STUDY ON THE CAUSES OF THE GENDER PAY GAP IN LITHUANIA
PĒTĪJUMS PAR DZIMUMU ATALGOJUMA ATŠĶIRĪBU CĒLOŅIEM LIETUVĀ

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Abstract. *In the article, after analyzing scientific sources about the inequality of wages between men and women and statistically studying the gender distribution of the average salary in the Baltic States, it was found out that in the Baltic States men also earn more, but wage growth in all countries prevails differently. The analysis of the questionnaire survey of 449 respondents highlighted the main factors influencing the gender pay gap: the level of education, the distribution of childcare in the family, the dominance of men in higher positions, different attitudes towards work and career advancement. The study revealed that men have wider opportunities in the field of work and are considered the dominant gender in managerial positions. Women in modern society are still considered weaker and are emphasized on housework and childcare.*
Keywords: *causes of the pay gap, discrimination, gender pay distribution, wages.*

Introduction

The relevance of the topic: The average income in European countries can vary greatly depending on the country and the specific region in that country. According to the data of the Statistical Office of the European Union (EU), the average hourly wage of all employees of the European Union in 2021 amounted to 19.10 Euro *(European Union statistics, 2022)*. Women are more likely to work in low-paid, part-time jobs that offer little job security or opportunities to move up the career ladder. This can lead to a decrease in the overall income level of women, especially in comparison with their male counterparts.

There is ample evidence to suggest that gender discrimination has a negative impact on income levels in Europe. Based on data from the European Union in 2021, the gender pay gap in the EU reached 12.7 % *(European Union statistics, 2022)*, which means that women earned this many percent less than men, but this gap varied from country to country, with some countries reporting a larger gap than others.

The problem of the study: what are the causes of the gender pay gap.
The subject: to examine pay gap differences between men and women.
The aim: to investigate the causes of the gender pay gap.
Tasks:
1. Justify the importance of gender pay.
2. To provide gender-based data on wages.

3. Methodology for the study of wages.
4. Analyze the data on wages between the sexes.

Research methods: Microsoft Excel calculations, SPSS analysis, time series analysis, questionnaire survey analysis, frequency, and variance calculations.

The theoretical concept of wage inequality by gender

The problem of gender pay inequality is particularly acute these days. Gender pays inequality is a persistent feature of many labor markets, for example, in the United States, women earned only 84 % of what men earned on hourly wages by working full-time or half-time *(Lyons & Zhang, 2022)*.

One of the organisational and policy levers, often discussed as being able to help reduce wage inequality, is wage transparency *(Huet-Vaughn, 2013)*. Proponents of this policy argue that increased transparency helps to regulate their approach to justice, promotes accountability, allows women and minorities to improve their ability to negotiate a fair salary and promotion, and that this can lead to greater productivity *(Huet-Vaughn, 2013)*. Thus, gender inequality is a pressing problem even nowadays, women earn less than men, which is constant for various markets.

In the scientific literature, changes in the pay gap between groups of workers are usually associated with skills, labor and changes related to gender discrimination. Not only supply and demand factors, but also institutional factors lead to differences in employee salaries *(Oka & Yamada, 2021)*. Therefore, when interpreting the regularities of the change in the wage gap through the lens of economic models, the need arises to adjust the data to take into account the influence of the minimum wage.

An increase in one level of education provides an opportunity to receive a salary that is 1641 times higher compared to the education below. Unofficial employees usually earn 0.757 times less than formal employees. Employees who study can earn a salary 1226 times higher *(Kafabih & Ridwan, 2022)*. Thus, wages are different depending on education.

According to the calculation model, in order to avoid a decline in average wages and difficulties in retirement, people must save more or earn more *(Roux & de Villers, 2022)*. Thus, in order to achieve a sustainable lifestyle, a larger part of the income must be contributed to the pension fund.

It is well known that women are underrepresented in leadership positions, underestimated and subjected to gender discrimination and gender-based violence in science and health disciplines around the world *(Blau & Kahn, 2017)*. There is ample evidence that women are paid less than men, although this main explanation for the pay gap is gender discrimination, but an alternative explanation is that men are paid more because they have a higher level of productivity *(Oaxaca & Ransom, 1994)*.

It can be argued that female partners pay higher fees because they are more productive, since women are less likely to be attributed to prestigious clients, since such clients most often want their partners to be men *(Blau & Kahn, 2017)*. Surveys - based studies show, that discrimination against women is more common in male-dominated work environments *(Hultin & Szulkin, 1999)*.

In summary, there are many different factors that create wage inequality and the dissenting opinions of people about it. The average salary can be influenced by the level of education, or gender. There are many ways to solve, or at least improve the situation, like transparency with women, because it can help labor productivity, efficiency. Also, in order to maintain a good middle-income, most of the income should be spent on the pension fund and more savings should

be made. High, or at least some kind of education, will have the greatest impact on the salary, due to higher positions.

