

8 March 2015: International Women's Day

Women earned on average 16% less than men in 2013 in the EU

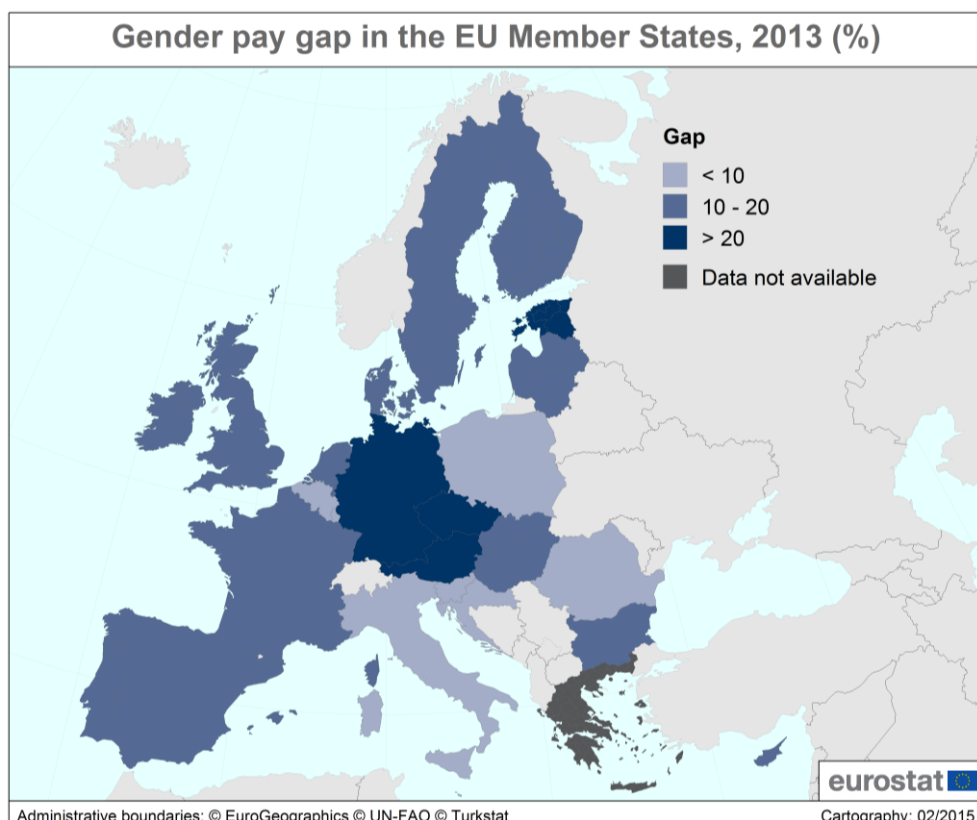
2 out of 3 managers are men, 2 out of 3 clerical workers are women

In 2013, the gender pay gap¹ stood at 16.4% in the **European Union (EU)**, ranging from less than 5% in **Slovenia** to more than 20% in **Estonia, Austria, the Czech Republic and Germany**. The gender pay gap represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.

Differences between females and males in the labour market² do not only concern wage discrepancies but also and along with it, the type of occupations³ held. Though representing 46% of employed persons, women were under-represented amongst managers, with only a third being female in 2013 in the **EU**. On the contrary, women were over-represented among clerical support workers as well as among service and sales workers, accounting for around two-thirds of employed persons in these occupations.

The gap between men and women in the labour market was also significant as regards the type of employment held. In 2013, 1 employed woman out of 3 (31.8%) worked part-time, compared with fewer than 1 man out of 10 (8.1%).

On the occasion of International Women's Day⁴ on 8 March 2015, **Eurostat, the statistical office of the European Union**, publishes a selection of data on men and women with regard to their situation on the labour market. The tables in this News Release only show a small part of the large amount of gender based data available at Eurostat. A [dedicated section](#) as well as some [infographics](#) on the topic of gender equality is available on the Eurostat website⁵.



