A STUDY OF MALE AND FEMALE MANAGERS BETWEEN ECONOMIC SECTORS OF LATVIA USING EU-SILC SURVEY

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Abstract. Gender pay difference has been a widely recognized issue worldwide and one of the most popular research topics between various researchers, as there is still a relatively low share of women representing roles in senior management.

The aim of this study is to analyse recent scientific findings on wage gap between male and female managers, and to explore possible occupation segregation in Latvia, as well as employment differences between male and female managers in the context of economic sectors and salary levels.

Research methods used to prepare this particular study are analysis of the following: scientific publications, statistical data obtained from the database of European Union Statistics on Income and Living Conditions (EU-SILC). The databases are analysed using Statistical Package for Social Sciences (SPSS) and the functions provided, especially data filtration and case selecting, crosstabulations, descriptive statistics and frequencies.

The results indicate that based on researches done before the wage gap in upper management and executive roles can be formed due to low women representation, although some still argue that gender inequality exists especially in context of occupational segregation. Data analysis shows the presence of horizontal gender segregation in Latvia, as well as employment differences between various economic sectors in context of managers.

Keywords: *wage gap; managers; gender segregation; EU-SILC.*

JEL code: M12, J4, B42

Introduction

Nowadays gender pay differences are seen as possible determinants of gender inequality between many researchers, as a result various companies and institutions have been developing internal policies as part of corporate social responsibility to promote equal working environments and possibilities for both men and women, and certain countries have even developed various policies to regulate the proportion of women and men in the executive roles. Some still argue that gender pay differences should be considered as common sense due to fact it can be influenced by various factors such as level of education, personal preferences and choice of economic sector. It is still discussed whether gender pay differences should be seen as a very important issue in companies and countries.

The aim of this study is to analyse recent scientific findings on wage gap between male and female managers, and to explore possible gender segregation (occupation segregation) in Latvia, as well as employment differences between male and female managers in the context of economic sectors and salary levels.

By taking into account all the mentioned above, the aim of this study is achieved by performing the following tasks:

1) Analysing recent scientific publications on gender wage gap;
2) Exploring researches on income indifference between male and female managers;
3) Exploring information on gender segregation and *glass ceiling* phenomena*;*
4) Conducting analysis on managers in EU-SILC Survey in context of household net disposable incomes and economic sector.

Research methods used to prepare this particular study are analysis of the following: scientific publications, statistical data obtained from the database of European Union Statistics on Income and Living Conditions (EU-SILC). The databases are mostly analysed using Statistical Package for Social Sciences (SPSS) and the functions provided, especially data filtration and case selecting, crosstabulations, descriptive statistics and frequencies.

Literature Review

Gender income indifferences have attracted attention both in public and private sectors. A study conducted by one of Big Four companies KPMG in 2016 (KPMG, 2016) have stated that there are various factors present in the labour market, influencing the gender pay gap, few of them being gender discrimination, age, gender horizontal and vertical segregation in companies and institutions, as well as factors related to labour market such as part-time job and length of time for which the individual can be considered to be economically inactive. Working at public or private sector also influences formation of pay gap, as well as there are various other influencing factors related to organizations and labour market that possibly form gender inequalities not only in context of income, but also career advancement and living conditions.

