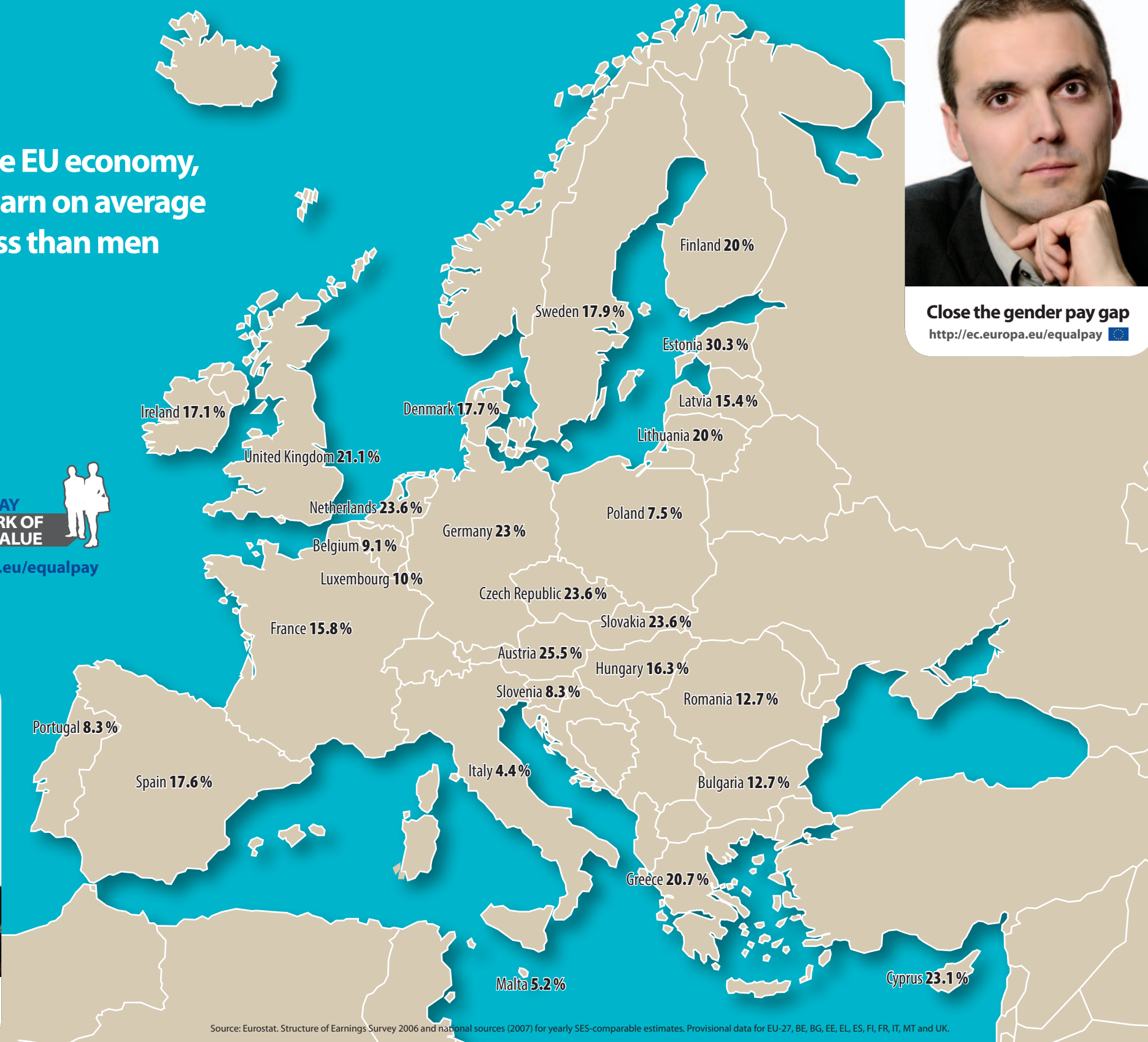


Across the EU economy,
women earn on average
17.4% less than men

 **EQUAL PAY
FOR WORK OF
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Close the gender pay gap

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**Is our work
valued the same?**

Source: Eurostat. Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates. Provisional data for EU-27, BE, BG, EE, EL, ES, FI, FR, IT, MT and UK.

Close the gender pay gap

What is the gender pay gap?

- On average, women in the EU earn around 17.4% less than men
- The gender pay gap is the difference between men's and women's pay (based on hourly earnings across the economy)
- In some countries the gender pay gap is widening
- The gender pay gap is a complex issue with multiples causes often interrelated
- The effect of the gender pay gap on lifetime earnings means that women have lower pensions and have a higher risk of poverty

Boy or girl, equal opportunities?



It makes sense for everyone

Women's opportunities for progression and higher pay in the workplace are affected by their family responsibilities.

The gender pay gap widens when women have children and when they work part-time.

The employment rate for women with dependent children is only 62.4% compared with 91.4% for men with children. More than three-quarters of part-time workers are women (76.5%).

Is our work valued the same?



Will having a child harm my career?



Women and men still tend to work in different jobs. Women often work in sectors where wages are, on average, lower than those dominated by men.

The gender pay gap exists even though women represent as many as 59% of all university graduates.

Women's skills and competences are undervalued especially in those occupations where women predominate.

Same job, same pension?



Stereotypes shape women's and men's roles in society, starting at a very early age.

Whilst this may reflect personal preferences, traditions and stereotypes may influence, for example, the choice of educational paths and employment patterns.

The gender pay gap reduces lifetime earnings and women's pensions.

When women retire their lower pensions mean higher risk of poverty.