Lowest gender pay gap in Slovenia, largest in Estonia

In 2013 in the EU Member States, the gender pay gap was less than 10% in **Slovenia** (3.2%), **Malta** (5.1%), **Poland** (6.4%), **Italy** (7.3%), **Croatia** (7.4%), **Luxembourg** (8.6%), **Romania** (9.1%) and **Belgium** (9.8%). At the opposite end of the scale, the gender pay gap was over 20% in **Estonia** (29.9%), **Austria** (23.0%), the **Czech Republic** (22.1%) and **Germany** (21.6%).

Compared with 2008, the gender pay gap has dropped in 2013 in a majority of EU Member States. The most noticeable decreases between 2008 and 2013 were recorded in **Lithuania** (from 21.6% in 2008 to 13.3% in 2013, or -8.3 percentage points), **Poland** (-5.0 pp), the **Czech Republic** and **Malta** (both -4.1 pp) and **Cyprus** (-3.7 pp). In contrast, the gender pay gap has risen between 2008 and 2013 in nine Member States, with the most significant increases being observed in **Portugal** (from 9.2% in 2008 to 13.0% in 2013, or + 3.8 percentage points), **Spain** (+3.2 pp), **Latvia** (+2.6 pp), **Italy** (+2.4 pp) and **Estonia** (+2.3 pp). At **EU** level, the gender pay gap has decreased slightly, from 17.3% in 2008 to 16.4% in 2013.

Gender pay gap¹ in the EU Member States (in %)

	Total		Evolution 2013/2008 (in percentage points)
	2008	2013	
EU*	17.3	16.4	-0.9 pp
Belgium	10.2	9.8	-0.4 pp
Bulgaria	12.3	13.5	+1.2 pp
Czech Republic	26.2	22.1	-4.1 pp
Denmark	17.1	16.4	-0.7 pp
Germany	22.8	21.6	-1.2 pp
Estonia	27.6	29.9	+2.3 pp
Ireland**	12.6	14.4	+1.8 pp
Greece**	15.0	:	:
Spain	16.1	19.3	+3.2 pp
France	16.9	15.2	-1.7 pp
Croatia	:	7.4	:
Italy	4.9	7.3	+2.4 pp
Cyprus	19.5	15.8	-3.7 pp
Latvia	11.8	14.4	+2.6 pp
Lithuania	21.6	13.3	-8.3 pp
Luxembourg	9.7	8.6	-1.1 pp
Hungary	17.5	18.4	+0.9 pp
Malta	9.2	5.1	-4.1 pp
Netherlands	18.9	16.0	-2.9 pp
Austria	25.1	23.0	-2.1 pp
Poland	11.4	6.4	-5.0 pp
Portugal	9.2	13.0	+3.8 pp
Romania	8.5	9.1	+0.6 pp
Slovenia	4.1	3.2	-0.9 pp
Slovakia	20.9	19.8	-1.1 pp
Finland	20.5	18.7	-1.8 pp
Sweden	16.9	15.2	-1.7 pp
United Kingdom	21.4	19.7	-1.7 pp
Iceland	20.7	20.5	-0.2 pp
Norway	17.0	16.0	-1.0 pp
Switzerland	18.4	19.3	+0.9 pp

: Data not available

* EU aggregate refers to EU27 (not including Croatia) for 2008 and to EU28 for 2013.