Most of the scientific research findings done so far concentrate on exploring gender pay gap as a determinant of gender inequality especially in context of disadvantages that women face in the labour market. There have already been various researches performed in the Baltic countries, e.g. when analysing income difference tendencies in the Baltics (Šilingiene, Radvila, 2014), exploring public-private sector wage gap in Latvia while using Labour Force Surveys (Vilerts, 2018), as well as analysing women employment throughout years 2007 to 2013, concentrating on the women working full and part-time, and taking into consideration their income levels and number of children (Vaivade, Brekis, 2015). There have been important researches conduced on gender equality in city councils (Zake, 2007) as well as analysis on the data collected from Labour Force Survey between years 2015 to 2018 in context of managers, economic branches of employment and net income intervals (Vasina, Sloka, 2019). Labour Force Surveys have also been analysed in countries outside the EU, e.g., in China in 2017 researchers concluded that wage gap is smaller between those employed in the public institutions, and after conducting linear regression analysis it was concluded that income indifferences vary between sectors and regions (Francesconi, Parey, 2018). Income indifferences in general have also been related to technological advancement. Researches state that due to technological evolution, the middle-class jobs are slowly disappearing from the labour market, therefore forming pay difference between people working on either high-paid or low-paid professions in various countries (Williams, Bol, 2018). Similar ideas have been also stated by a research conducted in the US (Shim, Yang, 2018) as well as Portugal (Fonseca, Lima, Pereira, 2018). Researches conducted on the wage gap and age analysis state that the gender pay gap between young employees and recent graduates becomes lower when the minimum wage in the country is raised (Majchrowska, Strawinski, 2018). When related to age, income gap has been analysed between recent graduates in various researches, stating that more women choose to be employed in the public sector where the salaries are lower, therefore men earn higher salaries for full-time jobs, also marking the importance of occupational choice (Parcheta, Kaifi, Khanfar, 2013). Some of the researches have also stated that the pay gap becomes higher when the income level is raising, showing a phenomena of *glass ceiling*. There has also been a registered sign of *sticky floor* effect, which is related to gender segregation and indicates barriers of career advancement in the labour market (Hara, 2019). *Sticky floor* effect has also been registered in India especially between those receiving high wages, being less severe for low salary receivers, also related to social norms (Deshpande, Goel, Khanna, 2018). Statistics on Income and Living Conditions (EU-SILC) have also been analysed in the EU in context of wage gap and work-family reconciliation policies (Christofides, Polycarpou, Vrachimis, 2018). Nevertheless, there is a limited amount of research done on gender pay gap between those employed in top management or leadership roles, especially in the EU, and when discussing the pay gap and possible gender inequality between managers, the gender representation must be taken into account. Most of the researches done on public companies state that some parts of wage gap can be simply explained with underrepresantation of women in the upper management roles. Pay gaps between managers have been analysed

in public companies in Australia between 2006 and 2010 (Duong, Evans, 2016). Although women representation between CFO's was only 7.73%, their average salaries were 34% lower with statistical significance. Another research conducted on public company CEO's in the UK showed that women CEO's receive 15% lower salaries and 20% lower bonuses than their male counterparts (Geiler, Renneboog, 2015), as well as in China it was found that in economic sectors which are male-dominated in sense of proportion the income wage gap is 20.47%, as well as women CEO's are underrepresented making only 5.78% of the total CEO count (Wang, Markozy, Sun, Peng, 2018). Some researches conducted on other companies have found that women make up only 2.5% of total CEO's, with a gender wage gap of 45%, as well as women working in the upper management roles represent smaller companies (Bertrand, Hallock, 2001), therefore the wage gap is formed due to financial outcomes.

Such terms as occupational, vertical, and horizontal segregation have been discussed in researches in context of gender wage gap. Occupational segregation describes a situation in which the wage gap is formed due to representation levels, but also possible inequalities in individuals' status and rewards. It has been believed that gender occupational segregation exists in every country, region as well as social and culture environments, resulting to differences in gender pay between various professions and economic branches (Williams, Bol, 2018). Horizontal segregation describes various representation levels of men and women between different economic branches, e.g. low women representation in construction sector, but vertical segregation explains differences between representation of women and men between organizational levels, such as men being more managers than women (European Institute for Gender Equality). U.S. Department of Labour has stated that a profession can be considered to be female-dominated if they make up more than 75% of the total employed in this profession (U.S. Department of Labour, 2014), but some methodologies state that a profession or economic branch is one-gender represented if the proportion is 60% and over (The Workplace Gender Equality Agency, 2017). Several steps are taken in many countries to reduce the wage gap.

Research results and discussion

The authors of this research conducted analysis on European Union Statistics on Income and Living Conditions in Latvia between years 2014 to 2017. The statistics databases are available on the webpage of Central Statistical Bureau of Latvia, and there are two datasets available for each year- dataset H, which contains detailed information on households and their living conditions, and dataset R_P. To research data on managers, the R_P dataset was used, which contains information on economic branch, profession, age intervals and other criteria available for analysis on IBM SPSS software. To analyse managers results deeper there were used various data filtering options as well as crosstabulations, descriptive statistics and frequencies. Table 1 indicates the total number of men and women respondents participating in this survey every year, as well as the share in percent of those participating based on their gender.

