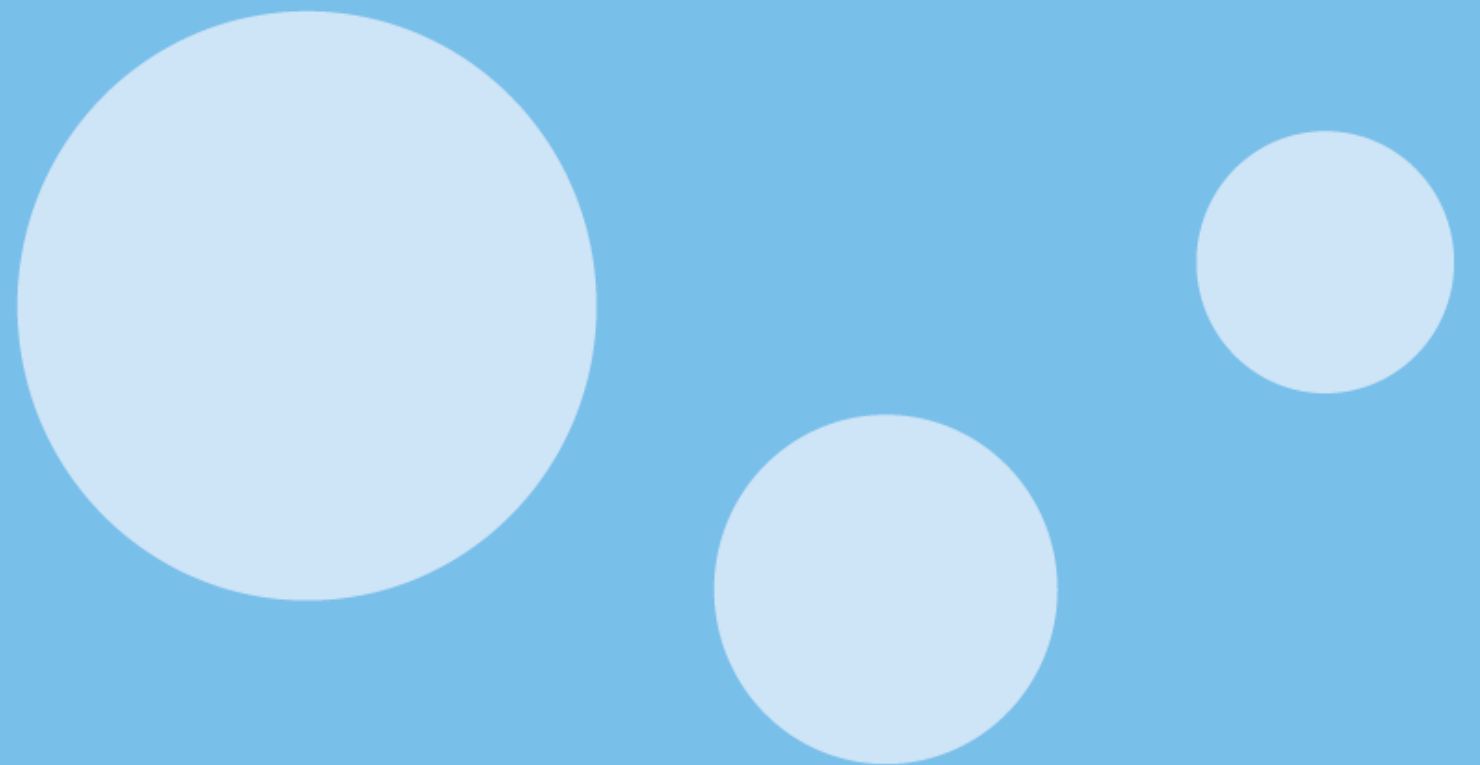


Gender Pay Gap in Journalism

WageIndicator Global Wage Report in Journalism

Argentina – Belarus – Belgium – Brazil – Czech Republic – Finland – Germany – Indonesia – Kazakhstan – Mexico – Netherlands – Russian Federation – South Africa – Spain – Ukraine – United Kingdom



WageIndicator.org

Gender Pay Gap in Journalism

Wage Indicator Global Report 2012

This report is produced by the *Central European Labour Studies Institute* and *Wage Indicator Foundation* with the support of the *International Federation of Journalists*.



