

  


## ***Annexes***

## **Annex 1**

### ***ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up***

Whereas the ILO was founded in the conviction that social justice is essential to universal and lasting peace;

Whereas economic growth is essential but not sufficient to ensure equity, social progress and the eradication of poverty, confirming the need for the ILO to promote strong social policies, justice and democratic institutions;

Whereas the ILO should, now more than ever, draw upon all its standard-setting, technical cooperation and research resources in all its areas of competence, in particular employment, vocational training and working conditions, to ensure that, in the context of a global strategy for economic and social development, economic and social policies are mutually reinforcing components in order to create broad-based sustainable development;

Whereas the ILO should give special attention to the problems of persons with special social needs, particularly the unemployed and migrant workers, and mobilize and encourage international, regional and national efforts aimed at resolving their problems, and promote effective policies aimed at job creation;

Whereas, in seeking to maintain the link between social progress and economic growth, the guarantee of fundamental principles and rights at work is of particular significance in that it enables the persons concerned to claim freely and on the basis of equality of opportunity their fair share of the wealth which they have helped to generate, and to achieve fully their human potential;

Whereas the ILO is the constitutionally mandated international organization and the competent body to set and deal with international labour standards, and enjoys universal support and acknowledgement in promoting fundamental rights at work as the expression of its constitutional principles;

Whereas it is urgent, in a situation of growing economic interdependence, to reaffirm the immutable nature of the fundamental principles and rights embodied in the Constitution of the Organization and to promote their universal application;

The International Labour Conference,

1. Recalls:

- (a) that in freely joining the ILO, all Members have endorsed the principles and rights set out in its Constitution and in the Declaration of Philadelphia, and have undertaken to work towards attaining the overall objectives of the Organization to the best of their resources and fully in line with their specific circumstances;
- (b) that these principles and rights have been expressed and developed in the form of specific rights and obligations in Conventions recognized as fundamental both inside and outside the Organization.

2. Declares that all Members, even if they have not ratified the Conventions in question, have an obligation arising from the very fact of membership in the Organization, to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

- (a) freedom of association and the effective recognition of the right to collective bargaining;
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the effective abolition of child labour; and
- (d) the elimination of discrimination in respect of employment and occupation.

3. Recognizes the obligation on the Organization to assist its Members, in response to their established and expressed needs, in order to attain these objectives by making full use of its constitutional, operational and budgetary resources, including by the mobilization of external resources and support, as well as by encouraging other international organizations with which the ILO has established relations, pursuant to article 12 of its Constitution, to support these efforts:

- (a) by offering technical cooperation and advisory services to promote the ratification and implementation of the fundamental Conventions;
- (b) by assisting those Members not yet in a position to ratify some or all of these Conventions in their efforts to respect, to promote and to realize the principles concerning fundamental rights which are the subject of those Conventions; and
- (c) by helping the Members in their efforts to create a climate for economic and social development.

4. Decides that, to give full effect to this Declaration, a promotional follow-up, which is meaningful and effective, shall be implemented in accordance with the measures specified in the annex hereto, which shall be considered as an integral part of this Declaration.

5. Stresses that labour standards should not be used for protectionist trade purposes, and that nothing in this Declaration and its follow-up shall be invoked or otherwise used for such purposes; in addition, the comparative advantage of any country should in no way be called into question by this Declaration and its follow-up.

## **Annex**

### **Follow-up to the Declaration**

#### **I. Overall purpose**

1. The aim of the follow-up described below is to encourage the efforts made by the Members of the Organization to promote the fundamental principles and rights enshrined in the Constitution of the ILO and the Declaration of Philadelphia and reaffirmed in this Declaration.
2. In line with this objective, which is of a strictly promotional nature, this follow-up will allow the identification of areas in which the assistance of the Organization through its technical cooperation activities may prove useful to its Members to help them implement these fundamental principles and rights. It is not a substitute for the established supervisory mechanisms, nor shall it impede their functioning; consequently, specific situations within the purview of those mechanisms shall not be examined or re-examined within the framework of this follow-up.
3. The two aspects of this follow-up, described below, are based on existing procedures: the annual follow-up concerning non-ratified fundamental Conventions will entail merely some adaptation of the present modalities of application of article 19, paragraph 5(e), of the Constitution; and the global report will serve to obtain the best results from the procedures carried out pursuant to the Constitution.

