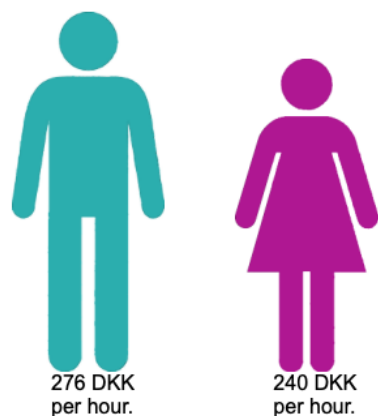


Overview for 2020



On average, women are earning

13.09%

less than men.

The gender pay gap in Denmark

The gender pay gap refers to the difference in earnings between men and women, typically measured as the difference between median earnings of men and women relative to median earnings of men in percent

We present an interactive visualization tool to explore the gender pay gap between men and women in Denmark for the years 2013 to 2020. By visualizing salary data in combination with industry and management responsibility information, we can see how the gender pay gap varies across different industries. It helps identify which industries have the respectively largest and lowest pay gap between men and women.

Development of the gender pay gap

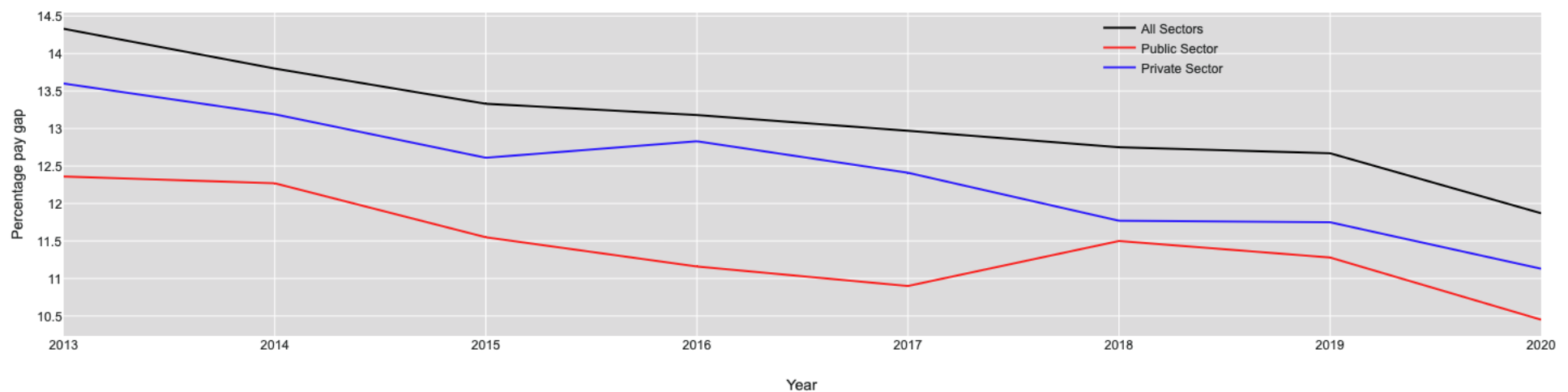


Figure 1: The line chart displays the percentage of women's earnings compared to men's earnings in all sectors and in the public and private sector.

The gender pay gap in different industries

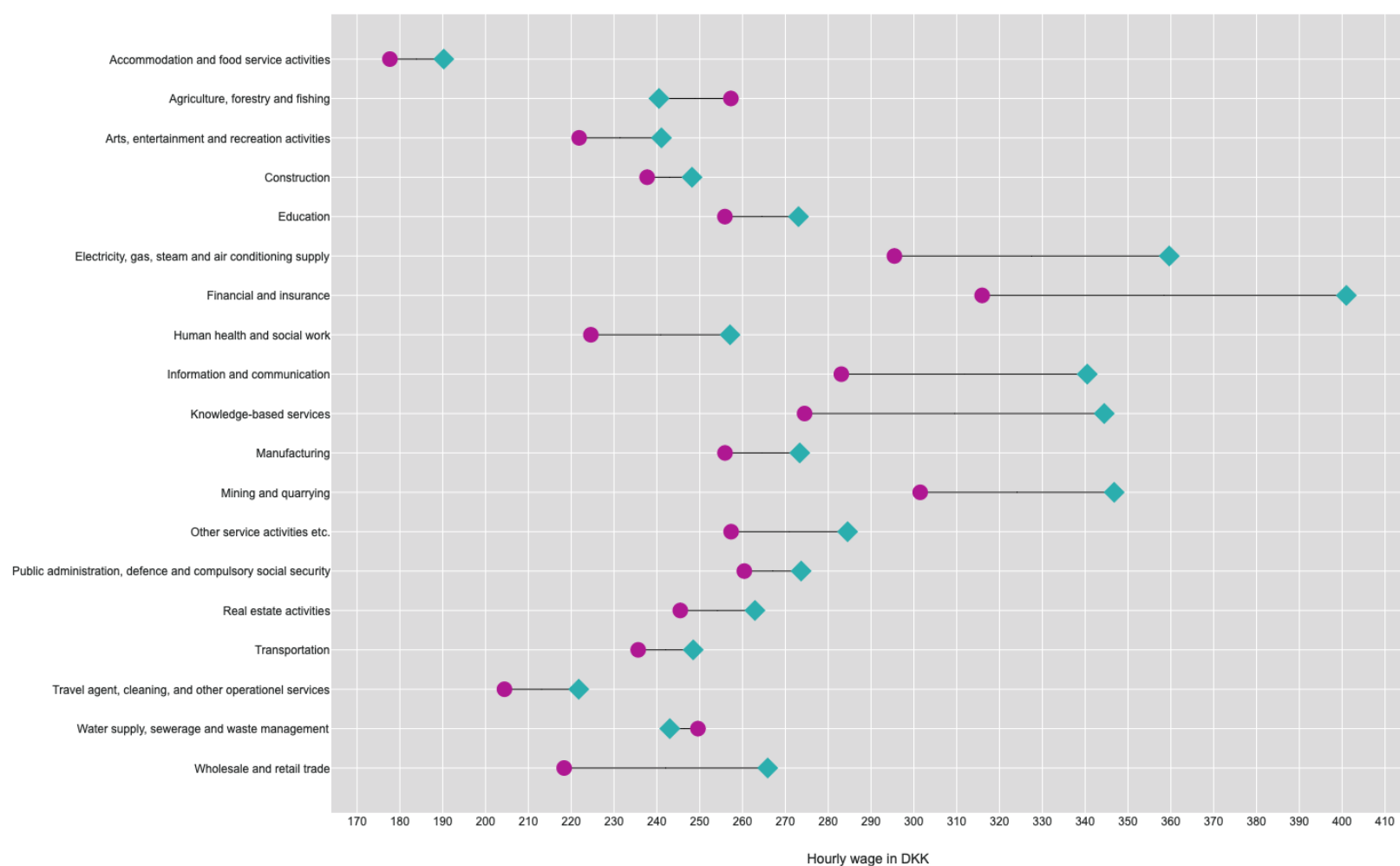


Figure 2: The average difference in salary between men and women in the different industries. Men are represented by diamonds, while women are represented by circles.

Results

The findings show that the gender pay gap in Denmark is decreasing from **14.3 % in 2013** to **11.9 % in 2020**. The pay gap is found to be particularly **high in the financial and insurance industry with a 21.2 %** difference, while **the lowest pay gap was in the water supply, sewage, and waste management industry where women are on average earning more than men and the difference is 2.7 %**. The findings suggest an opportunity for industries and politicians to act towards decreasing the gender pay gap in some industries, and for individuals to be aware of their own salary compared to their peers.