

*Data from November 2021 (part "Possible causes of the unadjusted gender pay gap") and March 2024 (rest of the article).*

*Planned article update: 8 March 2025.*

**" In 2022, women's gross hourly earnings were on average 12.7 % below those of men in the EU. "**

**" In 2022, the highest gender pay gap in the EU was recorded in Estonia (21.3 %) and the lowest in Luxembourg (-0.7 %). "**

This article provides a brief overview of gender pay gap (GPG) statistics, including the unadjusted gender pay gap used to monitor imbalances in earnings between men and women. The unadjusted gender pay gap is defined as the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men. It is calculated for enterprises with 10 or more employees.

## Gender pay gap levels vary significantly across EU

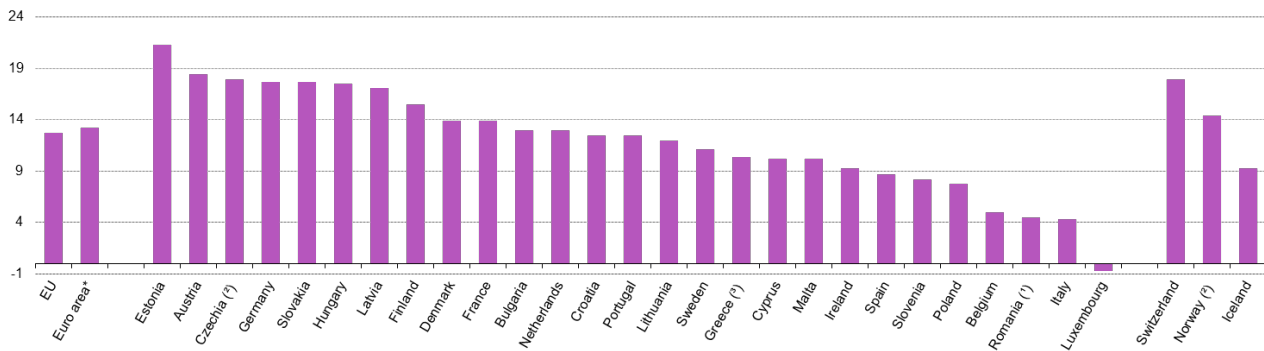
For the economy as a whole<sup>1</sup>, in 2022, women's gross hourly earnings were on average 12.7 % below those of men in the European Union ( EU ) and 13.2 % in the euro area . Across EU Member States, the gender pay gap varied by 22.0 percentage points , ranging from -0.7 % in Luxembourg to 21.3 % in Estonia (Figure 1).

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<sup>1</sup>Here defined as industry, construction and services except public administration and defence and compulsory social security: NACE Rev. 2 Sections B to S with the exception of Section O.

### The unadjusted gender pay gap, 2022

(difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-0); Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q. Gender pay gap data for 2022 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024.

\* Euro area (2015-2022)

(\*) Estimated data.

(\*) Definition differs (see metadata).

(\*) 2018 data.

Source: Eurostat (online data code: sdg\_05\_20)

