

# Gender Pay Gap in Switzerland across Industries and Regions

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# Introduction

- ▶ The Gender Pay Gap shows a persistent disparity in earnings between men and women
- ▶ Reflects systemic inequalities with implications economic efficiency
- ▶ Focus of this study: quantifying the gender pay gap across industries and regions in Switzerland
- ▶ Providing a data-driven overview
- ▶ Approach: Use of descriptive statistics to visualize the gender pay gap across job roles and gross regions

# Data

- ▶ Data is provided by the Federal Statistical Office of Switzerland
- ▶ We used data from 2012 - 2022 on 3 themes:
  - ▶ Gross monthly wage (central value) by economic division, occupational status and gender on 7 gross regions
  - ▶ Gross monthly wage (central value) by degree of employment, occupational status and gender - private and public sector combined
  - ▶ Gross monthly wage (central value) by degree of employment, occupational status and gender - private and public sector combined

# Methodology

- ▶ Data cleaning process: KNN Imputation
- ▶ Descriptive statistics
- ▶ Color blindness test

# Absolute Gender Pay Gap by Job Role

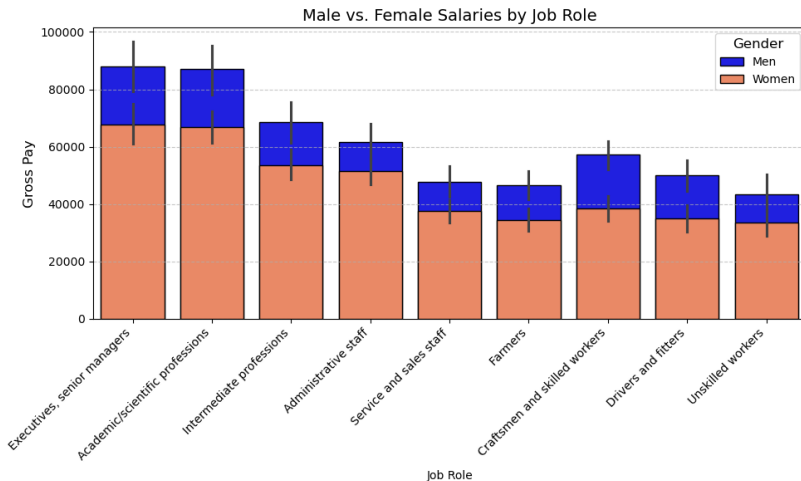


Figure: Gender Pay Gap by Job Role

- ▶ Craftsmen and skilled workers (34.59%)
- ▶ Academic/Scientific Professions (22.49%)

# Relative Gender Pay Gap by Job Role

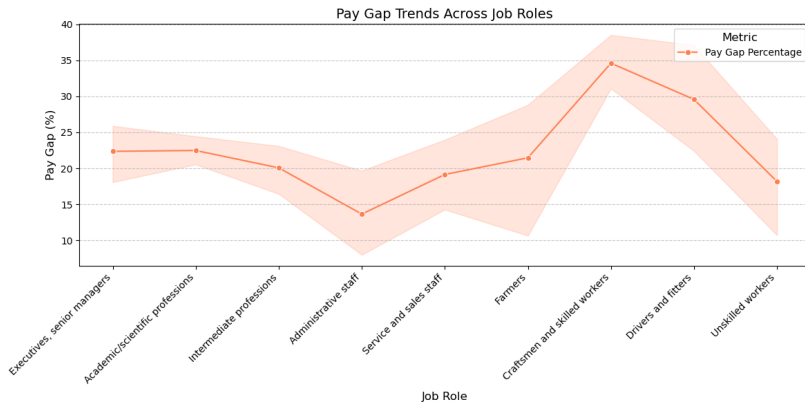


Figure: Relative Gender Pay Gap by Job Role

# Gender Pay Gap by Job Role: Results

- ▶ Job roles with high variation aggregates very diverse specific job roles across various industries
- ▶ Executives and senior manager: often male-dominated and associated with traditional gender norms.
- ▶ Administrative staff: often more standardized pay structures (set salary scales, fixed hourly wages)
- ▶ Less occupational segregation compared to other categories
- ▶ Administrative positions may have fewer hierarchical levels
- ▶ Not control over full-time versus part-time employment



