European Commission

MAGNITUDE AND IMPACT FACTORS OF THE GENDER PAY GAP IN EU COUNTRIES

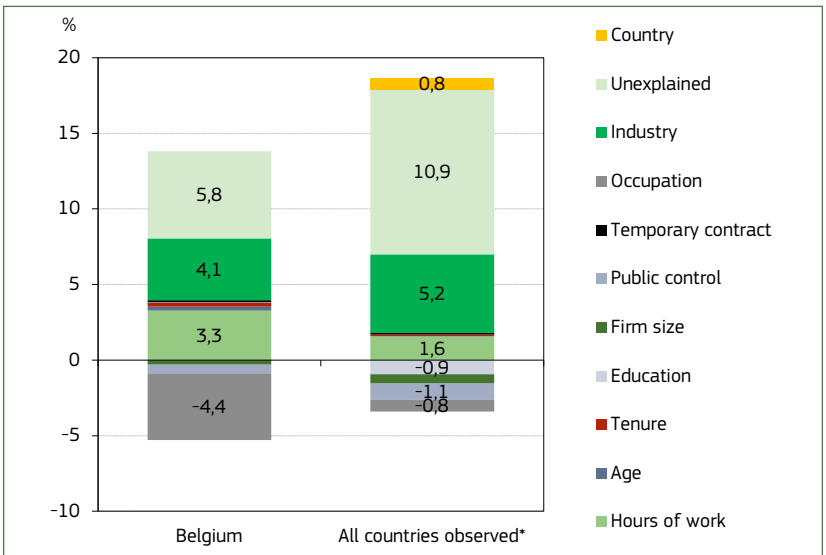
Christina Boll, Julian Leppin, Anja Rossen, André Wolf

Country Fiches

Justice and Consumers

Gender pay gap in Belgium

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 8.5%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 2.8%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Belgium:

Distribution over industries: Female workers in Belgium tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

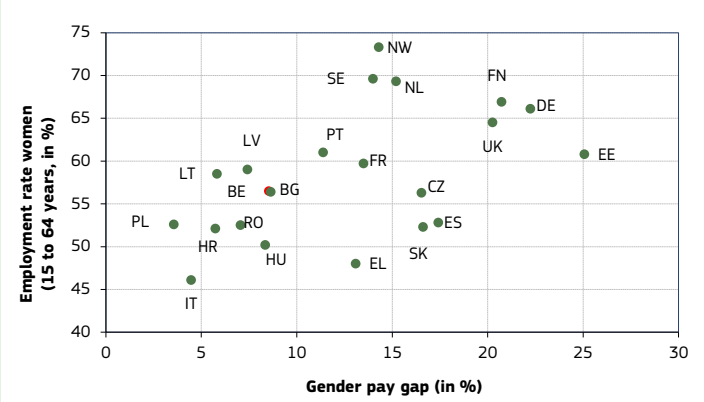
Working time: Female workers in Belgium work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Age: Female workers in Belgium are on average slightly younger than male workers. Age, in turn, has a positive effect on wages in this country.

Unexplained gender pay gap: 5.8%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



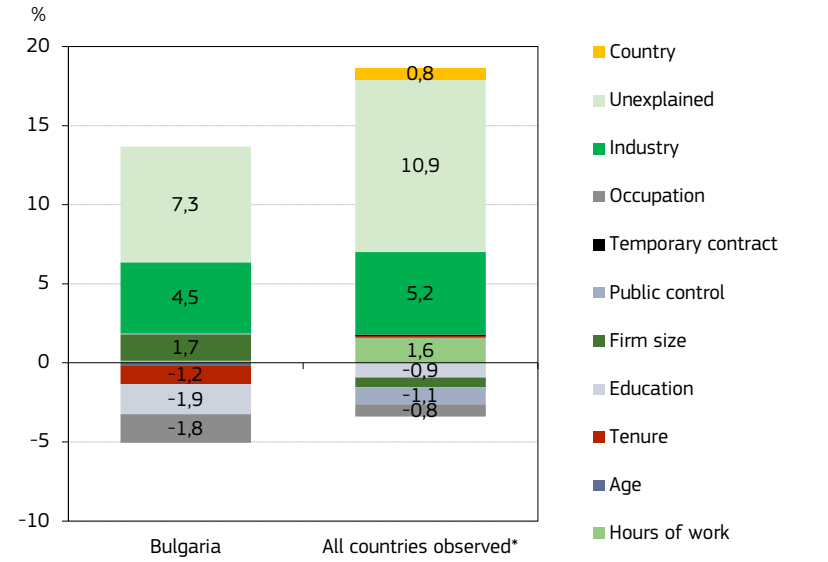
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Bulgaria

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 8.6%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia. Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 1.3%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Bulgaria:

Distribution over industries: Female workers in Bulgaria tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

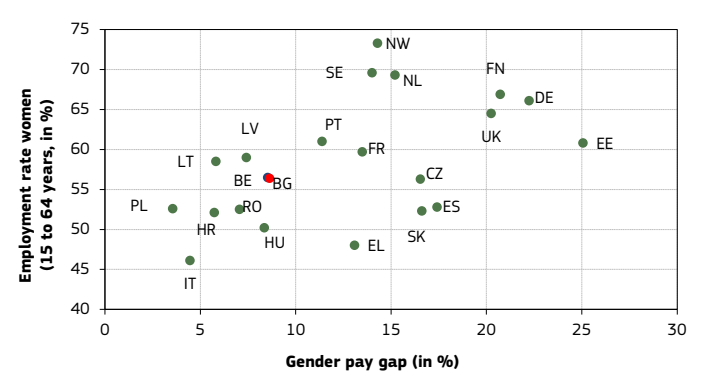
Firm size: Female workers in Bulgaria are underrepresented in large-scale firms. These firms tend to offer higher hourly payments than small firms.

Working time: Female workers in Bulgaria work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 7.3%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



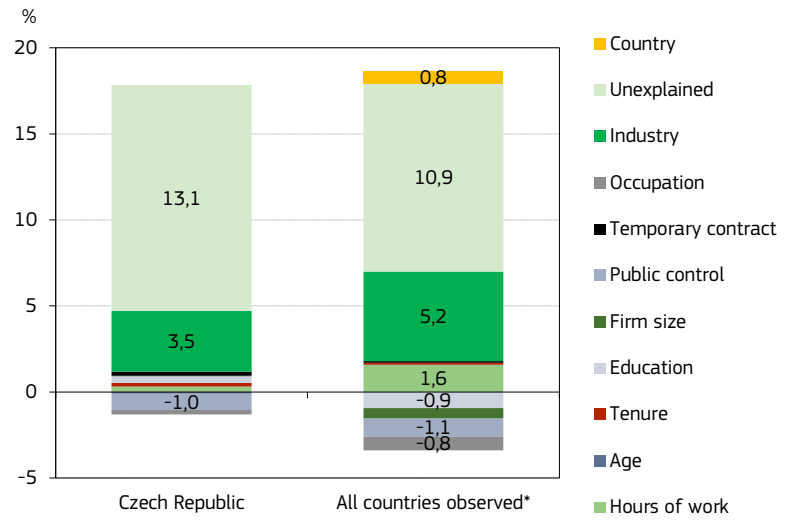
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in the Czech Republic

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 16.5%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 3.4%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in the Czech Republic:

Distribution over industries: Female workers in the Czech Republic tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

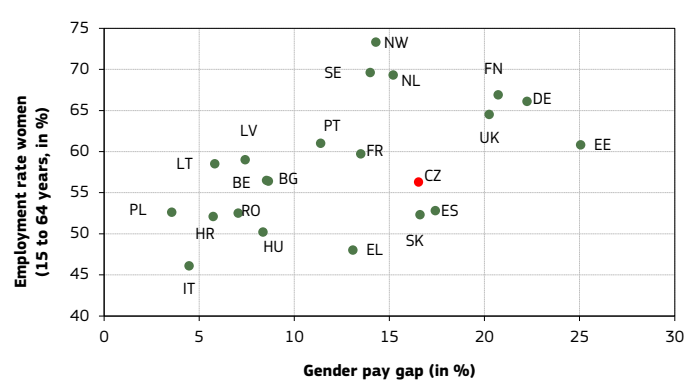
Level of education: Female workers in the Czech Republic have on average a slightly lower level of education than male workers, which reduces their earnings prospects.