Statistical mathematical analysis of the pay gap in the European Union

This paragraph will examine the differences in salaries between the different countries of the European Union, the difference between the salaries of men and women and the impact of Gross domestic product (GDP) level.

Wyrzykowski analyzes a number of predictions with an increase in the number of people of retirement age by 2060. He argues that the share of pensions in GDP will increase by 2.3 percent, but the ratio of the average pension paid in the state system to the average wage in the economy will fall by 19 percent. Also, in the period 2013 - 2060, the demographic burden will increase substantially in each country of the European Union *(Wyrzykowski, 2014)*. Figure 1 shows, that the highest level of average gross earnings is found in countries such as Luxembourg (5063 Euros). The lowest salaries are in Bulgaria (668 Euros). When comparing the richest level, the average gross salary difference with the smallest is very large, 4395 Euros. It is clear that this difference can be seen in the living standards of the population.

In 2021, the gender pay gap in the EU stands at 12.7 %, and has only changed minimally over the past decade. This means that women earn an average of 13 % less per hour than men.
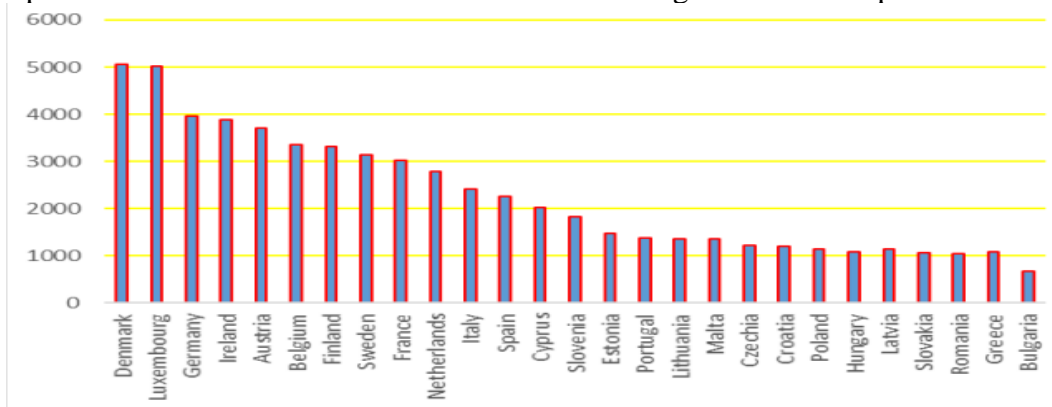

Figure 1. **Average monthly salary in European countries in year 2021, Euro** *(European Union statistics, 2022)*

There are significant differences between European countries. The gender pay gap ranges from less than 5 % in Luxembourg, Romania, Slovenia, Italy and Poland to more than 18 % in Germany, Austria, Estonia and Latvia. In most countries, the gender pay gap has narrowed over the past ten years *(European Union statistics, 2022)*.

In Figure 2 shows, that the hourly gender pay gap in the EU is 13 % in year 2020, and has only changed minimally over the past decade. In Luxembourg, it is less than one percent, which means that the pay for men and women is practically identical.
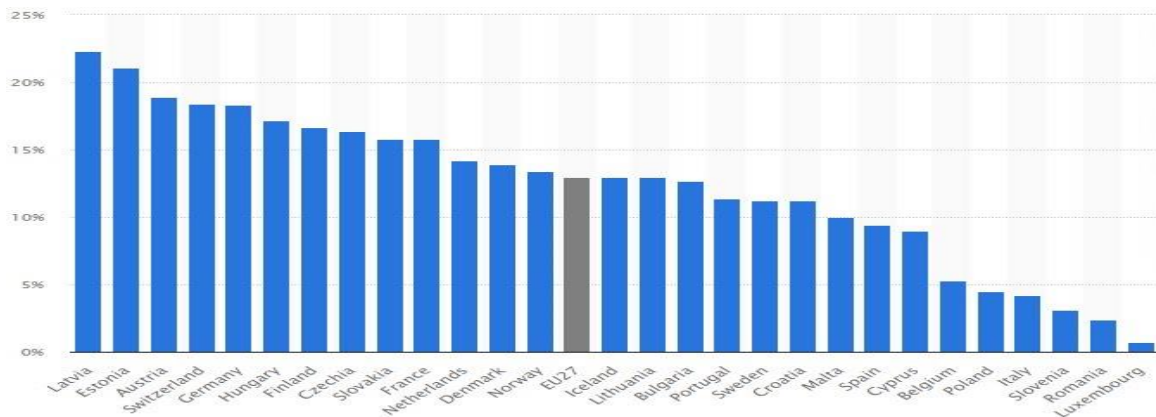
Figure 2. **Hourly pay gap between men and women in 2020, in European countries, %**
(European Commission, 2020)

