

8 March 2016: International Women's Day

Part-time employment of women in the EU increases drastically with number of children

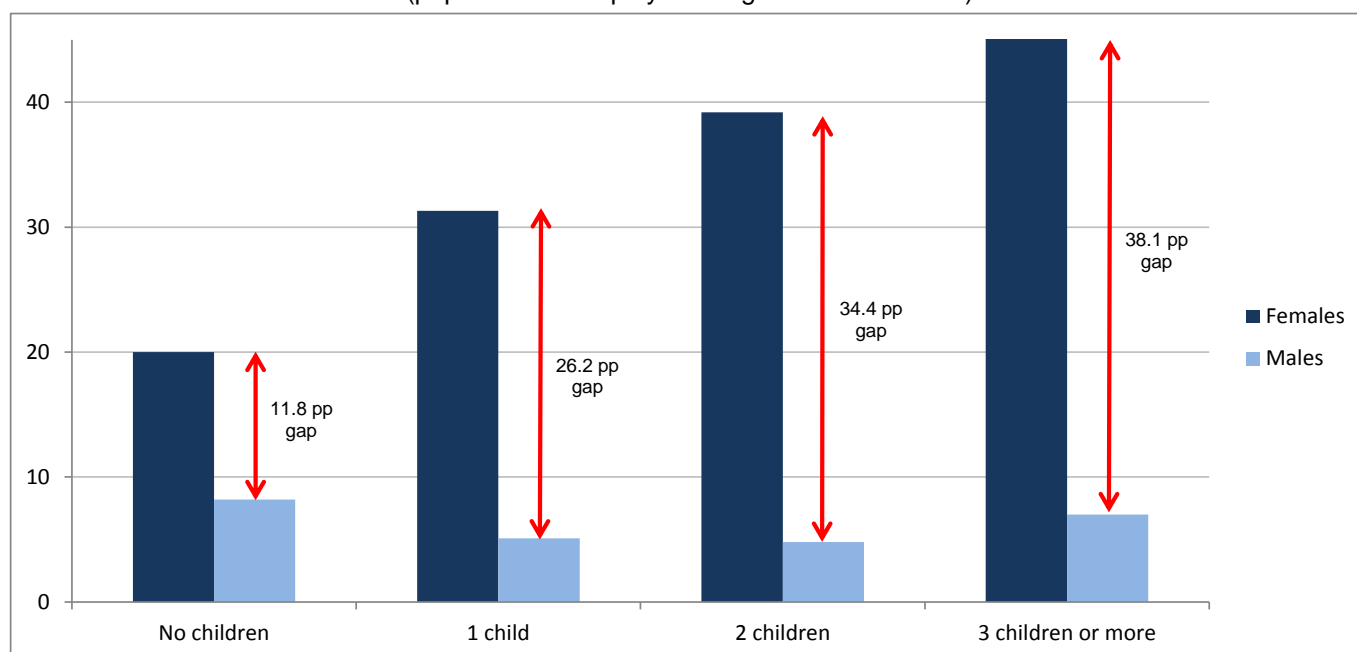
Women earned on average 16% less than men in the EU

In 2014, the gender pay gap stood at 16.1% 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 2014 ranged from less than 5% in **Slovenia** and **Malta** to more than 20% in **Estonia**, **Austria**, the **Czech Republic**, **Germany** and **Slovakia**. It should be noted that part of the difference in average gross hourly earnings can be explained by individual characteristics (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).

Differences between women and men in the labour market do not only concern wage discrepancies, but also and along with it, the type of contract held. In 2014, while 1 in 5 women in the **EU** (20.0%) aged 25-49 and without children were working part-time, this concerned 1 in 12 men (8.2%). And the gap widens with the number of children: almost half of women (45.1%) with at least three children were working part-time, compared with 7.0% for men in the same situation.

On the occasion of International Women's Day, celebrated each year on 8 March, **Eurostat, the statistical office of the European Union**, publishes a selection of data on men and women with regard to their situation on the labour market. This News Release only shows a small part of the large amount of gender based data available at Eurostat. A [dedicated section](#) as well as some [infographics](#) on the topic of gender equality are available on the Eurostat website.

Part-time employment by sex and number of children, 2014
(population in employment aged 25 to 49 - in %)



Part-time employment and children: a close link for women, but not for men

With or without children, women are more likely to work part-time than men in almost all EU Member States. However, the gap widens with the number of children. While the percentage of part-time employment for women aged 25 to 49 without children stood at 20.0% in the **EU** in 2014, this proportion fell to 8.2% for men in the same age group without children (or a 11.8 percentage point difference). The gap widened to 26.2 pp for women and men with one child, and further increased to 34.4 pp for those with 2 children and even 38.1 pp for those with 3 children or more.

