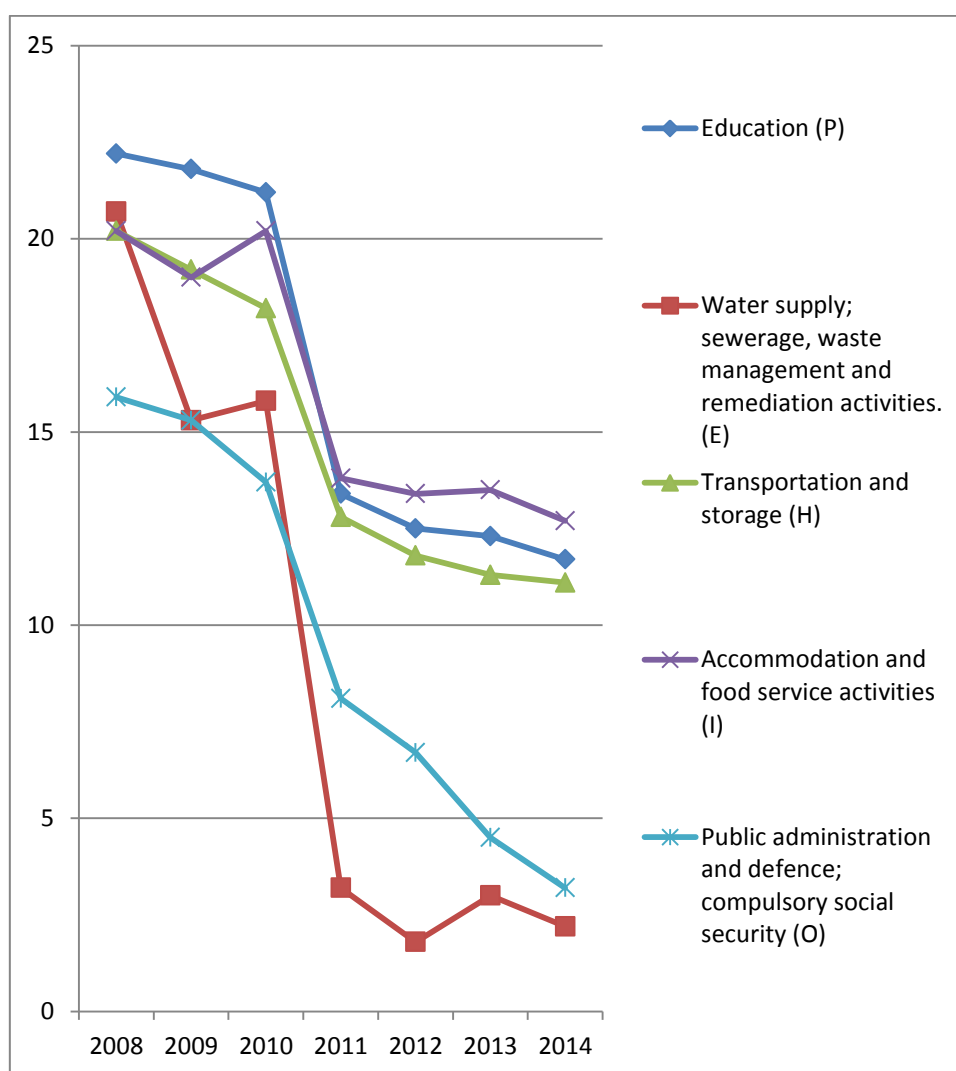


There are some other sectors hit by high GPG particularly during the crisis years and which were not able to reduce their GPG to the value of 2008. They are the Wholesale and retail trade; repair of motor vehicles and motorcycles, Professional, scientific and technical activities, Human health and social work activities, Arts, entertainment and recreation.

Sectors with previously high but decreasing GPG

There are some sectors in the Netherlands where the GPG higher than 20% in 2008 were dynamically decreasing and in 2014 already their GPG was well below the Dutch average GPG. Such sectors are first of all the Water supply; sewerage, waste management and remediation activities (with 2,2% GPG in 2014), Public administration and defence; compulsory social security with (3% GPG in 2014), the Education, Transportation and storage and Accommodation and food service activities.

