

How to close the gender pay gap in the European Union?

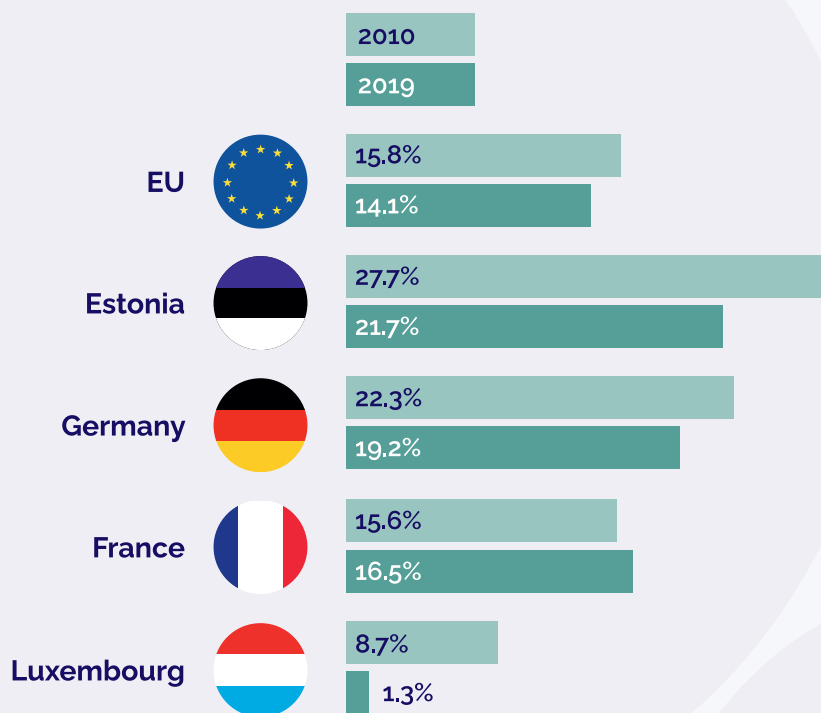
There is still a gender pay gap* in the EU

* The gender pay gap represents the difference between the average gross hourly earnings of men and of women.

What is the gender pay gap in the EU?

Gender pay gap by Member State

(in unadjusted form, % of average gross hourly earnings of men, EU-27)



Source: Eurostat. [Update of 24/02/2021]. Data covers employees in enterprises with 10 employees or more, regardless of the numbers of hours worked, in industry, construction and services except public administration and defence and compulsory social security.



In **2019**,
women earned
14.1% less
than men per hour
in the EU.

But this figure
varies a lot between
Member States,
from 21.7% in Estonia,
to 1.3% in Luxembourg.

In **9 years**,
the gender pay gap
decreased by less than
**2 percentage
points**.

At this rate, closing the gender
pay gap could take **years**.

