



WP 4 Gender analysis of the SMEs
in ICT and tourism in the BSR
- quantitative approach

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Introduction

The main aim of investigation is analysis of differences between woman and man employment and their wages in the Baltic Sea Region states for the employees from the ICT and the touristic sectors. We consider eight BSR states: Denmark, Germany, Estonia, Latvia, Lithuania, Poland, Finland and Sweden in the years 2007-2014 (due to statistical data availability). Investigated sectors are characterized by different level of feminization since in the European Union average feminization rate (calculated for the considered period) is 31.6% in the ICT sector and 54.8% in the tourism sector.

Analysis is provided for employees in working age 20-64 from selected BSR states and the European Union, considered as an average of 28 countries, taking into account two economic sectors distinguished due to the NACE (*Nomenclature statistique des Activités économiques dans la Communauté Européenne*) revision 2 classification of economic activities. The touristic sector is defined as: accommodation and food service (I) while the ICT sector - information and communication (J).

Investigation is conducted applying statistical methods on the basis of the Eurostat data, namely Labour Force Survey and Eurostat's Structure of Earnings Survey data. In both Eurostat surveys the same classification of economic sectors is taken into account, however SES data concern enterprises with ten and more employees only. Thus there might be some discrepancy between data from both sources. In general data concerning employment are taken from LFS and data concerning wages from SES.

In our research we apply descriptive statistics together with dynamic measures such as simple index numbers and geometric mean. In the analysis we consider the following phenomena:

- structure of employment and its dynamics,
- feminization of economic branches and its dynamics,
- structure of wages,
- gender pay gap.

Structure of employment is measured by the ratio pE_{it}^k defined as:

$$pE_{it}^k = \frac{E_{it}^k}{E_{EU,t}^k} \cdot 100\% \quad (1)$$

where for the period $t = 1, 2, \dots, T$:

E_{it}^{ICT} – count of employees in the k -th (i.e. the ICT or the touristic) sector in the i -th state;

$E_{EU,t}^{ICT}$ – count of employees in the k -th sector in the European Union.

E_{it}^k – count of employees in the k -th (i.e. the ICT or the touristic) sector in the i -th state;

$E_{EU,t}^k$ – count of employees in the k -th sector in the European Union.

Feminization of economic branches is measured by the feminization rate f_{it}^k :

$$f_{it}^k = \frac{FE_{it}^k}{FE_{it}^k + ME_{it}^k} \cdot 100\% = \frac{FE_{it}^k}{E_{it}^k} \cdot 100\% \quad (2)$$

where for the period $t = 1, 2, \dots, T$:

FE_{it}^k – count of female employees in the k -th (i.e. ICT or touristic) sector in the i -th state;

ME_{it}^k – count of male employees in the k -th sector in the i -th state.

Gender Pay Gap (GPG) is defined by Eurostat for NACE branches, and we consider it in selected countries and EU as GPG_{it}^k :

$$GPG_{it}^k = \frac{EHM_{it}^k - EHF_{it}^k}{EHM_{it}^k} \cdot 100\% = \left(1 - \frac{EHF_{it}^k}{EHM_{it}^k}\right) \cdot 100\% \quad (3)$$

where for the period $t = 1, 2, \dots, T$:

EHF_{it}^k – gross hourly wages of female employees in the k -th sector in the i -th state or EU treated as an aggregate;

EHM_{it}^k – hourly wages of male employees in the k -th sector in the i -th state or EU treated as an aggregate.

Structure of earnings can be defined as ratios of wages obtained by different groups of employees. In our research we defined several such ratios, which measure:

- proportions of earnings obtained by employees in the certain country to the average obtained in the European Union member states:

- for selected branches for men $pEHM_{it}^k$ and for women $pEHF_{it}^k$:

$$pEHM_{it}^k = \frac{EHM_{it}^k}{EHM_{EU,t}^k} \cdot 100\% \quad (4)$$

$$pEHF_{it}^k = \frac{EHF_{it}^k}{EHF_{EU,t}^k} \cdot 100\% \quad (5)$$

- for all branches for men $pEHM_{it}^K$ and for women $pEHF_{it}^K$:

$$pEHM_{it}^K = \frac{EHM_{it}^K}{EHM_{EU,t}^K} \cdot 100\% \quad (6)$$

$$pEHF_{it}^K = \frac{EHF_{it}^K}{EHF_{EU,t}^K} \cdot 100\% \quad (7)$$

where for the period $t = 1, 2, \dots, T$:

$EHF_{EU,t}^k$ – hourly wages of female employees in the k -th sector in all EU states;

$EHM_{EU,t}^k$ – hourly wages of male employees in the k -th sector in all EU states;

EHF_{it}^K – hourly wages of female employees in all sectors in the i -th state;

EHM_{it}^K – hourly wages of male employees in all sectors in the i -th state;

- proportions of earnings in the k -th sector to the average wages obtained in all sectors:
 - for selected states for men $pEHM_{it}^{kK}$ and for women $pEHF_{it}^{kK}$:

$$pEHM_{it}^{kK} = \frac{EHM_{it}^k}{EHM_{it}^K} \cdot 100\% \quad (8)$$

$$pEHF_{it}^{kK} = \frac{EHF_{it}^k}{EHF_{it}^K} \cdot 100\% \quad (9)$$

- for all European Union member states for men $pEHM_{EU,t}^{kK}$ and for women $pEHF_{EU,t}^{kK}$:

$$pEHM_{EU,t}^{kK} = \frac{EHM_{EU,t}^k}{EHM_{EU,t}^K} \cdot 100\% \quad (10)$$

$$pEHF_{EU,t}^{kK} = \frac{EHF_{EU,t}^k}{EHF_{EU,t}^K} \cdot 100\% \quad (11)$$

where symbols are described above;

- proportions of earnings obtained by managers to the average obtained by all employees:
 - for selected branches for both genders $pEHMM_{it}^k$ and $pEHMF_{it}^k$ respectively:

$$pEHMM_{it}^k = \frac{EHMM_{it}^k}{EHM_{it}^k} \cdot 100\% \quad (12)$$

$$pEHMF_{it}^k = \frac{EHMF_{it}^k}{EHF_{it}^k} \cdot 100\% \quad (13)$$

- for all branches for both genders $pEHMM_{it}^K$ and $pEHMF_{it}^K$ respectively:

$$pEHMM_{it}^K = \frac{EHMM_{it}^K}{EHM_{it}^K} \cdot 100\% \quad (14)$$

$$pEHMF_{it}^K = \frac{EHMF_{it}^K}{EHF_{it}^K} \cdot 100\% \quad (15)$$

where for the period $t = 1, 2, \dots, T$:

$EHMF_{EU,t}^k$ – hourly wages of female managers in the k -th sector in all EU states;

$EHMM_{EU,t}^k$ – hourly wages of male managers in the k -th sector in all EU states;

$EHMF_{it}^K$ – hourly wages of female managers in all sectors in the i -th state;

$EHMM_{it}^K$ – hourly wages of male managers in all sectors in the i -th state.

Ratios (12) - (15) are calculated not only on selected countries but also for whole European Union.

To describe average annual changes observed in the analyzed period of time we use percentage dynamics measure based on geometric mean:

$$\text{dynamics } (G - 1) \cdot 100\% \quad (16)$$

where G is geometric mean evaluated for the simple index numbers describing changes in the analyzed phenomenon in time $t = 1, 2, \dots, T$.

1. Employment (woman and man): both ICT and tourism sectors

Employees (man and women) from the ICT and the tourism sectors in selected BSR countries constitute in average over 31% and 23% of all employed in both sectors in the whole European Union respectively (Tables 1 and 2). The biggest counts of employees are in Germany, Poland and Sweden (due to the biggest populations in these countries).