Sectors with dynamically decreasing GPG, %, 2008-2014





GPG in sectors, the Netherlands, %, 2007-2014

	2008	2009	2010	2011	2012	2013	2014
Manufacturing C	19,7	19,0	18,6	21,1	20,0	19,1	19,1
Electricity, gas, steam and air conditioning supply (D)	52,2	53,7	49,2	22,5	20,0	18,8	17,5
Water supply; sewerage, waste management and remediation activities. (E)	20,7	15,3	15,8	3,2	1,8	3,0	2,2
Construction (F)	18,7	17,5	17,1	15,3	14,2	13,2	12,8
Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	18,4	17,8	17,2	27,9	26,8	26,3	26,0
Transportation and storage (H)	20,2	19,2	18,2	12,8	11,8	11,3	11,1
Accommodation and food service activities (I)	20,2	19,0	20,2	13,8	13,4	13,5	12,7
Information and communication (J)	18,4	17,9	17,4	19,2	18,2	17,2	17,8
Financial and insurance activities (K)	25,1	24,4	23,9	30,2	29,3	28,4	28,3
Real estate activities (L)	13,6	13,0	11,6	19,4	18,1	17,2	16,6
Professional, scientific and technical activities (M)	18,7	18,1	17,4	26,5	25,4	24,5	24,1
Administrative and support service activities (N)	15,6	15,5	15,1	11,3	11,5	11,8	10,6
Public administration and defence; compulsory social security (O)	15,9	15,3	13,7	8,1	6,7	4,5	3,2
Education (P)	22,2	21,8	21,2	13,4	12,5	12,3	11,7
Human health and social work activities (Q)	17,2	17,0	16,5	24,5	23,7	22,7	21,8
Arts, entertainment and recreation (P)	18,8	18,5	18,8	23,5	21,9	22,2	21,9
Other service activities (S)	26,0	25,5	27,6	17,8	17,0	18,2	18,5

Gender pay gap in unadjusted form in % - NACE Rev. 2 (structure of earnings survey methodology)[earn_gr_gpgr2]

Last update: 25-02-2016 downloaded 06-03-2016



Public control sector- quickly decreasing GPG after 2011

In the Netherlands in 2007-2010 the GPG in the public and private controlled sector did not differ significantly. In 2011 already the gap between the GPG of public and private controlled sector has started to widen: the GPG in the public control sector has decreased significantly (from 19,4% in 2007 to 13,6% in 2014), meanwhile the GPG in private control sector has increased somewhat (from 19,7% in 2007 to 21,6% in 2014).

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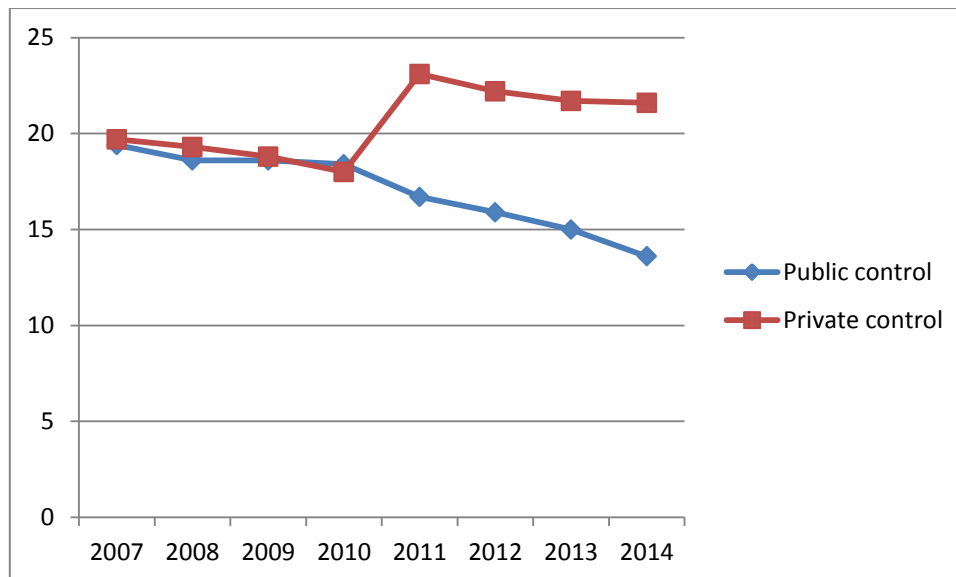
The Netherlands: GPG, public and private control sector, 2007-2014, %¹