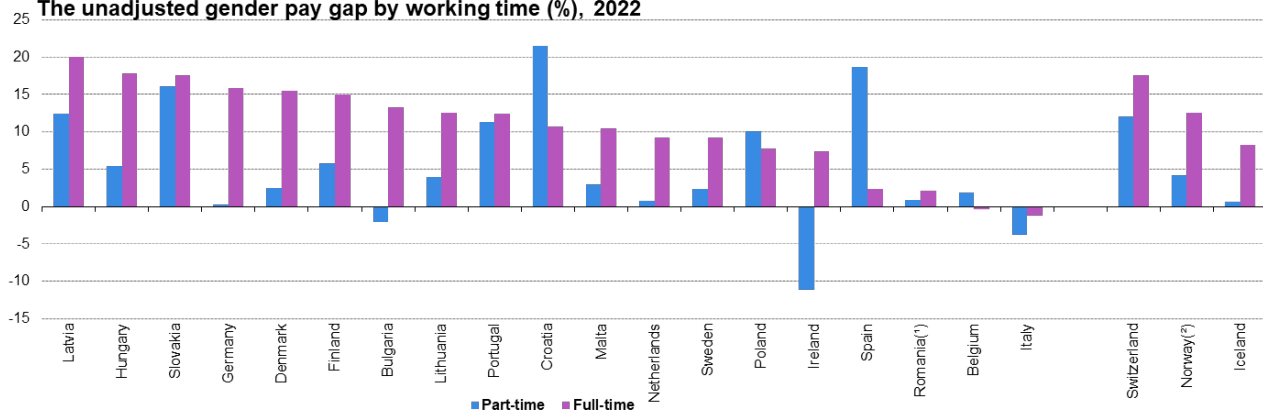


**Figure 1: The unadjusted gender pay gap, 2022 (difference between average gross hourly earnings of male and female employees as % of male gross earnings) Source: Eurostat (sdg\_05\_20)**

### Part-time versus full-time employment

Pay gaps can also be analysed from the perspective of part-time or full-time employment (Figure 2). However, information at this level of detail is not available for all EU Member States. In 2022, the gender pay gap for part-time workers varied from -11.1 % in Ireland to 21.5 % in Croatia. A negative gender pay gap means that, on average, women's gross hourly earnings are higher than those of men. This is often due to a selection bias, especially when the employment rate is lower for women than for men: women engaging in the labour market may have comparatively higher skills and education levels than men. For full-time workers, pay gaps varied also widely in the EU Member States, ranging from -1.2 % in Italy to 20.0 % in Latvia.

#### The unadjusted gender pay gap by working time (%), 2022



Note: For all the countries except Iceland: data for enterprises employing 10 or more employees; NACE Rev. 2 B to S (-0); Iceland: NACE Rev. 2 sections C to H, J, K, P, Q. Data not available for CZ, EE, EL, FR, CY, LU, AT and SI.

Gender pay gap data for 2022 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024.

(\*) Estimated data.

(\*) Definition differs (see metadata).

Source: Eurostat (online data code: earn\_gr\_gpgr2wt)



**Figure 2: The unadjusted gender pay gap by working time (%), 2022 Source: Eurostat (earn\_gr\_gpgr2wt); see Country codes**

## Gender pay gap much lower for young employees

The gender pay gap is generally much lower for new labour market entrants and tends to widen with age. However, those differences over age groups can have different patterns across the EU Member States (Table 1). The gender pay gap might increase with age as a result of the career interruptions women may experience during their working life. Information at this level of detail is not available, however, for all EU Member States.

The unadjusted gender pay gap by age (%), 2022

	< 25 years	25 - 34	35 - 44	45 - 54	55 - 64	65 years +
Belgium <sup>(*)</sup>	-0.2	2.9	4.4	4.3	8.5	:
Bulgaria	7.0	14.9	18.0	15.4	5.5	-13.5
Czechia <sup>(*)</sup>	6.9	12.3	21.5	21.4	12.4	10.1
Denmark	5.6	11.1	14.2	16.8	16.3	10.0
Germany	1.3	8.2	16.6	23.6	26.4	9.2
Ireland	1.2	5.6	9.1	12.0	13.9	9.5
Spain	-3.8	2.3	6.2	11.7	13.5	27.7
France	1.3	7.9	11.4	16.2	19.0	26.5
Croatia	2.5	5.2	11.6	15.6	12.3	4.5
Italy	2.7	2.4	3.7	6.2	8.7	14.2
Cyprus	17.1	4.6	9.7	13.8	10.1	19.8
Latvia	11.1	20.9	24.8	19.5	14.4	11.0
Lithuania	12.4	13.5	16.6	10.4	8.2	5.5
Hungary	7.3	13.6	22.4	19.7	13.9	15.1
Malta	15.7	7.1	11.1	10.6	7.0	18.7
Netherlands	2.5	1.4	7.5	17.2	19.2	13.4
Poland	6.1	8.8	13.1	9.9	-5.8	4.8
Portugal	6.7	9.1	12.9	15.0	13.9	25.9
Romania <sup>(*)</sup>	5.4	8.1	4.4	-1.2	-5.4	-17.8
Slovenia	10.0	10.6	11.5	10.0	5.9	9.3
Slovakia	8.0	14.1	20.7	20.3	15.0	13.7
Finland	5.9	9.5	15.8	19.1	17.9	22.1
Sweden	5.2	7.2	11.8	15.1	14.5	8.4
Iceland	0.7	3.8	8.8	13.8	16.3	14.1
Norway <sup>(*)</sup>	2.7	8.3	14.4	17.7	19.1	16.3
Switzerland	3.3	6.6	15.4	23.2	25.2	27.7