#### **II. Annual follow-up concerning non-ratified fundamental Conventions**

##### **A. Purpose and scope**

1. The purpose is to provide an opportunity to review each year, by means of simplified procedures to replace the four-year review introduced by the Governing Body in 1995, the efforts made in accordance with the Declaration by Members which have not yet ratified all the fundamental Conventions.
2. The follow-up will cover each year the four areas of fundamental principles and rights specified in the Declaration.

##### **B. Modalities**

1. The follow-up will be based on reports requested from Members under article 19, paragraph 5(e), of the Constitution. The report forms will be drawn up so as to obtain information from governments which have not ratified one or more of the fundamental Conventions, on any changes which may have taken place in their law and practice, taking due account of article 23 of the Constitution and established practice.
2. These reports, as compiled by the Office, will be reviewed by the Governing Body.
3. With a view to presenting an introduction to the reports thus compiled, drawing attention to any aspects which might call for a more in-depth discussion, the Office may call upon a group of experts appointed for this purpose by the Governing Body.
4. Adjustments to the Governing Body's existing procedures should be examined to allow Members which are not represented on the Governing

Body to provide, in the most appropriate way, clarifications which might prove necessary or useful during Governing Body discussions to supplement the information contained in their reports.

### **III. Global report**

#### **A. Purpose and scope**

1. The purpose of this report is to provide a dynamic global picture relating to each category of fundamental principles and rights noted during the preceding four-year period, and to serve as a basis for assessing the effectiveness of the assistance provided by the Organization, and for determining priorities for the following period, in the form of action plans for technical cooperation designed in particular to mobilize the internal and external resources necessary to carry them out.
2. The report will cover, each year, one of the four categories of fundamental principles and rights in turn.

#### **B. Modalities**

1. The report will be drawn up under the responsibility of the Director-General on the basis of official information, or information gathered and assessed in accordance with established procedures. In the case of States which have not ratified the fundamental Conventions, it will be based in particular on the findings of the aforementioned annual follow-up. In the case of Members which have ratified the Conventions concerned, the report will be based in particular on reports as dealt with pursuant to article 22 of the Constitution.
2. This report will be submitted to the Conference for tripartite discussion as a report of the Director-General. The Conference may deal with this report separately from reports under article 12 of its Standing Orders, and may discuss it during a sitting devoted entirely to this report, or in any other appropriate way. It will then be for the Governing Body, at an early session, to draw conclusions from this discussion concerning the priorities and plans of action for technical cooperation to be implemented for the following four-year period.

### **IV. It is understood that:**

1. Proposals shall be made for amendments to the Standing Orders of the Governing Body and the Conference which are required to implement the preceding provisions.
2. The Conference shall, in due course, review the operation of this follow-up in the light of the experience acquired to assess whether it has adequately fulfilled the overall purpose articulated in Part I.

The foregoing is the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up duly adopted by the General Conference of the International Labour Organization during its Eighty-sixth Session which was held at Geneva and declared closed 18 June 1998.

IN FAITH WHEREOF we have appended our signatures this nineteenth day of June 1998.

*The President of the Conference,*

JEAN-JACQUES OECHSLIN.

*The Director-General of the International Labour Office,*

MICHEL HANSENNE.