When comparing the gender pay gap in the Baltic States, the change in wages over a period of 10 years was analyzed. It made it possible to reveal and prove that men earn more than women. Below is an analysis of the income in Latvia, Estonia and Lithuania (Figure 3,4,5).
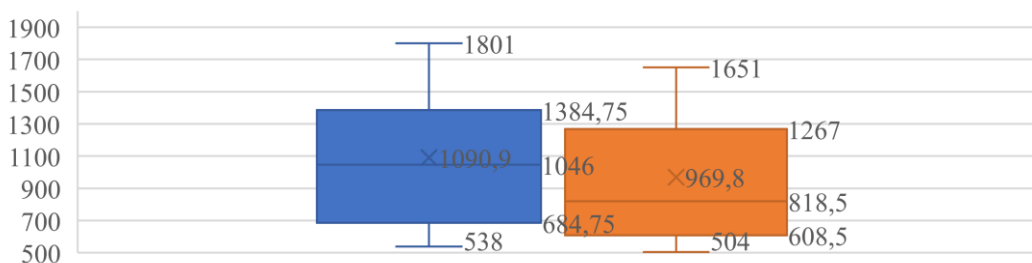

Figure 3. **Rectangular chart of Lithuanian salaries** *(created by the authors, Statista,2023)*

As seen in Figure 3, the salary of men is higher than women, but it can be noted that the salary of women is growing faster, because the average salary is 969.8 Euro, and the median is 818.5 Euro, which is less than half of the salary increase scale and the average exceeds the median, while the average salary for men is 1090.9 Euro and the median is 1046 Euro, which is more than half of the salary scale and the average is not significantly far from the median. The approximation coefficient for women is 4.87 points, and for men - 6.6 points, which means that reliability is quite accurate, but deviations may prevail. These indicators make it possible to note that, although men's wages are higher, Lithuania is striving for wage equalization and the elimination of discrimination. It is this factor that accelerates the increase in women's wages, while men's wages remain stable.
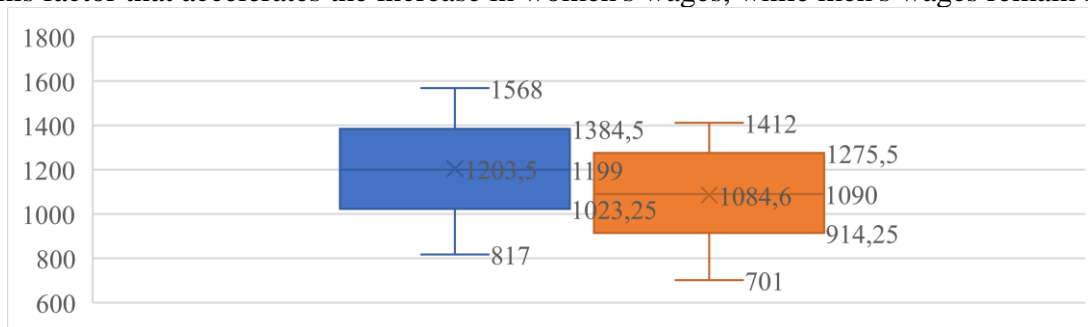

Figure 4. **Rectangular chart of Latvian salaries** *(created by the authors, Statista,2023)*

When analyzing the salary gap in Latvia (Figure 4), it can be noted, that the average salary of women is 1090 Euro, and the median is 1085 Euro, while the average salary for men is 1199 Euro, the median is 1204 Euro. As the median is visible, the median does not exceed the average, which means that in Latvia the salary of both men and women is increasing steadily and the country is not trying to smooth out the wage gap problem. The approximation of males is 0.7 points, and women's 0.9 points, which confirms the fact that the country holds steady and there are no sharp deviations.
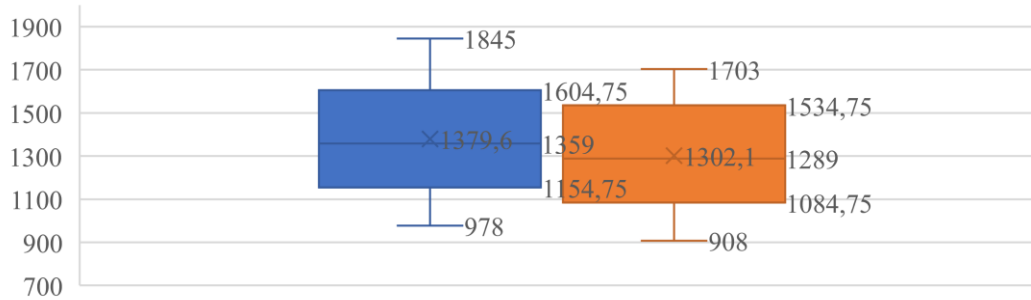