About Wage Indicator Foundation

The independent non-profit Wage Indicator Foundation aims for transparency of the labour market by sharing and comparing data through its network of national websites. The Wage Indicator Foundation was established in the Netherlands in 2003. By the end of February 2012 the Wage Indicator Foundation has operations in 65 countries world wide. Based in Amsterdam, it has regional offices in Ahmedabad, Bratislava, Buenos Aires, Cape Town/Maputo and Minsk. This report is made by the Bratislava Regional Office of Wage Indicator Foundation & CELSI.

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About IFJ



The International Federation of Journalists is the world's largest organization of journalists, representing over 600.000 journalists in more than 100 countries around the world. The IFJ promotes international action to defend press freedom and social justice through strong, free and independent trade unions of journalists.

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About CELSI



Central European Labour Studies Institute (CELSI) is an independent non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labor markets and institutions, organization of work, business ethics, and ethnicity and migration in the economic, social, and political life of modern societies.

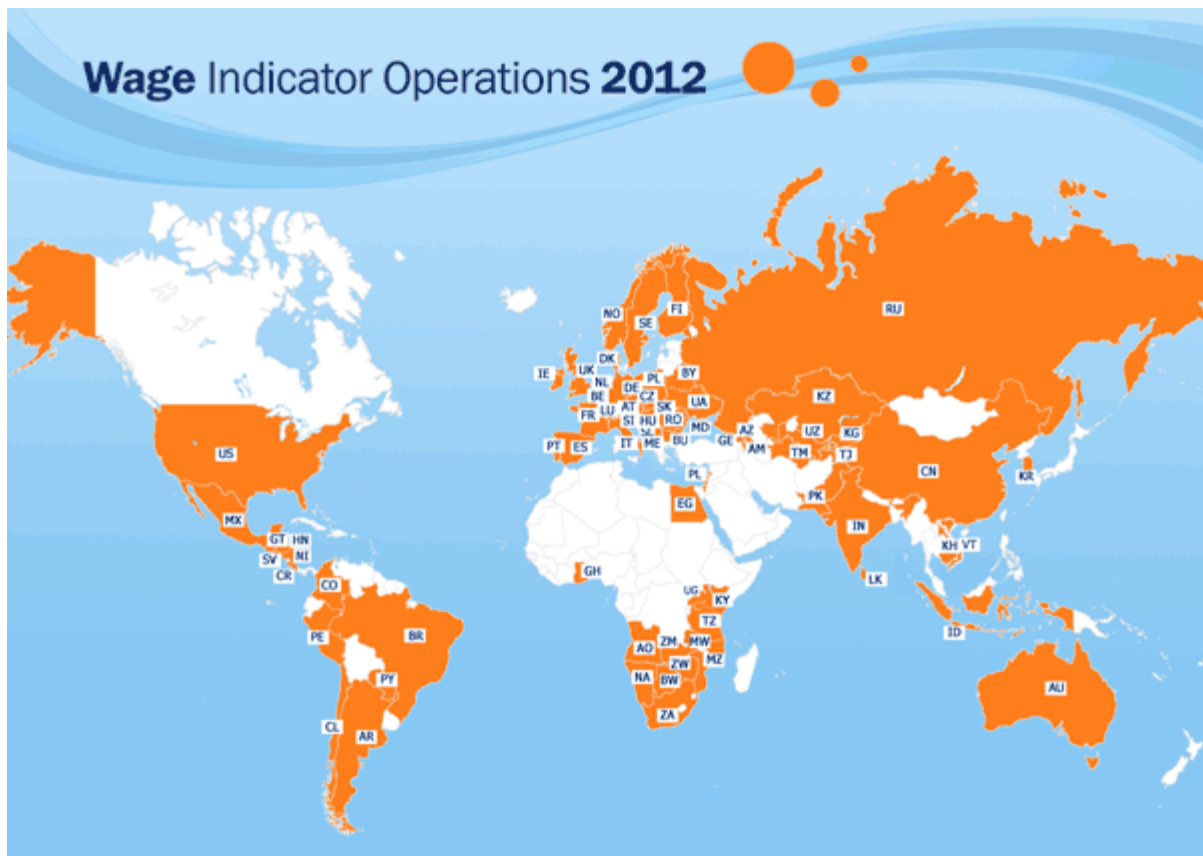
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Foreword

By the beginning of this century, almost 40% of all working journalists around the world were women. Yet, as the Wage Indicator Global Report 2012 – Gender Pay Gap in Journalism clearly shows, nowhere do women's wages and benefits equal those of men, regardless of decades of equal pay legislation.