## Annex 2

### *Table of ratifications of ILO Conventions Nos. 100 and 111*

No. 100 – Equal Remuneration Convention, 1951 (160 ratifications by 1 January 2003)

No. 111 – Discrimination (Employment and Occupation Convention, 1958 (158 ratifications by 1 January 2003)

### *Explanation of symbols in the table*

R Convention ratified by 1 January 2003

– Convention not ratified by 1 January 2003

Countries	Convention No. 100	Convention No. 111
Afghanistan	R	R
Albania	R	R
Algeria	R	R
Angola	R	R
Antigua and Barbuda	–	R
Argentina	R	R
Armenia	R	R
Australia	R	R
Austria	R	R
Azerbaijan	R	R
Bahamas	R	R
Bahrain	–	R
Bangladesh	R	R
Barbados	R	R
Belarus	R	R
Belgium	R	R
Belize	R	R
Benin	R	R
Bolivia	R	R
Bosnia and Herzegovina	R	R

Countries	Convention No. 100	Convention No. 111
Botswana	R	R
Brazil	R	R
Bulgaria	R	R
Burkina Faso	R	R
Burundi	R	R
Cambodia	R	R
Cameroon	R	R
Canada	R	R
Cape Verde	R	R
Central African Republic	R	R
Chad	R	R
Chile	R	R
China	R	–
Colombia	R	R
Comoros	R	–
Congo	R	R
Costa Rica	R	R
Côte d'Ivoire	R	R
Croatia	R	R
Cuba	R	R
Cyprus	R	R
Czech Republic	R	R
Democratic Rep. of the Congo	R	R
Denmark	R	R
Djibouti	R	–
Dominica	R	R
Dominican Republic	R	R
Ecuador	R	R
Egypt	R	R
El Salvador	R	R
Equatorial Guinea	R	R
Eritrea	R	R
Estonia	R	–
Ethiopia	R	R
Fiji	R	R
Finland	R	R
France	R	R
Gabon	R	R
Gambia	R	R
Georgia	R	R
Germany	R	R
Ghana	R	R
Greece	R	R
Grenada	R	–
Guatemala	R	R
Guinea	R	R
Guinea-Bissau	R	R
Guyana	R	R
Haiti	R	R
Honduras	R	R
Hungary	R	R
Iceland	R	R

Countries	Convention No. 100	Convention No. 111
India	R	R
Indonesia	R	R
Iran, Islamic Republic of	R	R
Iraq	R	R
Ireland	R	R
Israel	R	R
Italy	R	R
Jamaica	R	R
Japan	R	–
Jordan	R	R
Kazakhstan	R	R
Kenya	R	R
Kiribati	–	–
Korea, Republic of	R	R
Kuwait	–	R
Kyrgyzstan	R	R
Lao People's Democratic Republic	–	–
Latvia	R	R
Lebanon	R	R
Lesotho	R	R
Liberia	–	R
Libyan Arab Jamahiriya	R	R
Lithuania	R	R
Luxembourg	R	R
Madagascar	R	R
Malawi	R	R
Malaysia	R	–
Mali	R	R
Malta	R	R
Mauritania	R	R
Mauritius	R	R
Mexico	R	R
Moldova, Republic of	R	R
Mongolia	R	R
Morocco	R	R
Mozambique	R	R
Myanmar	–	–
Namibia	–	R
Nepal	R	R
Netherlands	R	R
New Zealand	R	R
Nicaragua	R	R
Niger	R	R
Nigeria	R	R
Norway	R	R
Oman	–	–
Pakistan	R	R
Panama	R	R
Papua New Guinea	R	R
Paraguay	R	R
Peru	R	R

Countries	Convention No. 100	Convention No. 111
Philippines	R	R
Poland	R	R
Portugal	R	R
Qatar	–	R
Romania	R	R
Russian Federation	R	R
Rwanda	R	R
Saint Kitts and Nevis	R	R
Saint Lucia	R	R
Saint Vincent and the Grenadines	R	R
San Marino	R	R
Sao Tome and Principe	R	R
Saudi Arabia	R	R
Senegal	R	R
Seychelles	R	R
Sierra Leone	R	R
Singapore	R	–
Slovakia	R	R
Slovenia	R	R
Solomon Islands	–	–
Somalia	–	R
South Africa	R	R
Spain	R	R
Sri Lanka	R	R
Sudan	R	R
Suriname	–	–
Swaziland	R	R
Sweden	R	R
Switzerland	R	R
Syrian Arab Republic	R	R
Tajikistan	R	R
Tanzania, United Republic of	R	R
Thailand	R	–
The former Yugoslav Republic of Macedonia	R	R
Togo	R	R
Trinidad and Tobago	R	R
Tunisia	R	R
Turkey	R	R
Turkmenistan	R	R
Uganda	–	–
Ukraine	R	R
United Arab Emirates	R	R
United Kingdom	R	R
United States	–	–
Uruguay	R	R
Uzbekistan	R	R
Venezuela	R	R
Viet Nam	R	R
Yemen	R	R
Yugoslavia	R	R
Zambia	R	R
Zimbabwe	R	R

