

Table H. Earnings dispersion^a, gender wage gap^b and incidence of low pay^c

	Ratio of						Gender wage gap		Incidence of low pay	
	9 th to 1 st earnings deciles		9 th to 5 th earnings deciles		5 th to 1 st earnings deciles		1995	2005	1995	2005
	1995	2005	1995	2005	1995	2005				
Australia	2.91	3.12	1.77	1.85	1.65	1.69	0.86	0.84	13.8	15.9
Austria	..	..	..	..	..	..	0.74	0.79	..	..
Canada	3.50	3.74	1.74	1.87	2.01	2.00	0.74	0.79	22.0	22.2
Czech Republic	2.78	3.01	1.71	1.77	1.63	1.70	0.78	0.82	..	..
Denmark	2.47	2.64	1.69	1.73	1.46	1.53	0.86	0.88	..	..
Finland	2.34	2.42	1.66	1.70	1.41	1.43	0.78	0.80	..	7.0
France	3.08	3.10	1.93	2.01	1.59	1.54	0.90	0.89	..	..
Germany	2.79	3.13	1.79	1.84	1.56	1.70	0.77	0.76	11.1	15.8
Hungary	3.88	4.46	2.08	2.30	1.86	1.94	0.84	0.96	19.9	..
Ireland	4.01	3.57	1.98	2.07	2.02	1.72	0.76	0.82	20.4	17.6
Japan	3.01	3.12	1.85	1.86	1.63	1.68	0.63	0.69	15.4	16.1
Korea	3.64	4.51	1.87	2.14	1.95	2.11	0.57	0.61	22.9	25.4
Netherlands	2.77	2.91	1.71	1.76	1.62	1.65	0.77	0.80	13.8	..
New Zealand	3.04	3.49	1.74	1.98	1.75	1.76	0.85	0.91	14.9	11.5
Norway	1.89	2.21	1.40	1.50	1.35	1.48	..	..	..	..
Poland	3.40	4.31	1.97	2.18	1.72	1.98	0.80	0.89	17.3	23.5
Spain	4.22	3.53	2.10	2.14	2.01	1.65	0.71	0.83	15.2	16.2
Sweden	2.20	2.33	1.59	1.68	1.39	1.39	0.81	0.85	5.7	6.4
Switzerland	2.39	2.61	1.58	1.79	1.51	1.46	0.75	0.78	..	..
United Kingdom	3.48	3.51	1.88	1.96	1.85	1.79	0.73	0.79	20.0	20.7
United States	4.59	4.86	2.17	2.31	2.11	2.10	0.75	0.81	25.2	24.0
OECD unweighted average	3.12	3.39	1.81	1.93	1.70	1.73	0.77	0.82	17.0	17.1

a) Earnings dispersion is measured by the ratio of 9th to 1st deciles limits of earnings, 9th to 5th deciles and 5th to 1st deciles.

b) The gender wage gap is calculated as the ratio of median earnings of female workers relative to male workers.

c) The incidence of low pay refers to the share of workers earning less than two-thirds of median earnings. Data refer to 1997 (instead of 1995) for Canada, Hungary, Ireland and Sweden and 2002 (instead of 2005) for Germany and Spain.

Note: Estimates of earnings used in the calculations refer to gross earnings of full-time wage and salary workers. Further information on the national data sources and earnings concepts used in the calculations can be found at: www.oecd.org/els/employmentoutlook/2007.

Source: OECD database on Earnings Distribution.

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