In other words, at **EU** level, the more children a woman has, the more likely she is to work part-time, while the opposite is true for men, at least up to 2 children. This general trend is observed in an overwhelming majority of Member States.

In particular, a clear jump is observed in the **EU** in the percentage of part-time employment for women aged 25-49 between those without children (20.0%) and those with one child (31.3%). This can be seen in almost every Member State, with the widest gap being recorded in **Germany** (where part-time employment represented 25.3% for women aged 25-49 without children compared with 59.4% with for those with one child, or a 34.1 percentage point difference). It was followed by **Austria** (with a 28.9 pp gap), the **United Kingdom** (28.2 pp) and the **Netherlands** (25.1 pp).

Part-time employment by sex and number of children, 2014
(population in employment aged 25 to 49 - in %)

	Women				Men			
	No children	1 child	2 children	3 children or more	No children	1 child	2 children	3 children or more
EU	20.0	31.3	39.2	45.1	8.2	5.1	4.8	7.0
Belgium	24.8	39.4	45.6	51.6	6.5	5.3	5.4	6.3
Bulgaria	(1.6)	(1.6)	(3.0)	:	(1.4)	:	:	:
Czech Republic	5.7	7.9	12.0	14.0	1.5	1.5	(0.6)	(1.5)
Denmark	24.6	22.3	22.4	31.4	14.1	4.8	2.8	(4.0)
Germany	25.3	59.4	74.6	77.8	9.6	5.3	4.8	7.0
Estonia	5.6	9.6	9.8	21.4	5.2	(3.2)	(2.9)	:
Ireland	16.2	32.7	37.2	47.3	12.2	8.9	8.6	8.9
Greece	12.4	13.3	13.8	14.6	7.5	5.6	4.9	5.3
Spain	21.5	29.7	29.9	30.7	9.5	6.6	5.2	7.6
France	19.3	24.7	34.2	42.9	7.7	4.3	4.3	5.8
Croatia	(6.7)	(4.4)	(4.6)	(7.5)	(3.3)	(2.2)	(2.4)	(3.3)
Italy	27.8	35.7	42.1	45.1	9.5	6.3	4.9	7.1
Cyprus	12.2	18.1	15.8	16.8	12.8	8.5	5.1	4.0
Latvia	6.1	7.7	8.1	(9.5)	4.8	3.5	:	:
Lithuania	8.0	8.6	8.4	:	5.8	(4.6)	(6.0)	:
Luxembourg	15.8	34.9	48.8	51.6	2.6	(5.0)	(3.1)	:
Hungary	5.1	6.7	10.1	14.6	3.5	2.8	2.8	(2.9)
Malta	11.7	30.3	45.7	37.5	3.8	(3.2)	(4.0)	:
Netherlands	53.6	78.7	86.1	87.3	20.4	14.1	14.4	12.3
Austria	28.9	57.8	73.1	73.2	10.0	7.0	5.6	6.5
Poland	7.3	7.8	8.8	13.0	4.4	2.1	1.9	(2.3)
Portugal	11.0	8.5	8.5	13.7	7.0	3.6	3.5	7.9
Romania	5.7	5.9	8.4	14.1	7.1	5.2	6.5	10.8
Slovenia	9.9	8.8	10.2	(14.1)	5.9	(3.2)	(3.1)	:
Slovakia	4.4	5.6	6.8	10.9	3.7	2.5	2.3	7.1
Finland	12.1	12.5	12.8	18.2	7.3	(2.6)	2.9	(2.7)
Sweden	24.5	32.8	37.1	40.7	11.8	5.8	6.4	6.8
United Kingdom	16.3	44.5	58.2	62.0	6.0	6.2	5.7	10.7

: Data missing or not published due to too small sample size.