## Annex 3

**Table 1. Changes in some features of women's participation in the labour market — selected countries<sup>a</sup>**

Countries	Labour force participation rates					Wage employment		
	Women			Women's minus men's rates		Women outside agriculture <sup>b</sup>		
	1990	2000	Change	1990	2000	1990	2000	Change
<b>Developed</b>								
France	57.2	61.7	4.5	-17.8	-12.7			
Greece	35.4	38.9	3.5	-30.4	-25.1	36.3	39.8	3.5
Ireland	35.7	46.0	10.3	-33.3	-24.1	41.7	46.1	4.4
Italy	35.8	35.3	-0.5	-28.4	-27.3	36.0	39.8	3.8
Netherlands	53.1	64.4	11.3	-26.9	-18.2	41.7	43.9	2.2
Portugal	49.9	52.7	2.8	-24.0	-17.5	44.5	45.8	1.3
Sweden	71.2	66.6	-4.6	-6.3	-6.8	50.5	50.6	0.1
United Kingdom	53.1	54.5	1.4	-22.3	-17.1			
Australia	51.9	53.2	1.3	-23.0	-18.8			
Canada	58.5	59.5	1.0	-17.6	-13.0	46.9	48.4	1.5
Japan	50.1	49.3	-0.8	-27.3	-27.1	38.0	40.0	2.0
United States	57.6	60.2	2.6	-18.9	-14.5			
<b>Transition</b>								
Hungary	47.7	45.4	-2.3	-20.1	-16.0			
Poland	57.3	49.6	-7.7	-17.3	-14.9	47.3	46.9	-0.4
Romania	54.6	56.3	1.7	-12.3	-15.1	43.0	45.5	2.5
Russian Federation	60.1	51.8	-8.3	-16.3	-15.3			
<b>Asia</b>								
China	73.0			-12.0				
Hong Kong, China	46.6	48.5	1.9	-32.3	-27.0			
Korea, Republic of	47.0	47.4	0.4	-27.0	-27.0	37.8	40.0	2.2
Bangladesh	65.4	55.9	-9.5	-22.6	-32.9			
India	40.3			-45.6				
Pakistan	11.3	15.2	3.9	-73.6	-67.2			

Countries	Labour force participation rates					Wage employment		
	Women			Women's minus men's rates		Women outside agriculture <sup>b</sup>		
	1990	2000	Change	1990	2000	1990	2000	Change
Indonesia	44.6	51.5	6.9	-38.1	-33.1			
Malaysia	45.2	44.7	-0.5	-36.7	-38.1			
Philippines	47.5	50.0	2.5	-34.3	-31.8	40.4	41.1	0.7
Singapore	50.3	51.3	1.0	-28.9	-26.2	42.5	45.4	2.9
Thailand	76.3	64.2	-12.1	-11.4	-16.1			
<b>Caribbean</b>								
Dominican Republic	34.1	41.4	7.3	-51.7	-45.1			
Jamaica	62.4	57.6	-4.8	-14.5	-16.0			
Trinidad and Tobago	37.9	46.6	8.7	-36.4	-28.4	35.6	39.9	4.3
<b>Latin America</b>								
Brazil	44.0	52.8	8.8	-40.6	-29.2	42.8	45.4	2.6
Chile	31.8	36.5	4.7	-43.3	-37.9			
Costa Rica	32.5	38.5	6.0	-50.0	-43.0	37.2	39.3	2.1
Ecuador	28.2	52.2	24.0	-53.8	-29.9			
Guatemala	28.0	45.6	17.6	-61.6	-42.3			
Mexico	21.6	38.5	16.9	-53.9	-45.3	36.5	37.3	0.8
Peru	29.3	58.1	28.8	-50.5	-21.3		33.3	
Uruguay	42.8	49.2	6.4	-24.2	-24.3			
<b>Africa</b>								
Ethiopia	57.9	71.9	14.0	-28.1	-17.8			
Mauritius	34.7			-45.9				
Rwanda	83.7	85.1	1.4	-9.9	-2.0			
Tanzania, United Republic of	83.4				-5.6			
South Africa	45.6	43.9	-1.7	-34.3	-13.8			
Ghana	81.8			-0.6				
Mali	72.9			-17.3				
<b>Middle East</b>								
Iran, Islamic Republic of	21.4	10.6	-10.8	-59.1	-64.2			
Israel	40.8	47.3	6.5	-21.5	-13.4		48.3	
Jordan	17.3	11.6	-5.7	-58.2	-52.0			
Lebanon	24.2	18.7	-5.5	-50.0	-48.6			
Saudi Arabia	14.6		-14.6	-70.1				
Syrian Arab Republic	23.6	16.7	-6.9	-54.7				
<b>North Africa</b>								
Egypt	26.7	19.6	-7.1	-46.5	-51.9	20.5	20.9	0.4
Morocco	38.8	30.3	-8.5	-41.2	-49.0			
Sudan	23.1	29.1	6.0	-52.1	-45.6			

