

Assessing the gender wage gap in the culinary occupations in Cyprus[±]

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Abstract

Cyprus has long been a party to the EU instruments prohibiting discrimination against women, yet it displays a significant pay gap. Using data from the Structure of Earnings Surveys of 2010 and 2014, the author finds that the gender wage gap in the culinary sector declines, but its share explained by productivity differentials is smaller than its unexplained part. This suggests that the data available do not fully account for the behaviour of earnings and/or a substantial amount of female discrimination may exist. The reduction in the total gender wage gap may be attributed to either an increasing appreciation of female educational attainments and/or to the financial crisis in Cyprus in 2013, during which female workers with low remunerations possibly departed the labour force and the incomes of the individuals with the highest-paid jobs (mostly men) suffered a significant decrease.

Keywords: Gender wage gap, Blinder-Oaxaca decomposition, Cypriot labour market, culinary occupations.

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