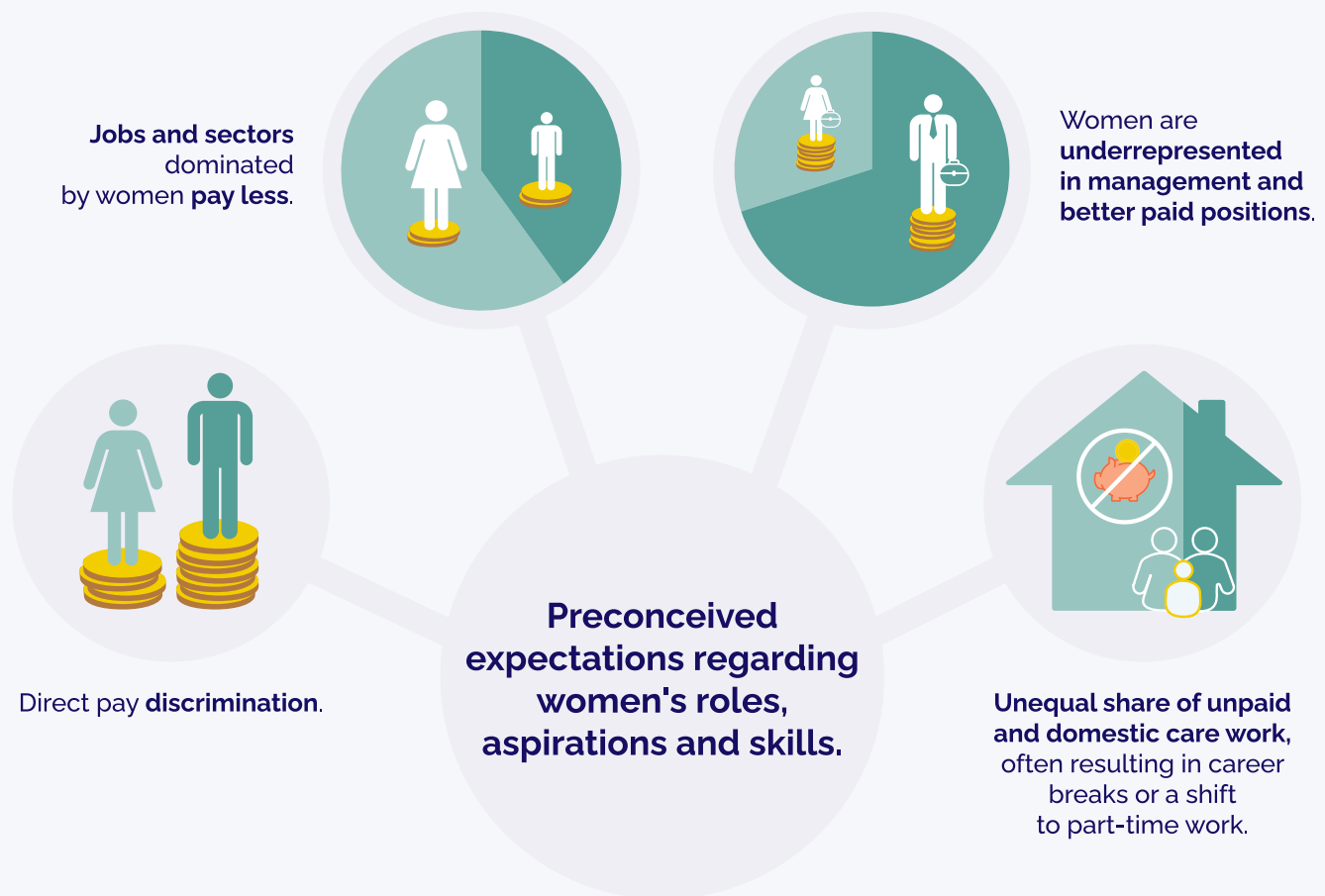
In some countries,
the gender pay gap
continues to grow.