Figure 5. **Rectangular chart of Estonian salaries** *(created by the authors, Statista,2023)*

The case of Estonia (Figure 5) is very similar to the case of Latvia, since the wage increases for both men and women are stable and the median with the average salary remains at a similar level, so there is no sudden sign of changes over a period of 10 years. The average salary of women is 1289 Euro, and the median is 1302 Euro. Average salary for men is 1359 Euro, so the median translates to 1380 Euro. Approximation coefficient for both men and women is less than one, which means that in Estonia, too, stability prevails. Estonia differs from the other analyzed Baltic States in an extremely high average salary. As can be seen, the highest salary is recorded at almost 2000 Euro, which means that Estonia, as a country, is economically strong and maintains a small gap between women's and men's salaries.

When making calculations using the timeline format, the study explains the change in the average salary of the Baltic States between men and women over the 10-year period from 2013 to 2022, so can shows how the salary will change in the future (Figure 6, 7, 8).
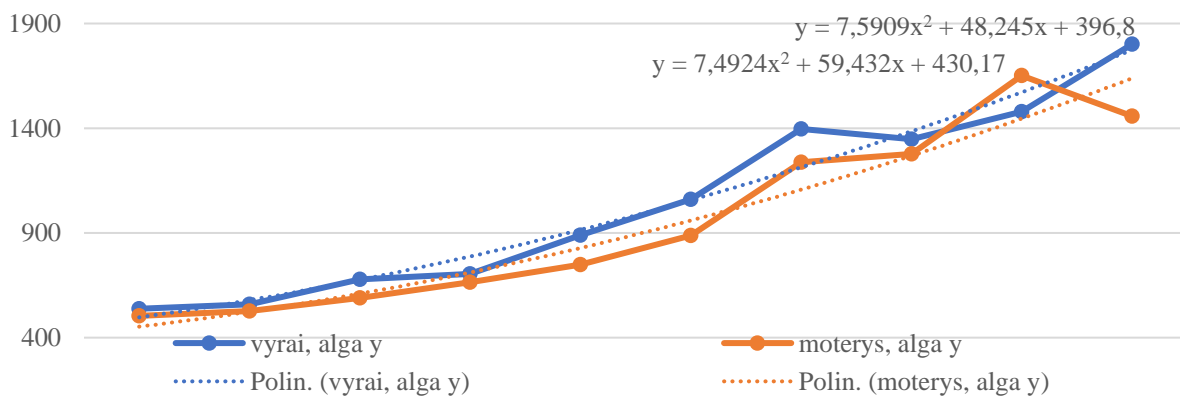

Figure 6. **Scatter chart in Lithuania** *(created by the authors)*

In Lithuania, the salary of men and women fluctuated significantly over a period of 10 years. Wage growth has been stable for the first four years (Figure 6), followed by deviations and a stronger growth in men's wages. As of last year, it has been seen that men's wages have risen

significantly, while women's have plummeted. Such results show that Lithuanian residents are sensitive to environmental influences, such as a pandemic or war. Women's salaries plummeted, because they had to look after children or wait for a new-born during the pandemic, so jobs had to be postponed, and men were able to work in all conditions, which is why we see such a sharp increase in the average wage.
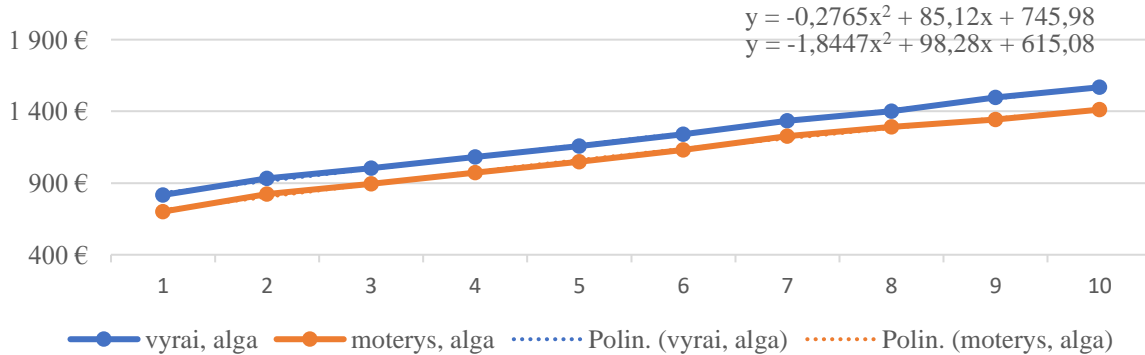
$$y = -0{,}2765x^2 + 85{,}12x + 745{,}98$$
$$y = -1{,}8447x^2 + 98{,}28x + 615{,}08$$