Working time: Female workers in the Czech Republic work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 13.1%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



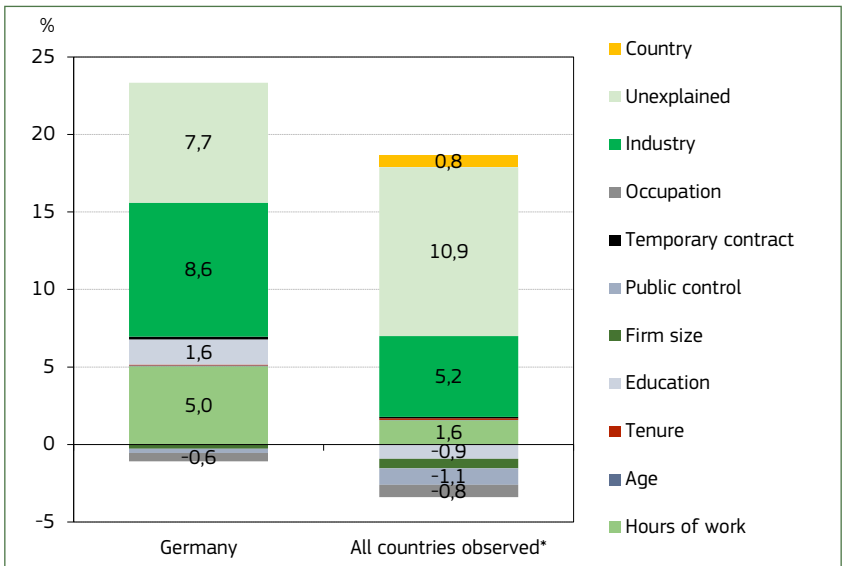
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Germany

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 22.2%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 14.5%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Germany:

Distribution over industries: Female workers in Germany tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

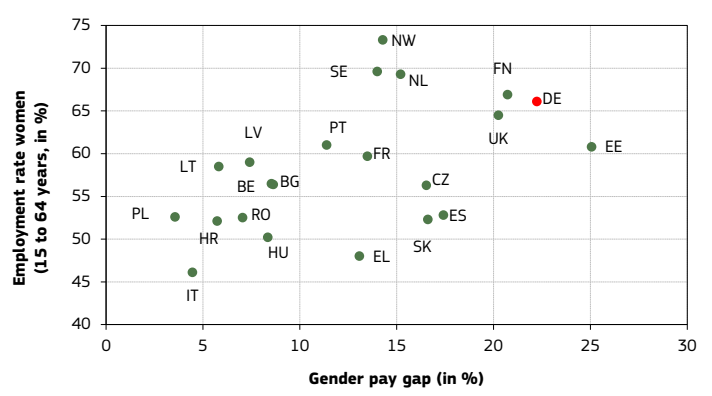
Working time: Female workers in Germany work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Level of education: Female workers in Germany have on average a slightly lower level of education than male workers, which reduces their earnings prospects.

Unexplained gender pay gap: 7.7%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



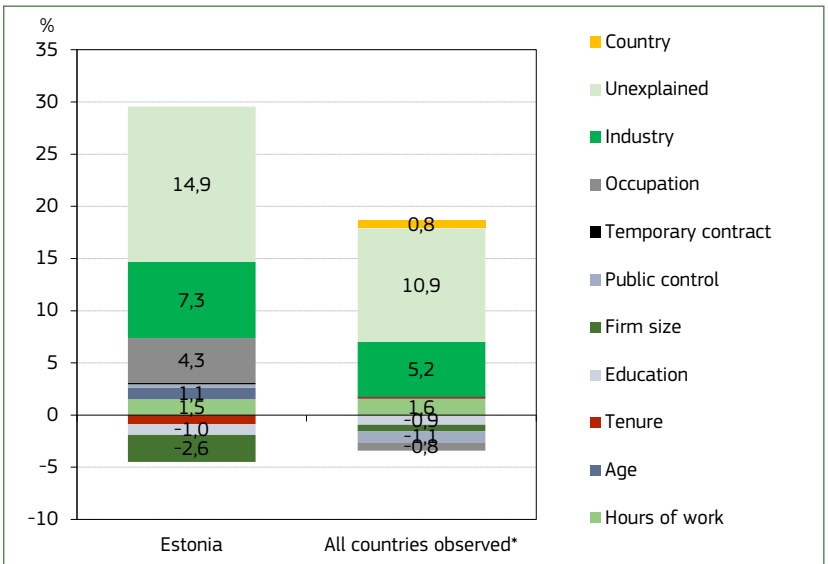
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Estonia

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 25.1%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 10.2%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Estonia:

Distribution over industries: Female workers in Estonia tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

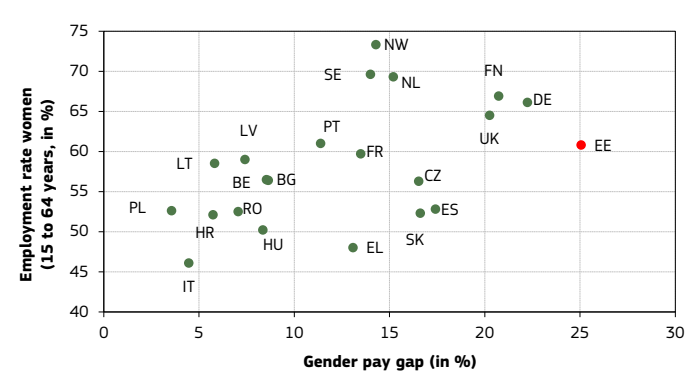
Occupational choice: Female workers in Estonia are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Working time: Female workers in Estonia work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 14.9%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



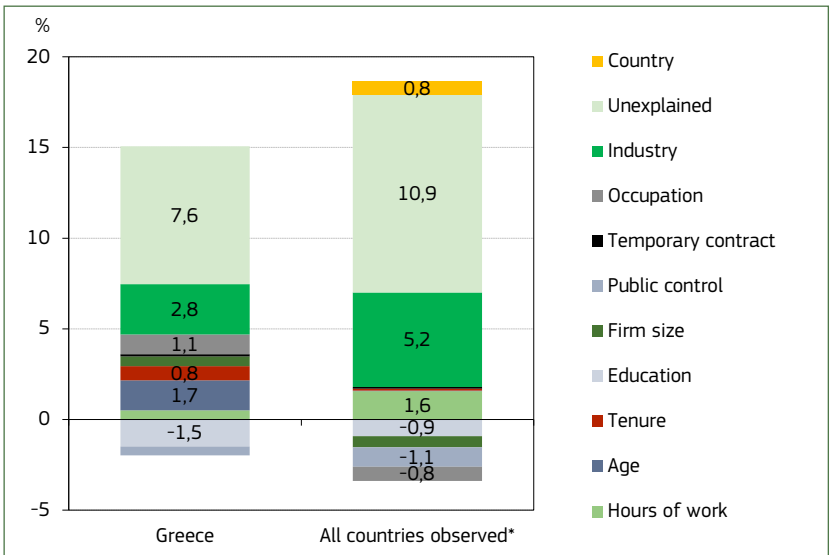
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Greece

