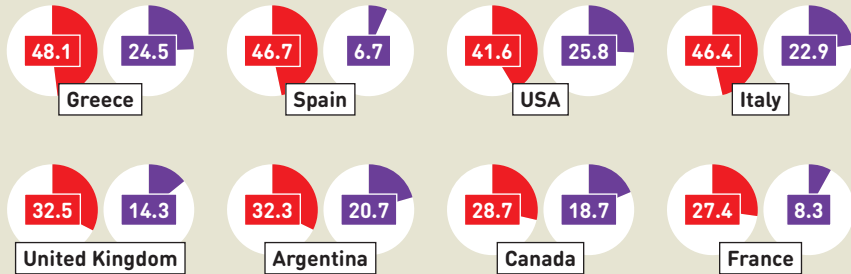


THE PRICE OF INEQUALITY

Hypothetical question: How many fewer low-paid workers* would there be among migrant women if women were paid the same as men? Selected countries, in percent

Share of low-paid women migrants ■ with and ■ without
“unexplained” part of migrant pay gap



The difference in pay received by many migrant women compared to men consists of two components: **“explained”** and **“unexplained”** pay gaps. The **“explained”** gender pay gap results from women having lower levels of training, lower hourly wages due to part-time work, jobs in a low-wage sector, or a lack of promotion to the same level as men, for example because childcare has interrupted their career. The **“unexplained”** gender pay gap results from women being paid less than men simply because they are women. If this form of discrimination did not exist, many women would earn so much more that they would no longer be classified as low-paid.

* less than two-thirds of the median hourly wage