



European
Commission

Equal Pay?

Time to close the gap!



WHAT IS THE GENDER PAY GAP?

It is the difference between the average hourly earnings of working men and working women.

Women earn 14.1% less than men per hour in the EU.

IN OTHER WORDS

Women earn
86 euro cents
for every €1
men earn



Women work almost
2 months for FREE
each year,
compared to men

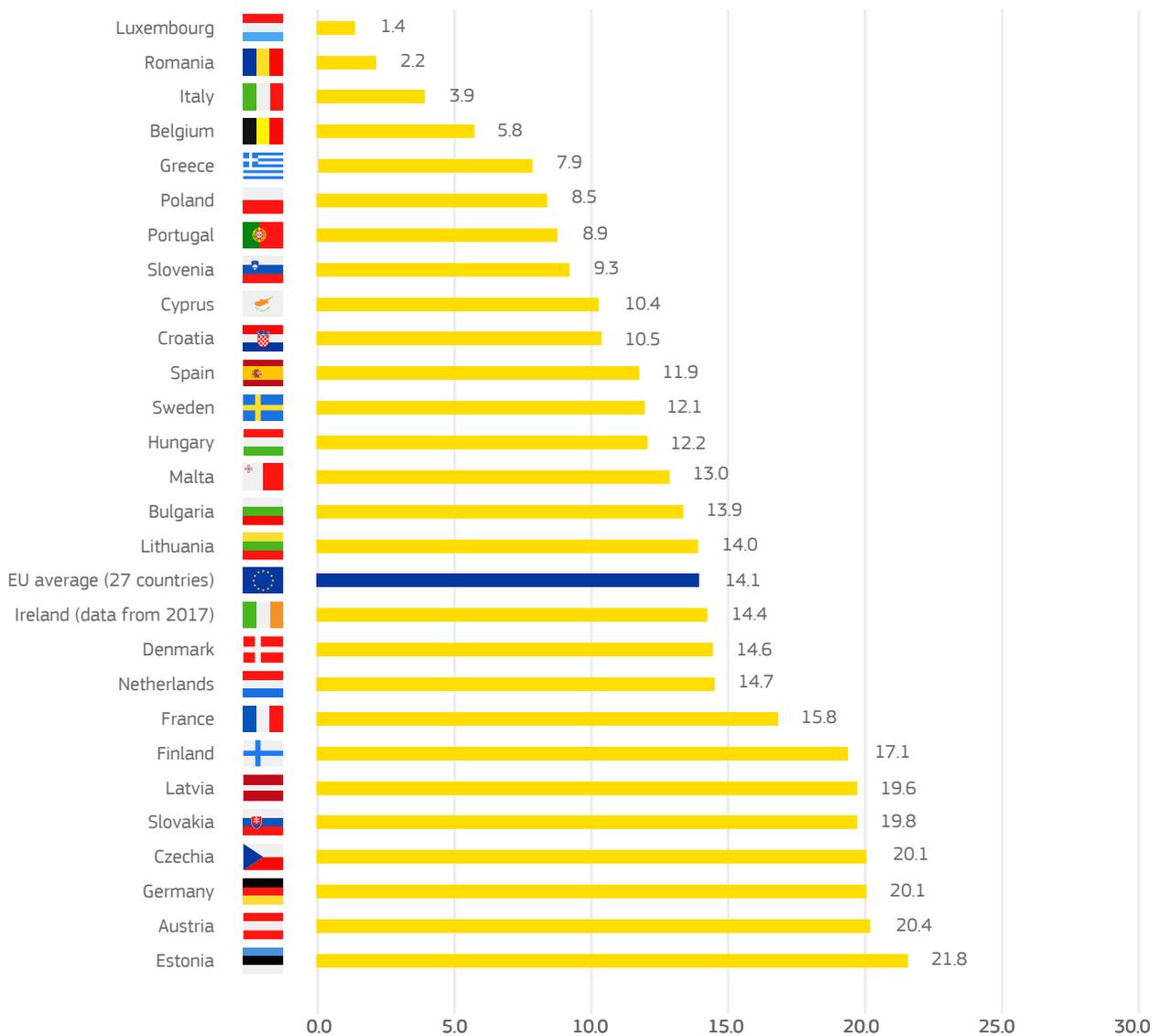


The Coronavirus pandemic has highlighted the urgency of addressing the gender pay gap as women are overrepresented in frontline, low-paid, and precarious jobs such as carers for the elderly and children, nurses, cleaning staff, shop assistants and teachers. A gender-sensitive recovery must address the gender pay gap by promoting equal share of care responsibilities, breaking the glass ceiling, and better valorising women's skills, efforts and responsibilities.



THE GENDER PAY GAP PER EU COUNTRY

Even though the situation is improving, progress is very slow in the European Union with the gap only decreasing by just under 2 percentage points over the last 8 years.



The gender pay gap is an indicator of gender inequalities in the labour market. In countries where the female employment rate is low, the pay gap tends to be lower than average. A large pay gap is usually characteristic of a labour market in which women are more concentrated in a restricted number of sectors and/or professions, or in which a significant proportion of women work part-time.

FACT CHECK

“More women work part-time, so they should earn less.”



WRONG

Working fewer hours a week means you should take home less pay per month, NOT less pay per hour.



