

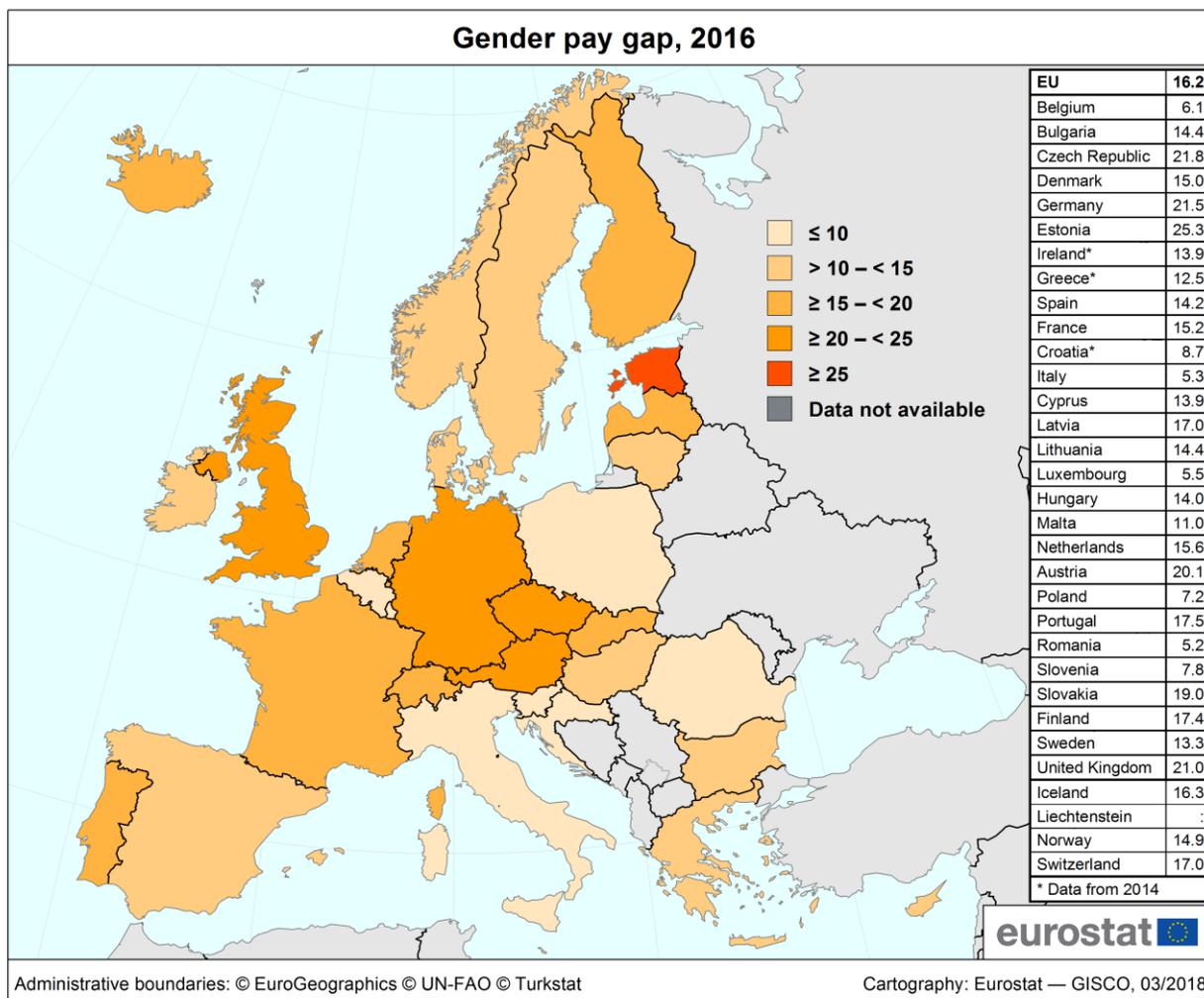
8 March 2018: International Women's Day

# Women in the EU earned on average 16% less than men in 2016

Lowest pay gap in Romania and Italy, highest in Estonia

In 2016, the unadjusted gender pay gap stood at just over 16% in the **European Union (EU)**. In other words, women earned on average 84 cents for every euro a man makes per hour. Across Member States, the gender pay gap in 2016 ranged from just over 5% in **Romania** and **Italy**, to more than 25% in **Estonia**, followed by the **Czech Republic** and **Germany** (both almost 22%).

On the occasion of International Women's Day, celebrated each year on 8 March, **Eurostat, the statistical office of the European Union**, publishes an [article on gender pay gap statistics](#). This News Release only shows a small part of the large amount of gender based data available at Eurostat.



## Lowest gender pay gap in Romania and Italy, largest in Estonia

The gender pay gap in the EU Member States, in 2016, was less than 10% in **Romania** (5.2%), **Italy** (5.3%), **Luxembourg** (5.5%), **Belgium** (6.1%), **Poland** (7.2%), **Slovenia** (7.8%) and **Croatia** (8.7%, data for 2014). Conversely, the gender pay gap was over 20% in **Estonia** (25.3%), the **Czech Republic** (21.8%), **Germany** (21.5%), the **United Kingdom** (21.0%) and **Austria** (20.1%).