Table 1

Gender proportion in Latvia between years 2014 to 2017 (count and %)

	2014		2015		2016		2017	
	N	%	N	%	N	%	N	%
Men	6105	43.4	6077	43.6	6093	43.9	5932	44.1
Women	7949	56.6	7846	56.4	7771	56.1	7525	55.9
Total	14054	100	13923	100	13864	100	13457	100

Source: Authors' calculations based on data from Central Statistical Bureau of Latvia: Statistics on Income and Living Conditions (EU-SILC) in 2014, 2015, 2016, 2017

It is indicated on the table that the largest amount of total respondents was in 2014, 56.6% of them being women and 43.4% men. It can be concluded that over the 4 year period share of women, in comparison to the share of men,

has been for 12.5 percentage points higher on average. The biggest gap has been registered in 2014, where women share was over 13 percentage points higher in comparison to men.

Using the data filtering method, the authors further analyze the available information on executives, marked as "1-Managers" in the dataset section PL051. The EU-SILC survey data includes information on respondents according to the Classification of Occupations as defined by Regulation No.264. The Occupational Classifier provides workforce break down consistent with international practice and classifies groups according to the International Standard Classification of Occupations 2008 (ISCO-08) of International Labor Organization. The occupational classification consists of occupations grouped into 10 basic groups and their corresponding sub-major and minor groups. The Classification of Occupations covers the basic qualification requirements and the tasks relevant to the professions. Table 2 includes information on proportion of male and female managers between 2014 and 2017 in EU-SILC surveys.

Table 2

Proportion of male and female managers in Latvia in 2014 and 2017 (count and %)

	2014		2015		2016		2017	
	n	%	n	%	n	%	n	%
Men	321	45.4	329	46.2	326	46.8	344	47.7
Women	386	54.6	383	53.8	370	53.2	377	52.3
Total	707	100	712	100	696	100	721	100

Source: Authors' calculations based on data from Central Statistical Bureau of Latvia: Statistics on Income and Living Conditions (EU-SILC) in 2014, 2015, 2016, 2017

Table 2 shows that the proportion of female managers was higher during the analysed period. Number of female managers was the highest in 2014, when female executives were 386 or 54.6%. The highest number of managers was observed in 2017 with 721 managers, of whom 52.3% were women and 47.7% were men. In 2014, the number of female managers in this survey was the highest - 386 women, while in 2017 - the highest number of men - 344 men. The authors conclude that, considering the proportion of women and men in this period, the proportion of men in management roles is increasing, but the proportion of women in management is decreasing – share of men has increased by 2.3 percentage points between 2014 and 2017. This survey shows that there is a relatively small gap in the distribution of managers by gender, which is also confirmed by Eurostat data for the country as a whole - Latvia ranks first in Europe with the lowest gender gap between manager roles in sense of gender representation. In 2017 female managers in Latvia were 56%. Nevertheless, the authors conclude that there is no vertical segregation detected in sense of EU-SILC surveys and shows almost a similar proportion for both genders employed in managerial levels as backed up by the statistics of Latvia already.

Data included in table 3 indicate the share of female managers employed in various economic sectors in Latvia between 2014 and 2017.

Table 3

Proportion of female managers occupied in various Economic Sectors in Latvia between 2014 and 2017 (count and %)

Economic activity of main job local unit	2014		2015		2016		2017	
	n	%	n	%	n	%	n	%
Agriculture, forestry and fishing	9	2.3	10	2.6	8	2.2	5	1.3
Manufacturing, mining and quarrying	28	7.3	28	7.3	29	7.8	26	6.9
Construction	5	1.3	6	1.6	5	1.4	4	1.1
Wholesale and retail trade, accommodation and food service activities	48	12.4	40	10.4	38	10.3	45	11.9

Transportation and storage, information and communication	19	4.9	11	2.9	17	4.6	19	5.0
Financial and insurance activities; real estate activities; professional, scientific and technical activities	48	12.4	44	11.5	40	10.8	26	6.9
Public administration and defence; compulsory social security	36	9.3	39	10.2	41	11.1	40	10.6
Education	23	6.0	24	6.3	23	6.2	23	6.1
Human health and social work activities	10	2.6	10	2.6	11	3.0	14	3.7
Other local units	14	3.6	19	5	15	4.1	22	5.8
Not applicable / Empty field	146	37.8	152	39.7	143	38.6	153	40.6

Source: Authors' calculations based on data from Central Statistical Bureau of Latvia: Statistics on Income and Living Conditions (EU-SILC) in 2014, 2015, 2016, 2017

The highest proportion of female executives in the analysed period in Latvia can be observed in Wholesale and retail trade, accommodation and food service activities, where the average representation rate is 11.3%, as well as in 2014-2016 the majority of women were managers in the financial, insurance and real estate services sector. Compared to 2016, this indicator has decreased by 3.9 percentage points in 2017, reaching 6.9%. On average, 10.3% of female managers are also employed in Public administration and defense sector.