Note: 1990 = data for 1990 or the closest year available; 2000 = data for 2000 or the latest year available.

<sup>a</sup> Labour force participation rates taken from 15+ age group, except for those for France, Malaysia and the Netherlands, which are taken from the 15-64 age group. <sup>b</sup> Women's wage employment outside agriculture = women's wage employment in the non-agricultural sector as a percentage of total non-agricultural employees. This is one of the Millennium Development Goal indicators. Blank spaces = information not available.

Sources: ILO: *Key Indicators of the Labour Market (KILM) 2001-2002* (Geneva, 2002), KILM 1; and ILO: *Labour Statistics Yearbook Database (LABORSTA)*.

**Table 2. Unemployment differentials between women and men — selected countries**

Countries	1990			2000			Change 1990 to 2000
	Women	Men	Women's minus men's rates	Women	Men	Women's minus men's rates	
<b>Developed</b>							
France	12.0	7.0	5.0	11.9	8.5	3.4	-1.6
Greece	11.7	4.3	7.4	16.5	7.0	9.5	2.1
Ireland	13.8	12.6	1.2	4.6	4.8	-0.2	-1.4
Italy	17.6	7.8	9.8	15.7	8.7	7.0	-2.8
Netherlands	10.6	5.4	5.2	4.9	2.7	2.7	-2.5
Portugal	6.8	3.1	3.7	4.8	2.9	1.9	-1.8
Sweden	1.8	1.8	0	6.7	7.4	-0.7	-0.7
United Kingdom	4.8	8.3	-0.5	5.1	6.7	-1.6	-1.1
Australia	7.1	6.9	0.2	6.7	7.2	-0.5	-0.7
Canada	8.1	8.2	-0.1	6.7	6.9	-0.2	-0.1
Japan	2.2	2.0	0.2	4.5	5.0	-0.5	-0.7
United States	5.5	5.7	-0.2	4.6	3.7	0.9	1.1
<b>Transition</b>							
Hungary	1.4	1.8	-0.4	6.3	7.5	-1.2	-0.8
Poland	7.1	5.8	1.3	18.5	15.2	3.3	2.0
Romania	4.0	2.2	1.8	6.2	7.4	-1.2	-3.0
Russian Federation	5.2	5.2	0	13.1	13.6	-0.5	-0.5
<b>Asia</b>							
China	1.2	0.9	0.3				
Hong Kong, China	1.3	1.3	0	4.0	5.1	-1.1	-1.1
Korea, Republic of	1.8	2.9	-0.9	5.1	7.1	-2.0	-1.1
Bangladesh	1.9	2.0	-0.1	2.3	2.7	-0.4	
India							
Pakistan	0.9	3.4	12.3	14.9	4.2	10.7	-1.6
Indonesia							
Malaysia							
Philippines	9.8	7.1	2.7	9.9	10.3	-0.4	-3.1
Singapore	1.3	1.9	-0.6	4.6	4.5	0.1	0.7
Thailand	2.4	2.1	0.3	3.0	3.0	0	-0.3
<b>Caribbean</b>							
Dominican Republic	33.1	12.5	20.6	28.6	9.5	19.1	-1.5
Jamaica	23.1	9.3	13.8	22.5	10.0	12.5	-1.3
Trinidad and Tobago	24.2	17.8	6.4	16.8	10.9	5.9	-0.5
<b>Latin America</b>							
Brazil	3.4	3.8	-0.4	11.6	7.2	4.4	4.8
Chile	5.7	5.7	0	7.6	7.0	0.6	0.6
Costa Rica	5.9	4.2	1.7	8.2	4.9	3.3	1.6
Ecuador	9.1	4.3	4.4	16.0	8.4	7.6	3.2
Guatemala							
Mexico	4.2	2.5	1.7	2.6	1.8	0.8	-0.9

