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\(^1\), in 2018, women’s gross hourly earnings were on average 14.8 % below those of men in the European Union (EU-27) and 15.9 % in the euro area (EA-19). Across Member States, the gender pay gap varied by 19.7 percentage points, ranging from 3.0 % in Romania to 22.7 % in Estonia (Figure 1).

\(^1\)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.

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**Part-time versus full-time employment**

Pay gaps can also be analysed from the perspective of part-time or full-time employment. Information at this level of detail is not available, however, for all EU Member States (Figure 2). In 2018, the gender pay gap for part-time workers varied from -0.3 % in Germany to 24.0 % in Portugal. A negative gender pay gap means that on average women’s gross hourly earnings are higher than those of men. For full-time workers, pay gaps varied also widely in the EU Member States, ranging from 0.9 % in Belgium to 18.9 % in Slovakia.
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 countries (Table 1). The gender pay gap might increase with age as a result of the career interruptions women experience during their working life, particularly older women unable to benefit from specific equality measures which did not yet exist when they started to work.

Table 1: The unadjusted gender pay gap by age (%), 2018 Source: Eurostat (earn_gr_gpgr2ag)

Highest gender pay gap in financial and insurance activities

The gender pay gap in financial and insurance activities is higher than in the business economy as a whole

A breakdown for the different sectors of the economy also reveals interesting patterns (Table 2). In all EU Member States, except Spain, the gender pay gap in the 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 2018, the gender pay gap in financial and insurance activities varied from 18.3 % in Spain and Denmark to 39.0 % in
Czechia. Within the business economy as a whole, the highest gender pay gap was recorded in Germany (24.7 %) and the lowest in Sweden (8.7 %).

Table 2: The unadjusted gender pay gap by economic activity (%), 2018

Source: Eurostat (earn_gr_gpgr2)

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

Gender pay gap higher in the private sector

In 2018, the majority of the EU countries (for which data are available) recorded a higher gender pay gap (in absolute terms) in the private sector than in the public sector. This might be due to the fact that within the public sector, in most countries, employees are protected by collective pay agreements and other similar contracts establishing pay. The gender pay gap varied in the private sector from 6.1 % in Croatia to 22.7 % in Germany, and in the public sector from -6.7 % in Cyprus to 19.3 % in Czechia.
# The unadjusted gender pay gap by economic control (%), 2018

**Source:** Eurostat (earn_gr_gpgr2ct)

### Table 3: The unadjusted gender pay gap by economic control (%), 2018

<table>
<thead>
<tr>
<th>Country</th>
<th>Public</th>
<th>Private</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium(1)</td>
<td>-0.3</td>
<td>9.1</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>15.3</td>
<td>12.5</td>
</tr>
<tr>
<td>Czechia</td>
<td>19.3</td>
<td>21.9</td>
</tr>
<tr>
<td>Denmark</td>
<td>11.9</td>
<td>14.3</td>
</tr>
<tr>
<td>Germany(1)</td>
<td>12.8</td>
<td>22.7</td>
</tr>
<tr>
<td>Spain(1)</td>
<td>13.1</td>
<td>18.3</td>
</tr>
<tr>
<td>Croatia</td>
<td>8.2</td>
<td>6.1</td>
</tr>
<tr>
<td>Cyprus</td>
<td>-6.7</td>
<td>22.5</td>
</tr>
<tr>
<td>Latvia(1)</td>
<td>13.4</td>
<td>10.7</td>
</tr>
<tr>
<td>Lithuania</td>
<td>14.1</td>
<td>14.2</td>
</tr>
<tr>
<td>Hungary</td>
<td>14.1</td>
<td>11.5</td>
</tr>
<tr>
<td>Netherlands</td>
<td>12.2</td>
<td>20.7</td>
</tr>
<tr>
<td>Poland</td>
<td>3.8</td>
<td>16.6</td>
</tr>
<tr>
<td>Portugal</td>
<td>13.3</td>
<td>22.4</td>
</tr>
<tr>
<td>Romania(1)</td>
<td>0.9</td>
<td>9.4</td>
</tr>
<tr>
<td>Slovenia</td>
<td>11.9</td>
<td>8.5</td>
</tr>
<tr>
<td>Slovakia</td>
<td>14.8</td>
<td>20.2</td>
</tr>
<tr>
<td>Finland(1)</td>
<td>18.2</td>
<td>17.3</td>
</tr>
<tr>
<td>Sweden</td>
<td>9.4</td>
<td>10.6</td>
</tr>
<tr>
<td>United Kingdom(1)(1)</td>
<td>21.2</td>
<td>21.3</td>
</tr>
<tr>
<td>Iceland</td>
<td>9.9</td>
<td>16.3</td>
</tr>
<tr>
<td>Norway</td>
<td>8.0</td>
<td>16.7</td>
</tr>
</tbody>
</table>

Note: For all the countries except Czechia and Iceland: 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; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q.

Data not available for EE, IE, EL, FR, IT, LU, MT, AT and CH.

(1) Provisional data
(1) Estimated
(1) Estimated by Eurostat

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 the concept of "equal pay for work of equal value". A part of the difference in earnings of men and women can be explained by differences in the average characteristics of male and female employees. In its methodological study, Eurostat carried out the decomposition of the unadjusted gender pay gap based on the 2014 data of the Structure of Earnings Survey.
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 2010 and 2014. Eurostat computed the gender pay gap for these years on this basis. For the intermediate years (2011-2013) countries provide to Eurostat gender pay gap estimates benchmarked on the SES results.

Source data for tables and graphs

- Gender pay gap statistics - tables and figures

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 Strategic engagement for gender equality 2016-2019. 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

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_grpg2_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)