Figure 7. **Scatter chart in Latvia** *(created by the authors)*

An analysis of the case of Latvia shows, that over the entire 10-year period, the average wage growth of both men and women was stable (Figure 7) and there were no significant deviations. Such results show that Latvia, unlike Lithuania, is not sensitive to external factors. There is no strong sign of discrimination in this country, so the country's average wage is growing and it is possible to predict the equalization of the average wage between men and women.
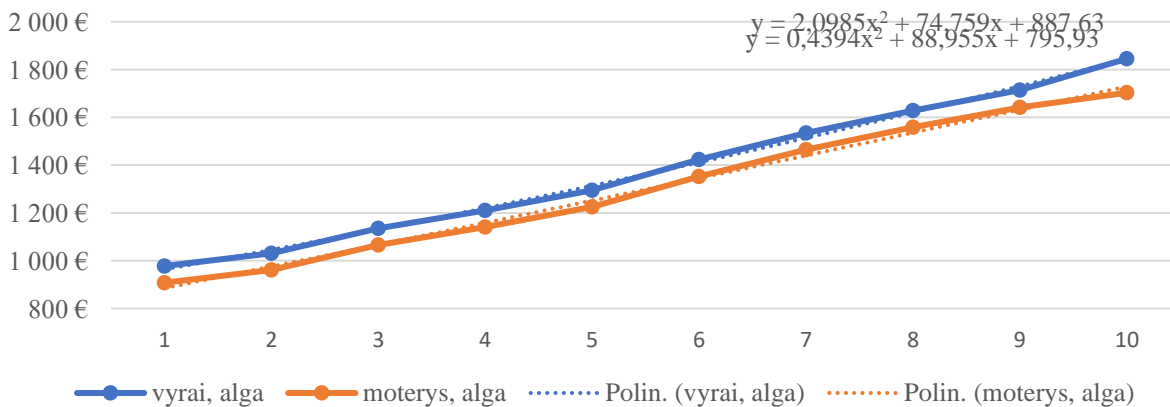
$$y = 2{,}0985x^2 + 74{,}759x + 887{,}63$$
$$y = 0{,}4394x^2 + 88{,}955x + 795{,}93$$

Figure 8. **Scattering chart in Estonia** *(created by the authors)*

The case of Estonia is distinguished from the countries analyzed earlier by its extremely rapid wage growth (Figure 8). As can be seen in the period 2013-2022, the salaries of both men and women rose rapidly upwards. As for 2021, it can be seen that the average salary of men has increased slightly more, while the growth rate of women's wages has slowed down. This phenomenon reveals that in Estonia, women's salaries reacted to the pandemic or other external factors, so they had to perform feminine responsibilities in the family.

In conclusion, Lithuania, of all the Baltic states, reacts the most to environmental factors and has a strong sign of gender discrimination. Latvia is least responsive to gender discrimination and keeps the average wage at a steady growth, while Estonia has a slight fluctuation in wage developments, but does not react strongly to environmental factors. It can be concluded, that in the

next 10 years, the Baltic states will strive to eliminate gender discrimination and achieve equalization of the average wage between men and women.

Methodology for the study of wages

Research problem: Gender pay discrimination is a pressing issue in modern society *(Lyons & Zhang, 2022).* The International Labor Organization estimates that women in the European Union earn about 20 percent less than men. There are significant differences between countries from large, more than 45 %, to almost no difference. In some countries, the gender pay gap has been reduced, while in others it only changed slightly *(International Labour Organization, 2022)* and this problem is also relevant in Lithuania. According to the data of Statistics Lithuania in 2022 men's wages grew by 20 %, while women's pay rose by only 18.5 %. This accounted for a difference of 1.5 %, which translates into 248 Euro *(Lithuanian official statistics portal, 2022).* Such results led to the problem: Why do men earn more than women.

The purpose of the study: To find out why men earn more than women and what factors lead to such a distribution.

Research method: questionnaire survey. A questionnaire survey was chosen as a method of quantitative research, not because such a research method is widespread.

The object of the study: analysis of the average salary of men and women living in Lithuania.

Respondents: men and women aged 18 and over, with and without education, living in Lithuania. This group of respondents will more clearly define the results of why men earn more.

Sample of survey respondents: in 2023, the management sector employs a total of 83251 people. According to the website Raosoft, sample calculations were made, which indicated that it would take as many as 383 respondents to interview to achieve more exact results.

The justification of the survey questionnaire is given in Table 1, which should help to reveal the attitudes of the subjects to gender discrimination.

