## [Audio News Release]: Women over-represented among minimum and low-wage earners

#### Accompanying text:

The latest [Annual Review of minimum wages in Europe](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Fnetwork.mynewsdesk.com%2Fwf%2Fclick%3Fupn%3D1m6TklpFFCC7pkqg2axu-2ByAsz3iz0UdkVFl3zWKJnPue7fXm59bnqlGz55799vV4ck08DoyfsFtmNfZbjh-2BHgeuEhalB4agDGcLTofKSVvHKO0-2BH2QU-2BXelK-2FYyWjho9M4vviXA0sJmK-2FS83dpLyZAHkP-2Fg6B60knRB7f5yH22EHv5T5wDL5XLHbFxPMYnVnD7UbjVXB21P6SYdn9ahf98KJ43qIQm2VdpGZuwGLE-2Bal8mxy1t1f8BLJitOntgFCt7oZn09-2B8B3cKnyPJ2jaXQ-3D-3D_sQd5i5P-2FeggQFbt-2FEWhRrRi1xVTYdGT509Gxizb5Q4laT3gkUawN2PFPPzdiyl67nEiOnXlfa6qnVrzkramvSz0yIW9pop7warJxlG66xf6B386wo0rUcE5QjX-2B7-2BTLvcWUK8fjqgVTq3vBxZM7Qjmmfm5JqSpCzBsxtQR2BMGo-2BRI2rSA8bBwZqWI6tIz-2B8Dr-2FRYz-2Bxde0Uf5z1cxD4FncY5NnlFLJTKx8b6dQbuEOQegxdTdkPoYNr1O-2FfkjVSYEiu5jjTp-2BeMSvUQMOFVVD-2ByUc38EvucDC6AcLIdmdjwsS5B8zjzH-2BXOq-2BrRMVo0TFXEwEIbtAmZfkwTSfyCPEbYHsOJimUMcsl4aIZJk-2BuRil2gBxC1XMAZFbUz-2BXzN3IBr7Z7usPHtNovz-2F1eZbQ-3D-3D&data=02%7C01%7CJames.Higgins%40eurofound.europa.eu%7C8d0ffd9395154f35244108d6ea6168d4%7C50817bbd439c45349201d26d90867dd3%7C0%7C0%7C636954101430710185&sdata=PXxY4KChlUS7gVL1ebYne0Q15P088XS7T%2B6qk7OKhFQ%3D&reserved=0) shows that there have been increases to the minimum wage across almost all Member States, in both nominal and real terms. The report also highlights that women are over-represented among minimum and low-wage earners. This means that women will potentially benefit more from these increases, but it reinforces that more women are working in low-paid jobs than men.

There is also evidence that women are more likely to earn less than the full adult minimum wage rate, in the instances where this occurs. This can be when the statutory rate does not apply to specific groups of workers, among certain age groups, or when there is non-compliance.

Mary McCaughey from Eurofound says that this is the latest evidence of structural gender inequality on the labour market. [Click here](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Fnetwork.mynewsdesk.com%2Fwf%2Fclick%3Fupn%3D1m6TklpFFCC7pkqg2axu-2B2iROAzpCAJ1jryMD60MQmxfGwjCQOdbCOm2UJMKdVo-2FTcy-2B3SEgBLZMsc19Ofn0uMaH-2F6v3pIwCo2A2lyJ34twKph3EKIjhScCUWMPuIgnI_sQd5i5P-2FeggQFbt-2FEWhRrRi1xVTYdGT509Gxizb5Q4laT3gkUawN2PFPPzdiyl67nEiOnXlfa6qnVrzkramvSz0yIW9pop7warJxlG66xf6B386wo0rUcE5QjX-2B7-2BTLvcWUK8fjqgVTq3vBxZM7Qjmmfm5JqSpCzBsxtQR2BMGo-2BRI2rSA8bBwZqWI6tIz-2B8vcj2i-2BKtPqJOaOEGcTZ1ErxgBhkqx0lMJAEOi2JPbaq-2FkXB0g-2F1L8m-2F554FIhyHdEkXzcE76iCpXngl4dg7oQCU4mNfFyvhJynC8h2lZx4IXDNMpTha6RePsSGLNojNgoij6Jp0eMfrz21GSwghk2CyiQ7TnYyYM4YVCVG1YHhjGyEuUY3Y5Sj8amRxyWnrzbfxnWjJ-2FgtohKbtb63OhzQ-3D-3D&data=02%7C01%7CJames.Higgins%40eurofound.europa.eu%7C8d0ffd9395154f35244108d6ea6168d4%7C50817bbd439c45349201d26d90867dd3%7C0%7C0%7C636954101430710185&sdata=3SePgUvpaArLABXUB%2FiqyGXNIk3Ro251YoGIMe5pbc0%3D&reserved=0) or on the video file in the related material below to listen to the audio.

You can also download the report in full [here](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Fnetwork.mynewsdesk.com%2Fwf%2Fclick%3Fupn%3D1m6TklpFFCC7pkqg2axu-2ByAsz3iz0UdkVFl3zWKJnPue7fXm59bnqlGz55799vV4ck08DoyfsFtmNfZbjh-2BHgeuEhalB4agDGcLTofKSVvHKO0-2BH2QU-2BXelK-2FYyWjho9M4vviXA0sJmK-2FS83dpLyZAHkP-2Fg6B60knRB7f5yH22EHv5T5wDL5XLHbFxPMYnVnD7UbjVXB21P6SYdn9ahf98KJ43qIQm2VdpGZuwGLE-2Bal8mxy1t1f8BLJitOntgFCt7oZn09-2B8B3cKnyPJ2jaXQ-3D-3D_sQd5i5P-2FeggQFbt-2FEWhRrRi1xVTYdGT509Gxizb5Q4laT3gkUawN2PFPPzdiyl67nEiOnXlfa6qnVrzkramvSz0yIW9pop7warJxlG66xf6B386wo0rUcE5QjX-2B7-2BTLvcWUK8fjqgVTq3vBxZM7Qjmmfm5JqSpCzBsxtQR2BMGo-2BRI2rSA8bBwZqWI6tIz-2B8o2jEbrMC8vwifJePyNi5dkin0BhnQkWGDkKJ8HJLgEGHRizHzFw4AVyULh-2BM3N-2BLqZY3UoMIrfkVN5youl6Eo2U5dfTTGeJC4jM2W27xTYeB7hSkwPnDCBwZpGKb6P3xbWsMF8eGcFUsfkOJt2jWbSWi42Ja4crZsarhxRj-2BsfrEmXB7wlvzkyJNh-2FAKeEgXW5JsNaFeA4BArQ-2B6Jc1s4A-3D-3D&data=02%7C01%7CJames.Higgins%40eurofound.europa.eu%7C8d0ffd9395154f35244108d6ea6168d4%7C50817bbd439c45349201d26d90867dd3%7C0%7C0%7C636954101430720182&sdata=5wQuyLYGZifPr34gPX5PXrIDLJvyPkMdOgvmjplTLPM%3D&reserved=0).

#### Audio transcription

*“This new report shows more women than men are minimum wage workers. In fact, of all workers earning 90% or less than the minimum wage, more than six out of 10 of these are women. Put simply, the less you earn – the more likely it is that you are a woman. Combine this with previous research highlighting a gender employment gap of 11.5% in Europe, and the fact that only one-third of managers in Europe are women, we continue to see a persistent and structural gender inequality on the labour market.”*