** Ireland: 2012 data instead of 2013. Greece: 2010 data instead of 2008.

Part-time employment tends to boost female employment rate

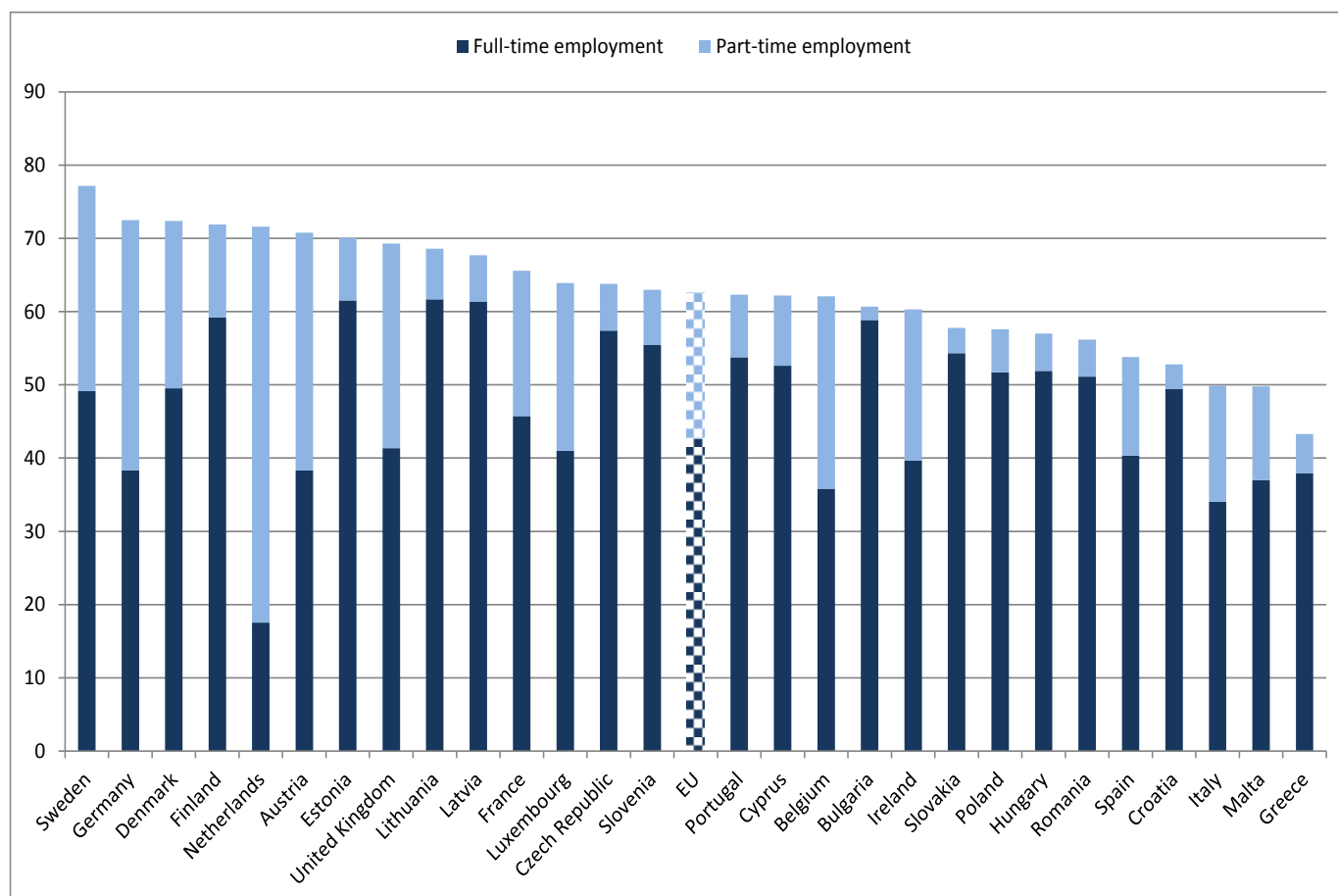
Among Member States in 2013, the largest disparities in employment rate between men and women were recorded in **Malta** (79.4% for men and 49.8% for women, or a difference of 29.6 percentage points), **Italy** (19.9 pp) and **Greece** (19.4 pp), and the smallest in **Lithuania** (2.6 pp), **Finland** (2.8 pp), **Latvia** (4.2 pp) and **Sweden** (5.0 pp).

It should be noted that those Member States with the highest female employment rates are generally also those with a high share of employed women working part-time in 2013. **Sweden, Germany, Denmark, the Netherlands** and **Austria** have all a female employment rate above 70% and a share of part-time employment among females well over 30%. The noticeable exceptions are **Finland** and **Estonia**, which combine a high female employment rate and a low share of part-time employment for women.