	2007	2008	2009	2010	2011	2012	2013	2014
Public control	19,4	18,6	18,6	18,4	16,7	15,9	15,0	13,6
Private control	19,7	19,3	18,8	18,0	23,1	22,2	21,7	21,6

Gender pay gap in unadjusted form by economic control in % - NACE Rev. 2, B-S excluding O (Structure of Earnings Survey methodology)[earn_gr_gpgr2ct]

Last update: 04-02-2016 downloaded 06-03-2016

The Netherlands: GPG, public and private control sector, 2007-2014, %



¹ Gender pay gap in unadjusted form by economic control in % - NACE Rev. 2, B-S excluding O (Structure of Earnings Survey methodology)

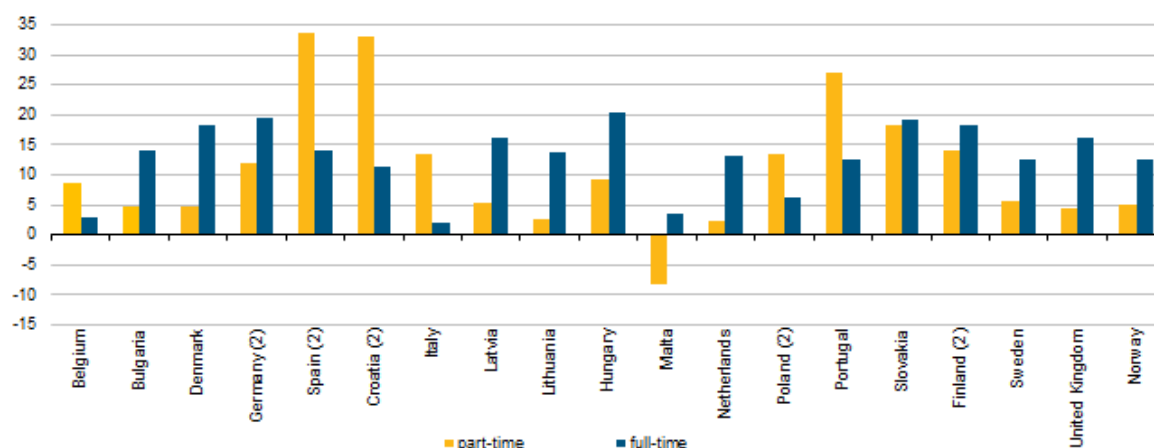


Dutch part-time workers - low GPG

In the Netherlands a particularly big proportion of employees work part-time. The majority of the women work part-time.

‘Dutch kids are among the happiest in the world, according to Unicef. Some attribute their high quality of life and general good nature to a rather laid-back approach to work: more than half of the Dutch working population works part time, a far greater share than in any other rich-world country....On average only a fifth of the working-age population in EU member states holds a part-time job (8.7% of men and 32.2% of women); in the Netherlands 26.8% of men and 76.6% of women work less than 36 hours a week’² (The Economist).

EU countries: part-time and full –time GPG, 2013, %



(1) Enterprises employing 10 or more employees; NACE Rev. 2 B to S (-0).

(2) Provisional data

Source: Eurostat, (earn_gr_gpgr2wt)

Downloaded from http://ec.europa.eu/eurostat/statistics-explained/images/4/4f/The_unadjusted_Gender_Pay_Gap_by_working_profile.png, 06-03-2016

In the Netherlands the GPG for part-timers is much lower than the GPG for full-timers. There are countries like Belgium, Spain, Croatia, Italy, and Poland where the GPG for part-timer is much higher than for those working full-time.