# Trend of Gender Pay Gap over Time

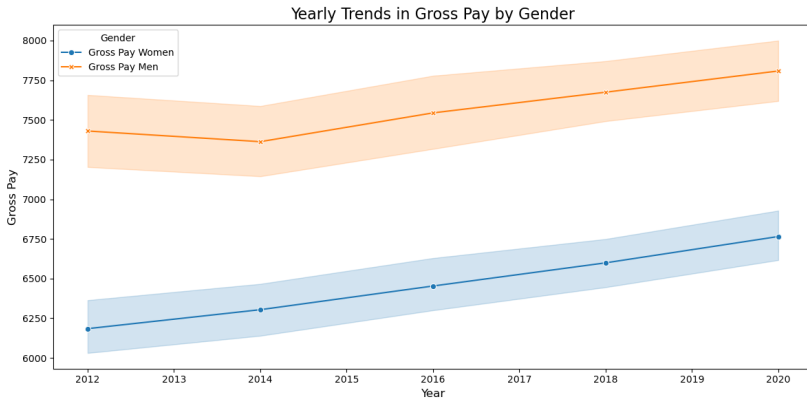


Figure: Trends in Gross Pay by Gender over Years

# Trend of Gender Pay Gap over Time by Job Role

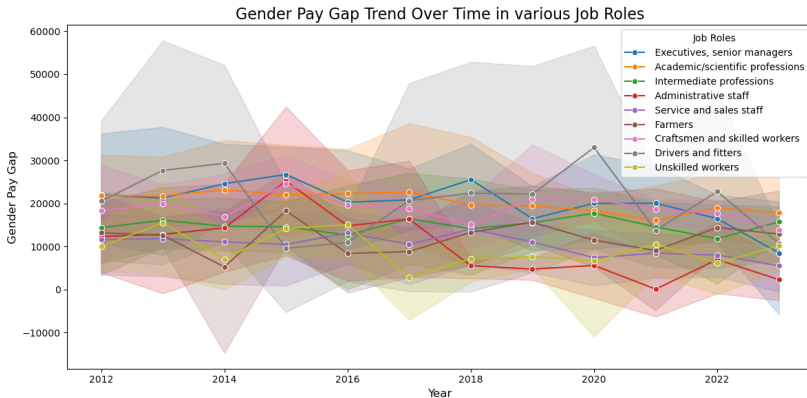


Figure: Trends in Gender Pay Gap by Job Roles over Years

# Gender Pay Gap by Job Role: Results

- ▶ Job roles with high variation aggregates very diverse specific job roles across various industries
- ▶ Upward trend in wages for both men and women
- ▶ Consistently higher wages for men compared to women
- ▶ Gradual narrowing of the pay gap
- ▶ Overall trend remains consistent across all job roles
- ▶ None of the job roles stands out as experiencing a disproportionately large or small reduction in the gap progress toward wage equality is
- ▶ Generally occurring at a similar pace across the labor market.