Table 1. Structure of employment in the ICT sector in BSR states evaluated as percentage of employed in this sector in all European Union states

GEO/TIME	2008	2009	2010	2011	2012	2013	2014
Denmark	1.75%	1.69%	1.77%	1.71%	1.63%	1.72%	1.67%
Germany	18.94%	19.25%	19.32%	19.28%	19.44%	17.84%	17.62%
Estonia	0.25%	0.24%	0.21%	0.26%	0.29%	0.32%	0.34%
Latvia	0.39%	0.36%	0.43%	0.41%	0.33%	0.38%	0.41%
Lithuania	0.39%	0.38%	0.37%	0.42%	0.45%	0.40%	0.38%
Poland	4.82%	5.26%	4.97%	4.86%	5.02%	5.36%	5.65%
Finland	1.54%	1.54%	1.54%	1.61%	1.60%	1.61%	1.58%
Sweden	2.92%	2.90%	2.84%	3.05%	3.13%	3.15%	3.06%
Sum	30.99%	31.61%	31.44%	31.60%	31.88%	30.77%	30.71%

Source: Own elaboration on the basis of Eurostat data

Table 2. Structure of employment in the touristic sector in BSR states evaluated as percentage of employed in this sector in all European Union states

GEO/TIME	2008	2009	2010	2011	2012	2013	2014
Denmark	0.72%	0.76%	0.73%	0.79%	0.84%	0.86%	0.90%
Germany	15.54%	15.71%	15.56%	15.31%	15.56%	15.62%	15.31%
Estonia	0.25%	0.21%	0.20%	0.19%	0.19%	0.24%	0.26%
Latvia	0.31%	0.26%	0.29%	0.27%	0.30%	0.29%	0.31%
Lithuania	n.a.	0.36%	0.35%	0.36%	0.35%	0.37%	0.36%
Poland	3.42%	3.66%	3.70%	3.72%	3.79%	3.63%	3.55%
Finland	0.93%	0.88%	0.85%	0.84%	0.85%	0.87%	0.83%
Sweden	1.42%	1.39%	1.47%	1.39%	1.40%	1.47%	1.49%
Sum	22.59%	23.21%	23.14%	22.87%	23.30%	23.34%	23.01%

Source: Own elaboration on the basis of Eurostat data

Table 3. Employment in the ICT sector in thousands

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Dynamics [%]
EU28	6072.1	5982.8	6015.3	6072.5	6222.2	6105.6	6230	2.6
Denmark	106.1	100.9	106.5	104.1	101.4	105	103.8	-2.2
Germany	1149.8	1151.5	1162.2	1170.5	1209.3	1089.2	1097.7	-4.5
Estonia	15.3	14.4	12.5	16	17.8	19.3	21.4	39.9
Latvia	23.4	21.3	25.8	24.7	20.8	23.3	25.7	9.8
Lithuania	23.6	22.6	22	25.3	27.8	24.3	23.4	-0.8
Poland	292.7	314.8	298.9	295.2	312.3	327.4	351.9	20.2
Finland	93.7	92.1	92.9	97.8	99.5	98.1	98.6	5.2
Sweden	177.4	173.8	170.6	185.5	194.7	192.1	190.6	7.4

Source: Own elaboration on the basis of Eurostat data

Taking into account the dynamics of the employment, measured by simple index numbers, it is visible that in the analyzed period (Tables 3 and 4):

- in the tourism sector the employment increase by 7.6% in whole EU, and the biggest increase is observed in Denmark (34%), Estonia and Sweden (13%) together with Poland (12%) while the decrease of employment is observed in Finland (4%);
- in the sector ICT we observe only 2.6% of increase in the EU, although there is great diversity among BSR states – the biggest rise of employment appears in Estonia (40%) and Poland (20%) while in Germany, Denmark and Lithuania the decrease of employment is visible.

Table 4. Employment in touristic sector in thousands

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	8543.1	8681.3	8812.7	8868.4	8906.9	8907.9	9195.5	7.6
Denmark	61.6	65.7	64.6	70.3	74.8	76.8	82.6	34.1
Germany	1327.8	1363.7	1371.6	1357.5	1386.1	1391.3	1407.6	6.0
Estonia	21.2	17.8	17.4	17.2	17.3	21.4	24	13.2
Latvia	26.4	22.2	25.2	24.2	27.1	25.4	28.8	9.1
Lithuania	n.a.	31	30.9	31.5	31	32.6	32.9	6.1
Poland	292.4	318.1	325.7	329.9	338	323.1	326.8	11.8
Finland	79.4	76	74.5	74.1	76.1	77.4	75.9	-4.4
Sweden	121.3	120.5	129.3	123.7	125.1	131.1	137.3	13.2

Source: Own elaboration on the basis of Eurostat data

1.1. Employment (woman and man): ICT sector

In the European Union 3.8% of all employed in 2014 men were working for the ICT sector (Table 5) and 2% of all employed in EU women (Table 6). The biggest share of employed men is visible in Scandinavian countries - Denmark and Sweden (5.8%), and Finland (5.7%). This rate is smaller than 3% for Poland (2.8%) and Lithuania (2.3%). Considering share of women employed in the ICT sector we see that the biggest share is in Finland (2.7%), Estonia (2.6%) and Sweden (2.5%), while the smallest – in Poland (1.6%) and Lithuania (1.4%). Although one should notice that in Estonia, Latvia and Poland this share has an increasing tendency only (Table 8) while for male employees such tendency is not observed only in Germany (Table 7).

Table 5. Structure of men employment in the ICT sector as percentage of employed male employees

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Average
EU28	3.5	3.5	3.6	3.7	3.8	3.8	3.8	3.7
Denmark	5.3	5.4	5.9	5.9	5.6	5.9	5.8	5.7
Germany	3.7	3.8	3.9	3.9	4.1	3.6	3.6	3.8
Estonia	2.7	3.0	3.0	3.4	3.4	4.0	4.5	3.4
Latvia	2.7	3.2	4.1	3.5	3.2	3.6	3.8	3.4
Lithuania	1.8	2.1	2.1	2.4	2.5	2.3	2.3	2.2
Poland	2.3	2.5	2.4	2.2	2.4	2.6	2.8	2.5
Finland	4.8	4.8	5.1	5.3	5.5	5.6	5.7	5.3
Sweden	5.4	5.5	5.3	5.8	6	5.9	5.8	5.7

Source: Own elaboration on the basis of Eurostat data

Table 6. Structure of women employment in the ICT sector as percentage of employed female employees

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Average
EU28	2.1	2.0	2.0	2.0	2.1	2.0	2.0	2.0
Denmark	2.7	2.4	2.5	2.3	2.5	2.4	2.3	2.4
Germany	2.5	2.4	2.3	2.3	2.3	2.1	2.1	2.3
Estonia	2.2	2.1	1.6	2.1	2.6	2.4	2.6	2.2
Latvia	2.0	1.7	2.3	2.5	1.7	1.8	2.3	2.0
Lithuania	1.5	1.5	1.6	1.8	2.0	1.6	1.4	1.6
Poland	1.5	1.5	1.5	1.6	1.6	1.5	1.6	1.5
Finland	2.9	3.0	2.7	2.9	2.8	2.8	2.7	2.8
Sweden	2.6	2.5	2.5	2.6	2.8	2.6	2.5	2.6

