

The gender pay gap

On the site of the European Union, we can read:

“The average difference between men's and women's hourly earnings is known as the gender pay gap. The gender pay gap reflects ongoing discrimination and inequalities in the labour market which, in practice, mainly affect women. Its causes are complex and interrelated.

Boy or girl, equal opportunities?

Babies are born with equal opportunities, but the educational and career expectations for boys and girls are different. By the time they grow up, the boy will be earning on average more than the girl.

Is our work valued the same?

Women have as good or better qualifications than men, but often their skills are not as valued as men's and their career progression is slower.

Will having a child harm my career?

Family responsibilities are not equally shared. As a result, women have more frequent career breaks and often do not go back to a full time job.

Same job, same pension?

Women's earnings over a lifetime are on average 17.5% lower than men's. When women retire these lower earnings result in lower pensions. This leads to more women than men experiencing poverty in old age.”

http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm

1. According to the text, what's the average value of the gender pay gap in the European Union ?
2. Give some causes and some consequences of the gender pay gap.
3. The gender pay gap is measured by the formula $\frac{m-w}{m}$ where m and w are the average hour pay of men and women.
 - a) If the hourly pay of a man is 15€, what's the one of a woman in the European Union ?
 - b) If the hourly pay of a woman is 10€, what's the one of a man in the European Union ?
 - c) Does this gap change if all the salaries are increased by the same percentage? Justify.
 - d) Does this gap change if all the salaries are increased by the same sum of money? Justify.