

Metadata "Gender pay gap in unadjusted form - NACE Rev. 2 (earn_grgpg2)"

Annex with country-specific information

Last update on 5 March 2024

Austria. Data source: The estimates are based on wage tax data and social security information. Unit of measure: 'Only the GPG expressed in % is estimated. Gross hourly earnings cannot be provided between the four-yearly SES.

Belgium: the data source is administrative data from the social security register completed with survey data (annual Structure of Earnings Survey). Data for NACE section O are not available. Consequently, the Belgian GPG only covers the sections B-S (-O).

Bulgaria: Data source: Structure of Earnings Survey and Annual Enterprises Survey on Employed persons, Wages and salaries and Other labour costs (Annual Enterprises Survey on Labour). GPG 2022 is calculated using SES2018 data as benchmark and the variation rate of the average annual gross earnings by gender from the Annual Enterprises Survey on Labour. The age classes' breakdowns are calculated on base of the SES2018 data - proportion of each age class from the total amount of earnings and employees for males and females. The breakdown by gender and mode of employment (FT, PT) is calculated applying the proportion of female earnings from the total earnings.

Croatia. Data source: For annual estimates, regular monthly survey on persons employed and wages (based on administrative data sources) are used.

Cyprus: Data sources used for the annual GPG: SES; Social Insurance Services' Records; CYSTAT Register for the public/private breakdown. No data on average hourly earnings are available on an annual basis. Instead, average monthly earnings have been used in the calculation of the GPG, taking into account FTE employees. The Gross Hourly Earnings are not available as relevant data is only collected every 4 years from the SES. The 2022 data have been benchmarked, based on the 2018 SES Data (i.e. the GPG figures resulting from the national sources have already been adjusted in order to be consistent with the SES GPG for 2018). Data for NACE sections B, D, E, L, R and S are marked as "unreliable" due to the small number of employees falling into each one of these categories, causing large fluctuations of the indicator over the years. F is marked as "unreliable" due to the very small number of female employees relative to the number of male employees in the specific economic activity. The 2020 and 2021 administrative data on which the calculations are based were influenced by the schemes related to the covid pandemic. Amounts received by the employee were not reported fully as only the amount paid by the employer (if any), to those employees who participated in the schemes related to the covid pandemic was reported. The effect on employees' earnings in each case cannot be quantified as the necessary data are not available. In an attempt to better estimate the 2020 and 2021 GPG, JDemetra+ was used to estimate the 2020 and 2021 data (both GPG and number of employees) given the time series from 2010 to 2022.

Czechia. Data source: SES (annually), Enterprise reporting (quarterly). Data covers enterprises with 1+ employees (the enterprises with 1-9 employees cannot be taken out). The breakdown "part time/ full time" and age classes without section O not available.

Denmark: Data source: The national annual structure of earnings survey

Finland. Data source; The Structure of Earnings Survey (SES) 2018, national SES 2021 and national SES 2022.

France. Data source: Administrative data sources (mainly DSN - social nominative declarations from employers). Figures for 2022, 2021, 2020 and 2019 rely mainly on the information system on employment and wages based on administrative data sources (DSN). Evolutions 2022/2021, 2021/2020, 2020/2019 and 2019/2018 of earnings and of the number of employees (women and men) observed through these administrative data, are applied to the corresponding earnings and number of employees from the 2018 SES survey, to extrapolate 2022, 2021, 2020 and 2019 figures (earnings, employees. and then GPG). The data are provisional for the O, P and Q sections, data - which mainly cover public sectors. An update can be done further in the year when we definitive results are available.

Germany. Data source: (New) Earnings Survey. For the reference year 2022, the (new) Earnings Survey is used for calculating the Gender Pay Gap. This new (monthly) survey replaces the Structure of Earnings Survey. Therefore, there is a break in time series between 2021 and 2022 which means that the comparison of the results is restricted. One major earnings effect might arise due to the higher share of higher earners in the New Earnings Survey compared to Structure of Earnings Survey. Among those higher earners, there are more men. As a result, the absolute difference between male and female earnings may be higher. Due to rounding effects, very slight deviations of the number of employees are possible.

Hungary. Data source: Structure of Earnings Survey (reference year: 2022, collection: 2023).

Ireland: Data source: Structure of Earnings Survey 2022.