Source: Own elaboration on the basis of Eurostat data

Table 7. Dynamics of the employment structure of men in the ICT sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	101.9	102.3	101.5	103.2	99.5	100.8	1.50%
Denmark	101.1	110.4	100.6	94.8	105.4	97.8	1.60%
Germany	102.1	101.6	101.7	103.6	88.6	100.2	-0.50%
Estonia	111.4	101.5	113.3	100.5	117.2	112.4	9.20%
Latvia	121.7	126.2	84.3	92.8	113.1	104.2	6.00%
Lithuania	111.1	101.3	116.0	104.8	91.0	97.9	3.40%
Poland	110.1	96.1	93.4	109.3	108.3	106.7	3.80%
Finland	100.5	106.7	103.8	104.1	100.8	102.8	3.10%
Sweden	101.8	96.6	107.9	103.4	98.7	99.2	1.20%

Source: Own elaboration on the basis of Eurostat data

Table 8. Dynamics of the employment structure of women in the ICT sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	97.1	99.6	100.7	102.1	96.0	100.8	-0.70%
Denmark	92.0	102.8	90.9	107.1	97.8	97.8	-2.10%
Germany	97.2	97.1	99.2	100.0	91.2	99.7	-2.70%
Estonia	94.5	75.4	132.8	124.7	93.2	106.1	2.60%
Latvia	84.5	131.5	109.7	69.9	104.5	124.4	1.70%
Lithuania	96.2	104.2	112.8	112.5	79.9	89.3	-1.60%
Poland	101.2	99.5	107.2	99.0	98.6	103.5	1.40%
Finland	102.5	91.7	105.8	97.5	97.7	98.5	-1.20%
Sweden	96.0	100.1	103.1	107.1	95.4	96.5	-0.40%

Source: Own elaboration on the basis of Eurostat data

Taking into consideration dynamic of changes in employment in the ICT sector in the analyzed period, we notice that in the European Union the employment of men increases annually by 0.9% (Table 9) while the employment of women decreases by 0.5% annually (Table 10). There is a great diversity especially in changes of men employment from -0.3% in Germany to +8.5% in Estonia, while for women the range of annual changes is from -2.8% in Denmark to 1.5% in Poland.

Table 9. Dynamics of the men employment in the ICT sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	99.4	101.3	101.1	102.6	99.1	101.9	0.90%
Denmark	97.0	107.6	100.8	94.2	105.6	99.2	0.60%
Germany	101.2	102.3	101.1	104.6	88.9	100.8	-0.30%
Estonia	97.6	97.6	123.5	102	119.6	113.9	8.50%
Latvia	101.5	118.5	87.5	95	115.8	103.9	3.10%
Lithuania	97.7	95.2	118.3	107	93.4	100	1.60%
Poland	110.4	94.3	94.4	109.5	108.2	108.2	3.90%
Finland	96.5	106.9	104.9	103.7	99.6	101.5	2.10%
Sweden	99.4	97.5	110	103.7	99.6	99.9	1.60%

Source: Own elaboration on the basis of Eurostat data

Table 10. Dynamics of the women employment in the ICT sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	96.6	99.0	100.7	102.2	96.1	102.3	-0.50%
Denmark	90.8	100.7	90.0	106.7	98.3	97.9	-2.80%
Germany	98.2	98.4	99.9	100.8	92.4	100.7	-1.70%
Estonia	89.7	72.1	136.4	126.7	93.4	105.6	1.60%
Latvia	77.2	125.6	109.2	70.1	105.3	122.8	-0.70%
Lithuania	93.5	100.0	111.0	113.5	80.2	91.1	-2.50%
Poland	102.3	96.3	107.4	99.4	98.4	105.9	1.50%
Finland	101.5	90.7	106.1	97.9	96.6	98.4	-1.60%
Sweden	94.7	99.8	105.8	108.1	96.4	97.7	0.30%

Source: Own elaboration on the basis of Eurostat data

Another important question is feminization of the ICT sector (Tables 11 and 12). Considering the time span of our analysis we notice that the highest average value of the feminization rate is observed in Lithuania (43.6%) and the lowest one in Denmark (28%), while for the European Union as an aggregate it is 31.6%. In all countries feminization rate has been decreasing in analyzed years.

Table 11. Feminization rate in the ICT sector

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Average
EU28	32.7	32.1	31.6	31.5	31.5	30.8	30.9	31.6
Denmark	30.8	29.4	28.1	25.8	28.3	26.9	26.6	28.0
Germany	35.6	34.9	34.0	33.7	32.9	33.8	33.7	34.1
Estonia	44.4	42.4	35.2	37.5	42.7	36.8	35.0	39.1
Latvia	43.2	36.6	38.0	43.3	36.1	33.9	37.7	38.4
Lithuania	45.3	44.2	45.5	43.9	45.3	41.6	39.3	43.6
Poland	34.8	33.1	33.6	36.5	34.3	32.2	31.7	33.7
Finland	36.1	37.2	33.5	33.7	32.5	31.8	31.1	33.7
Sweden	30.0	29.1	29.5	28.7	29.6	28.9	28.4	29.2

Source: Own elaboration on the basis of Eurostat data

Table 12. Dynamic of the feminization rate in the ICT sector

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	98.1	98.5	99.8	99.8	97.9	100.2	-1.00%
Denmark	95.5	95.4	92.0	109.5	94.9	99.0	-2.40%
Germany	98.1	97.5	99.2	97.5	102.6	99.9	-0.90%
Estonia	95.3	83.1	106.5	113.9	86.2	95.3	-3.90%
Latvia	84.8	103.7	114.0	83.2	94.0	111.3	-2.20%
Lithuania	97.6	102.7	96.5	103.3	91.7	94.6	-2.30%
Poland	95.1	101.4	108.7	93.9	93.9	98.5	-1.60%
Finland	103.2	89.9	100.8	96.2	98.0	97.9	-2.40%
Sweden	96.7	101.7	97.3	103.0	97.7	98.4	-0.90%

Source: Own elaboration on the basis of Eurostat data

1.2. Employment (woman and man): touristic sector

Tables 13 and 14 inform about the importance of touristic sector in the European Union and the BSR states economies in terms of employment. It is visible that this sector in the countries from the Baltic Sea Region is less developed than in the whole European Union since the average shares of employment, both for men and women, are bigger for the EU than for Germany and Estonia, which are characterized by the highest values of this ratio among countries from the Baltic Sea Region. Taking into account the share of men employed in the touristic branch among all male employees there no so big diversity, the smallest share of employees – 1.2% and 1.1%, characterizes Poland and Lithuania respectively while the biggest – Germany (2.9%), Denmark and Sweden (2.6%). The average share of women working in this sector among all female employees is the biggest in Estonia (5%), Finland (4.7%) and Germany (4.6%) while in Poland and Denmark these rates are the smallest i.e. 3.2% and 3.1% respectively. But one should notice that in Germany, Lithuania and Finland this share has a decreasing tendency (Table 16) while for male employees we observe the rising tendency in all states (Table 15).