² The Economist, <http://www.economist.com/blogs/economist-explains/2015/05/economist-explains-12>
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GPG according to age groups –highest GPG in the age group when career development should take place

In the Netherlands practically there is no gender pay gap or only a very insignificant in concern of young people below 34 years old.

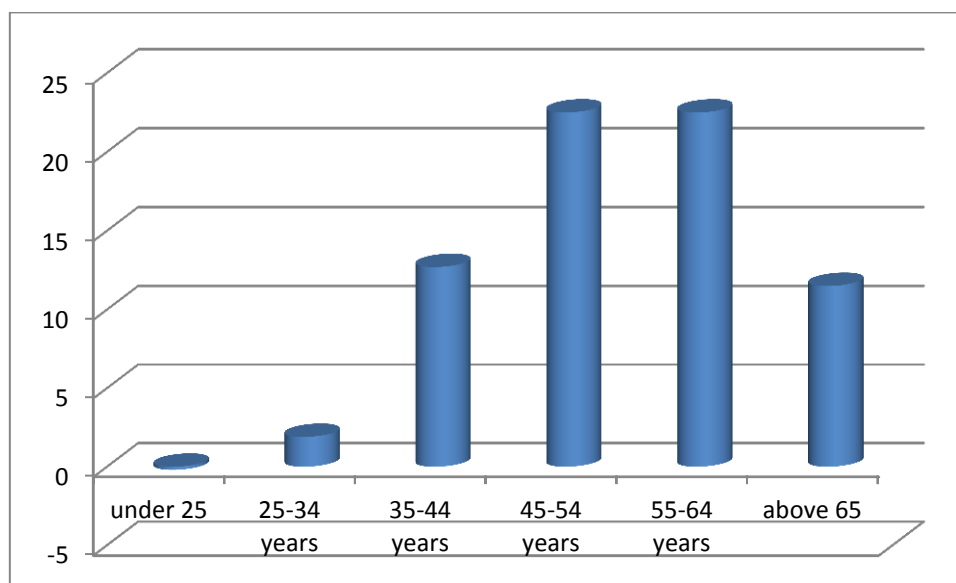
The GPG starts to increase above 35 years old (12,7% for 35-44 years old) and it reaches its peak in case of 45-64 years old (22,5%). It is clearly seen that the GPG starts to grow when the career interruptions due to childbirth, childcare, later the returning to job happens (35-44 years old) and the career development should take place (after 45 years old). The 22,5 % of GPG is maintained during the further active life of the average women who works until 65 years old.

The Netherlands: GPG according to age groups, %, 2013

under 25	-0,2
25-34 years	1,9
35-44 years	12,7
45-54 years	22,5
55-64 years	22,5
above 65	11,5

http://ec.europa.eu/eurostat/statistics-explained/images/2/25/The_unadjusted_Gender_Pay_Gap_by_age_%28%25%29%2C_2013_%281%29_new.png

The Netherlands: GPG according to age groups, %, 2013





Equal Pay Day in the Netherlands

In the Netherlands the latest available figure for GPG is 16,2% (year 2014)³. As the number of working days in the Netherlands in 2016 is 254⁴ the additional number of working days is 41. So the Dutch women until February 29 work free, meaning that the first Equal Pay Day in the Netherlands (when women and men are paid equally) is 1 of March.

Gender overall earnings gap

The gender overall earnings gap is the difference between the average annual earnings between women and men.

The gender overall earnings gap in the Netherlands stands at 49.1 %, meanwhile the average EU value is 41,1 %. (2010)⁵

It takes into account three types of disadvantages which the women face

- lower hourly earnings;
- working fewer hours in paid jobs;
- lower employment rates (for example when interrupting a career to take care of children or relatives).

³ see <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&language=en&pcode=tsdsc340>

⁴ see <http://netherlands.workingdays.org/#a3>

⁵ see: http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/gpg_country_factsheet_nl_2015_en.pdf