Women journalists face the same dangers as their male colleagues, and are (sometimes) more vulnerable to harassment and bullying, yet according to this report, male wages and benefits exceed female wages in all 16 countries studied. Equivalent pay gaps, which will continue to disadvantage women journalists vis-à-vis comparable male colleagues in the near future, are hugely high in countries such as Belgium, the Netherlands and Indonesia. Additionally, predictors from trade union organisations warn that the global credit crisis will unfairly target women as jobs are cut and wages frozen.

In order to fight this scandal of wage inequality, data such as those in this report, is important, both as a weapon against those who believe the fight for equality has been won, and for policy makers, governments and trade unions to plan further, concrete actions to tackle it. Such as: implementing pay audits, increasing flexible working, improving maternity/paternity rights, removing barriers to building seniority and promotion, and gender aware collective bargaining.

In order to use the data, it is also important to look at the other factors, included in this report, that indicate some of the complexities contributing to the pay gap. For example, as women age, as they do not get promoted as often or as quickly as men. Family unfriendly practices continue; not allowing flexible working, or penalizing women for taking time out to raise young children and thereby creating holes in pensions and losing built up seniority.

Globally, women still make up more of the world's poor and are more often in insecure working conditions. Sadly, this report confirms that women journalists are still, for the most part, underpaid and undervalued, and how much work there is yet to be done.

The IFJ would like to thank the Wage Indicator, and all of the journalists unions that contributed to this report.

Mindy Ran
Chair, IFJ Gender Council

Executive summary

The main purpose of the first Wage Indicator Global Wage Report – Gender Pay Gap in Journalism is to compare international and gender wage differentials for the journalist workforce. In addition to wages comparison, other important areas of journalists' employment are studied, namely:

- (a) employee benefits,*
- (b) working hours,*
- (c) satisfaction with various aspects of job,*
- (d) and satisfaction with life as a whole*

Some of the main findings include:

- (a) Median gross wages of journalists range from 458 international dollars (\$) in Indonesia to 3705\$ in Germany across the studied countries*
- (b) In 14 out of 16 studied countries male wages dominate female wages. In fact, male wages exceed female wages in all 16 studied countries¹ as soon as we account for the differences in characteristics between men and women, that is, calculate equivalent pay gaps for comparable men and women.*
- (c) Equivalent pay gap (accounting for differences in characteristics), disadvantaging female journalists, is largest in Belgium (-25%), Indonesia (-22%) and the Netherlands (-20%); the smallest equivalent pay gaps are observed in the Czech Republic (-5%) and Brazil (-9%).*
- (d) Gender inequality carries over to employee benefits. In the EU 8 out of 14 benefits are less common for women. Central and South America is more balanced, whereas the former Soviet Union exhibits a lower frequency of employee benefits for women in only four categories.*
- (e) Fewer women than men experience shifts or irregular working time, work on Saturdays, Sundays, or in the evenings, and do teleworking. There are also fewer women with full-time and permanent contracts in the European Union and Central and South America.*
- (f) Fewer women are satisfied with their jobs than men in the EU and former Soviet Union. Fewer women than men are satisfied with wage, working environment and colleagues in*

¹ The studied countries include Argentina – Belarus – Belgium – Brazil - Czech Republic – Finland – Germany – Indonesia – Kazakhstan – Mexico – Netherlands – Russian Federation - South Africa – Spain - Ukraine - United Kingdom

any of the main regions – the EU, the former Soviet Union and Central and South America.

(g) Men are considerably less satisfied with their lives as a whole in the former Soviet Union.

This report is based on the international dataset of the Wage Indicator Foundation. It draws on global data consisting of nearly 2000 completed questionnaires by journalists in the Wage Indicator Salary Surveys (<http://www.wageindicator.org/main/wageindicatorcountries>) during 2009-2011.