Table 13. Structure of men employment in the touristic sector as percentage of employed male employees

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Average
EU28	3.2	3.4	3.5	3.5	3.6	3.6	3.7	3.5
Denmark	2.2	2.3	2.3	2.5	2.7	2.9	3.2	2.6
Germany	2.8	2.9	2.9	2.8	2.9	2.9	3.0	2.9
Estonia	1.5	1.7	1.8	1.3	1.3	2.0	2.2	1.7
Latvia	1.0	1.0	1.4	1.4	1.9	1.3	1.9	1.4
Lithuania	n.a.	0.8	1.1	1.0	1.1	1.3	1.0	1.1
Poland	1.1	1.2	1.2	1.3	1.3	1.3	1.2	1.2
Finland	1.7	1.8	1.8	1.8	1.9	2.0	2.1	1.9
Sweden	2.5	2.6	2.8	2.5	2.5	2.7	2.9	2.6

Source: Own elaboration on the basis of Eurostat data

Table 14. Structure of women employment in the touristic sector as percentage of employed female employees

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Average
EU28	4.9	5.0	5.1	5.1	5.1	5.1	5.1	5.1
Denmark	2.6	2.9	2.9	3.3	3.4	3.3	3.5	3.1
Germany	4.6	4.7	4.6	4.6	4.6	4.6	4.5	4.6
Estonia	5.4	4.5	4.5	4.7	4.6	5.3	6.0	5.0
Latvia	4.4	4.0	4.6	4.3	4.5	4.6	4.8	4.5
Lithuania	4.3	3.9	3.8	4.0	3.8	3.9	4.0	4.0
Poland	2.9	3.1	3.3	3.3	3.3	3.2	3.2	3.2
Finland	5.0	4.8	4.6	4.5	4.6	4.7	4.5	4.7
Sweden	3.1	3.1	3.3	3.2	3.2	3.2	3.2	3.2

Source: Own elaboration on the basis of Eurostat data

Table 15. Dynamics of the employment structure of men in the touristic sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	104.0	103.9	100.9	101.8	101.0	102.8	2.40%
Denmark	105.6	99.9	107.5	111.4	107.1	107.1	6.40%
Germany	102.5	101.5	97.0	102.6	99.6	103.2	1.10%
Estonia	111.7	106.2	72.6	101.1	153.3	106.8	6.10%
Latvia	104.9	136.9	103.5	131.3	68.9	147.7	12.10%
Lithuania	n.a.	147.1	92.0	109.2	110.3	81.4	5.80%
Poland	111.5	103.7	103.9	101.5	98.5	92.3	1.70%
Finland	105.2	105.0	99.9	102.6	107.9	102.1	3.70%
Sweden	103.4	105.9	89.7	100.4	108.6	107.5	2.40%

Source: Own elaboration on the basis of Eurostat data

Table 16. Dynamics of the employment structure of women in the touristic sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	102.2	101.1	100.7	99.6	99.4	101.1	0.70%
Denmark	113.1	101.2	110.8	103.3	98.0	106.4	5.40%
Germany	102.4	98.2	100.1	100.2	99.4	98.3	-0.30%
Estonia	84.1	100.6	103.5	98.4	113.9	114.3	1.90%
Latvia	91.1	115.1	93.4	104.6	102.3	105.4	1.70%
Lithuania	91.4	96.7	105.8	94.4	102.6	104.4	-0.90%
Poland	106.3	106.2	99.3	102.4	94.4	102.6	1.80%
Finland	94.8	96.3	98.5	102.5	100.7	96.9	-1.70%
Sweden	99.2	108.1	97.2	100.6	99.7	100.2	0.80%

Source: Own elaboration on the basis of Eurostat data

Table 17. Dynamics of the men employment in the touristic sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	101.5	102.9	100.4	101.2	100.5	104.0	1.70%
Denmark	101.3	97.4	107.7	110.6	107.3	108.7	5.40%
Germany	101.6	102.2	96.5	103.7	100.0	103.8	1.30%
Estonia	97.9	102.1	79.2	102.6	156.4	108.2	5.50%
Latvia	87.5	128.6	107.4	134.5	70.5	147.3	9.10%
Lithuania	n.a.	138.3	93.8	111.5	113.2	83.1	6.40%
Poland	111.8	101.8	105.0	101.7	98.5	93.7	1.90%
Finland	101.0	105.2	100.9	102.2	106.6	100.8	2.80%
Sweden	100.9	106.8	91.4	100.7	109.6	108.3	2.70%

Source: Own elaboration on the basis of Eurostat data

Table 18. Dynamics of the women employment in the touristic sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	101.7	100.4	100.8	99.8	99.6	102.6	0.80%
Denmark	111.7	99.1	109.7	102.9	98.5	106.4	4.60%
Germany	103.5	99.4	100.8	101.0	100.7	99.3	0.80%
Estonia	79.9	96.2	106.3	100.0	114.2	113.7	1.00%
Latvia	83.3	110.0	92.9	104.9	103.1	104.0	-0.70%
Lithuania	88.9	92.8	104.1	95.3	102.9	106.4	-1.80%
Poland	107.4	102.7	99.5	102.8	94.2	104.9	1.90%
Finland	93.8	95.3	98.9	102.9	99.6	96.8	-2.20%
Sweden	97.9	107.7	99.7	101.5	100.7	101.5	1.50%

Source: Own elaboration on the basis of Eurostat data

In the whole European Union the men employment in touristic sector has been increasing annually by 1.7% (Table 17) and women employment – by 0.8% annually (Table 18) in the analyzed period. The biggest increase for men is observed in Latvia (9.1%) and Lithuania (6.4%) while the smallest in Germany (1.3%) and Poland (1.9%). For women (Table 18), we observe negative tendency in Finland (-2.2%), Lithuania (-1.8) and Latvia (-0.7%), while the biggest increase is visible in Denmark (4.6%) and Poland (1.9%).

The level of the tourism sector feminization is higher than the ICT one (Tables 19 and 20) since the average feminization rate is from 52.2% in Sweden to 79.9% in Lithuania. But in all considered countries it has been decreasing in the analyzed time span, except Poland where it seems to be a stable level of feminization.

Table 19. Feminization rate in the touristic sector

GEO/TIME	2008	2009	2010	2011	2012	2013	2014	Average
EU28	55.4	55.4	54.8	54.9	54.6	54.4	54.0	54.8
Denmark	51.1	53.6	54.0	54.5	52.7	50.5	50.0	52.3
Germany	57.9	58.4	57.7	58.8	58.2	58.3	57.2	58.1
Estonia	77.4	73.6	72.4	77.9	77.5	71.5	72.5	74.7
Latvia	81.8	81.1	78.6	76.0	71.2	78.3	71.9	77.0
Lithuania	n.a.	84.8	79.0	80.6	78.1	76.4	80.5	79.9
Poland	68.9	68.0	68.2	67.1	67.3	66.3	68.8	67.8
Finland	73.7	72.2	70.2	69.8	69.9	68.5	67.6	70.3
Sweden	52.2	51.5	51.7	53.8	54.0	51.9	50.3	52.2

Source: Own elaboration on the basis of Eurostat data

Table 20. Dynamic of the feminization rate in the ICT sector (previous year = 100)

GEO/TIME	2009	2010	2011	2012	2013	2014	Dynamics %
EU28	100.1	98.9	100.2	99.4	99.6	99.4	-0.40%
Denmark	104.8	100.8	100.8	96.7	95.9	99.0	-0.40%
Germany	100.8	98.9	101.8	98.9	100.3	98.1	-0.20%
Estonia	95.1	98.4	107.6	99.4	92.3	101.4	-1.10%
Latvia	99.1	96.9	96.8	93.7	110.0	91.7	-2.10%
Lithuania	100.0	93.1	102.1	96.8	97.8	105.5	-1.00%
Poland	98.8	100.3	98.3	100.4	98.5	103.8	0.00%
Finland	98.0	97.2	99.4	100.2	98.0	98.7	-1.40%
Sweden	98.6	100.4	104.2	100.4	96.1	96.9	-0.60%

Source: Own elaboration on the basis of Eurostat data

2. Wage disparities

The analysis of the wage differences between men and women has been one of the core questions in the labor market research. There are several indicators, such as income, employment, social benefits, that may be examined in order to assess the relative economic situation of women. However, wages seem to be the most important determinants of economic well-being and personal success. In particular, the male-female pay differential affects the position of women in the labor market as well as the status and power of women within the household¹.