(: ) not available

Note: For all the countries except Czechia: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for Czechia: enterprises employing 1 or more employees, NACE Rev. 2 B to S.

Data breakdown by age not available for EE, EL, LU, AT

Gender pay gap data for 2022 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024

(\*) Estimated data.

(\*) Definition differs (see metadata).

(\*) Confidential data: BE : 65 years+.

Source: Eurostat (online data code: earn\_gr\_gpgr2ag)



**Table 1: The unadjusted gender pay gap by age (%), 2022 Source: Eurostat (earn\_gr\_gpgr2ag); see Country codes**

## Highest gender pay gap in financial and insurance activities

A breakdown for the different sectors of the economy also reveals interesting patterns (Table 2). However, information at this level of detail is not available for all EU Member States. In the EU Member States where data is available except Belgium and Spain, the gender pay gap in financial and insurance activities (NACE Rev. 2 section K) is higher than in the business economy as a whole (NACE Rev. 2 aggregate B to N). In 2022, the gender pay gap in financial and insurance activities varied from 6.9 % in Belgium to 37.9 % in Czechia. Within the business economy as a whole, the lowest gender pay gap was recorded in Sweden (8.2 %) and the highest in Estonia (23.5 %).

The unadjusted gender pay gap by economic activity (%), 2022

	Business economy (B to N)	Manufacturing (C)	Electricity, gas, steam and air conditioning supply (D)	Water supply; sewerage, waste management and remediation activities (E)	Construction (F)	Information and communication (J)	Financial and insurance activities (K)	Real estate activities (L)	Professional, scientific and technical activities (M)
Belgium	9.2	9.4	6.0	11.0	6.6	11.0	6.9	8.9	4.7
Bulgaria	14.4	22.8	5.8	5.4	-16.1	19.9	30.2	-10.1	13.6
Czechia <sup>(*)</sup>	13.3	23.7	18.0	4.1	8.6	28.6	37.9	8.8	21.7
Denmark	13.4	8.0	14.5	1.9	7.7	15.8	15.2	11.7	16.7
Germany	20.4	20.7	14.4	-1.3	12.1	22.4	26.9	15.9	26.6
Estonia	23.5	26.1	12.5	6.3	-9.5	25.6	33.3	17.7	18.2
Ireland	16.7	:	:	:	:	:	:	:	:
Spain	13.9	13.5	14.9	6.1	-9.8	6.6	12.0	13.3	16.8
France	12.4	12.9	7.7	-2.7	-9.6	14.4	30.6	13.8	20.9
Croatia	11.0	22.9	-0.3	-2.6	-15.6	14.1	23.5	1.8	15.6
Italy	13.0	13.2	11.0	-1.4	3.0	15.0	23.3	13.2	24.0
Cyprus <sup>(*)</sup>	16.8	21.4	-0.7	-18.4	-1.2	16.7	22.1	-56.7	29.0
Latvia	20.6	24.1	-6.1	7.2	10.1	34.0	28.9	11.0	28.3
Lithuania	13.6	23.4	7.8	5.9	-3.6	28.4	31.8	9.7	16.6
Luxembourg <sup>(*)</sup>	9.2	3.3	:	-0.7	-14.8	14.8	19.4	6.5	20.9
Hungary <sup>(*)</sup>	16.8	23.4	14.1	4.1	-4.4	26.3	34.8	7.6	21.2
Malta <sup>(*)</sup>	13.2	24.8	:	18.4	1.6	17.0	24.1	23.0	22.3
Netherlands	18.7	15.1	8.5	0.1	7.5	14.6	23.4	14.7	18.1
Austria	20.1	19.9	12.0	7.3	7.1	19.2	27.1	26.2	25.2
Poland	13.2	16.3	1.1	-3.8	-11.4	24.8	27.6	7.6	17.7
Portugal	13.9	21.6	0.1	-16.9	-11.8	16.6	20.3	16.9	16.6
Romania <sup>(*)</sup>	8.8	20.1	4.5	1.6	-17.6	20.1	29.7	7.8	-1.5
Slovenia	9.2	12.3	-1.8	-18.7	-25.8	20.6	24.2	3.1	15.8
Slovakia	18.4	24.3	12.8	-1.7	2.4	26.3	29.9	13.2	14.0
Finland	14.8	8.2	14.8	0.5	-0.9	11.2	26.3	17.0	13.6
Sweden	8.2	1.8	2.5	-5.3	-2.5	12.2	23.5	3.6	11.9
Iceland	13.4	12.9	4.1	-9.5	-7.3	9.2	26.2	:	:
Norway <sup>(*)</sup>	16.9	12.0	8.3	-1.6	1.9	13.3	24.6	19.1	17.1
Switzerland	19.3	15.7	11.5	3.1	7.3	21.8	32.0	21.9	25.8