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Introduction

The main purpose of this first Wage Indicator Global Report on Gender Pay Gap in Journalism is to compare international and gender wage differentials for the journalist workforce.² In addition to wages comparison, other important areas of journalists' employment conditions are studied, namely:

- (a) employee benefits,
- (b) working hours,
- (c) satisfaction with various aspects of work,
- (d) and satisfaction with life as a whole

This report is based on the international dataset of the Wage Indicator Foundation. It draws on global data consisting of nearly 2000 completed questionnaires by journalists in the Wage Indicator Salary Surveys (<http://www.wageindicator.org/main/wageindicatorcountries>) during 2009-2011.

Below we provide details about the main areas of concern:

1. Wages & Gender Pay Gap

Gross monthly wage – Gross monthly wage, for our purposes, is computed by multiplying gross hourly wage by 160 hours standardised monthly working time. We report median of gross monthly wage without bonuses in national currency and current international dollar adjusted for purchasing power parity, which enables us to compare the purchasing power of wages in countries with different price levels.

Raw pay gap – Raw gender pay gap is measured as the percent difference between male and female median wages. It is directly computed from the data according to the formula:

$$\text{Pay gap} = \frac{\text{Median wage}_{female} - \text{Median wage}_{male}}{\text{Median wage}_{male}} * 100\%$$

Equivalent pay gap – Men and women may differ in their characteristics such as tenure, position within their firm, or educational levels, which all may affect their wages. Equivalent

² Journalists are defined by the ISCO-08 code 2642.

pay gap accounts for such differentials in a statistical way; reporting the expected average wage differential for *comparable* men and women. It is also based on median male and female wages.

2. Employee benefits

Employee benefits are reported as the proportion of employees with the following benefits: holiday allowance, end-of-year bonus, Christmas bonus, 13th month pay, 14th month pay, profit share, festival bonus, performance bonus, arrangements regarding expenses, transport arrangements (lease car, company car, commuting costs), health insurance arrangements, pension schemes, share options arrangements.

3. Working hours

In this focus area, we study the proportion of the workforce with permanent employment contracts, full-time working hours, work shifts or irregular hours, regular work on Saturdays, regular work on Sundays, regular work in the evening and proportion of the workforce allowed to telework.

4. Satisfaction with work in detail

This variable is measured by the rate of satisfaction with job, wage, commuting time, combination of work and family life, job security, working environment, working hours, colleagues, superiors, employer's approach to pay, allowance/bonuses and kind of contract among the workforce. It is reported as the percentage of satisfied (or more precisely, satisfied or highly satisfied employees) among the respondents.

5. Satisfaction with life as-a-whole

Satisfaction with life as-a-whole is measured by the rate of overall satisfaction with life. It is reported as the percentage of satisfied employees (or more precisely, satisfied or highly satisfied employees).

1. Wages and Gender Pay Gap

The Wage Indicator database (2009-2011) enables us to compare wages of the journalist workforce from various countries of the European Union (EU), the former Soviet Union and Central and South America.³ Thanks to a sufficient number of observations wages of journalists from a number of additional countries can be studied, specifically from South Africa and Indonesia.

Best-paid journalists can be found in the EU, where the median wage reaches the level of US\$3103 adjusted for purchasing power parity (\$). The former Soviet Union offers more modest wages at around 30% (886\$) of journalists' wages in the EU. Somewhat better wage conditions are experienced in Central and South America where median wages are 1.5 times higher (1322\$) than in the former Soviet Union, but still less than half of those earned in the EU. (see Table 1.1)

Table 1.1: Median monthly wage of journalists in international dollar and as a percentage of median monthly wage in the European Union, by main region

Region	Median wage (int. dollar)	% (EU=100%)	Sample size
European Union	3103	100%	1027
Former Soviet Union	886	29%	485
Central and South America	1322	43%	380

Source: Wage Indicator (2009-2011); Purchasing power parity adjustment based on the IMF's WEO database (September 2011)

Further wage disparities can be revealed if we disaggregate median wages by country. We observe that best-paid journalists can be found in the EU; but differences exist also within the EU. Median wages of journalist in Western Europe – Belgium, Finland, Germany, Netherlands and United Kingdom – vary from 3162\$ in Belgium to 3705\$ in Germany. Journalists can expect median wages of 2575\$ in Spain and 1615\$ in the Czech Republic. South Africa offers 2157\$, Brazil 1463\$, Argentina 1308\$ and Mexico 1276\$. Wages in the former Soviet Union countries, except Ukraine (654\$), fall into a relatively narrow range between 901\$ and 929\$. Among all the studied countries, Indonesia shows the lowest median wage at just 460\$ a month. (see Table 1.2)

³ European Union - Belgium, Bulgaria, Czech Republic, Denmark, Finland, France, Germany, Hungary, Italy, Netherlands, Poland, Slovakia, Spain, United Kingdom.