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 13.1%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 5.5%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Greece:

Distribution over industries: Female workers in Greece tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

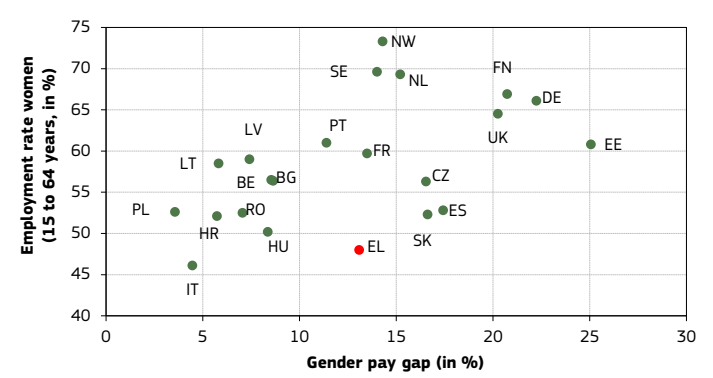
Occupational choice: Female workers in Greece are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Age: Female workers in Greece are on average slightly younger than male workers. Age, in turn, has a positive effect on wages in this country.

Unexplained gender pay gap: 7.6%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



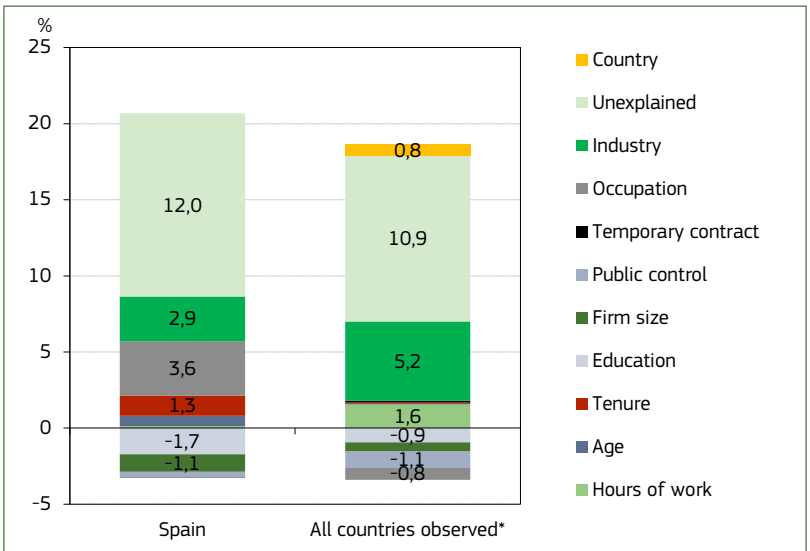
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Spain

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 17.4%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia. Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 5.4%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Spain:

Distribution over industries: Female workers in Spain tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

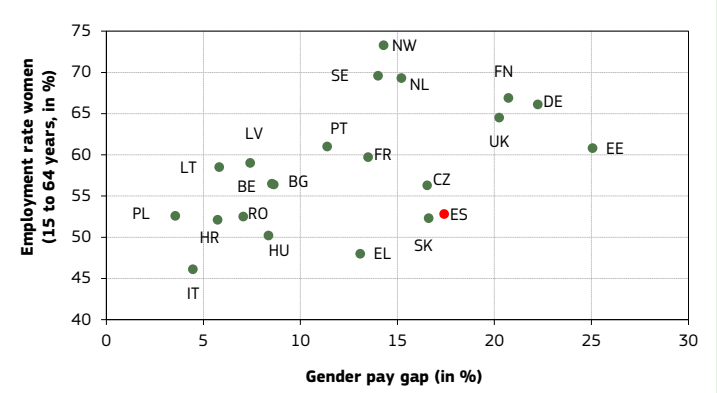
Occupational choice: Female workers in Spain are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Job tenure: Female workers in Spain exhibit shorter average job tenure than male workers. Longer job tenure, in turn, is associated with higher hourly payments.

Unexplained gender pay gap: 12.0%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



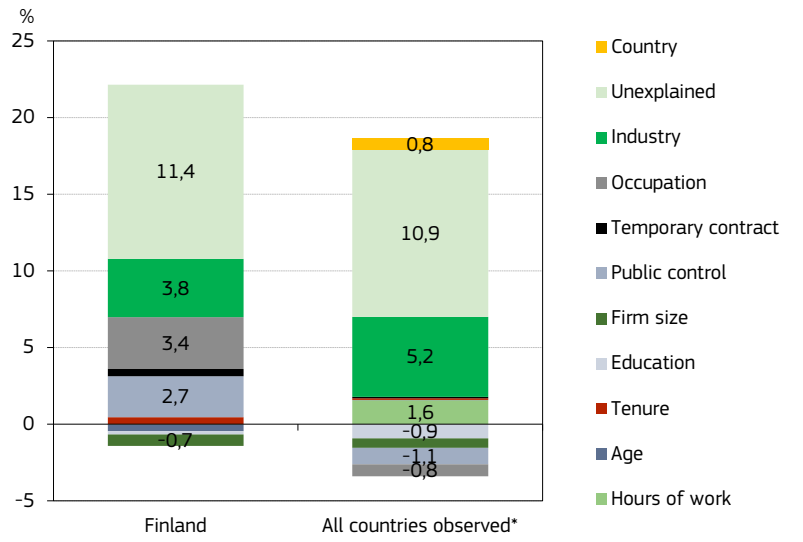
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Finland

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 20.7%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 9.4%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Finland:

Distribution over industries: Female workers in Finland tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

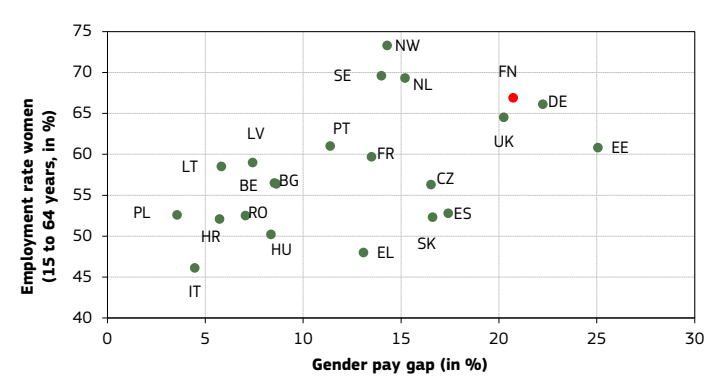
Occupational choice: Female workers in Finland are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Ownership of firms: Female workers in Finland are overrepresented in publicly owned firms. Public firms in Finland pay on average lower wages than private firms to similarly qualified workers.

