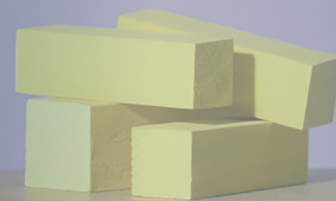


NATIONAL STATISTICS OFFICE OF GEORGIA

ADJUSTED GENDER PAY GAP (GPG) 2022



16.10.2023

ADJUSTED GENDER PAY GAP

2022

In 2022 the adjusted hourly gender pay gap equaled 15.4%. The same indicator calculated at the monthly level equaled 23.0%. Compared to the previous year, the hourly gender pay gap decreased by 0.4 percentage points, while the monthly gender pay gap increased by 1.6 percentage points.

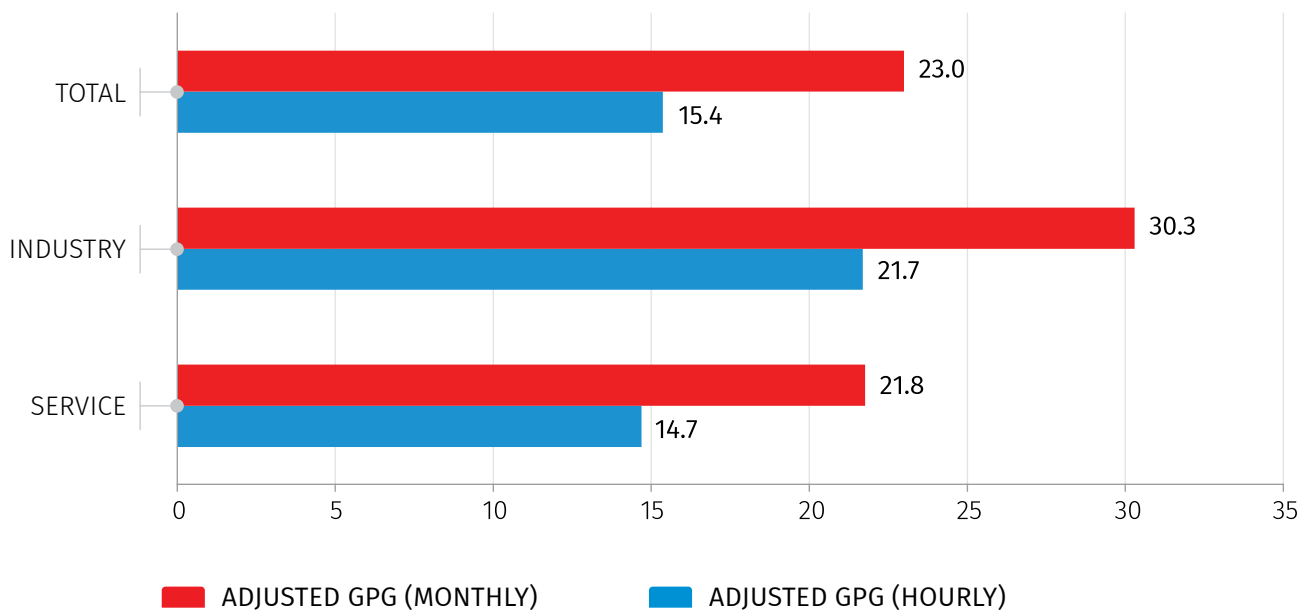
In 2022, the adjusted hourly gender wage gap in industry was 21.7 percent, and in services - 14.7 percent.

The chart below presents the adjusted hourly and monthly gender pay gap.

CHART №1

ADJUSTED GENDER PAY GAP, 2022

(%)



NOTE:

Data for the construction and agriculture sectors are not representative due to insufficient sample size.