Table 1

Justification of the survey questionnaire *(created by the authors)*

Authors	Aspect of the object under study	Questions
Blinkevičiūtė (2021)	Why do women in Lithuania still earn less than men?	Do you agree that women and men should be paid the same pay? Is men's leadership style more acceptable? Is it more difficult for women to find a job than for men? Is there more room for a woman in promotion than for a man?
Stankevičienė (2022)	Measures to reduce the pay gap between women and men.	Should I share childcare with my husband? Do you agree on the need to encourage and support women and girls to realize their ambitions? If a woman is shy, but has a classification suitable for work, would you assign her the position of manager?
Ministry of Social Security and Labour of the Republic of Lithuania (2020)	Why do women earn less?	Do you agree that there is a pronounced division into male and female professions? Is a woman able to remain calm in a stressful situation? Can a woman combine roles in the family and a career in the organization?

Organization of the study: The study took place in an online survey, which lasted about 2 weeks in February - March. The questionnaire was launched through a dedicated online application, which collected 449 respondents, of whom 393 met the requirements of the

respondents. During the survey, it was difficult to interest respondents in filling out the questionnaire until the end.

Research Ethics: In the beginning of the study, participants were informed that participation in the survey is anonymous and that there are no wrong answers. It was also warned that the data would only be used for investigative purposes.

Demographic data of the survey: The age of the survey respondents ranged from 18 to 69 years old, of which 186 were working men and 167 working women. 386 respondents have an education, while the remaining 6 people did not.

Research data analysis methods: SPSS and Microsoft Excel programs were used to calculate the given data.

Analysis of gender pay gap data

To estimate the gender gap in average wages, the frequencies, correlations, averages and variances of the collected data were calculated, which made it possible to understand how humanity reacts to gender discrimination and the distribution of wages. The data obtained are presented at the bottom:

Analyzing the averages of the data of the questionnaire survey, people engaged in managerial work on average agreed with all the statements. Also, it was the men who answered the questions. The largest part of the people was in higher education. (Table 2).

Table 2

Averages and variances of questionnaire questions *(created by the authors)*

Parameter	I believe that the salary should be the same for men and women	A woman needs to share the care of the child with her husband	I believe that women need to be encouraged and supported to realise their ambitions	I think the men's leadership style is more acceptable	I think there is a sharp division into male and female professions	There are more options for a woman in promotion than for a man
Average	3,26	3,44	3,52	3,08	3,28	2,87
Dispersion	2,131	1,813	1,596	1,747	1,747	1,821
Parameter	It is difficult for a woman to reconcile the duties of a wife, mother and manager	A woman manages to remain calm in a stressful situation	If a woman is shy, but has a classification suitable for work, would you assign her the position of manager?	It is more difficult for women to find a job than for men	Your gender	Your education
Average	3,16	3,15	3,25	3,20	1,62	4,09
Dispersion	1,640	1,621	1,725	1,950	0,427	1,272

Studying the frequencies of the data of the questionnaire survey, people engaged in managerial work agree on the need to encourage and support women to realize their ambitions. A large part of the people did not agree that a woman has more opportunities for promotion than a man. A significant number of people in managerial work have scrambled that a man's leadership style is more acceptable than that of a woman and that it is difficult for a woman to reconcile the duties of a wife, mother and manager. But because of this, people fully agreed that a woman should share the care of the child with her husband (Figure 9).
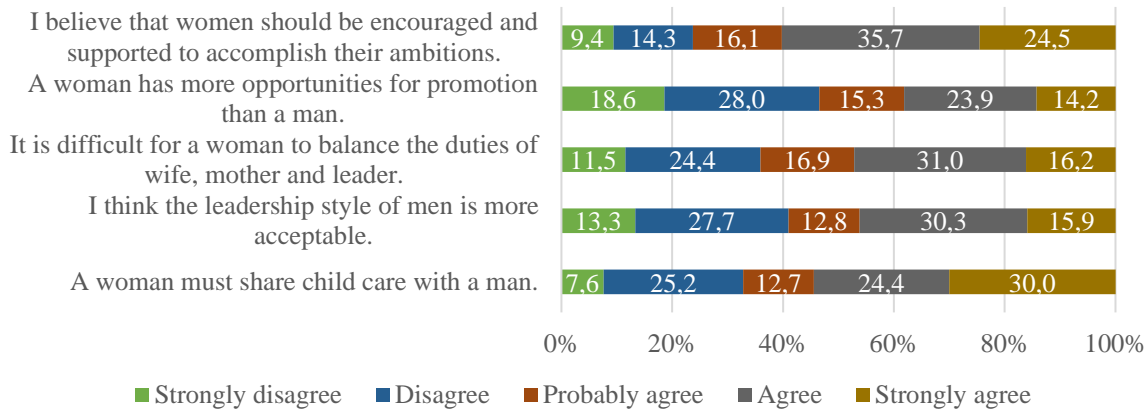
Figure 9. **Questionnaire survey data frequencies** *(created by the authors)*