# Severity of Gender Pay Gap by Job Role and Work Type

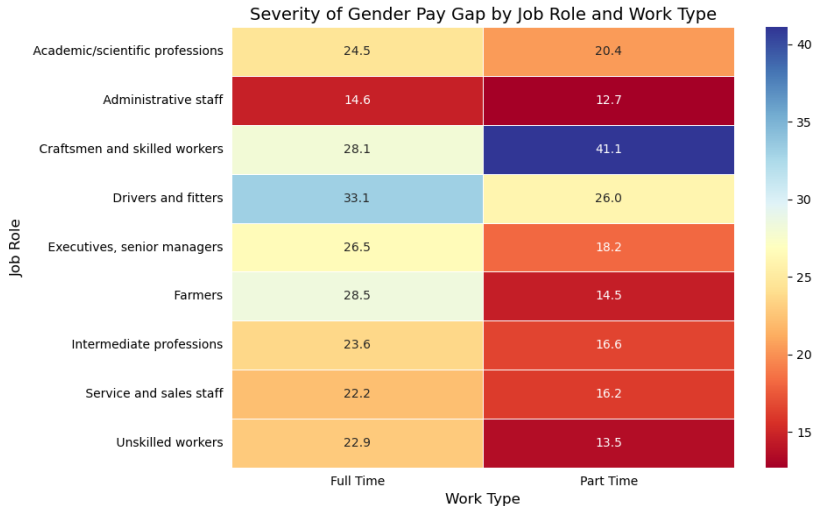


Figure: Relative Gender Pay Gap by Job Role and Work Type

# Gender Pay Gap by Job Role: Results

- ▶ Small differences indicate standardized standardized salary scales
- ▶ Structural and cultural factors within group of craftsmen and skilled workers
- ▶ Part-time roles in skilled professions may often be lower-skilled or less senior positions
- ▶ Part-time workers may have limited access to bonuses or specialized training opportunities, widening the gap

# Distribution of Gross Pay by Gender Across Job Roles

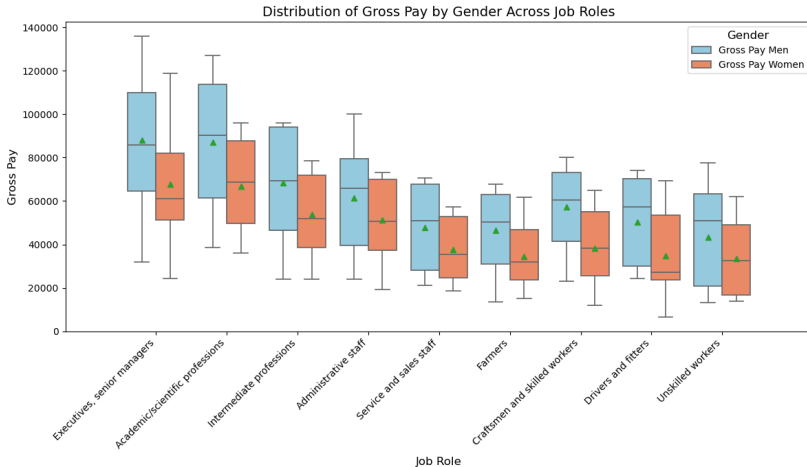


Figure: Distribution of Gender Pay Gap by Job Role and Work Type

# Distribution of Gross Pay by Gender Across Job Roles: Results

- ▶ Largest variability between men and women in Executives and senior managers
- ▶ Men are more likely to occupy higher-paying senior positions and more variable roles within executive levels.
- ▶ Less variability in pay among female executives and senior managers
- ▶ Suggests a broader spread of salaries at the extremes within the female group.
- ▶ "Glass ceiling" effect