Unexplained gender pay gap: 11.4%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



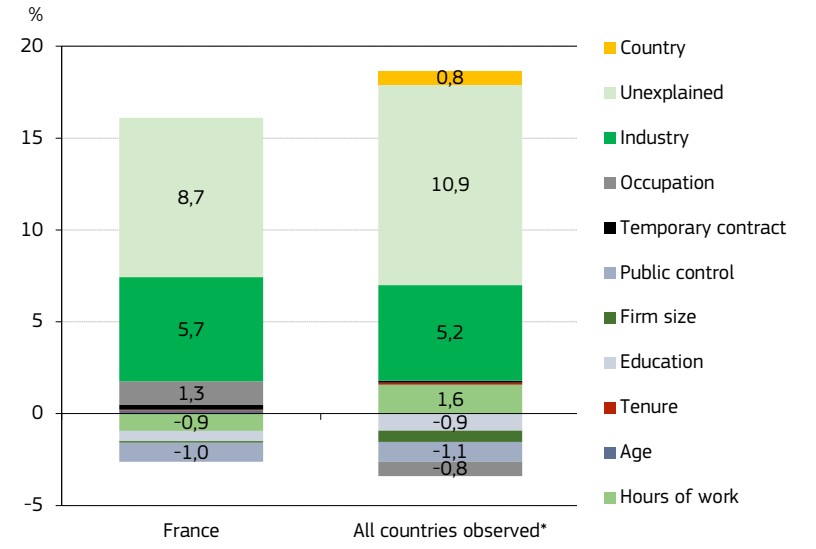
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in France

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 13.5%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 4.8%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in France:

Distribution over industries: Female workers in France tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

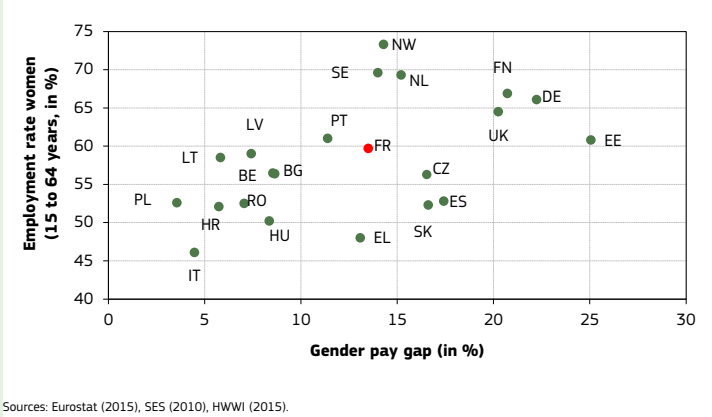
Occupational choice: Female workers in France are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Temporary employment: Female workers in France have temporary contracts more frequently than male workers. Temporary employment is associated with lower hourly wages.

Unexplained gender pay gap: 8.7%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



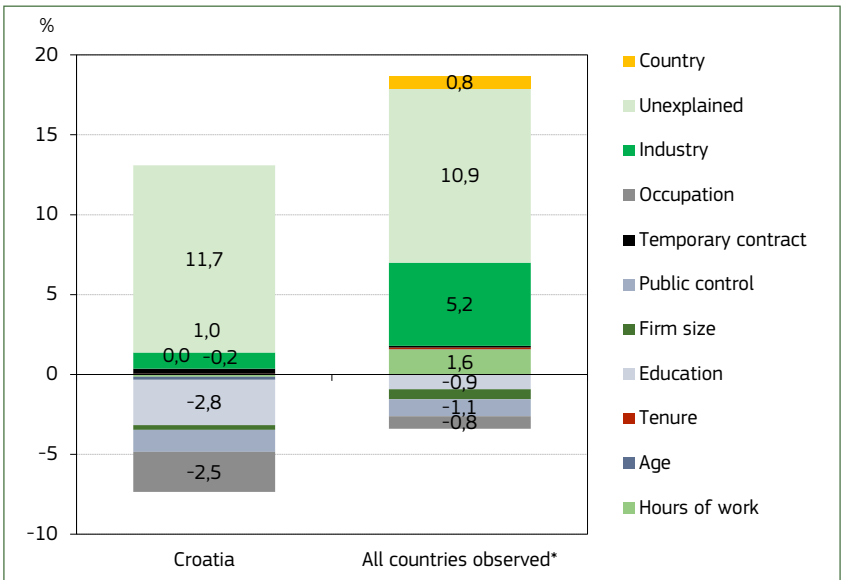
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Croatia

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 5.7%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: -6.0%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Croatia:

Distribution over industries: Female workers in Croatia tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

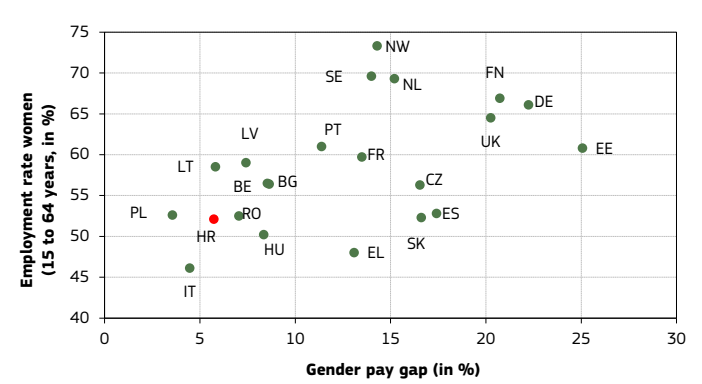
Temporary employment: Female workers in Croatia have temporary contracts more frequently than male workers. Temporary employment is associated with lower hourly wages.

Job tenure: Female workers in Croatia exhibit shorter average job tenure than male workers. Longer job tenure, in turn, is associated with higher hourly payments.

Unexplained gender pay gap: 11.7%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



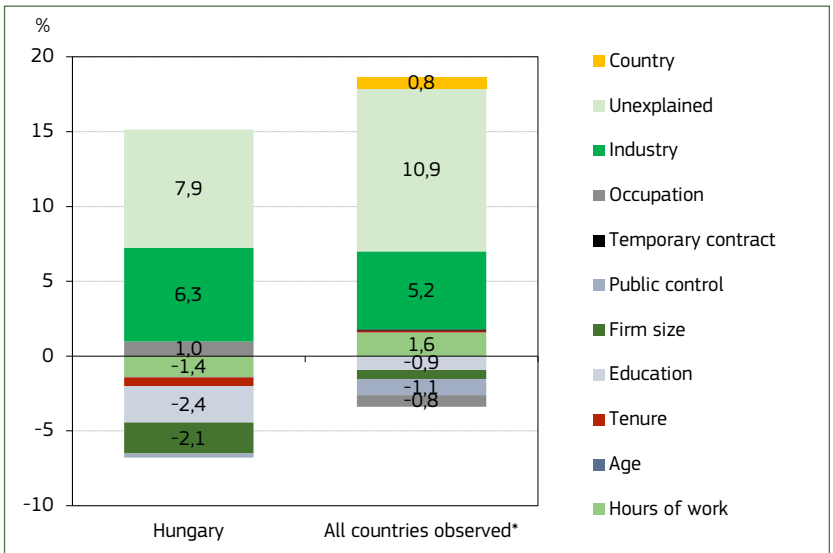
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Hungary

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 8.4%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 0.5%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Hungary:

Distribution over industries: Female workers in Hungary tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

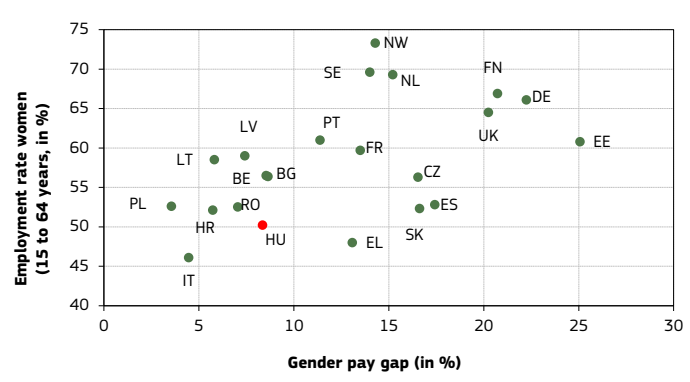
Occupational choice: Female workers in Hungary are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Temporary employment: Female workers in Hungary have temporary contracts more frequently than male workers. Temporary employment is associated with lower hourly wages.