Compared with 2011, the gender pay gap has dropped in most of the EU Member States. The most noticeable decreases between 2011 and 2016 were recorded in **Romania** (-4.4 percentage points - pp), **Hungary** (-4.0 pp) **Spain** and **Austria** (both -3.4 pp), **Belgium** (-3.3 pp) and the **Netherlands** (-3.0 pp). In contrast, the gender pay gap has risen between 2011 and 2016 in ten Member States, with the most significant increases being observed in **Portugal** (+4.6 pp) and **Slovenia** (+4.5 pp). At **EU** level, the gender pay gap has decreased slightly, by 0.6 pp, from 16.8% in 2011 to 16.2% in 2016.

**Gender pay gap in the EU, 2016**  
% of average gross hourly earnings of men

	2011	2015	2016	2011/2016
<b>EU</b>	<b>16.8</b>	<b>16.2</b>	<b>16.2</b>	<b>-0.6</b>
<b>Belgium</b>	9.4	6.5	6.1	-3.3
<b>Bulgaria</b>	13.2	15.4	14.4	1.2
<b>Czech Republic</b>	22.6	22.5	21.8	-0.8
<b>Denmark</b>	16.4	15.1	15.0	-1.4
<b>Germany</b>	22.4	22.0	21.5	-0.9
<b>Estonia</b>	27.3	26.9	25.3	-2.0
<b>Ireland</b>	12.7	:	13.9**	1.2
<b>Greece</b>	15.0*	:	12.5**	-2.5
<b>Spain</b>	17.6	14.2	14.2	-3.4
<b>France</b>	15.7	15.3	15.2	-0.5
<b>Croatia</b>	5.7*	:	8.7**	3.0
<b>Italy</b>	5.7	5.5	5.3	-0.4
<b>Cyprus</b>	16.1	14.0	13.9	-2.2
<b>Latvia</b>	14.1	17.0	17.0	2.9
<b>Lithuania</b>	11.5	14.2	14.4	2.9
<b>Luxembourg</b>	7.9	5.5	5.5	-2.4
<b>Hungary</b>	18.0	14.0	14.0	-4.0
<b>Malta</b>	7.7	10.4	11.0	3.3
<b>Netherlands</b>	18.6	16.1	15.6	-3.0
<b>Austria</b>	23.5	21.7	20.1	-3.4
<b>Poland</b>	5.5	7.4	7.2	1.7
<b>Portugal</b>	12.9	17.8	17.5	4.6
<b>Romania</b>	9.6	5.8	5.2	-4.4
<b>Slovenia</b>	3.3	8.1	7.8	4.5
<b>Slovakia</b>	20.1	19.6	19.0	-1.1
<b>Finland</b>	19.1	17.6	17.4	-1.7
<b>Sweden</b>	15.6	14.0	13.3	-2.3
<b>United Kingdom***</b>	19.7	21.0	21.0	1.3
<b>Iceland</b>	17.8	17.5	16.3	-1.5
<b>Norway</b>	15.7	16.2	14.9	-0.8
<b>Switzerland</b>	17.6	17.2	17.0	-0.6

: data not available

\* Greece and Croatia: data from 2010

\*\*Ireland, Greece and Croatia: data from 2014

\*\*\* United Kingdom: see the country note

The source dataset can be found [here](#).

## Geographical information

The **European Union** (EU) includes Belgium, Bulgaria, the Czech Republic, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Croatia, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Finland, Sweden and the United Kingdom.

## Methods and definitions

The unadjusted **gender pay gap** (GPG) is calculated on the basis of the four-yearly Structure of Earnings Survey (SES) and national estimates based on national sources for the years between the SES years, according to the following definition:

$GPG = [(average\ gross\ hourly\ earnings\ of\ male\ paid\ employees - average\ gross\ hourly\ earnings\ of\ female\ paid\ employees) / average\ gross\ hourly\ earnings\ of\ male\ paid\ employees]$  expressed in %.

In this News Release, it covers enterprises with 10 employees or more in the sectors of industry, construction and services (except public administration, defense, compulsory social security) according to NACE Rev. 2 (aggregated sections B to S excluding O).

As an unadjusted indicator, the GPG gives an overall picture of gender inequalities in terms of hourly pay and measures a concept which is broader than the concept of equal pay for equal work. Part of the earnings difference can be explained by the difference in the average characteristics of employed men and women (e.g. experience and education) and by sectoral and occupational gender segregations (e.g., there are more men than women in certain occupations with, on the average, higher earnings compared to other occupations).

## Country note

United Kingdom: The results of the Annual Survey of Hours and Earnings are benchmarked on the results of the Structure of Earnings Survey for 2014.

## For more information

Eurostat [website section](#) dedicated to gender based indicators.

Eurostat [metadata](#) on gender pay gap.

Eurostat [Statistics Explained article](#) on gender statistics.

Eurostat [Statistics Explained article](#) on gender pay gap statistics.

The [UN website](#) dedicated to the International Women's Day.

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