Former Soviet Union – Azerbaijan, Belarus, Kazakhstan, Russian Federation, Ukraine

Central and South America – Argentina, Brazil, Chile, Colombia, Guatemala, Mexico, Paraguay

Table 1.2: Median wage of journalists in national currency and international dollar by country

Country	Median wage (nat. currency)	Median wage (int. dollar \$)	Sample size
Belgium	2858	3162	64
Finland	3202	3318	43
Germany	3079	3705	229
Netherlands	2880	3349	159
Spain	1983	2575	211
United Kingdom	2238	3291	186
Czech Republic	22423	1615	69
Argentina	3311	1308	80
Brazil	2566	1463	138
Mexico	10823	1276	95
Belarus ⁴	1564290	901	158
Kazakhstan	110855	902	92
Russian Federation	20932	929	106
Ukraine	2587	654	113
South Africa	11477	2157	93
Indonesia	2945244	458	36

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011); Purchasing power parity adjustment based on the IMF's WEO database (September 2011)

The gender pay gap is present in journalist occupations. In the European Union female journalists' median monthly wage is lower than the median monthly wage of their male colleagues, with ***the raw gender gap being as large as -16%***. This is approximately at the level of the average gender pay gap of -17% observed for the whole economy in the European Union as well as in the Euro area.⁵ Lower raw gender pay gaps are reported for the former Soviet Union (-9%) or Central and South America (-4%). (see Table 1.3)

Table 1.3: Median wage and raw pay gap of journalists in international dollar, by gender and main region

Region	Median wage of men (int. dollar)	Median wage of women (int. dollar)	Raw pay gap
European Union	3410	2876	-16%
Former Soviet Union	943	855	-9%
Central and South America	1354	1295	-4%

Source: Wage Indicator (2009-2011); Purchasing power parity adjustment based on the IMF's WEO database (September 2011)

⁴ The high inflation rate in the recent years may increase the measurement error in the calculation of the statistics reported for Belarus, especially concerning the conversion of median wages into current international dollars. Although all the reported figures do account for annual inflation rates as well changes in the conversion rates into international dollars using available macroeconomic statistics whenever applicable, the figures reported for Belarus need to be interpreted with this caveat in mind.

⁵ Source: http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Gender_pay_gap_statistics

Equivalent pay gap reveals that the gender pay gap remains significant even after workers' characteristics are kept constant. In other words the pay gap observed in raw statistics persists when wage of a female worker is compared to the wage of her male counterpart. This confirms that **gender equality has not been achieved in journalist occupations**. The values of equivalent pay gap vary across countries from the lowest differences observed in the Czech Republic and Brazil (-5%) to the highest difference in Belgium (-25%). Even in the Czech Republic where due to a specific sample the raw pay gap favors women, as soon as the differences in individual characteristics are accounted for a pay disadvantage for women of -5% is observed. (see Table 1.4)

Table 1.4: Median wage of journalists in international dollar by gender and country; and pay gap

Country	Median wage of men (int. dollar \$)	Median wage of women (int. dollar \$)	Raw pay gap	Equivalent pay gap
Belgium	3646	2586	-29%	-25%
Finland	3530	3318	-6%	.
Germany	3745	3674	-2%	-10%
Netherlands	4294	3095	-28%	-20%
Spain	3085	2474	-20%	-12%
United Kingdom	3695	3262	-12%	-12%
Czech Republic	1422	1709	20%	-5%
Argentina	1490	1321	-11%	-12%
Brazil	1463	1486	2%	-5%
Mexico	1405	1236	-12%	-14%
Belarus	942	889	-6%	-9%
Kazakhstan	1052	905	-14%	-14%
Russian Federation	935	903	-3%	-12%
Ukraine	836	563	-33%	-18%
South Africa	2752	2018	-27%	-15%
Indonesia	750	492	-34%	-22%

Note: Statistics are reported for all countries with at least 30 observations, equivalent pay gap isn't computed for Finland

Source: Wage Indicator (2009-2011); Purchasing power parity adjustment based on the IMF's WEO database (September 2011)

In general, the gender pay gap increases with age, one of the possible reasons being that it is mainly women who stay out of the job and thus accumulate less tenure when they take care of children. As is shown in Table 1.5, the equivalent pay gap is highest for the age group between 30 and 45 years of age in a majority of the countries.

