

## 5.1.a Gender pay gap

	2010	2014	2018
Adjusted gender pay gap, in %			
Germany	7	6	6
Former territory of the Federal Republic (including Berlin)	7	6	6
New Länder	9	7	7
Baden-Württemberg	.	7	7
Bayern	.	6	7
Berlin	.	7	4
Brandenburg	.	10	6
Bremen	.	8	7
Hamburg	.	6	7
Hessen	.	7	6
Mecklenburg-Vorpommern	.	8	6
Niedersachsen	.	5	6
Nordrhein-Westfalen	.	5	5
Rheinland-Pfalz	.	5	5
Saarland	.	5	5
Sachsen	.	6	7
Sachsen-Anhalt	.	6	6
Schleswig-Holstein	.	5	6
Thüringen	.	4	6

### Note:

The adjusted gender pay gap was last calculated for the 2018 reporting year on the basis of the four-year structure of earnings survey. Here, that part of the earnings difference that is due to structural differences between the sexes, such as differences in occupation, industry, scope of employment, qualifications or career level, is eliminated.

### Explanation of symbols:

. = numerical value unknown or not to be disclosed.

### Data source:

Federal Statistical Office

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	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
	Unadjusted gender pay gap, in %										
European Union	16	16	16	17	17	16	16	16	15	.	13
Austria	24	24	23	22	22	22	21	21	20	20	19
Belgium	10	9	8	8	7	6	6	6	6	6	5
Bulgaria	13	13	15	14	14	16	15	14	14	14	13
Croatia	6	.	.	8	9	.	12	12	11	12	11
Cyprus	17	16	16	15	14	13	12	11	10	10	9
Czechia	22	23	23	22	23	23	22	21	20	19	16
Denmark	16	16	17	17	16	15	15	15	15	14	14
Estonia	28	27	30	30	28	27	25	25	22	22	21
Finland	20	19	19	19	18	18	18	17	17	17	17
France	16	16	16	16	16	16	16	16	17	16	16
Germany	22	22	23	22	22	22	21	20	20	19	18
Greece	15	.	.	.	13	.	.	.	10	.	.
Hungary	18	18	20	18	15	14	14	16	14	18	17
Ireland	14	13	12	13	14	14	14	14	11	.	.
Italy	5	6	7	7	6	6	5	5	6	5	4
Latvia	16	14	15	16	17	18	20	20	20	21	22
Lithuania	15	12	12	12	13	14	14	15	14	13	13
Luxembourg	9	8	7	6	5	5	4	3	1	1	1
Malta	7	8	10	10	11	11	12	13	13	12	10
Netherlands	18	19	18	17	17	16	16	15	15	15	14
Poland	5	6	6	7	8	7	7	7	9	7	5
Portugal	13	13	15	13	15	16	14	11	9	11	11
Romania	9	10	7	5	5	6	5	3	2	3	2
Slovakia	20	20	21	19	20	20	19	20	20	18	16
Slovenia	1	3	5	6	7	8	8	8	9	8	3
Spain	16	18	19	18	15	14	15	14	12	9	9
Sweden	15	16	16	15	14	14	13	13	12	12	11

Notes:

- The unadjusted gender pay gap is defined as the difference between the average gross hourly earnings of women and men as a percentage of the average gross hourly earnings of male employees. It should be noted that this is the wage gap without adjustments. Also included is the difference in earnings, which can be traced back to, for example, differently paid jobs, different career levels or qualifications of women and men.
- Without the economic sections "Agriculture, forestry, fisheries" and "Public administration, defence; social security" and without micro-enterprises.
- 2019 and 2020 provisional data.

still notes:

- European Union: 2010 to 2012 EU-27, 2013 to 2018 EU-28, from 2020 Eu-27.
- Czechia: The data for 2015 to 2020 were calculated according to a different definition.
- Italy: 2015 to 2017 provisional data.
- Romania: 2015 to 2017, 2019 and 2020 estimated data.

Explanation of symbols:

. = numerical value unknown or not to be disclosed.

Data source:

Eurostat