Unexplained gender pay gap: 7.9%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



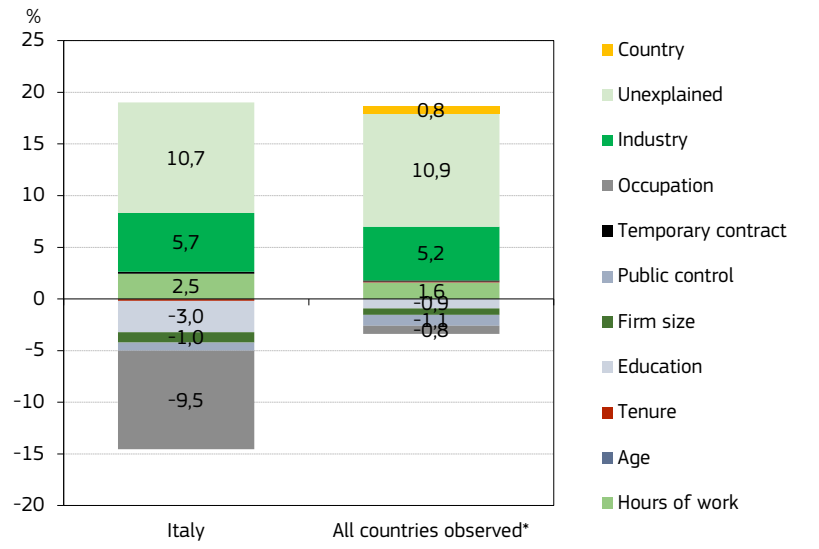
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Italy

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 4.5%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: -6.2%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Italy:

Distribution over industries: Female workers in Italy tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

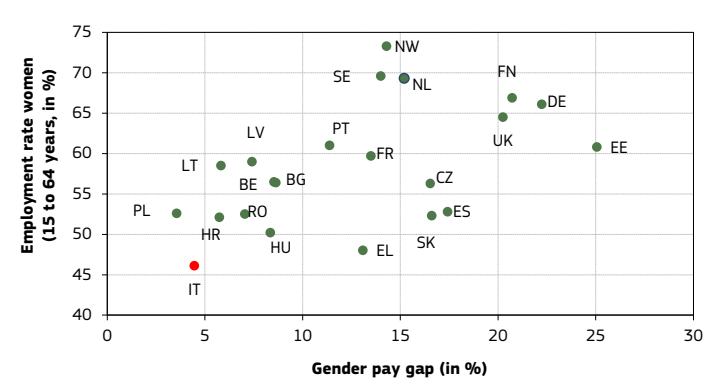
Working time: Female workers in Italy work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Temporary employment: Female workers in Italy have temporary contracts more frequently than male workers. Temporary employment is associated with lower hourly wages.

Unexplained gender pay gap: 10.7%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



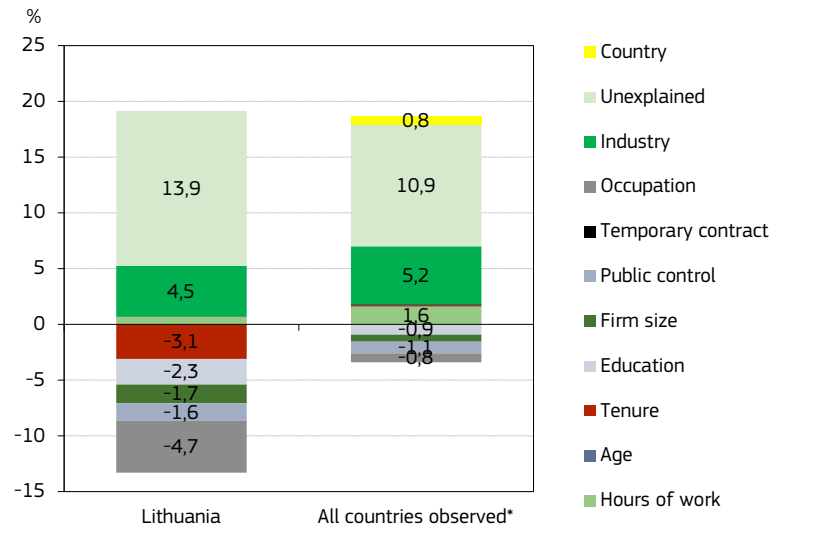
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Latvia

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 7.4%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: -3.2%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Latvia:

Distribution over industries: Female workers in Latvia tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

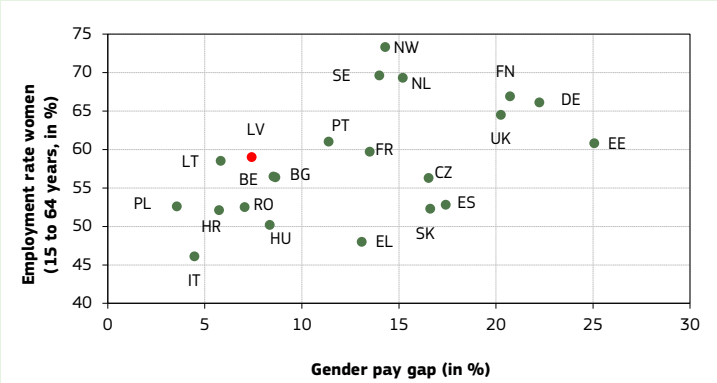
Working time: Female workers in Latvia work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Age: Female workers in Latvia are on average slightly younger than male workers. Age, in turn, has a positive effect on wages in this country.

Unexplained gender pay gap: 10.6%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



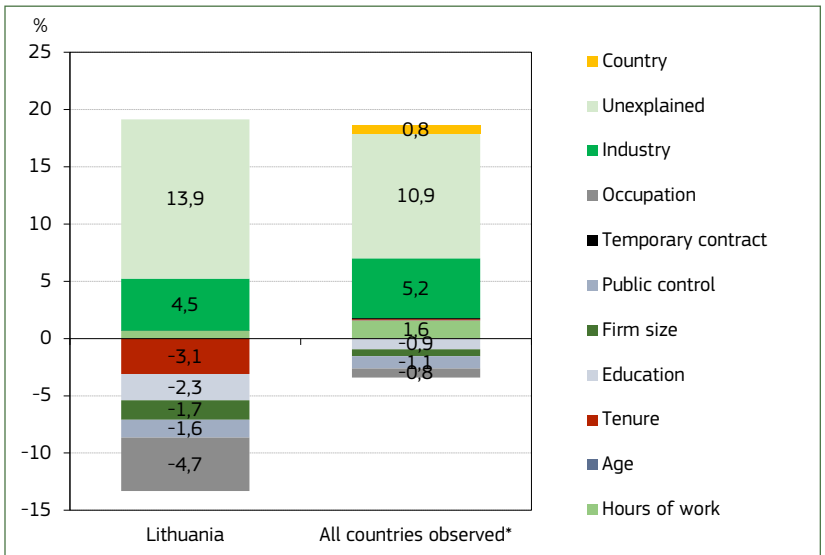
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Lithuania

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 5.8%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: -8.1%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Lithuania:

Distribution over industries: Female workers in Lithuania tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

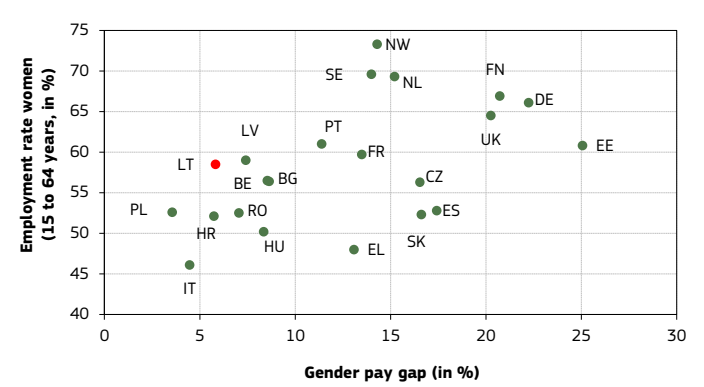
Working time: Female workers in Lithuania work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Age: Female workers in Lithuania are on average slightly younger than male workers. Age, in turn, has a positive effect on wages in this country.

