

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

still: 5.1.a Gender pay gap

| | 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 (without Croatia), 2013 to 2018 EU-28, from 2020 EU-27 (without United Kingdom).
- 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