Table 1.5: Equivalent pay gap by age and country

Country	Equivalent pay gap by age		
	15-30 years	30-45 years	45-65 years
Belgium	-9%	-17%	.
Germany	-3%	-10%	-7%
Netherlands	-3%	-18%	-23%
Spain	-5%	-10%	-10%
United Kingdom	-6%	-5%	-23%
Czech Republic	-11%	-12%	-13%
Argentina	-6%	-26%	-13%
Brazil	1%	-12%	-12%
Mexico	-13%	-15%	-28%
Belarus	-10%	-8%	-24%
Kazakhstan	-12%	-23%	-23%
Russian Federation	-13%	-9%	-7%
Ukraine	-20%	-16%	22%
South Africa	-3%	-7%	.
Indonesia	-11%	-33%	.

Note: Statistics are reported for each cell with at least 10 observations

Source: Wage Indicator (2009-2011)

2. Employee benefits

Among all the 14 reported benefits, holiday allowance (42%), Christmas bonus (38%) and pension schemes (31%) are most common for journalists in the European Union; holiday allowance (28%), performance bonus (14%) and festival bonus (13%) are most common in the former Soviet union; and end-of-year bonus (38%), holiday allowance (37%) and health insurance arrangements (29%) are most common benefits in Central and South America. An interesting fact is that a greater percentage of journalists receive performance bonus in the countries of the former Soviet Union than in the EU. This type of benefit is uncommon in Central and South America. (for detailed information see Table 2.1)

Table 2.1: Benefits of journalists by main region

Benefits	European Union	Former Soviet Union	Central and South America
Holiday allowance	42%	28%	37%
End-of-year bonus	14%	6%	38%
Christmas bonus	38%	11%	5%
13th 'month'	8%	4%	24%
14th 'month'	6%	.	2%
Profit share	13%	1%	15%
Festival bonus	6%	13%	16%
Performance bonus	11%	14%	3%
Arrangements regarding expenses	23%	2%	16%
Transport arrangements (lease car, company car, commuting costs)	16%	5%	3%
Health insurance arrangements	16%	7%	29%
Pension schemes	31%	6%	17%
Share options arrangements	2%	0%	1%

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

Gender-based comparison of benefits reveals inequality, especially in the European Union, where 8 out of 14 benefits are less common for women. (see Table 2.2) Inequality in access to benefits aggravates the observed inequality in wage levels.

Table 2.2: Benefits of journalists by gender and main region

Benefits	European Union		Former Soviet Union		Central and South America	
	Men	Women	Men	Women	Men	Women
Holiday allowance	49%	39%	24%	30%	41%	38%
End-of-year bonus	17%	12%	9%	5%	40%	41%
Christmas bonus	41%	37%	11%	12%	3%	9%
13th 'month'	10%	8%	7%	3%	23%	28%
14th 'month'	7%	7%	.	.	0%	4%
Profit share	15%	13%	2%	1%	20%	11%
Festival bonus	5%	7%	10%	15%	19%	14%
Performance bonus	11%	9%	13%	14%	3%	2%
Arrangements regarding expenses	30%	21%	3%	2%	18%	15%
Transport arrangements (lease car, company car, commuting costs)	16%	14%	3%	6%	2%	5%
Health insurance arrangements	17%	17%	7%	7%	33%	28%
Pension schemes	35%	30%	5%	6%	19%	16%
Share options arrangements	2%	2%	0%	0%	1%	1%

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

3. Working hours

A permanent contract is the most common type of working contract among journalists in the EU (79%), Central and South America (69%) and also in the former Soviet Union, where only 58% of the journalist workforce reported a permanent contract. A larger share of journalists reported shifts or irregular working time (60%), work on Saturday (38%) and work in the evening (60%) in the former Soviet Union than in any of the other main regions. There are more journalists working on Saturdays, Sundays and in the evening in Central and South America than in the European Union. Telework is the most widespread mode of working in the former Soviet Union, where 28% of journalists do teleworking at least one day a week. (see Table 3.1)