# Gross Gender Pay Gap over Time Across Gross Regions in Switzerland

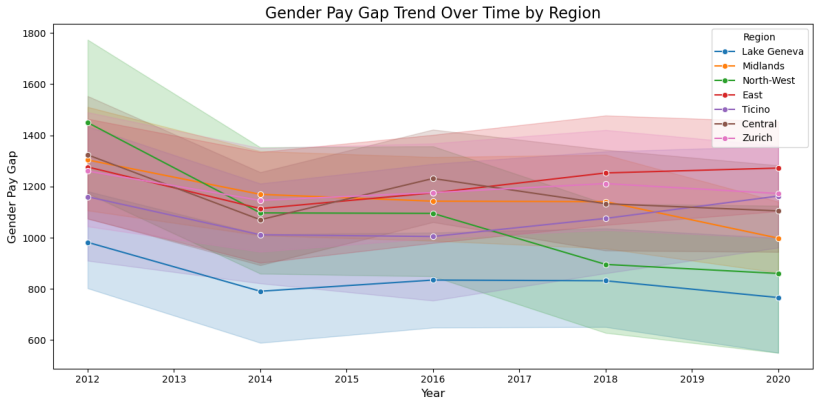


Figure: Gross Gender Pay Gap over Time Across Gross Regions in Switzerland



# Gross Gender Pay Gap over Time Across Gross Regions in Switzerland: Results

- ▶ Downward trend in the gender pay gap across Switzerland's gross regions over time
  - ▶ Largest decline in the gender pay gap is found in the North-West region (Basel Aargau)
  - ▶ High concentration of multinational corporations in the pharmaceutical, finance and technology sectors.
  - ▶ Region may have seen a greater number of women entering high-paying sectors and leadership roles, contributing to the narrowing of the pay gap

# Absolute Gender Pay Gap by Region

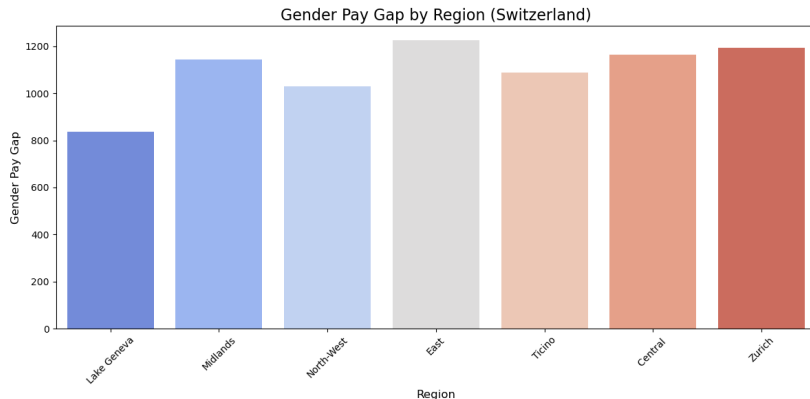


Figure: Gender Pay Gap by Region

# Gross Gender Pay Ratio by Region

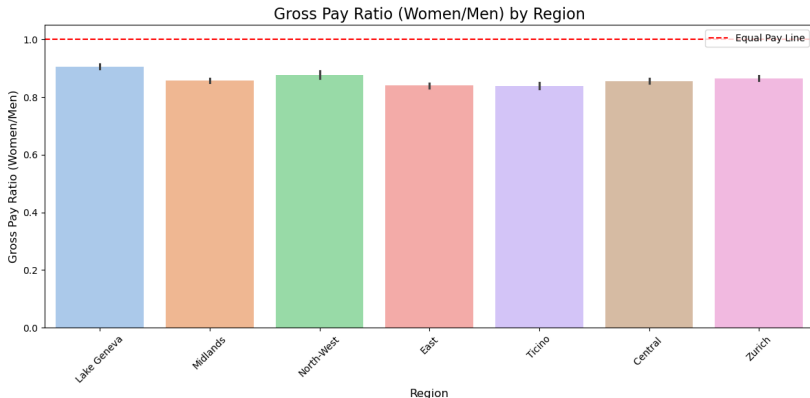


Figure: Ratio of Gross Wages by Region

# Gender Pay Gap by Region

- ▶ Wage disparities between men and women are relatively consistent nationwide, no region displaying significantly higher or lower gaps
- ▶ Suggests that the gender pay gap is a pervasive issue across Switzerland
- ▶ Gender Pay Ratio across regions falls consistently between 0.8 and 0.9
  - ▶ Women earn approximately 80-90

# Conclusion

- ▶ Confirms the existence of a persistent gender pay gap in Switzerland
- ▶ Significant differences are observed across industries
- ▶ Over the observed time frame, the gender pay gap has shown a gradual decrease
- ▶ Regional differences in the pay gap were identified, but the variations in absolute terms were found to be relatively minor
- ▶ Regional disparities are less pronounced than those seen across industries.