Differences in wages are measured by Eurostat using GPG (gender pay gap), which equals in 2013 16.4 as an average in the European Union (Table 21) and it was the biggest in Estonia (29.9) and Germany (21.6) while the smallest in Poland (6.4). However in the time span 2007-2013, it has been increasing only in Latvia by 1% annually, while the highest decrease is visible in Poland (-13.1%) and Lithuania (-8.5%) but in other countries GPG has been only slightly decreased (Table 22).

Table 21. GPG in the European Union and the BSR states

GEO/TIME	2007	2008	2009	2010	2011	2012	2013
EU28	n.a.	n.a.	n.a.	16.1	16.4	16.5	16.4
Denmark	17.7	17.1	16.8	15.9	16.3	16.8	16.4
Germany	22.8	22.8	22.6	22.3	22.2	22.4	21.6
Estonia	30.9	27.6	26.6	27.7	27.3	30.0	29.9
Latvia	13.6	11.8	13.1	15.5	13.6	13.8	14.4
Lithuania	22.6	21.6	15.3	14.6	11.9	12.6	13.3
Poland	14.9	11.4	8.0	4.5	5.5	6.4	6.4
Finland	20.2	20.5	20.8	20.3	19.6	19.4	18.7
Sweden	17.8	16.9	15.7	15.4	15.8	15.9	15.2

Source: Own elaboration on the basis of Eurostat data

¹ Gender pay differences in the labor market are important since relatively lower wages for women may generate a wide spectrum of negative consequences. First, lower wage rates for women may increase the economic dependence of women on their male partners, which in turn may increase their susceptibility to domestic violence. Second, many women are single mothers and they are the sole wage earners in their families. For single mothers, adverse labor market outcomes combined with less accessible childcare are likely to enhance the probability that their families live in poverty. Third, gender differences at the work place are transformed into inequality after retirement. Since, on average, women live longer than men, and they are more likely to fall into poverty in their old age.

Table 22. Dynamic of GPG in the European Union and the BSR states (previous year = 100)

GEO/TIME	2008	2009	2010	2011	2012	2013	Dynamics %
EU28				101.9	100.6	99.4	-1.3
Denmark	96.6	98.2	94.6	102.5	103.1	97.6	-0.9
Germany	100.0	99.1	98.7	99.6	100.9	96.4	-0.5
Estonia	89.3	96.4	104.1	98.6	109.9	99.7	1.0
Latvia	86.8	111.0	118.3	87.7	101.5	104.3	-8.5
Lithuania	95.6	70.8	95.4	81.5	105.9	105.6	-13.1
Poland	76.5	70.2	56.3	122.2	116.4	100.0	-1.3
Finland	101.5	101.5	97.6	96.6	99.0	96.4	-2.6
Sweden	94.9	92.9	98.1	102.6	100.6	95.6	-1.3

Source: Own elaboration on the basis of Eurostat data

Average gross hourly wages obtained by employees from all sectors in considered states (from SES data 2010) and evaluated gender pay gaps are presented in Table 23. One may notice the huge difference in earnings obtained in Germany and Scandinavian countries in comparison to Baltic States and Poland. In the former group of countries earnings are from 18% to 84% higher than EU average while in the latter wages constitute from 24% to 40% of average EU hourly wages (Table 23). The highest earnings are in Germany and the lowest in Lithuania

Table 23. Hourly earnings in all NACE branches except public administration, defense, compulsory social security and ratios (6)-(7)

GEO/SEX	Males	Females	Males	Females
	Earnings (€)		Ratios of earnings to	
EU28	15.37	12.62	EU average	
Denmark	27.76	23.20	181%	184%
Germany	18.81	14.62	122%	116%
Estonia	5.73	4.17	37%	33%
Latvia	4.14	3.50	27%	28%
Lithuania	3.68	3.24	24%	26%
Poland	5.22	4.99	34%	40%
Finland	20.35	16.22	132%	129%
Sweden	18.08	15.26	118%	121%

Source: Own elaboration on the basis of earnings from SES 2010

2.1. Wage disparities in the ICT and the touristic sectors

Analyzing wages in both considered sectors in 2010 we also notice above mentioned disparities between two groups of the Baltic Sea Region states (Table 24 and 25), although the hourly wage differences seem to be a little bit smaller in the ICT sector than in the touristic one. It is also visible that average earnings in the ICT sector exceed the average wages obtained in the whole economy from 23% in Finland to 87% in Poland for male employees and from 22% in Denmark to 56% in Latvia for female employees. In the tourism sector average hourly earnings are essentially smaller than the ones evaluated for the whole economy and they constitute for men from 54% in Germany to 83% in Poland while for women - from 61% in Germany to 82% in Sweden.

Table 24. Hourly earnings in ICT sector and ratios (4)-(5), (8)-(11)

GEO/SEX	Males	Females	Males	Females	Males	Females
	Earnings (€)		Ratios of earnings to		Ratios of wages to average	
EU28	21.38	16.35	EU average		139%	130%
Denmark	35.86	28.31	168%	173%	129%	122%
Germany	25.61	18.42	120%	113%	136%	126%
Estonia	9.16	6.48	43%	40%	160%	155%
Latvia	7.29	5.47	34%	33%	176%	156%
Lithuania	5.79	4.33	27%	26%	157%	134%
Poland	9.75	7.36	46%	45%	187%	147%
Finland	25.07	21.14	117%	129%	123%	130%
Sweden	22.83	19.62	107%	120%	126%	129%

Source: Own elaboration on the basis of earnings from SES 2010

Table 25. Hourly earnings in touristic sector and ratios (4)-(5), (8)-(11)

GEO/SEX	Males	Females	Males	Females	Males	Females
	Earnings (€)		Ratios of earnings to		Ratios of wages to average	
EU28	9.92	8.3	EU average		65%	66%
Denmark	18.57	16.75	187%	202%	67%	72%
Germany	10.17	8.86	103%	107%	54%	61%
Estonia	4.07	3.14	41%	38%	71%	75%
Latvia	3.25	2.5	33%	30%	79%	71%
Lithuania	2.31	1.97	23%	24%	63%	61%
Poland	4.34	3.14	44%	38%	83%	63%
Finland	14.88	13.01	150%	157%	73%	80%
Sweden	13.81	12.58	139%	152%	76%	82%

Source: Own elaboration on the basis of earnings from SES 2010

In both sectors there is observed a great diversity of gender pay gap in different countries. Table 26 contains comparison GPG evaluated for the whole economy and considered sectors on the basis of SES data from 2010. It is visible that in Finland and Sweden gender wage gap for employees in both sectors is smaller than for the whole economy while in Poland GPG in the ICT sector exceeds the average for all sectors by more than 6 times and in the touristic sector – more than 5 times. In Latvia and Lithuania we observe similar tendency as in Poland however the differences in GPG ratios are not so big. In the rest of the BSR states and for the whole EU gender pay gap in the touristic sector is smaller and in the ICT sector bigger than for the whole economy.

Table 26. GPG in 2010

GPG	all sectors*	ICT	touristic
EU28	17.89%	23.53%	16.33%
Denmark	16.43%	21.05%	9.80%
Germany	22.28%	28.07%	12.88%
Estonia	27.23%	29.26%	22.85%
Latvia	15.46%	24.97%	23.08%
Lithuania	11.96%	25.22%	14.72%
Poland	4.41%	24.51%	27.65%
Finland	20.29%	15.68%	12.57%
Sweden	15.60%	14.06%	8.91%

Source: Own elaboration on the basis of earnings from SES 2010

* All sectors except public administration, defense, compulsory social security.

Analysis of GPG changes in the analyzed time span is presented in Tables 27 and 28. In 2013 values of GPG for the ICT branch belong to the interval from 12.7 in Sweden to 31.6 in Estonia, and for the tourism branch - from 4.8 in Denmark to 24.7 in Estonia. However if we compare GPG for selected branch to GPG evaluated for the whole economy we notice that gender wage gap is in the ICT sector bigger in all countries except Latvia, Finland and Sweden, while in touristic sector we observe the opposite situation i.e. GPG is smaller in all the BSR states but Poland and Latvia.