Countries	1990			2000			Change 1990 to 2000
	Women	Men	Women's minus men's rates	Women	Men	Women's minus men's rates	
Peru	7.3	4.8	2.5	8.6	7.5	1.1	-1.4
Uruguay	10.9	6.9	4.0	14.6	8.7	5.9	1.9
<b>Africa</b>							
Ethiopia							
Mauritius							
Rwanda							
Tanzania, United Republic of	4.2	2.7	1.5				
South Africa				27.8	19.8	8	
Ghana							
Mali							
<b>Middle East</b>							
Iran, Islamic Republic of							
Israel	11.3	8.4	2.9	8.1	8.5	-0.4	-3.3
Jordan				20.7	11.8	8.9	8.9
Lebanon				7.2	9.0	-1.8	
Saudi Arabia							
Syrian Arab Republic	14.0	5.2	8.8				
<b>North Africa</b>							
Egypt	17.9	5.2	12.7	19.9	5.1	14.8	2.1
Morocco	20.4	14.2	6.2	27.6	20.3	7.3	1.1
Sudan							

Note: 1990 = data for 1990 or the closest year available; 2000 = data for 2000 or the latest year available; Blank spaces = information not available.  
Source: ILO: *KILM 2001–2002* (Geneva, 2002), KILM 8.

**Table 3. Index of dissimilarity (ID)<sup>a</sup> and gender-dominated non-agricultural occupations for selected countries**

Country	Latest year	Number of occupations sampled	Number of gender-dominated occupations		Percentage of total labour force in gender-dominated occupations	Percentage of male labour force in male-dominated occupations	Percentage of female labour force in female-dominated occupations	Percentage of women in the non-agricultural labour force	ID
			Women-dominated	Men-dominated					
<b>Major Europe</b>									
Austria	2000	71	31	3	28	53.2	10.1	43.3	0.569
France	1999	119	62	8	54	44.9	30.7	45.5	0.554
Germany	2000	80	49	8	41	53.2	37.5	43.0	0.537
<b>Major non-Europe</b>									
United States	2000	104	47	15	32	36.8	33.3	47.2	0.463
<b>Central and Eastern Europe</b>									
Poland	2001	100	47	15	32	52.1	43.8	45.3	0.616
Belarus	1999	100	43	28	15	62.3	56.1	51.1	0.647
Russian Federation	2000	30	8	5	3	35.2	29.7	48.2	0.501
<b>Asia</b>									
Hong Kong, China	2001	122				40.6	32.1	45.3	0.503
Korea, Republic of <sup>b</sup>	2000	149 (41)	75	5	70	40.7	4.9	36.1	0.549 (0.431)
Pakistan	1998	25	23	0	23	92.8	0	4.9	0.455
Thailand	2000	111	25	5	20	25.0	12.3	48.2	0.405
<b>Middle East</b>									
Iran, Islamic Republic of	1996	26	20	0	20	85.2	0	13.1	0.639