The lowest share of female managers in this survey were in Construction, where the average share of managers were 1.3% over a 4-year period, yet in 2017 it was the lowest amongst all sectors, reaching 1.1%. The representation of women leaders is also low in Agriculture, forestry and fishing branch, reaching the lowest point of 1.3% in 2017.

Table 4 indicates representation of male managers in various economic sectors between years 2014 and 2017. Compared to women, a large proportion of men occupy positions in sectors where the average net salary is one of the highest in Latvia according to the data provided by Central Statistical Bureau of Latvia.

Table 4

Proportion of male managers occupied in various Economic Sectors in Latvia between 2014 and 2017 (count and %)

Economic activity of main job local unit	2014		2015		2016		2017	
	n	%	n	%	n	%	n	%
Agriculture, forestry and fishing	19	5.9	20	6.1	12	3.7	15	4.4
Manufacturing, mining and quarrying	45	14.0	50	15.2	40	12.3	42	12.2
Construction	33	10.3	32	9.7	27	8.3	27	7.8
Wholesale and retail trade, accommodation and food service activities	43	13.4	46	14.0	40	12.3	36	10.5
Transportation and storage, information and communication	22	6.9	36	10.9	43	13.2	37	10.8
Financial and insurance activities; real estate activities; professional, scientific and technical activities	30	9.3	37	11.2	40	12.3	44	12.8
Public administration and defence; compulsory social security	13	4.0	18	5.5	18	5.5	22	6.4
Education	3	0.9	3	0.9	6	1.8	9	2.6
Human health and social work activities	3	0.9	3	0.9	4	1.2	2	0.6
Other local units	7	2.2	5	1.5	6	1.8	6	1.7
Not applicable / Empty field	103	32.1	79	24.0	90	27.6	104	30.2

Source: Authors' calculations based on data from Central Statistical Bureau of Latvia: Statistics on Income and Living Conditions (EU-SILC) in 2014, 2015, 2016, 2017

During the analysed period, it can be concluded that men represent sectors where the average monthly net salary is one of the highest in the country, for example, a high proportion of male managers are employed in Manufacturing, mining and quarrying sector, where the average net income, according to Central Statistical Bureau of Latvia, reached

726 euros net in 2017. The share of managers in the financial, insurance and real estate services sectors has increased during 2014 to 2017, reaching an average of 11.4%. In Transportation and storage, information and communication sector, which is of a high average monthly net salary, especially reaching 872 euros net in the country in year 2017, the employment rate of male managers on average is 10.5% - in comparison to men, women managers represent this sector only by 4.3% on average. The sector, both men and women are employed equially is Wholesale and retail trade, accommodation and food service activities, with the rate of male managers averaging 12.5% and female managers 11.3% between 2014 and 2017. The authors of this research see possible challenges regarding employment of women and men managers in either high or low paid economic sectors.

Authors conclude that in Latvia women tend to be employed in sectors where the average net salaries are lower, for example, in Education sector, where in 2017 were employed 84,53% women in general, not in the context of managers, resulting to a possible pay gap. Education is a sector with the lowest net salary between all sectors, same as in Human health and social work activities, where overall women representation makes up over 85% of the total, therefore is a sign of horizontal segregation between various sectors in Latvia, which might also affect career opportunities and form a gender pay gap on a national level.

The incomes of women and men executives are most often in the 5th income quintile, but the disposable incomes of their households vary. In the table 5, the authors depict the disposable income of managerial households between households of men and women managers, as well as additionally measure medians of income, standard deviation, indicators of skewness and kurtosis.