Table 27. GPG in the BSR states in the ICT sector

GEO/TIME	2007	2008	2009	2010	2011	2012	2013
Denmark	n.a.	20	18.8	20.4	18.9	19.4	17.7
Germany	28.9	28.7	28.6	28.1	28	27.8	26.8
Estonia	n.a.	29.3	29.5	29.5	24.3	31.6	31.6
Latvia	n.a.	n.a.	n.a.	25	24.2	23.4	24.6
Lithuania	22.2	30.7	28.4	27.1	25.7	26.4	27.8
Poland	29.2	27.6	26.1	24.5	23.5	22.4	22.4
Finland	n.a.	18	16.4	15.7	15.2	13.9	14.3
Sweden	n.a.	16.1	14.2	14	14.9	13.7	12.7

Source: Own elaboration on the basis of earnings from SES 2010

Table 28. Dynamic of GPG in the BSR states in the ICT sector (previous year = 100)

GEO/TIME	2008	2009	2010	2011	2012	2013	Dynamics %
Denmark	n.a.	94.0	108.5	92.6	102.6	91.2	-2.8%
Germany	99.3	99.7	98.3	99.6	99.3	96.4	-0.8%
Estonia	n.a.	100.7	100.0	82.4	130.0	100.0	1.4%
Latvia	n.a.	n.a.	n.a.	96.8	96.7	105.1	-0.5%
Lithuania	138.3	92.5	95.4	94.8	102.7	105.3	0.4%
Poland	94.5	94.6	93.9	95.9	95.3	100.0	-1.5%
Finland	n.a.	91.1	95.7	96.8	91.4	102.9	-1.9%
Sweden	n.a.	88.2	98.6	106.4	91.9	92.7	-1.9%

Source: Own elaboration on the basis of Eurostat data

Taking into account the whole analyzed period, in both sectors there is observed a great diversity of gender pay gap in different countries (Tables 27 and 28). In 2013 values of GPG for the ICT branch belong to the interval from 12.7 in Sweden to 31.6 in Estonia, and for tourism branch - from 4.8 in Denmark to 24.7 in Estonia. However if we compare GPG for selected branches to GPG evaluated for the whole economy we notice that gender wage gap is in the ICT sector bigger in all countries except Latvia, Finland and Sweden, while in touristic sector we observe the opposite situation i.e. GPG is smaller in all BSR states but Poland and Latvia.

Table 29. GPG in the BSR states in touristic sector

GEO/TIME	2007	2008	2009	2010	2011	2012	2013
Denmark	n.a.	2.8	4.7	8.3	8.0	5.3	4.8
Germany	13.7	13.5	13.2	12.9	12.9	12.6	12.3
Estonia	n.a.	18.1	20.8	23.7	20.5	24.4	24.7
Latvia	n.a.	n.a.	n.a.	23.0	22.1	23.2	16.0
Lithuania	16.3	19.4	20.9	17.9	15.3	13.1	11.3
Poland	14.2	18.7	23.2	27.7	19.5	11.2	11.2
Finland	n.a.	13.0	12.7	12.6	11.7	10.7	10.8
Sweden	n.a.	9.0	8.3	8.9	8.3	7.9	6.3

Source: Own elaboration on the basis of Eurostat data

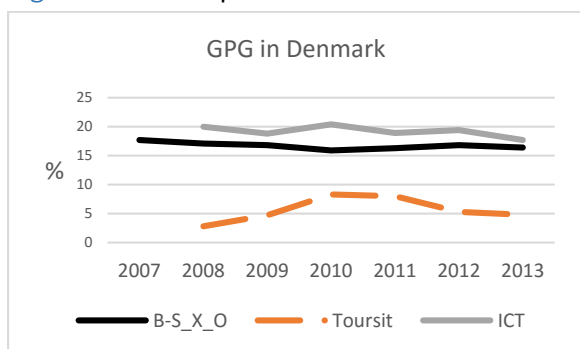
Table 30. Dynamic of GPG in the BSR states in touristic sector (previous year = 100)

GEO/TIME	2008	2009	2010	2011	2012	2013	Dynamics %
Denmark	96.6	98.2	94.6	102.5	103.1	97.6	0.5%
Germany	100.0	99.1	98.7	99.6	100.9	96.4	-0.5%
Estonia	89.3	96.4	104.1	98.6	109.9	99.7	1.3%
Latvia	86.8	111.0	118.3	87.7	101.5	104.3	-1.2%
Lithuania	95.6	70.8	95.4	81.5	105.9	105.6	-1.5%
Poland	76.5	70.2	56.3	122.2	116.4	100.0	6.0%
Finland	101.5	101.5	97.6	96.6	99.0	96.4	-1.4%
Sweden	94.9	92.9	98.1	102.6	100.6	95.6	-0.2%

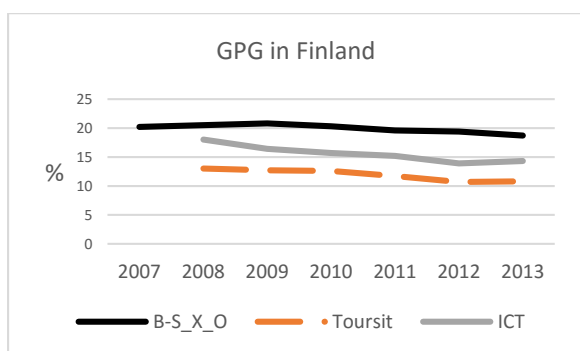
Source: Own elaboration on the basis of Eurostat data

Because of lack of the data we cannot evaluate the dynamic measures for all periods and countries but it is visible in Tables 29 and 30 that gender pay gap has been decreasing in both considered sectors, except Estonia and Lithuania in the ICT branch only. Comparisons of gender pay gaps in both sectors to GPG evaluated for all sectors provided for each BSR state and all available data are presented on Figures.

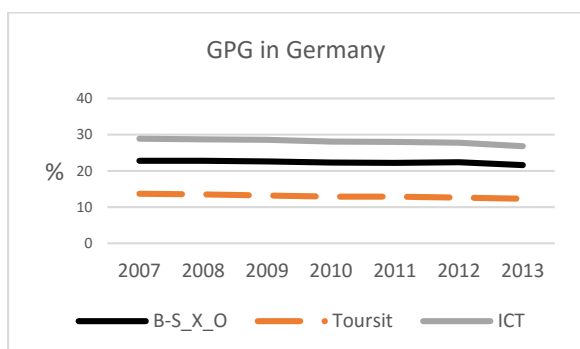
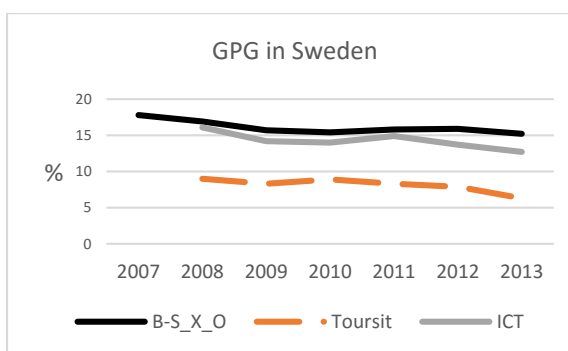
Figures 1-8: Comparison of GPG in the BSR states