It is worth mentioning that one of the key objectives of the Europe 2020 strategy⁶ is to increase employment in the EU. The target to be reached by 2020 is an employment rate of 75% among those aged 20 to 64.

At **EU** level, the female employment rate stood at 62.6% in 2013 and almost a third (31.8%) of them were working part-time, while for men, the employment rate was 74.2% but less than 10% of them (8.1%) were in part-time employment.

Female employment rate in the EU, by type of employment, 2013
(population aged 20 to 64 - in %)



Employment rate and part-time employment gender gap in the EU, 2013
(population aged 20 to 64 - in %)

	Employment rate			Part-time employment as percentage of total employment		
	Males	Females	Difference (in pp)	Males	Females	Difference (in pp)
EU	74.2	62.6	11.6 pp	8.1	31.8	-23.7 pp
Belgium	72.3	62.1	10.2 pp	8.5	42.3	-33.8 pp
Bulgaria	66.4	60.7	5.7 pp	2.0	3.0	-1.0 pp
Czech Republic	81.0	63.8	17.2 pp	2.4	10.0	-7.6 pp
Denmark	78.7	72.4	6.3 pp	11.2	31.6	-20.4 pp
Germany	82.1	72.5	9.6 pp	8.8	47.1	-38.3 pp
Estonia	76.7	70.1	6.6 pp	5.3	12.2	-6.9 pp
Ireland	70.9	60.3	10.6 pp	12.7	34.2	-21.5 pp
Greece	62.7	43.3	19.4 pp	5.3	12.5	-7.2 pp
Spain	63.4	53.8	9.6 pp	7.5	25.0	-17.5 pp
France	73.7	65.6	8.1 pp	6.5	30.3	-23.8 pp
Croatia	61.6	52.8	8.8 pp	4.6	6.3	-1.7 pp
Italy	69.8	49.9	19.9 pp	7.4	31.8	-24.4 pp
Cyprus	72.6	62.2	10.4 pp	8.3	15.4	-7.1 pp
Latvia	71.9	67.7	4.2 pp	5.4	9.3	-3.9 pp
Lithuania	71.2	68.6	2.6 pp	6.2	10.1	-3.9 pp
Luxembourg	78.0	63.9	14.1 pp	4.7	35.8	-31.1 pp
Hungary	69.7	57.0	12.7 pp	4.1	8.9	-4.8 pp
Malta	79.4	49.8	29.6 pp	5.8	25.7	-19.9 pp
Netherlands	81.3	71.6	9.7 pp	22.1	75.5	-53.4 pp
Austria	80.3	70.8	9.5 pp	8.7	45.9	-37.2 pp
Poland	72.1	57.6	14.5 pp	4.2	10.2	-6.0 pp
Portugal	68.7	62.3	6.4 pp	8.0	13.7	-5.7 pp
Romania	71.6	56.2	15.4 pp	8.1	9.0	-0.9 pp
Slovenia	71.2	63.0	8.2 pp	5.7	12.0	-6.3 pp
Slovakia	72.2	57.8	14.4 pp	3.2	6.0	-2.8 pp
Finland	74.7	71.9	2.8 pp	7.8	17.6	-9.8 pp
Sweden	82.2	77.2	5.0 pp	11.7	36.3	-24.6 pp
United Kingdom	80.4	69.3	11.1 pp	10.1	40.3	-30.2 pp
Iceland	86.0	79.5	6.5 pp	8.0	28.1	-20.1 pp
Norway	82.1	77.1	5.0 pp	12.0	38.5	-26.5 pp
Switzerland	87.4	76.6	10.8 pp	13.4	62.4	-49.0 pp

Less than 20% of managers are women in Luxembourg and Cyprus

At EU level, a third (33%) of managers was female in 2013. Conversely, women accounted in 2013 for around two-thirds of all clerical support workers (67%) and of all services and sales workers (64%).