Table 5

Net disposable income in households of male and female managers between 2014 to 2017, euro

Statistical indicator	2014		2015		2016		2017	
	Women	Men	Women	Men	Women	Men	Women	Men
	386	321	383	329	370	326	377	344
Weighted arithmetic mean (euro)	8733.29	9658.16	9731.46	11044.27	10390.02	11882.67	10299.99	11106.59
Median (euro)	7036.00	8186.00	8139.00	9931.00	8240.50	10019.50	8706.00	9906.50
Standard deviation (euro)	6922.88	7128.42	7062.68	6736.29	8301.29	8718.96	6706.18	6573.49
Skewness	3.096	2.825	1.804	1.520	3.590	2.744	1.076	0.953
Kurtosis	0.248	13.591	4.733	3.890	0.253	0.269	0.933	0.774

Source: Authors' calculations based on data from Central Statistical Bureau of Latvia: Statistics on Income and Living Conditions (EU-SILC) in 2014, 2015, 2016, 2017

The authors note that there are in fact certain limitations when analysing EU-SILC datasets, e.g., there is no mentioned count of people in the household, as well as no seniority level of these managers, which most definitely impact salary levels. Nevertheless, it is possible to analyse net disposable incomes and identify possible challenges or differences for both genders. It can be concluded that households where the managers are men tend to have higher disposable net income levels, which can be affected by various reasons mentioned before, such as seniority level or even field. The largest difference between the disposable income of male and female managers in households during this period was in 2016, where the average household income of male managers was 14.37% higher (11 882.67 eur/net), and in 2015, when it was 13.49% higher (11 044.27 eur/net). The average income gap was the smallest in 2017, where the income of male managers' households was 7.83% higher. There is also a difference in median incomes, where the households of male managers seem to be wealthier, as well as considering standard deviation there are possible

inequalities both between salaries of men and women managers- in 2017 average net disposable income of women-manager households was in interval 10 299.99 ± 6 706.18 euros, but for men 11 106.59 ± 6 573.49 euros. After analysing the Skewness value, the authors conclude that for both women and men manager net disposable incomes there is a positive asymmetry present, meaning the right side of the distribution tail is longer, therefore more households are with high levels of income. The Kurtosis values show that net disposable incomes between both genders have been the most equal in 2016, but most inequal in 2014, meaning that net disposable incomes between men manager households were highly inequal.

Conclusions, proposals, recommendations

Although there have been certain limitations regarding datasets in contexts of this analysis, the authors conducted a research on latest findings on gender wage gaps between male and female managers, as well as explored possible challenges for male and female managers in Latvia using EU-SILC surveys between years 2014 and 2017. The most relevant conclusions are related to the EU-SILC survey outcomes, where authors of this research gathered information on 55 298 respondents, 56% of them being women, 2836 of the total occupied as managers. The main conclusions are as following:

1. Regarding the data available on EU-SILC, there is no vertical occupation segregation in context of managers and on average 52.1% between all managers are women. Similar data has also confirmed in national level by Eurostat, as Latvia is a leading country with equal numbers of both genders in managerial levels. Nevertheless, the seniority levels of these managers must be taken into account which was not indicated in this study therefore was a limitation and can still form a pay gap.
2. The study shows there is a possible horizontal gender segregation among managers in Latvia regarding different sectors, e.g., male managers hold positions in Manufacturing, mining and quarrying sector, as well as Agriculture, forestry and fishing sector. There are less male managers occupying positions in Education or Health and Social work. In contrast, great proportion of women managers are employed in other sectors, such as Wholesale and retail trade, accommodation and food service activities; Financial and insurance activities; real estate activities; professional, scientific and technical activities; Public administration and defence. Interestingly, a great amount of women in general are employed in Health and social activities, but are not managers, therefore different kind of specialists.
3. There are yet possible income disparities between households of male and female managers in context of net disposable incomes. Households of men managers tend to be more prosperous, having higher median and average disposable incomes, yet it is possible that households differ accordingly to the managerial levels, therefore are also inequal between themselves in context of one gender.

The authors propose that data collection could be carried out in more detail, avoiding missing data points which makes a big impact on analysis of these datasets as some values are missing. As there are still more to study using EU-SILC, further studies could be carried out in the future, performing cross-sectional analysis regarding regions and other data EU-SILC provides which might be useful to analyse living conditions in Latvia for various professions and specialities.

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