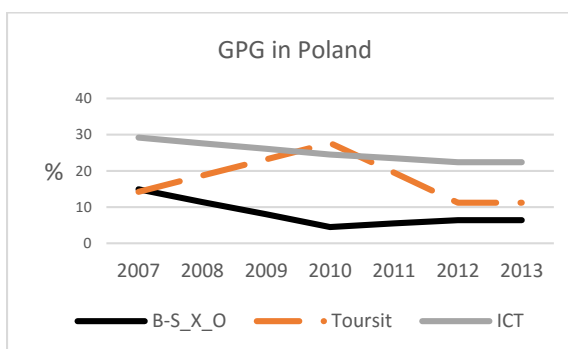
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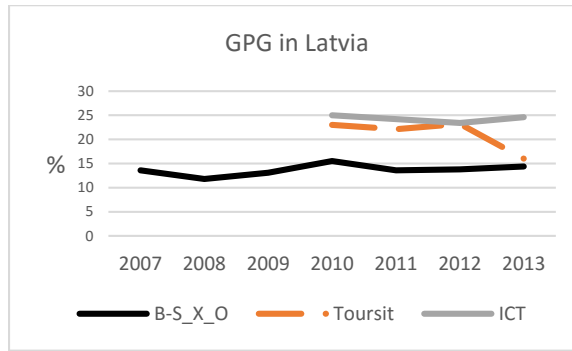
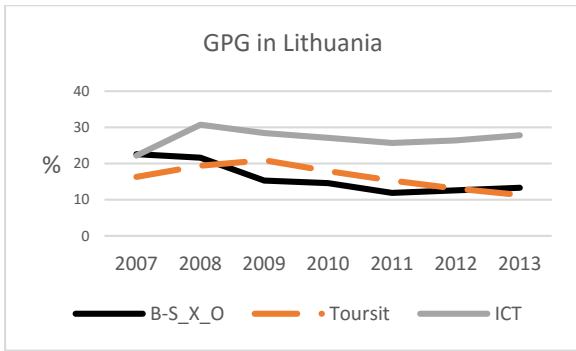


Source: Own elaboration on the basis of Eurostat data

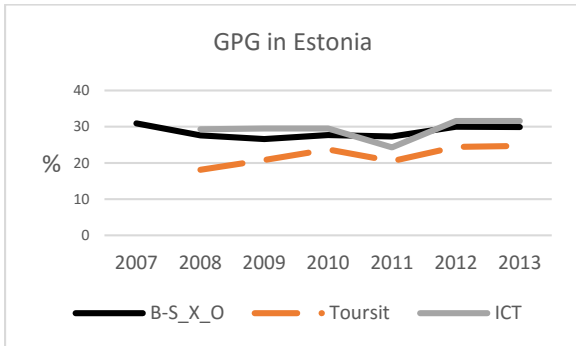


Source: Own elaboration on the basis Eurostat data





Source: Own elaboration on the basis of Eurostat data



Source: Own elaboration on the basis of Eurostat data

In our investigation we also ask the question if level of feminization influence gender pay gap. Therefore, we evaluate the Pearson correlation coefficient between GPG (3) and feminization rate (2) for all BSR states and the years 2010-2013 i.e. all available data. The result does not show strong relations between both phenomena since Pearson coefficient equals 0.64 and 0.69 for ICT and the touristic sector respectively.

2.2. Wages of managers

Wages of managers are higher than average earnings evaluated for all employees what is visible in Tables 31, 32 and 33 for the year 2010. Taking into account average earnings of managers obtained in the whole economy we see that in comparison to the average wages the increase of incomes for women managers is smaller than for men managers. The former obtain more than average by from 53% in Denmark to 92% in Estonia while the latter from 65% in Denmark to 120% in Poland.

Table 31. Hourly earnings of managers in all sectors* in 2010

GEO/SEX	Males	Females	Males	Females
	Earnings (€)		Ratio to average wages	
EU28	29.41	20.69	191.35%	163.95%
Denmark	45.76	35.44	164.84%	152.76%
Germany	39.50	27.64	209.99%	189.06%
Estonia	10.81	7.99	188.66%	191.61%
Latvia	7.14	5.85	172.46%	167.14%
Lithuania	6.52	5.19	177.17%	160.19%
Poland	11.46	8.26	219.54%	165.53%
Finland	39.40	29.99	193.61%	184.90%
Sweden	30.16	23.70	166.81%	155.31%

Source: Own elaboration on the basis of earnings from SES 2010

* All sectors except public administration, defense, compulsory social security.

The wage differences between managers and all employees are relatively small for the ICT sector since men managers earn only from 54% in Denmark to 81% in Poland and women managers obtain from 50% in Sweden to 86% in Finland more than the average obtained by all employees. While in the touristic sector there is greater diversity. For instance male managers get only 4% more than others in Latvia while in Germany managers' earnings constitute three times average hourly earnings in that sector. For women managers the diversity is smaller although the smallest and biggest differences are observed in the same states for both genders.

Table 32. Hourly earnings of managers in ICT sector in 2010

GEO/SEX	Males	Females	Males	Females
	Earnings (€)		Ratio to average wages	
EU28	35.22	26.75	164.73%	163.61%
Denmark	55.35	43.72	154.35%	154.43%
Germany	44.10	33.01	172.20%	179.21%
Estonia	n.a.	n.a.	n.a.	n.a.
Latvia	11.93	8.62	163.65%	157.59%
Lithuania	9.77	7.46	168.74%	172.29%
Poland	17.68	13.50	181.33%	183.42%
Finland	41.81	39.40	166.77%	186.38%
Sweden	34.20	29.40	149.80%	149.85%

Source: Own elaboration on the basis of earnings from SES 2010

Table 33. Hourly earnings of managers in the touristic sector in 2010

GEO/SEX	Males	Females	Males	Females
	Earnings (€)		Ratio to average wages	
EU28	17.28	13.77	174.19%	165.90%
Denmark	34.96	29.12	188.26%	173.85%
Germany	30.49	20.17	299.80%	227.65%
Estonia	6.43	5.76	157.99%	183.44%
Latvia	3.38	3.41	104.00%	136.40%
Lithuania	3.55	3.26	153.68%	165.48%
Poland	8.23	5.26	189.63%	167.52%
Finland	23.73	19.80	159.48%	152.19%
Sweden	20.20	19.22	146.27%	152.78%