<sup>a</sup> The index of dissimilarity (ID) measures the proportion of one sex that would have to change occupations, holding employment of the other sex constant, in order to achieve gender equality in employment. The ID has values that range between 0 (no segregation, implying that there is an equal percentage of women and men in each occupation) and 1 (complete segregation, implying that all female workers are in occupations where there are no male workers). The ID is used here to illustrate the level of segregation, but it should be borne in mind that in investigating occupational segregation it is important to look at several different types of statistics. <sup>b</sup> Calculations for number of occupations sampled and ID are based on two different sample sizes. Blank spaces = information not available. Source: R. Anker and H. Melkas: *Gender-based occupational segregation*, Background paper prepared for this fourth Global Report (Geneva, ILO, 2002). Calculations are based on occupational data from the ILO SEGREGAT database (as updated in 2002).

**Table 4. Findings from selected studies using the Oaxaca-Blinder approach: Proportion of the gender pay gap (GPG) attributed to labour market discrimination<sup>a</sup>**

Author	Country	Control variables	Key explanatory variables (in descending order)	Percentage of GPG explained by differences in characteristics	Percentage of GPG attributed to discrimination
Oaxaca (1973)	United States	12: Education, experience, number of children, class of worker, occupation (10), industry (16), health problems, part time, migration, marital status, size of urban area, region	Industry Occupation Marital status Part time Children	42% (whites) 44% (blacks) [average of two estimates]	58% (whites) 56% (blacks) [average of two estimates]
Blinder (1973)	United States	12: Age, region, education, training, occupation (8), union, veteran status, health, local labour market, mobility, length of time on job	Occupation Length of time on job Union membership	34%	66%
Asplund et al. (1993) <sup>b</sup>	Denmark (DK) Finland (FI) Norway (NO) Sweden (SW)	12: Experience, education, tenure, part time, cohabitation, temporary contract, immigrant, health, province, number of children, occupation (6), sector (7)	DK: Sector, occupation, experience FI: Sector NO: Sector, occupation SW: Sector, occupation, part time	DK: 28% FI: 10% NO: 34% SW: 49%	DK: 72% FI: 90% NO: 66% SW: 51%
Langford (1995)	Australia	9: School, potential experience, tertiary education field, marital status, children, country of birth, occupation (8), industry (12), public/private	Industry Tertiary education field Potential experience	51%	49%
Le Grand (1991) <sup>b</sup>	Sweden	21: Education, experience, seniority, immigration, big city, married, children, housework, career interruption, positional grade, union, public sector, occupational segregation (female share), physical work, autonomy, working time inconvenience, work monotony, piece-work, commuting time, part time, hectic work	Positional grade Occupational segregation Experience	57%	43%
Plasman et al. (2001)	Belgium	11: Education, work experience, years of service in company, occupation (ISCO 2-digit), paid working hours, type of contract, unsocial hours premium, economic/financial control at company, paid overtime, sector (NACE 2-digit), company size	Sector Years of service Occupation	48%	52%

<sup>a</sup> The main objective of the Oaxaca-Blinder wage decomposition is to separate out the explained portion of the gender pay gap and the unexplained portion attributable to discrimination. The method relies on the following assumptions: (i) individual characteristics are the result of free choices made by individual men and women; (ii) individual characteristics can be taken as approximate measures of productivity; and (iii) productivity equals pay. Two methodological problems arise: the first problem is the choice and definition of individual variables related to productivity (some are more readily measurable than others); the second problem is “feedback” effects, i.e. gender differences in characteristics (education, experience, occupation, etc.), which may themselves reflect the impact of discrimination. Despite its drawbacks, the Oaxaca-Blinder approach has the advantage of isolating the issue of labour market discrimination and thereby facilitating a clear policy focus. <sup>b</sup> These studies refer to the gender pay gap as the ratio of male average pay to female average pay.

Source: D. Grimshaw and J. Rubery. *The adjusted gender pay gap: A critical appraisal of standard decomposition techniques*. Paper prepared as part of the work by the coordinating team of the Group of Experts on Gender and Employment commissioned by the Equal Opportunities Unit in the European Commission (Manchester, University of Manchester Institute of Science and Technology, 2002).