When analyzing the frequencies of the data of the questionnaire survey, people engaged in managerial work fully agree that the salary for different sexes should be the same. A large part of the people agreed that the position of manager can be assigned to a woman with a classification suitable for work, although she is shy. Also, people engaged in managerial work agreed that there is a pronounced division into male and female professions. A significant number of people agreed that a woman is able to remain calm in a stressful situation (Figure 10).
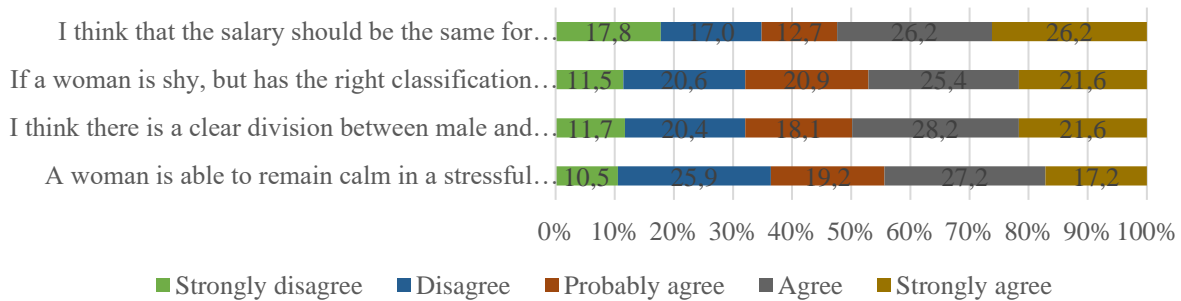

Figure 10. **Survey data frequencies** *(created by the authors)*

Studying the answers to the statements of the questionnaire survey, it can be said that there are several reasons why it is more difficult for women to find a job than for men (Table 3). In the first place is the shyness of the woman, but the classification is suitable for work. The third place goes to the care of the child. In sixth place is the statement that it is difficult for a woman to reconcile the duties of a wife, mother and manager. The last place goes to the division into male and female professions.

To find out why men earn more than women, 391 respondents were interviewed, of which 187 were women and 204 men, so men and women accounted for an average of 50 % of the number of respondents. The rest did not want to reveal their gender.

The characteristic being studied is whether it is more difficult for women to find a job than for men, and if a woman has to share child care with her husband in relation to her.

Table 3

Correlation coefficient (*created by the authors*)

Correlation coefficient	It is more difficult for women to find a job than for men	I believe that women need to be encouraged and supported to realise their ambitions	Your gender
A woman needs to share the care of the child with her husband.	,209**	,551**	,187**
I believe that the salary should be the same for men and women.	,225**	,520**	,194**
I think there is a sharp division into male and female professions.	,136**	,290**	,193**

Hypothesis. The null hypothesis H0 will be: It is difficult for both women and men to find work. Alternative H1- it is more difficult for a woman to find a job than for men, because a woman has to look after children, so she has less time to work.

Table 4

Table summarizing the data from the study *(created by the authors)*

Parameter			It is more difficult for women to find a job than for men.					Total
			I completely disagree	Disagree	I probably agree	Agree	I completely agree	
A woman needs to share the care of the child with her husband.	I completely disagree	Quantity	12$_a$	3$_b$	3$_{a, b}$	4$_b$	7$_{a, b}$	29
		Percent	24.0	4.1	5.6	4.5	8.0	8.2
	Disagree	Quantity	14$_{a, b}$	33$_b$	9$_a$	17$_a$	15$_a$	88
		Percent	28.0	45.2	16.7	19.3	17.2	25.0
	I probably agree	Quantity	1$_a$	4$_a$	20$_b$	5$_a$	6$_a$	36
		Percent	2.0	5.5	37.0	5.7	6.9	10.2
	Agree	Quantity	3$_a$	19$_b$	9$_{a, b}$	45$_c$	14$_{a, b}$	90
		Percent	6.0	26.0	16.7	51.1	16.1	25.6
	I completely agree	Quantity	20$_{a, b}$	14$_b$	13$_b$	17$_b$	45$_a$	109
		Percent	40.0	19.2	24.1	19.3	51.7	31.0
Total:		Quantity	50	73	54	88	87	352
		Percent	100.0	100.0	100.0	100.0	100.0	100.0
Chi- square=137.050, p< 0.001			Test a, b- Z (Bonferroni coefficient)					

Conclusion: Since the p - value <0.001, it is possible to reject H0. Therefore, according to the data of the study, it can be said that it is more difficult for women to find a job than for men (chi - square = 137.05). Both men (204) and women (187) agree that a woman should share child care with her husband (Table 4).

The second feature of the study is that the remuneration of men and women should be the same, a common assessment, and women should be encouraged to realise their ambitions.