Unexplained gender pay gap: 13.9%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



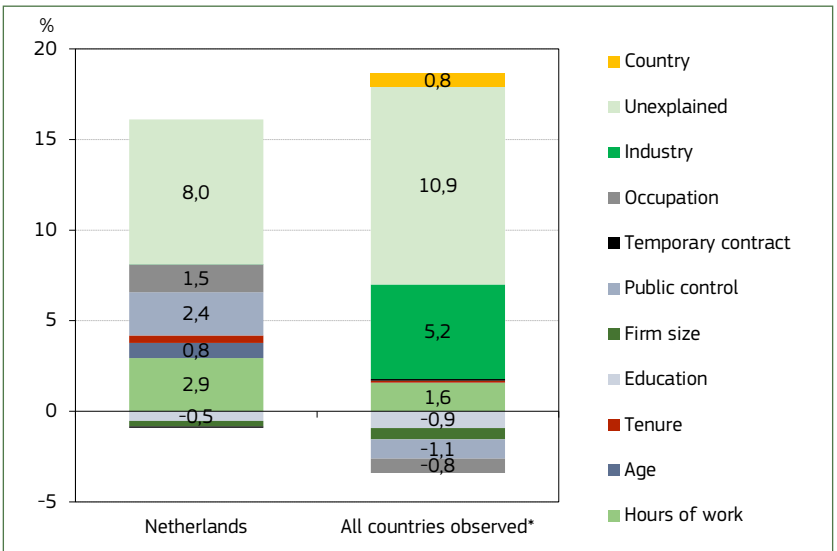
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in the Netherlands

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 15.2%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 7.2%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in the Netherlands:

Working time: Female workers in the Netherlands work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

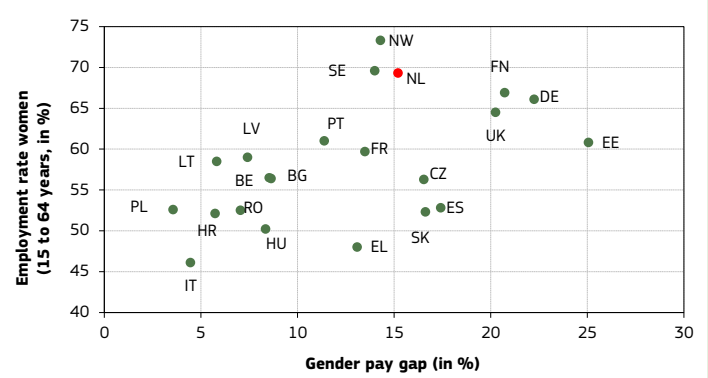
Ownership of firms: Female workers in the Netherlands are overrepresented in publicly owned firms. Public firms in the Netherlands pay on average lower wages than private firms, to similarly qualified workers.

Occupational choice: Female workers in the Netherlands are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

Unexplained gender pay gap: 8.0%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection

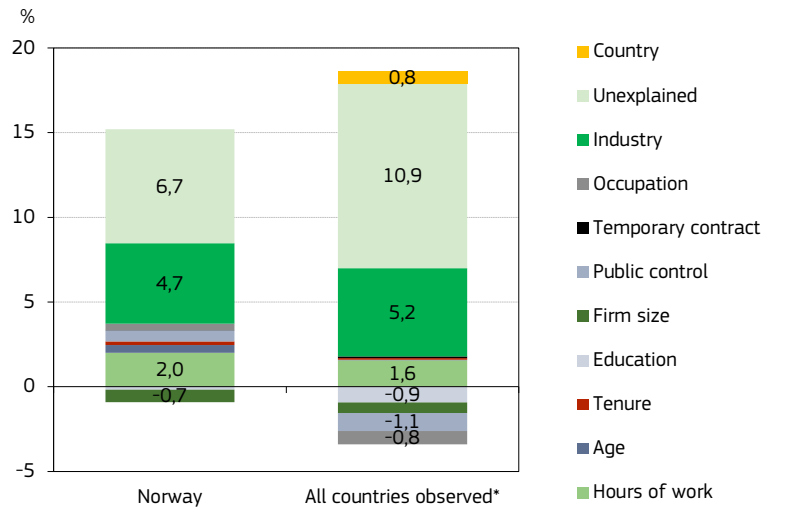


Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

Gender pay gap in Norway

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 14.3%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 7.6%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Norway:

Distribution over industries: Female workers in Norway tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

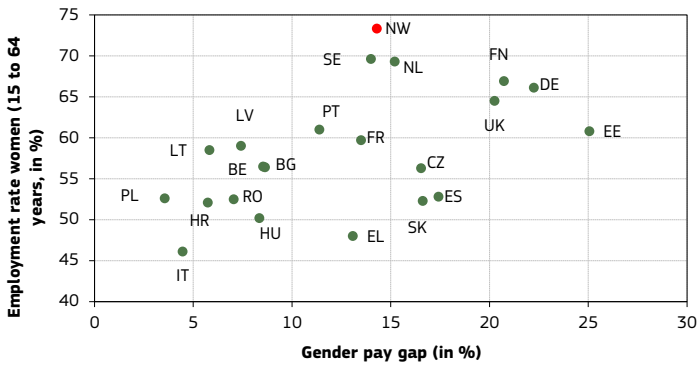
Working time: Female workers in Norway work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Ownership of firms: Female workers in Norway are overrepresented in publicly owned firms. Public firms in Finland pay on average lower wages than private firms to similarly qualified workers.

Unexplained gender pay gap: 6.7%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



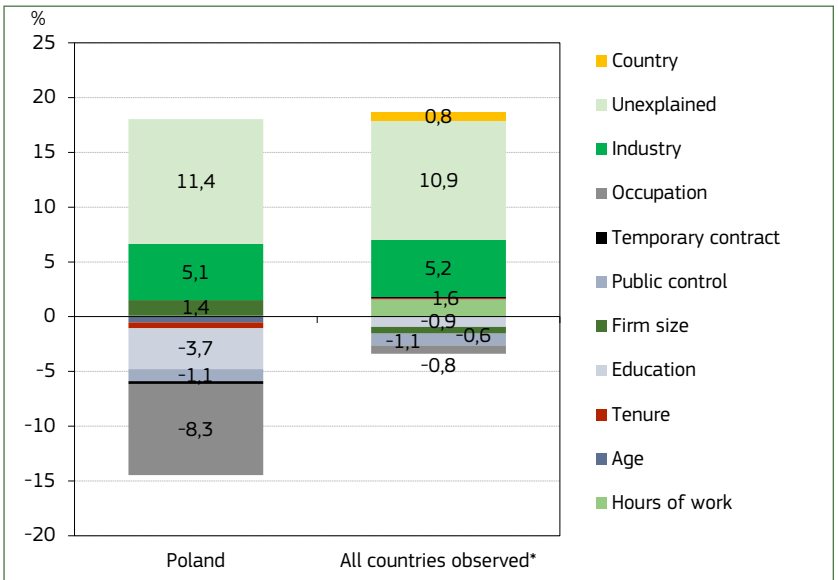
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Poland

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 3.6%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: -7.8%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Poland:

Distribution over industries: Female workers in Poland tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

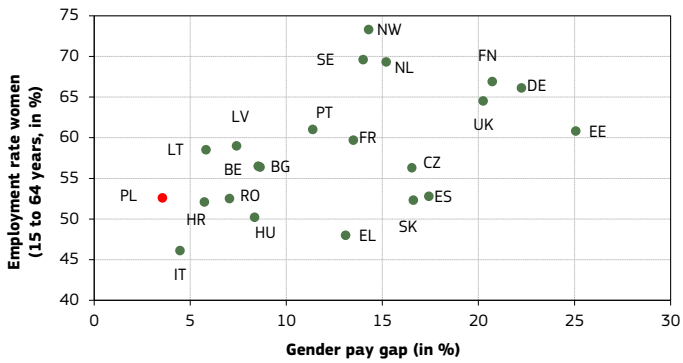
Firm size: Female workers in Poland are underrepresented in large-scale firms. These firms tend to offer higher hourly payments than small firms.