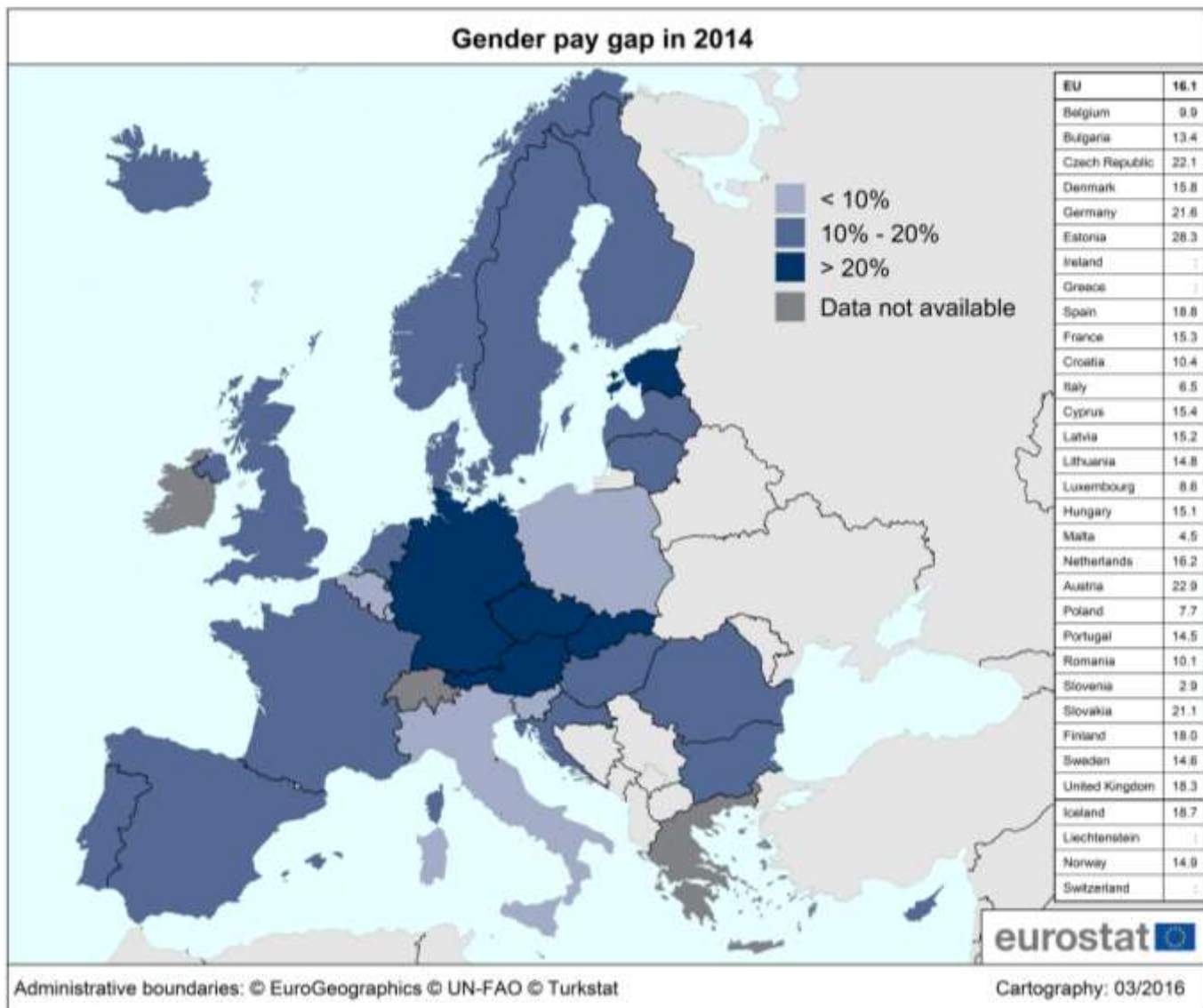
The reliability of data shown in brackets may be affected by small sample sizes.

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

Lowest gender pay gap in Slovenia, largest in Estonia

In 2014, the gender pay gap varied by almost 1 to 10 across the EU Member States. It was less than 10% in **Slovenia** (2.9%), **Malta** (4.5%), **Italy** (6.5%), **Poland** (7.7%), **Luxembourg** (8.6%) as well as **Belgium** (9.9%). At the opposite end of the scale, the gender pay gap was over 20% in **Estonia** (28.3%), **Austria** (22.9%), the **Czech Republic** (22.1%), **Germany** (21.6%) and **Slovakia** (21.1%).

Overall in the **EU**, women earned in 2014 16.1% less than men. It should be noted that the gender pay gap, as defined in this news release, is linked to a number of legal, social and economic factors which go far beyond the single issue of equal pay for equal work.



Data are estimated and can be subject to revisions with the availability of the 2014 structure of earnings survey. 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:

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

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 gender pay gap gives an overall picture of gender inequalities in terms of hourly pay. Part of the earnings difference can be explained by individual 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). Consequently, the pay gap is linked to a number of cultural, legal, social and economic factors which go far beyond the single issue of equal pay for equal work.

Data on **part-time employment by number of children** presented in this News Release are based on the European Labour Force Survey (LFS). It is a large sample survey among private households. LFS data refer to the resident population and therefore LFS results relate to the persons resident in the country irrespective of the country where those persons work. The distinction between full-time and part-time work is generally based on a spontaneous response by the respondent.

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.

Eurostat [infographic](#) on the situation of women in the EU and the Member States.

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

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