Hypothesis. The null hypothesis H0 will be: the salary of men and women is the same. Alternative H1 – men's pay is higher, but encouraging women to realise their ambitions is a must.

Table 5

Table summarizing the data from the study *(created by the authors)*

Parameter			I believe that the salary should be the same for men and women.					Total
			I completely disagree	Disagree	I probably agree	Agree	I completely agree	
I believe that women need to be encouraged and supported to realise their ambitions.	I completely disagree	Quantity	27_a	2_b	1_b	3_b	4_b	37
		Percent	43.5	3.3	2.6	3.1	4.3	10.5
	Disagree	Quantity	5_a	31_b	5_a	9_a	2_a	52
		Percent	8.1	51.7	12.8	9.2	2.2	14.8
	I probably agree	Quantity	7_a	6_a	19_b	9_a	4_a	45
		Percent	11.3	10.0	48.7	9.2	4.3	12.8
	Agree	Quantity	15_a	18_a	9_a	70_b	21_a	133
		Percent	24.2	30.0	23.1	71.4	22.6	37.8
	I completely agree	Quantity	8_a	3_a	5_a	7_a	62_b	85
		Percent	12.9	5.0	12.8	7.1	66.7	24.1
Total:		Quantity	62	60	39	98	93	352
		Percent	100.0	100.0	100.0	100.0	100.0	100.0
Chi- square=330.781, p< 0.001			Test a, b- Z (Bonferroni coefficient)					

Conclusion: Since the value of p - <0.001, it is possible to reject H0. Therefore, based on the data of the study, it can be said that men earn more than women (chi – square = 330,781). Both men and women agree on the need to encourage women help their ambitions come to life (Table 5).

The third feature of the study is a pronounced division into professions by gender, overall assessment, in relation to women and men.

Hypothesis. The zero hypothesis H0 will be: men and women equally agree that there is a pronounced division into professions by gender. Alternative H1 – more women agree that there is a division into feminine and masculine professions.

Table 6

Table summarizing the data from the study *(created by the authors)*

Parameter			Your gender:		Total
			Man	Woman	
I think there is a sharp division into male and female professions.	I completely disagree	Quantity	24_a	17_a	41
		Percent	12.9	10.2	11.6
	Disagree	Quantity	36_a	38_a	74
		Percent	19.4	22.8	21.0
	I probably agree	Quantity	28_a	30_a	58
		Percent	15.1	18.0	16.4
	Agree	Quantity	56_a	42_a	98
		Percent	30.1	25.1	27.8
	I completely agree	Quantity	42_a	40_a	82
		Percent	22.6	24.0	23.2
Total:		Quantity	186	167	353
		Percent	100.0	100.0	100.0
Chi- square=2,351, p>0,001			Test a, b- Z (Bonferroni coefficient)		

Conclusion: Since p is the value >0.001, H0 cannot be ruled out (Table 6). Therefore, based on the data of the study, it can be said that men and women equally agree that there is a pronounced division into professions by gender (chi – square =2,351). Both men (186) and women (167) agree with the division of professions into masculine and feminine.

In summary, men and women have different views on gender discrimination. Research data has shown that men are more likely to focus on work and higher wages, while women pay less attention to work because they have to take care of their family and household at home. Modern society still considers the female sex to be weaker and promotes the stereotype that women are responsible for the well-being of the family farm.

Conclusions

1. In summary, there are many different factors that influence wage inequality and the opinions of people who differ about it. The average salary can be influenced by factors such as the level of education, gender. There are many ways to solve, or at least improve the situation like transparency with women, because it can help labor productivity, efficiency. Also, in order to maintain a good middle-income, most of the income should be spent on the pension fund and more savings should be made. High, or at least some kind of education will have the greatest impact on salary due to the higher level of position being held.
2. After analyzing the survey methodology, it can be said that respondents aged 18 and over were chosen in Lithuania. This group of people made it possible to clearly obtain the desired information and process it. Sample calculations clearly defined the target number of respondents, which made it possible to obtain the most accurate and up-to-date results.
3. Of all the Baltic States, Lithuania reacts the most to environmental factors and has a strong gender pay gap, but the gap between men and women is less than the average compared to other European Union countries. Latvia is the least responsive to gender discrimination and keeps the average wage at stable growth, Estonia on the other hand, has a slight fluctuation in wage developments, but reacts strongly to environmental factors. It can be concluded that in the next 10 years the Baltic States will strive to eliminate gender discrimination and achieve equalization of the average wage between men and women.
4. Interviews and survey responses from different opinions of people, but research data showed that men are more likely to focus on work and higher wages, while women pay less attention to work because they have to take care of family and household at home. Modern society still considers the female sex to be weaker and promotes the stereotype that women need to be more responsible for the well-being of the family economy.

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