Working time: Female workers in Poland work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 11.4%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



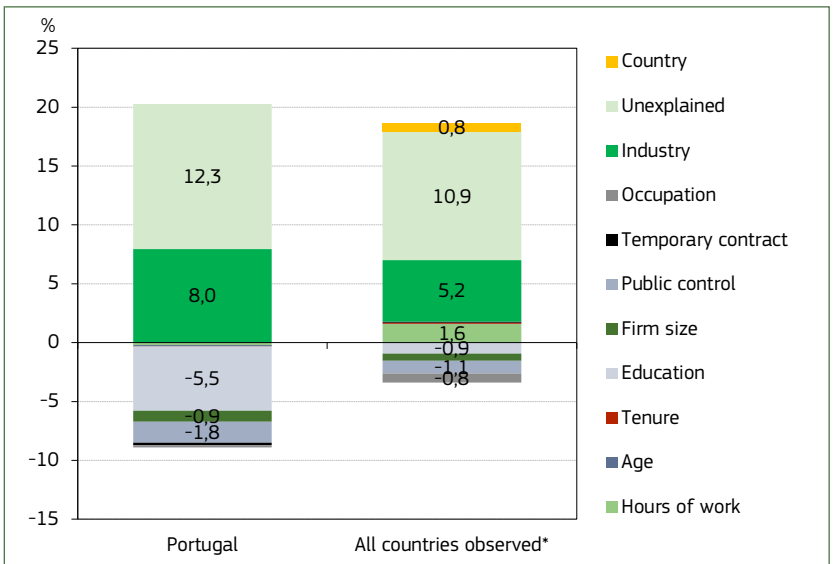
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Portugal

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 11.4%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: -0.9%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

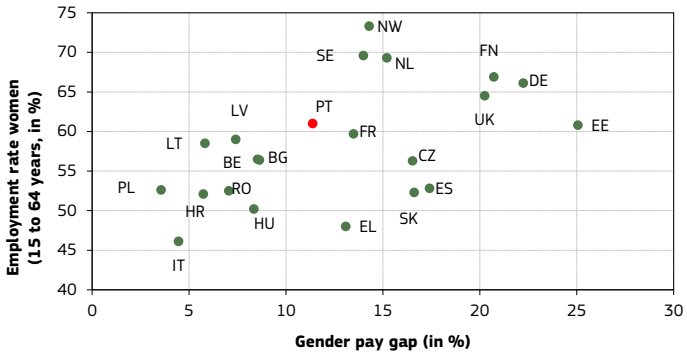
Major contributing factor in Portugal:

Distribution over industries: Female workers in Portugal tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

Unexplained gender pay gap: 12.3%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



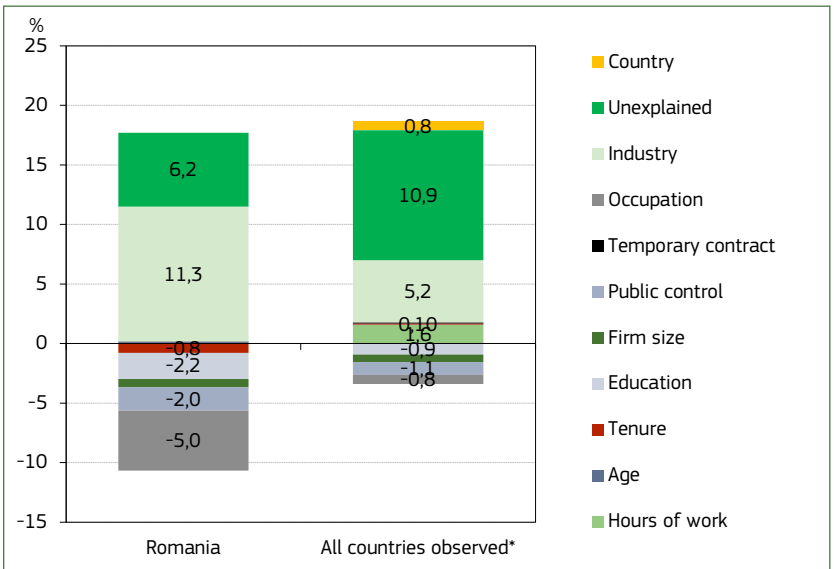
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Romania

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 7.1*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 0.8 %

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Romania:

Distribution over industries: Female workers in Romania tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

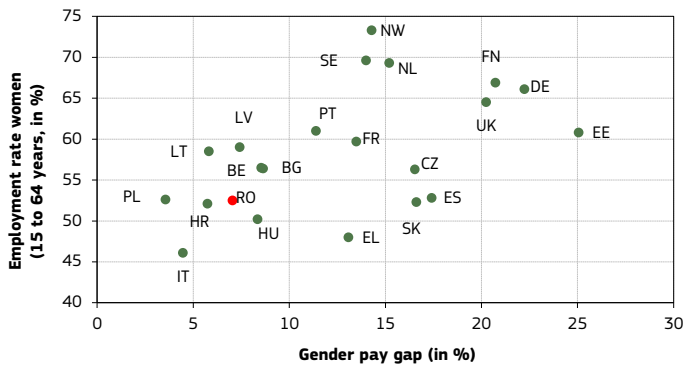
Age: Female workers in Romania are on average slightly younger than male workers. Age, in turn, has a positive effect on wages in this country.

Working time: Female workers in Romania work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 6.2%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



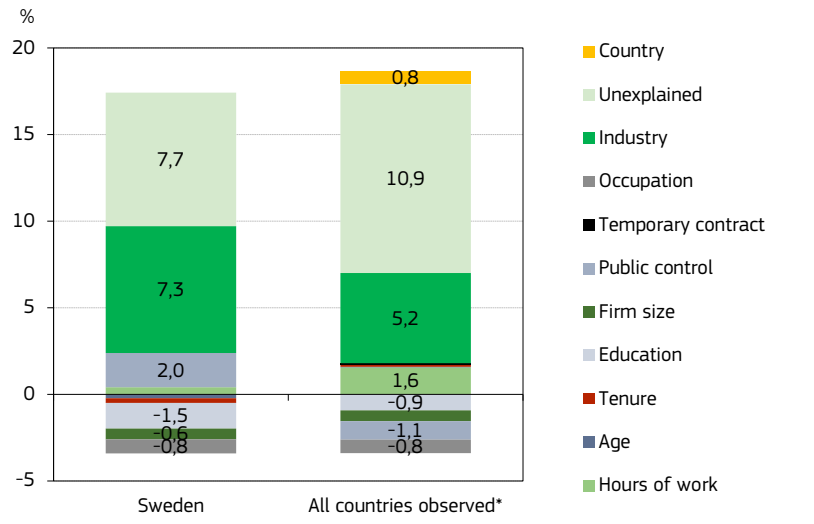
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Sweden

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 14.0%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 6.3%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Sweden:

Distribution over industries: Female workers in Sweden tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

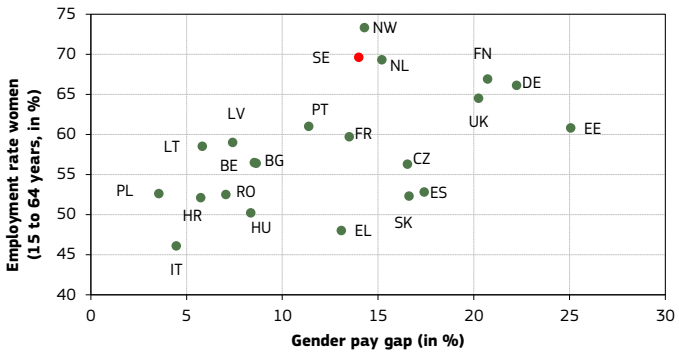
Ownership of firms: Female workers in Sweden are overrepresented in publicly owned firms. Public firms in Sweden pay on average lower wages than private firms to similarly qualified workers.