(: ) not available

Note: For all the countries except Czechia: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for Czechia: enterprises employing 1 or more employees, NACE Rev. 2 B to S.

Data not available for Ireland, Greece

Gender pay gap data for 2022 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024

(\*) Estimated data: RO: all sections.

(\*) Definition differs (see metadata)

(\*) Unreliable data: CY: sections D, E, F, L; MT: section L; IS: section E, F.

(\*) Confidential data: LU: section D; MT: section D.

Source: Eurostat (online data code: earn\_gr\_gpgr2)



**Table 2: The unadjusted gender pay gap by economic activity (%), 2022 Source: Eurostat (earn\_gr\_gpgr2); see Country codes**

It is also interesting to note the economic sectors for which a significant number of EU Member States recorded negative gender gaps. In particular, eleven EU Member States registered negative gender pay gaps in the water supply, sewerage, waste management and remediation activities (NACE Rev. 2 section E) and fifteen in the construction sector (NACE Rev. 2 section F).

## Gender pay gap higher in the private sector

In 2022, the majority of the EU Member States (for which data are available) recorded a higher gender pay gap (in absolute terms) in the private sector than in the public sector (Table 3). This might be due to the fact that, in most EU Member States, pay in the public sector is determined by transparent wage grids that apply equally to men and women. The gender pay gap varied in the private sector from 8.1 % in Belgium to 20.5 % in Czechia, and in the public sector from -0.2 % in Cyprus to 16.1 % in Hungary.

**The unadjusted gender pay gap  
by economic control (%), 2022**

	<b>Public</b>	<b>Private</b>
<b>Belgium</b>	1.2	8.1
<b>Bulgaria</b>	12.0	13.3
<b>Czechia<sup>(2)</sup></b>	15.1	20.5
<b>Denmark</b>	11.2	13.2
<b>Germany</b>	12.1	19.9
<b>Ireland</b>	3.7	17.6
<b>Spain</b>	8.2	12.8
<b>Croatia</b>	10.6	13.9
<b>Italy</b>	4.7	15.4
<b>Cyprus</b>	-0.2	19.5
<b>Latvia</b>	15.3	18.1
<b>Lithuania</b>	8.9	13.1
<b>Hungary</b>	16.1	17.8
<b>Netherlands</b>	10.2	18.7
<b>Poland</b>	1.0	14.0
<b>Portugal</b>	14.2	12.8
<b>Romania<sup>(1)</sup></b>	3.8	8.6
<b>Slovenia</b>	11.5	10.8
<b>Slovakia</b>	15.0	18.4
<b>Finland</b>	15.9	15.4
<b>Sweden</b>	7.7	9.9
<b>Iceland</b>	9.4	13.5
<b>Norway<sup>(2)</sup></b>	7.6	17.7
<b>Switzerland</b>	15.9	18.7

Note: For all the countries except Czechia: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for Czechia: enterprises employing 1 or more employees, NACE Rev. 2 B to S.