Source: Own elaboration on the basis of earnings from SES 2010

Table 34. Gender pay gap for managers in 2010

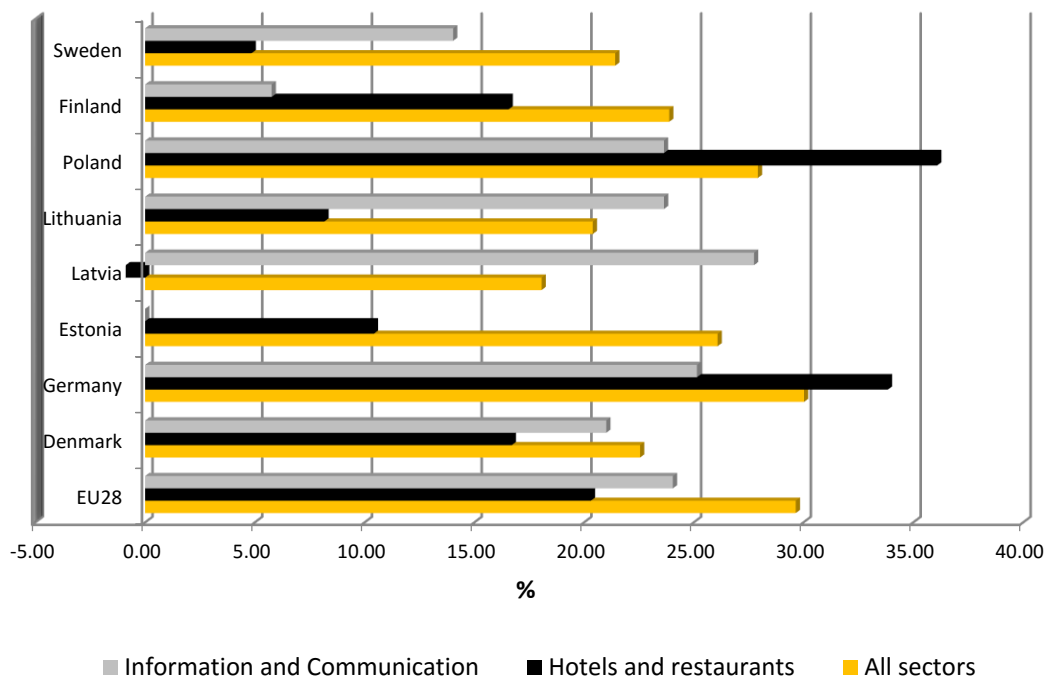
GEO/SEX	All sectors*	ICT	Touristic
EU28	29.65%	24.05%	20.31%
Denmark	22.55%	21.01%	16.70%
Germany	30.03%	25.15%	33.85%
Estonia	26.09%	n.a.	10.42%
Latvia	18.07%	27.75%	-0.89%
Lithuania	20.40%	23.64%	8.17%
Poland	27.92%	23.64%	36.09%
Finland	23.88%	5.76%	16.56%
Sweden	21.42%	14.04%	4.85%

Source: Own elaboration on the basis of earnings from SES 2010

* All sectors except public administration, defense, compulsory social security.

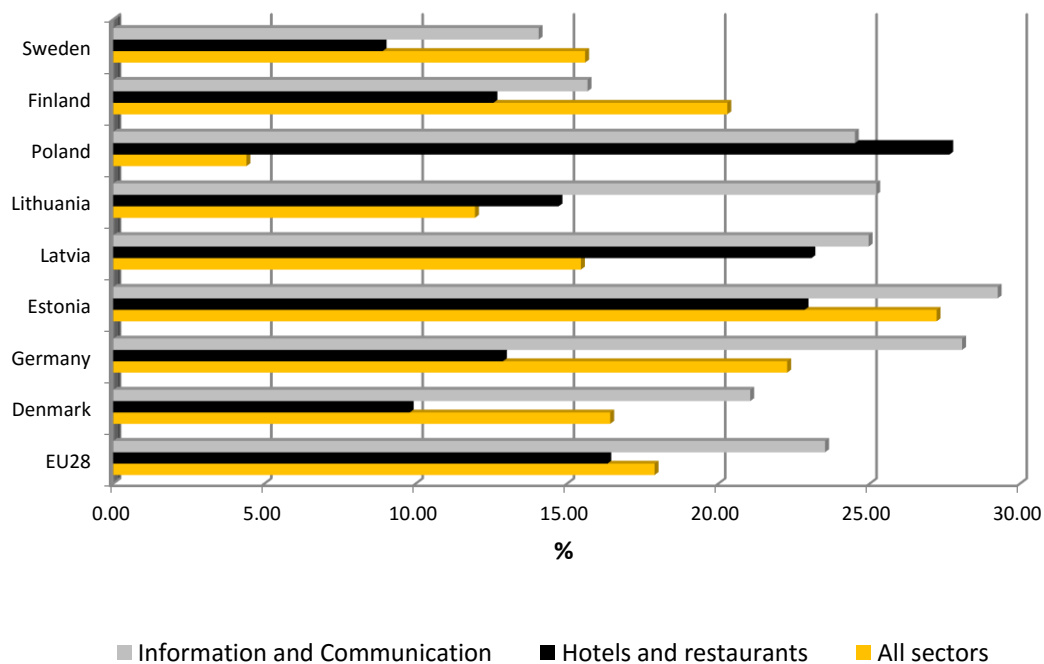
In Table 34, gender pay gap for managers is compared. The biggest GPG among managers from the whole economy is visible for Germany (30%) while in the ICT sector – in Latvia (28%) and in the touristic sector – in Poland (36%). The smallest value of GPG is visible in Latvia for all sectors and touristic sector for which it is even negative, and Finland for ICT sector. GPG for managers is usually bigger than the one evaluated for all employees except Denmark, Germany, Lithuania, Poland and Finland in ICT sector and Estonia, Latvia, Lithuania and Sweden in the touristic sector. See also Figures 9 and 10 where GPG is compared.

Figure 9. GPG for managers



Source: Own elaboration on the basis of Eurostat data

Figure 10. GPG for all employees



Source: Own elaboration on the basis of Eurostat data

Conclusions

In our investigation we compare situation in the ICT and the touristic sectors in the Baltic Sea Region states. These two sectors are to represent different situation in the labor market in terms of women participation in the labor market. However, one must realize that total employment in both sectors is rather small since in the whole European Union it constitutes for both sectors 2.9% and 4.2% respectively of all employed therefore they are not representative for the whole economies.

The main findings of our research are presented in Tables and Figures and they may be summarized as following.

In the ICT sectors in the years 2008-2014 there were employed in average 32% of women while in BSR states this ratio was from 29% in Sweden to 44% in Lithuania. However, feminization of this sector has been decreasing. The changes in the employment structure is mostly visible in the Baltic states what is probably caused by:

- small labor markets in these countries therefore even small change in the count of employees causes essential change in the structure of employment,
- economic crises which influences also the ICT sector.

Feminization of the touristic sector is bigger than the ICT. The average feminization rate for EU member states is 55% while in the BSR states it constitutes from 52% in Denmark and Sweden to 80% in Lithuania. The employment has been increasing in this sector however the dynamic for male employees is bigger than for female ones. The highest feminization rate is observed in Baltic states.

Analyzing countries from the Baltic Sea Region one must realize that they are characterized by different level of economic development and standard of life. It is visible by the huge differences in earning obtained in Germany and Scandinavian countries (BSR⁺) in comparison to Baltic States and Poland (BSR⁻). In the new EU states belonging to the BSR average hourly wages constitute only from 21% to 35% of average obtained in the 28 European Union countries, and from 21% to 29% of average obtained in other four BSR states, depending on the sector and gender (Table 35).

Table 35. Average earnings (in €)

	Male	Female	Male	Female	Male	Female
BSR ⁺	21.25	17.33	14.36	12.80	27.34	21.87
UE	15.37	12.62	9.92	8.30	35.86	28.31
BSR ⁻	4.69	3.98	3.49	2.69	8.00	5.91
BSR ⁻ /BSR ⁺	22.1%	22.9%	24.3%	21.0%	29.2%	27.0%
BSR ⁻ /UE	30.5%	31.5%	35.2%	32.4%	22.3%	20.9%

Source: Own calculation on the basis of SES data

Gender pay gap in the ICT branch is higher than in the touristic sector with exception of Poland in 2010. GPG in the ICT sector is higher than average evaluated for national economies in Denmark, Poland, Germany, Lithuania, Latvia and Estonia (with exception of the year 2011), while in Finland and Sweden the situation is opposite. In the tourism sector GPG is smaller than the average evaluated for the whole economy in Denmark, Germany, Estonia, Finland and Sweden. In Poland (with exception of the year 2007) and Latvia (for available data) gender wage gap is higher than the one evaluated for the whole economy. While in Lithuania the situation was changing in the analyzed years.

Managers earn more than “average employees” but there is great diversity among countries, sectors and both genders. For instance, male managers in touristic sector in Latvia earn only 4% more while in Germany 3 times more (in 2010). Also gender wage gap is strongly differentiated from negative value in Latvian touristic sector (-1%) to 36% in the touristic sector in Poland.