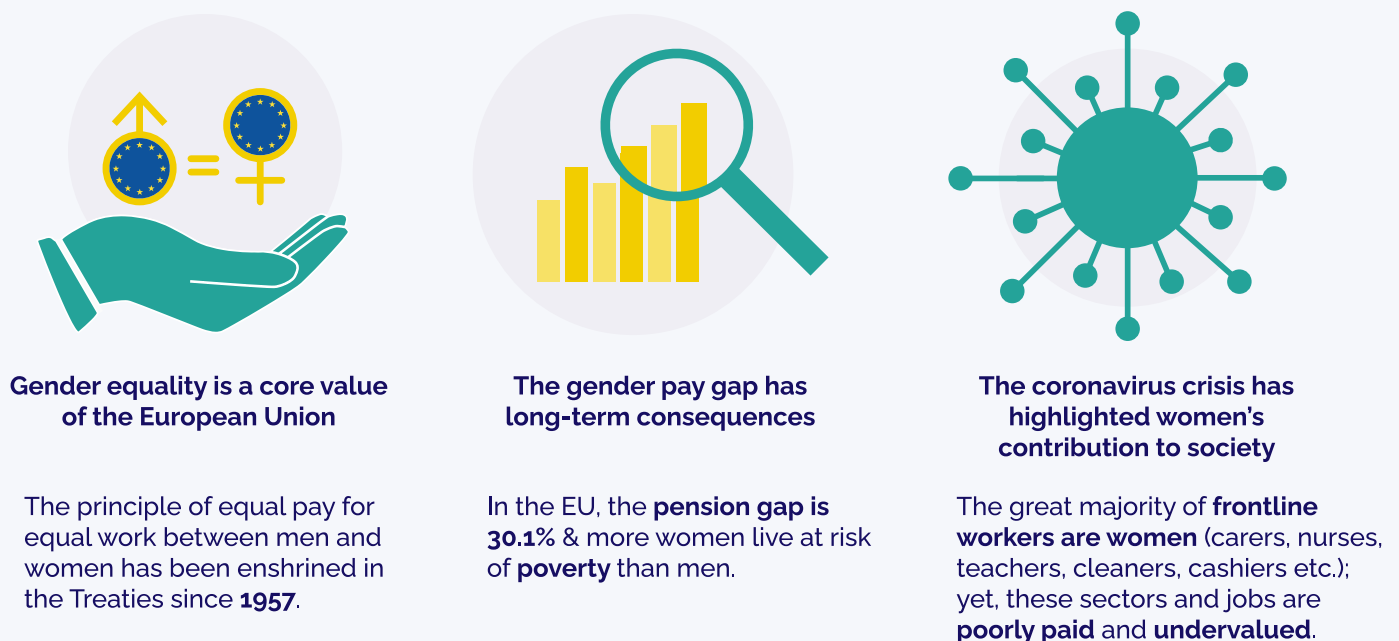
**Lower gap
= more gender equality?**

- A lower gender pay gap is often linked to a lower participation of women in the labour market.
- A higher gender pay gap tends to be linked to the concentration of women in lower paid occupations and/or sectors – in which a significant share work part-time.

Why is there a gender pay gap?



Why do we need to act?



Pay transparency, one step closer to gender equality



Pay transparency makes pay discrimination and the undervaluation of women's work visible. Pay transparency will be addressed in a future EU Directive, and is necessary to:

- ➔ redress existing biases within companies and within the labour market between jobs and sectors;
- ➔ provide women with tangible evidence to challenge their pay levels.

12 Member States have not implemented any pay transparency measure yet. But there are also best practices to learn from.

Legalisation of equal pay
thanks to a certification that needs to be renewed, and fines in case of non-compliance.

Iceland

Information right
through a system of comparators that does not require consent for data to be disclosed.

Norway

Sweden

Finland

Pay rises
in public female-dominated and low-wage sectors.

Reports
on gender pay gaps in companies.

Denmark

Portugal

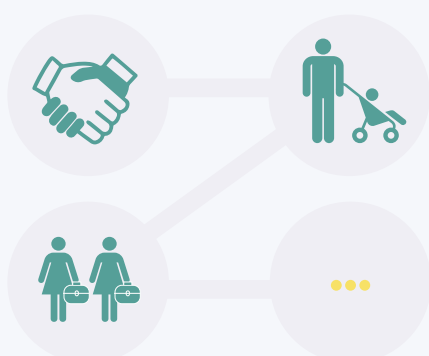
Job evaluation method
for the catering sector to assess the value of jobs in a gender-neutral way.

EU Member States
Non-EU countries

Countries that have not introduced any pay transparency measure
Countries that are planning to introduce such measures

Countries that have already introduced pay transparency measures
Countries that have already introduced measures but that have further legislation planned

Is pay transparency enough to close the gender pay gap?



- More flexible working arrangements,
 - Father-friendly parental leaves,
 - Gender quotas for company boards,
 - More public child and elderly care facilities,
 - Combatting gender stereotyping,
- ... and much more are needed to close the gender pay gap and bring about significant change towards **gender equality**.

Sources: Eurostat; EIGE; Eurofound; European Parliament; European Commission; SAAGE; EPRS; European Women's Lobby; ETUC; European Equality Law Network.