Table 3.1: Working conditions of journalists by main region

Working conditions	European Union	Former Soviet Union	Central and South America
Permanent contract	79%	58%	69%
Full-time work	88%	90%	78%
Shifts or irregular working time	31%	60%	31%
Work on Saturdays	25%	38%	43%
Work on Sundays	26%	21%	36%
Work in the evening	51%	60%	57%
Telework at least one day a week	13%	28%	22%

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

Regarding gender differences, we can conclude that **fewer women than men experience shifts or irregular working time**, work on Saturdays, work on Sundays, work in the evening and do teleworking. There are also **fewer women with full-time working hours in the European Union and Central and South America.** (for more information see Table 3.2)

Table 3.2: Working conditions of journalists by gender and main region

Working conditions	European Union		Former Soviet Union		Central and South America	
	Men	Women	Men	Women	Men	Women
Permanent contract	83%	75%	53%	60%	72%	70%
Full-time work	95%	83%	89%	90%	81%	74%
Shifts or irregular working time	39%	24%	68%	56%	38%	21%
Work on Saturdays	29%	23%	49%	34%	54%	33%
Work on Sundays	34%	19%	29%	17%	43%	29%
Work in the evening	56%	48%	68%	57%	67%	47%
Telework at least one day a week	15%	11%	31%	27%	22%	21%

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

4. Satisfaction with work and life

The size of the group of journalists satisfied or highly satisfied with their job ranges from 50% to 59% of the total journalist workforce in the European Union, the former Soviet Union, and Central and South America. However, only 19% to 27% of employees are satisfied with their wage. The highest proportion of all journalists expressed satisfaction with their job (59%) and job security (56%) in the countries of the former Soviet Union. Comparable percentages of satisfied journalists were found for commuting time (circa 55%), combination of work and family life (circa 40%), and working hours (circa 48%). (for more information see Table 4.1)

Table 4.1: Percentage of journalists satisfied with various aspects of work by main region

Satisfaction with	European Union	Former Soviet Union	Central and South America
Job	56%	59%	50%
Wage	27%	19%	23%
Commuting time	57%	56%	53%
Combination of work and family life	41%	41%	40%
Job security	49%	65%	42%
Working environment	51%	48%	56%
Working hours	47%	49%	48%
Colleagues	70%	74%	69%
Superiors	51%	56%	59%
Employer's approach to pay	26%	26%	36%
Allowances/bonuses	23%	20%	25%
Kind of contract	37%	33%	42%

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

If we compare satisfaction by gender (see Table 4.2.), three main results appear:

- 1) Fewer women are satisfied with their jobs than men in the EU and the former Soviet Union.**
- 2) Fewer women than men are satisfied with wage, working environment and colleagues in any of the main regions – the EU, the former Soviet Union and Central and South America.**
- 3) There is a staggering discrepancy in the former Soviet Union between men and women satisfaction with employer's approach to pay, allowances and bonuses.**

Table 4.2: Percentage of satisfied journalists by gender and main region

Satisfaction with	European Union		Former Soviet Union		Central and South America	
	Men	Women	Men	Women	Men	Women
Job	59%	53%	62%	57%	49%	50%
Wage	31%	23%	23%	18%	24%	21%
Commuting time	60%	55%	54%	56%	55%	51%
Combination of work and family life	41%	42%	41%	41%	36%	44%
Job security	44%	51%	69%	64%	46%	36%
Working environment	55%	49%	52%	46%	59%	52%
Working hours	48%	46%	46%	50%	44%	53%
Colleagues	74%	68%	76%	74%	71%	65%
Superiors	53%	49%	56%	56%	55%	66%
Employer's approach to pay	28%	25%	39%	21%	35%	39%
Allowances/bonuses	21%	24%	32%	15%	27%	21%
Kind of contract	36%	38%	37%	31%	40%	44%

Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

If we focus on satisfaction with life as-a-whole we find balanced results among journalists in the EU, but also in Central and South America. In contrast, life satisfaction is unbalanced in the former Soviet Union where 68% of women but only 57% of men reported that they were satisfied with their life. Remarkably, only 65% of journalists are satisfied or highly satisfied with life in the former Soviet Union, compared to 80% in the European Union and 82% in Central and South America.