Working time: Female workers in Sweden work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 7.7%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



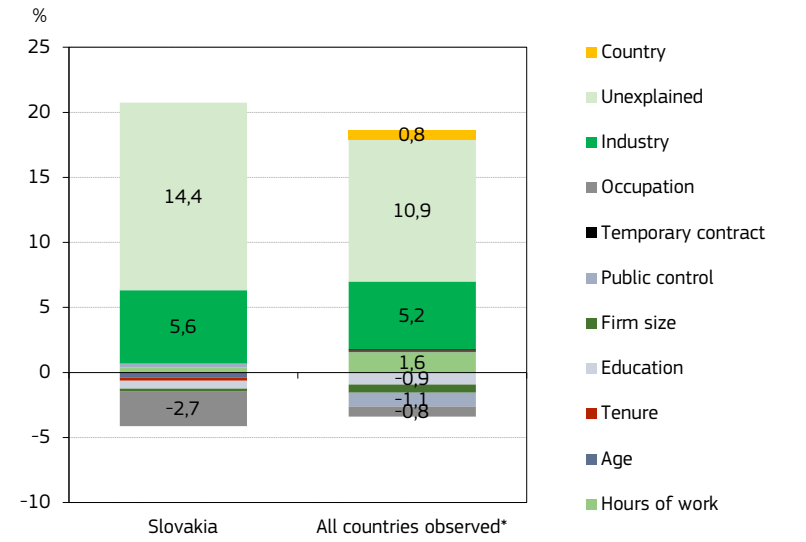
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in Slovakia

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 16.6%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 2.2%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in Slovakia:

Distribution over industries: Female workers in Slovakia tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

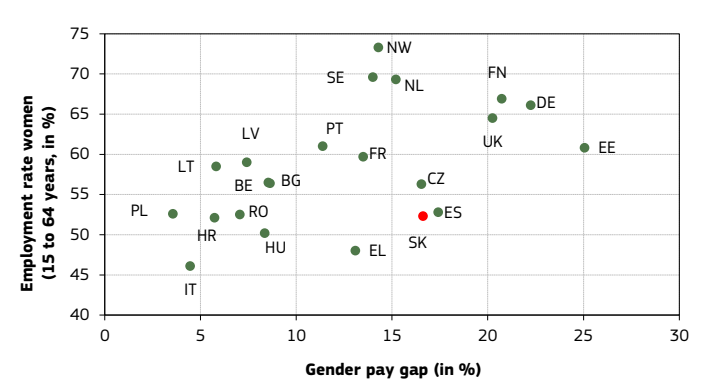
Working time: Female workers in Slovakia work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Ownership of firms: Female workers in Slovakia are overrepresented in publicly owned firms. Public firms in Finland pay on average lower wages than private firms to similarly qualified workers.

Unexplained gender pay gap: 14.4%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



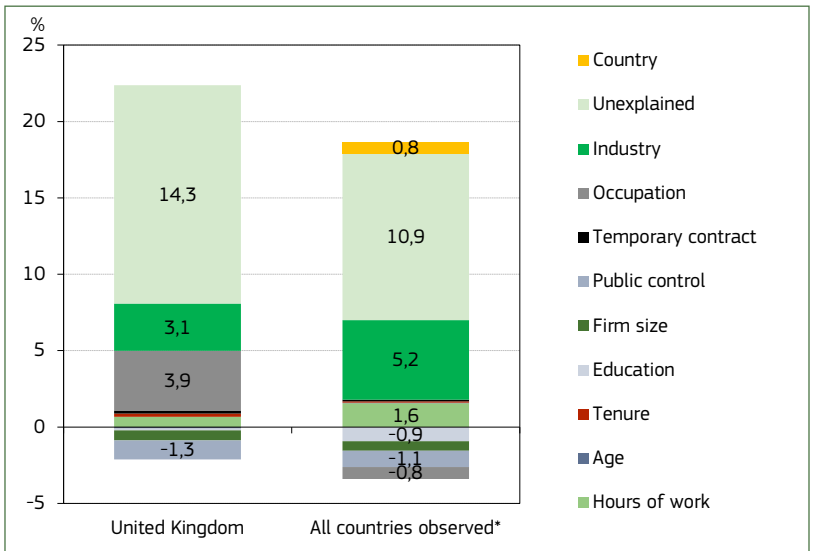
Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

Gender pay gap in the United Kingdom

Results from an Oaxaca-Blinder decomposition
Unadjusted gender pay gap: 16.6%*



* 21 EU countries plus Norway. Missing EU countries: Austria, Cyprus, Denmark, Ireland, Luxemburg, Malta and Slovenia.
Sources: SES (2010), HWWI (2015).

Explained gender pay gap: 2.2%

The explained gender pay gap is the part of the gap that can be traced back to gender differences in observable worker characteristics.

Major contributing factors in the United Kingdom:

Occupational choice: Female workers in the United Kingdom are overrepresented in occupations characterised by low rewards for comparable levels of qualification, such as health associates and teaching professionals.

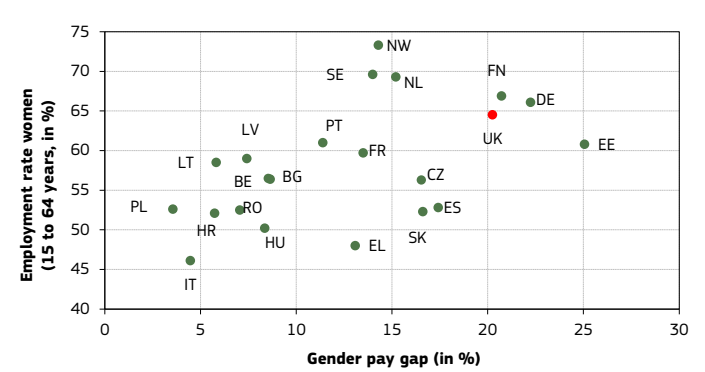
Distribution over industries: Female workers in the United Kingdom tend to cluster in industries that offer comparatively low payment for the same level of qualification (especially education, health and social work activities). In contrast, male workers are overrepresented in industries that offer high rewards for the same level of qualification (particularly manufacturing).

Working time: Female workers in the United Kingdom work more often in part-time jobs than their male counterparts. Part-time jobs are associated with lower hourly payments.

Unexplained gender pay gap: 14.4%

The remaining unexplained gender pay gap is due to different rewards for the same observable characteristics and due to the influence of unobservable characteristics.

Important context factor: Employment selection



Sources: Eurostat (2015), SES (2010), HWWI (2015).

Countries with lower female employment participation tend to exhibit lower measured pay gaps (see figure above). In these countries, several low-wage activities like nursing and cleaning are executed outside the formal labour market and are therefore not considered in the measurement.

* Calculated based on a restricted version of the Structure of Earnings Survey (SES) 2010. For details of methodology, see Boll et al. (2016).

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