

Appendix 7

Indicators for measuring remuneration discrepancies

Indicators

- The corrected remuneration discrepancies act as an indicator for the status of the remuneration discrimination;
- The uncorrected remuneration discrepancies act as an indicator for the status of the emancipation;
- The target is aimed at reducing both the corrected and the uncorrected remuneration discrepancies;
- The last year for which realisations of remuneration discrepancies are available is 2004. Realisations for 2006 are expected to become available in 2008.

| Indicators for operational objective 4 | | | | |
|---|------------------|-------------|-------------|-------------|
| | Realisation 2004 | Target 2006 | Target 2008 | Target 2010 |
| <i>Corrected remuneration discrepancies (%)</i> | | | | |
| Discrepancy male-female, business | 7 | 6.5 | 6 | 6 |
| Discrepancy male-female, government | 4 | 3.5 | 3 | 3 |
| | | | | |
| <i>Uncorrected remuneration discrepancies (%)</i> | | | | |
| Discrepancy male-female, business | 21 | 20.5 | 20 | 19.5 |
| Discrepancy male-female, government | 14 | 13.5 | 13 | 12.5 |

Source: Ministry of Social Affairs and Employment, the employment market position of employees