In 2013 across the EU Member States, women were particularly under-represented among managers in **Luxembourg** (while accounting for 44% of employed persons, 16% of managers are women), **Cyprus** (48% vs. 19%), the **Netherlands** (47% vs. 25%) and **Croatia** (46% vs. 25%). In contrast, the share of female managers was more representative of the proportion of women in total employment in **Hungary** (the share of women was 46% among employed persons and 41% among managers), **Latvia** (51% and 44%) and **Poland** (45% and 38%).

In every Member State, women were over-represented among clerical support workers in 2013, with **Ireland** (while accounting for 46% of employed persons, 80% of clerical workers are women) and the **Czech Republic** (43% vs. 79%) having the highest proportions of women in these occupations.

Share of employed females on the labour market in the EU, 2013 (population aged 20 to 64)


	Share of women in total employment	Share of women by selected occupations ³			
		Managers	Clerical support workers	Service and sales workers	Craft and related trades workers
EU	46%	33%	67%	64%	11%
Belgium	46%	31%	62%	68%	6%
Bulgaria	47%	37%	73%	59%	27%
Czech Republic	43%	27%	79%	66%	11%
Denmark	48%	28%	71%	64%	5%
Germany	47%	29%	66%	64%	11%
Estonia	49%	33%	75%	76%	12%
Ireland	46%	33%	80%	66%	8%
Greece	41%	29%	57%	47%	9%
Spain	46%	31%	65%	59%	7%
France	48%	36%	74%	68%	10%
Croatia	46%	25%	68%	61%	8%
Italy	42%	28%	64%	60%	10%
Cyprus	48%	19%	76%	56%	6%
Latvia	51%	44%	76%	75%	20%
Lithuania	51%	40%	74%	74%	20%
Luxembourg	44%	16%	53%	62%	:
Hungary	46%	41%	74%	59%	10%
Malta	38%	28%	65%	50%	4%
Netherlands	47%	25%	63%	69%	7%
Austria	47%	29%	72%	67%	9%
Poland	45%	38%	64%	63%	12%
Portugal	49%	34%	63%	64%	16%
Romania	44%	32%	64%	61%	21%
Slovenia	46%	37%	56%	62%	10%
Slovakia	44%	33%	71%	63%	11%
Finland	49%	30%	77%	73%	7%
Sweden	48%	36%	68%	68%	6%
United Kingdom	47%	34%	69%	69%	6%
Iceland	48%	38%	81%	62%	13%
Norway	47%	33%	61%	71%	5%
Switzerland	46%	33%	69%	66%	16%


: Data not available


1. The gender pay gap (GPG) in unadjusted form represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees, in the sectors of industry, construction and services (except public administration, defense, compulsory social security). The indicator has been defined as unadjusted (e.g. not adjusted according to individual characteristics that may explain part of the earnings difference) because it should give an overall picture of gender inequalities in terms of pay. The gender pay gap is the consequence of various inequalities (structural differences) in the labour market such as different working patterns, differences in institutional mechanisms and systems of wage setting. Consequently, the pay gap is linked to a number of legal, social and economic factors which go far beyond the single issue of equal pay for equal work.
2. 2014 annual data from the Labour Force Survey will be published in the Eurostat database on 17 April 2015.
3. Occupations are defined according to the International Standard Classification of Occupations (ISCO 08): <http://www.ilo.org/public/english/bureau/stat/isco/intro.htm>
4. For further information on the 2015 International Women's Day: <http://www.un.org/en/events/womensday/>
See also the news release published today by the European Commission on gender equality: http://europa.eu/rapid/press-release_IP-15-4552_en.htm
5. Many gender based indicators are available in the dedicated section of the Eurostat website: <http://ec.europa.eu/eurostat/web/employment-and-social-policy/equality>. Facts and figures on the situation of women in the EU and the Member States are presented in the "Themes in the spotlight" section of the Eurostat website: <http://ec.europa.eu/eurostat/news/themes-in-the-spotlight>
6. For more information on the Europe 2020 strategy: http://ec.europa.eu/europe2020/index_en.htm

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