Data not available for EE, EL, FR, LU, MT, AT

Gender pay gap data for 2022 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024

(<sup>1</sup>) Estimated data.

(<sup>2</sup>) Definition differs (see metadata).

Source: Eurostat (online data code: earn\_gr\_gpgr2ct)

## Possible causes of the unadjusted gender pay gap

As an unadjusted indicator, the gender pay gap gives an overall picture of the differences between men and women in terms of earnings and measures – a concept which is broader than discrimination in the sense of "equal pay for work of equal value". Indeed, parts of the difference in earnings of men and women can be explained by (1) differences in the average characteristics of male and female employees and (2) differences in the financial returns for the same characteristics. In the methodological study ' [Gender Pay Gaps in the European Union – a statistical analysis](#) ', both drivers of the unadjusted gender pay gap are analysed based on the latest (2018) edition of the four-yearly Structure of Earnings Survey (SES).

## Data sources

From reference year 2006 onwards, the unadjusted gender pay gap is based on the methodology of the [Structure of earnings survey \(SES\)](#) according to [Regulation \(EC\) No 530/1999](#) . The SES is carried out with a four-yearly periodicity. The most recent reference years available for the SES are 2014 and 2018. Eurostat computed the gender pay gap for these years on this basis. For the intermediate years, EU Member States provide Eurostat gender pay gap estimates benchmarked on the SES results.

## Source data for tables and graphs

- [Gender pay gap statistics - tables and figures](#)
- [Gender pay gap statistics - analytical tables](#)

## Context

Reducing the gender pay gap is one of the key priorities of gender policies at both EU and national levels. At EU level, the [European Commission](#) prioritised "reducing the gender pay, earnings and pension gaps and thus fighting poverty among women" as one of the key areas in the framework of the [A Union of Equality: Gender Equality Strategy 2020-2025](#) . The unadjusted gender pay gap indicator is used to monitor imbalances in earnings between men and women.

## Other articles

- [Gender statistics](#)
- [Earnings statistics](#)
- [Minimum wage statistics](#)
- [Wages and labour costs](#)

## Publications

- [A decomposition of the unadjusted gender pay gap using Structure of Earnings Survey data](#)
- [The life of women and men in Europe - A statistical portrait](#)
- [Gender pay gaps in the European Union — a statistical analysis — 2022 edition](#)

## Main tables

- [Labour market \(including Labour Force Survey\)](#) , see:

Gender pay gap in unadjusted form (sdg\_05\_20)

## Database

- [Labour market \(including Labour Force Survey\)](#) , see:

Earnings

Gender pay gap in unadjusted form (earn\_grgpg)

Gender pay gap in unadjusted form - Nace rev.2 (earn\_grgpg2)

Gender pay gap in unadjusted form - Nace rev.1.1 (earn\_grgpg1)

## Dedicated section

- [Labour market \(including Labour Force Survey\)](#) , see:

Earnings

- [Equality](#) , see:

Gender equality

## Methodology

- [Gender pay gap in unadjusted form - Nace Rev. 2](#) (ESMS metadata file - earn\_grgpg2\_esms)
- [Structure of earnings survey](#) (ESMS metadata file - main indicators)
- [A decomposition of the unadjusted gender pay gap using Structure of Earnings Survey data](#) (Collection: Statistical working papers)

## Legislation

- [Regulation \(EC\) No 530/1999](#)
- [Summaries of EU Legislation: Statistics on earnings and labour costs](#)

## External links

- [Equal Pay](#) - the gender pay gap in the EU, how the EU fights pay discrimination, actions for improving pay equality.
- [European Commission - Justice](#)
- [Eurofound](#)
- [European Institute for Gender Equality \(EIGE\)](#)