“Women earn less because they choose lower earning jobs.”



WRONG

Women tend to earn less per hour than men for the same job whether it is a highly-skilled profession like a doctor or nurse, or a lower-skilled job such as a salesperson. The gender pay gap exists across our economy and in all sectors and occupations.

“Men are better educated, so they should earn more”.



WRONG

Today almost 60% of graduates in the EU are women.

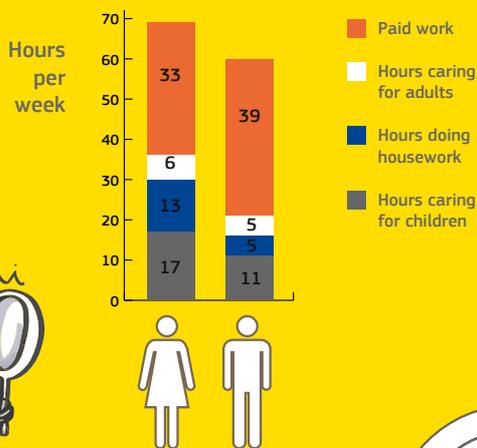


SO, WHAT'S REALLY BEHIND THE GENDER PAY GAP?

Fewer promotions,
Fewer opportunities

EXTRA UNPAID WORK

Women do more unpaid work and men more paid work.



Source:
6th European Working Conditions Survey,
Eurofound, 2015



TAKING CAREER BREAKS TO CARE FOR OTHERS

Women take more time off from work to care for others. This is why the EU has adopted the Work-Life Balance Directive.

In this Directive we introduced 10 days paid paternity leave and 2 months paid, non-transferable parental leave for each of the parents, promoting a more equal sharing of childcare responsibilities.



FACING THE GLASS CEILING AND WORKING IN A SEGREGATED LABOUR MARKET

Women don't make it to the top.
Less than 6.9% of top companies' CEOs are women.

Also, in some sectors, women tend to be overrepresented, while in others men are overrepresented. Women tend to earn less, and are more likely to occupy less well paid roles than men, even if working in the same sector and with otherwise the same observable characteristics. In some countries, occupations predominantly carried out by women, such as teaching or sales, offer lower wages than occupations predominantly carried out by men, even when the same level of experience and education is needed.

DISCRIMINATION

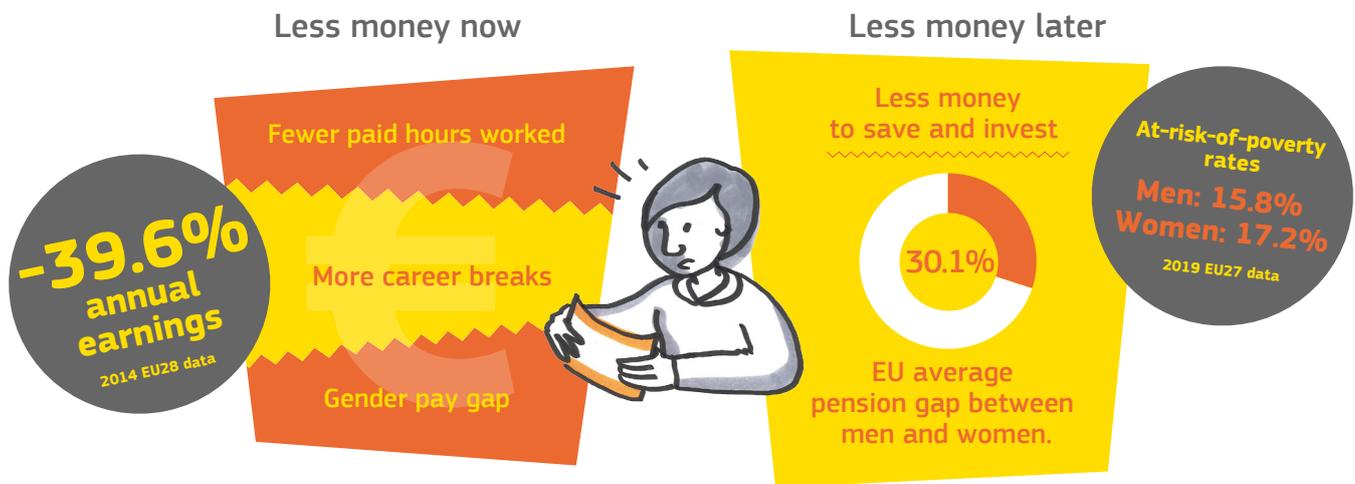
Discrimination at work is illegal across the EU.

Being paid less than male colleagues just because you are a woman, or being demoted after returning from maternity leave, are forms of discrimination. European law protects you against them.

Know your rights, ask for pay transparency, and demand fairness.

Influenced
by gender
stereotypes
and social norms

WHAT DOES IT REALLY MEAN FOR WOMEN?



WHY SHOULD WE FIX IT?

- 1 Because equality is at the root of our values as Europeans and women have the right to be treated as equal to men in all areas of society.
- 2 Because ensuring equal pay also makes sure that, we attract the best talents, whatever their gender, in our organisations and companies.
- 3 Because being valued fairly regardless of gender can improve motivation, efficiency, and ultimately our overall productivity.
- 4 Because women are part of our economy. Paying them fairly will have a positive economic impact.