Italy. Data source: Labour Register (or its available sources) for wages and hours; Business Register for information at economic unit level (NACE, size class, group membership, economic control); Population Register for individual information (sex, age). Due to delays and issues in administrative data provision (on which the GPG is based) Section O estimates for the year 2022 are not available.

Lithuania: Data source: SES 2018; Annual earnings survey 2022.

Latvia. Data source: Quarterly Labour Cost Survey for calculation of GPG and the number of employees in breakdown by NACE Rev.2 sections, full-time and part-time employees, by forms of economic control. Data of the State Revenue Service - for calculation of GPG by age classes. The GPG calculation by age classes is based on the State Revenue Service data of the personal income of employees in October of reference year. Number of employees corresponding to the GPG by age classes are shown in the same proportion as that distribution is on the data of the SRS.

Luxembourg. Data source: Estimates for Annual GPG 2019 to 2021: Social security data; Estimates for Annual GPG 2022: Early estimates resulting from the Structure of Earnings Survey 2022 (fieldwork 2023).

Malta. Data source: Administrative data. Earnings include non-regular payments.

Netherlands. Data source: Regular transmissions: Integral register data obtained from the Dutch Employment Insurance Agency. Benchmark: SES2018 (based on register data and LFS). No benchmark data (readily) available for Hourly Earnings. The annual/regular GPG is of greater quality than the benchmarked version, because the annual GPG is fully based on integral register data.

Poland: Data for the year 2021 benchmarked with the SES 2022. Data for the year 2022 are derived directly from SES 2022.

Portugal: The data used for the annual GPG is obtained through two sources. One is the administrative source Relatório Único - Anexo A, updated comprehensively each year with reference to the month of October. It is mandatory, for reasons of inspection of the labour legislation, for enterprises and other entities with employees covered by social security regimes. No civil servants or military regimes are included. The second source is a dataset of the public sector with P and Q sections of NACE Rev.2., covering only civil servants.

Romania: Data source: SES 2018 and annual LCS. There are no deviations from the GPG definition. The GPG is estimated on LCS 2021 and SES 2018. All sections B to S are covered, O included. Data on sections are aggregated by the main economic activity. Statistical unit for SES is the employee, for LCS is the local unit.

Slovenia: Data on earnings and employees between two Structure of Earnings Surveys are estimated on the basis of annual statistical survey Structure of Earnings Statistics based on existing sources (Statistical Register of Employment and Tax Data). Only annual earnings per employee are available (earnings per paid hour are estimated). Persons in paid employment who worked full time for the same employer the whole year and received at least 90% of the annual minimum wage are included. Part time workers are excluded.

Spain. Data source: National Annual Structure of Earnings Survey. Data for GPG and hourly earnings for 2021 are provisional and the same as year 2020, because the results from the annual national survey will be available at the end of June 2023.

Sweden: Data source: The annual survey on wages and salaries. Data is based on full-time equivalent monthly salary, not hourly earnings. No data for hourly earnings available. The population is aged 18-66 and work at least 5 percent of full-time. Compensation for overtime is not included.

Iceland: Data source: The Icelandic Survey on Wages, Earnings and Labour Costs. Economic control is based on sector according to SNA 2010. Public control are institutions belonging to sector 13. Other are classified as private. Age 14-80 and a minimum of 10 hours worked. Data for women in economic activities E and F are unreliable due to few individuals in sample. Data for economic activities J, O, P, and Q are provisional due to covering issues.

Switzerland. Data source: 2018 SES microdata and Swiss Wage Index (nominal).

Norway: Up to the end of 2014, the data was collected electronically from a sample of businesses in the private sector and from registers in the public sector. Since 2015, Statistics

Norway base its statistics on census data on earnings gathered by employers reporting through A-ordningen which was put into effect in 2015 in collaboration with Norwegian Tax Authority and the Norwegian Labor and Welfare Administration. This will give some discrepancies in GPG for 2015 as compared to the previous delivery. The statistical unit is 'jobs'. The same as for national wage statistics. Since the previous publication of national earnings statistics in February 2021, reference period has changed from September to November and a new method for calculating working hours has been implemented. The method has been applied in all years of the statistics from November 2016. This new method adjusts the agreed working hours for jobs where information on agreed working hours are missing or are deemed insufficient or faulty. In total, about 6 per cent of the jobs receive a change in the agreed working hours. These changes are both included in the files used to prepare GPG for 2019 - 2022.