NATIONAL STATISTICS OFFICE OF GEORGIA

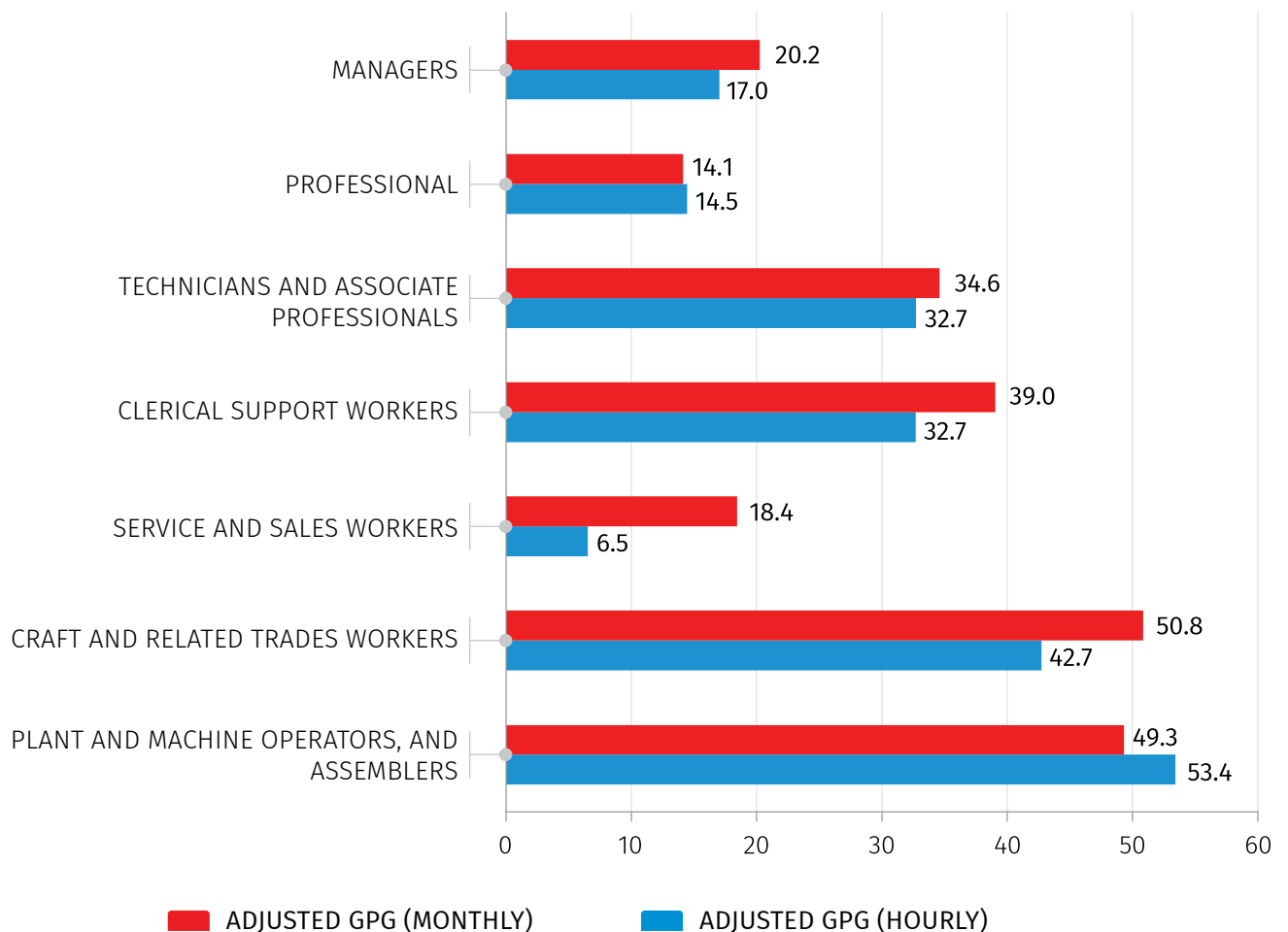
16.10.2023

According to the occupation, the highest hourly gender pay gap was observed in Plant and machine operators, and assemblers position (53.4%), while Craft and related trades workers (42.7%) held the second place.

The chart below presents the adjusted hourly and monthly gender pay gap by occupation.

CHART №2

ADJUSTED GENDER PAY GAP BY OCCUPATION, 2022
(%)



16.10.2023

INFORMATION NOTE

The gender pay gap represents the difference between the average wages of men and women, expressed as a percentage of the average wage of men. The gender pay gap that does not take into account demographics and job characteristics of the individuals is known as the unadjusted gender pay gap. Even if demographics (age, education, marital status, place of residence - region/type of settlement, etc.) and job characteristics (economic activity, occupation, etc.) are considered, there is still a difference between wages of men and women. This difference is an indicator of gender inequality related to earnings. The social factors causing the gender pay gap are quite complex. The International Labor Organization's (ILO) Fundamental Convention on "Equal Remuneration for Men and Women Workers for Work of Equal Value" obliges countries to ensure equal pay for equal work without discrimination.

In line with international practice, the adjusted gender pay gap was calculated based on the Labour Force Survey, using a regression model for the hired population aged 15-64.

NOTES:

The release uses the international standard classification of occupations - ISCO-08 and classification of the economic activities, which is based on the European standard NACE rev.2.

CONTACT PERSON:

Vasil Tsakadze, Tel.: (+995 32) 236 72 10 (600). E-mail: vtsakadze@geostat.ge

Mariam Kavelashvili. Tel.: (+995 32) 236 72 10 (020). E-mail: mkavelasvili@geostat.ge