

# Gender Pay gap

30 October 2025

The Palace Sliema

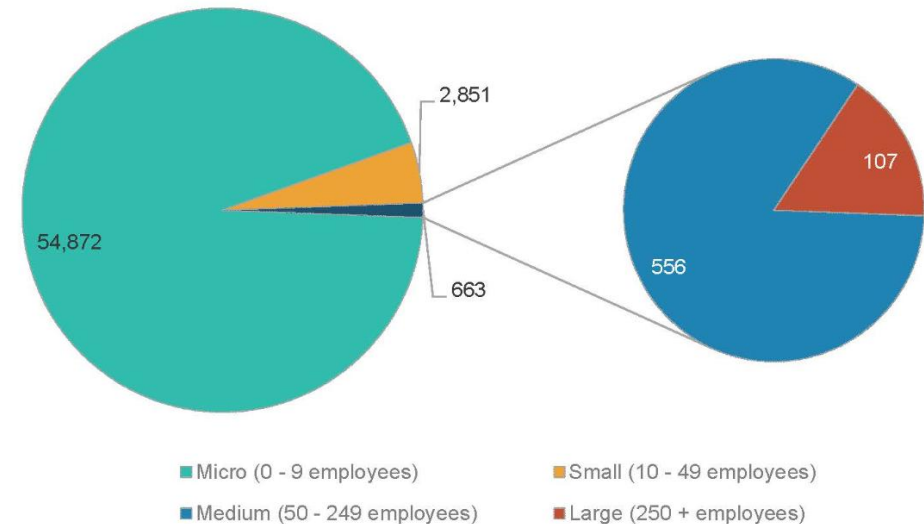
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# What is the gender pay gap?

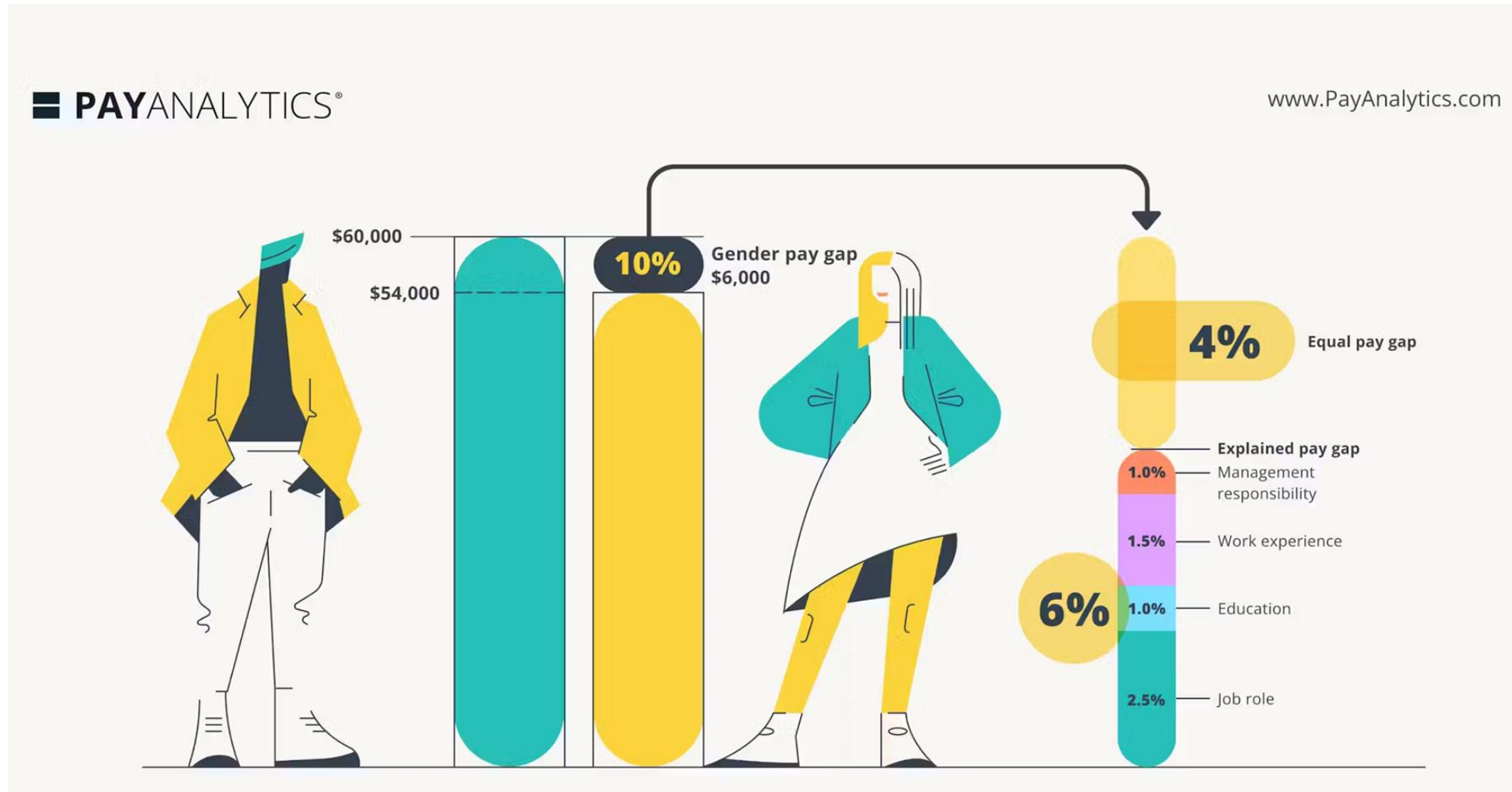
- The gender pay gap is the difference in **average gross hourly earnings** between women and men.
- Only companies of 10 employees or more are taken into account in these calculations.