Table 4.3: Percentage of journalists satisfied with life, by main region

Country aggregates	% of satisfied respondents		
	Total	Men	Women
European Union	80%	79%	80%
Former Soviet Union	65%	57%	68%
Central and South America	82%	84%	80%

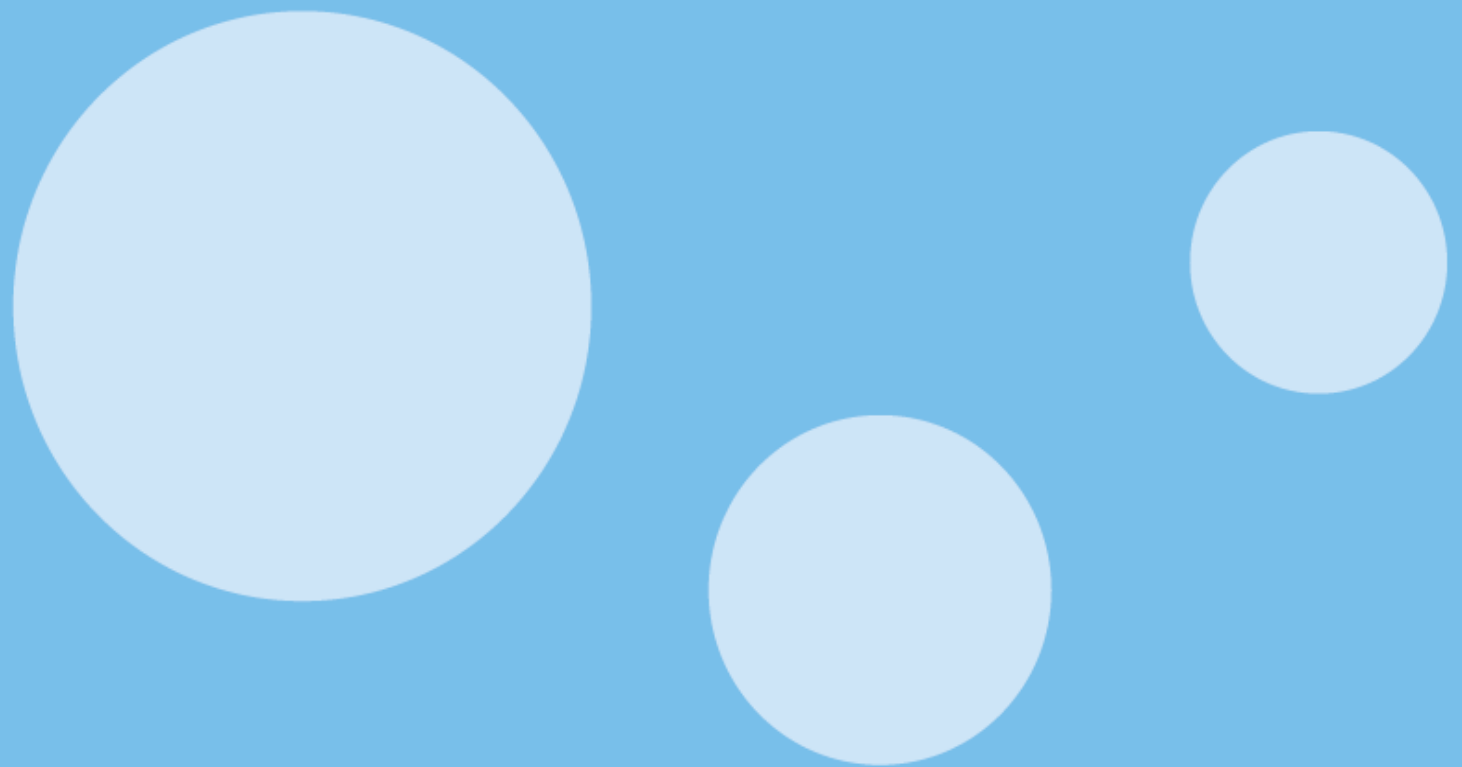
Note: Statistics are reported for all countries with at least 30 observations

Source: Wage Indicator (2009-2011)

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