Chart 1. Active business units split by employment size class



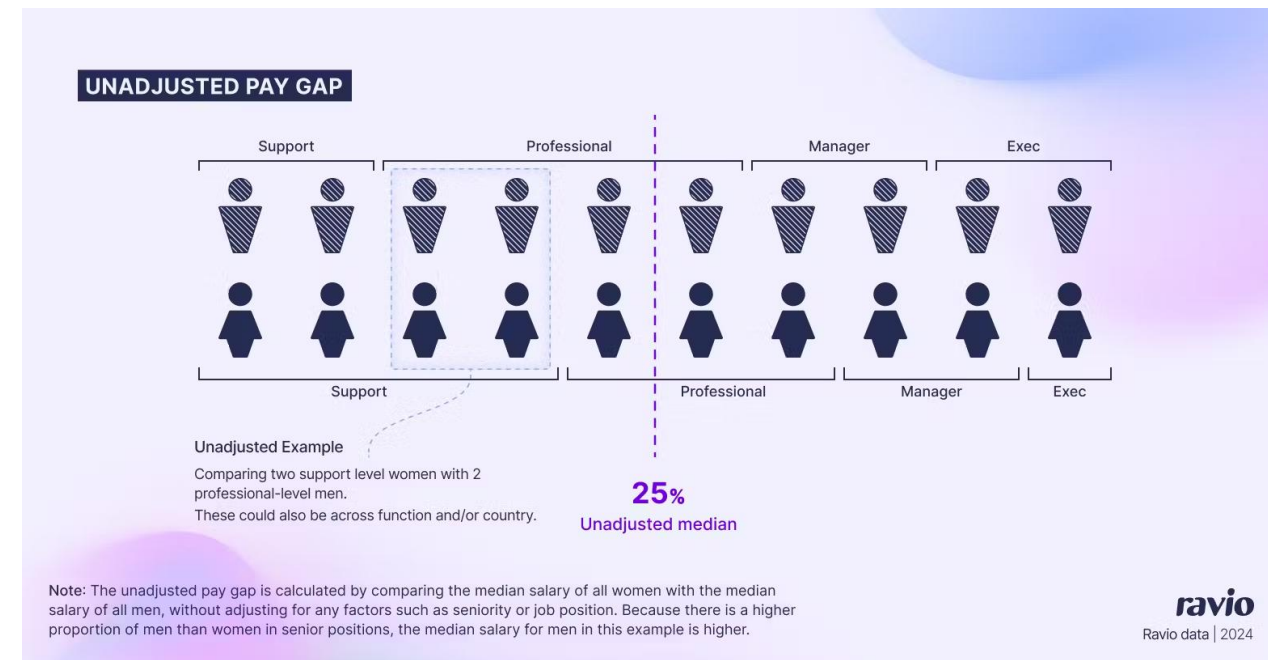
In 2022, micro-businesses (employ 0-9 employees) represented 94 per cent of all business units in Malta.

# Working women in the EU earn on average 12% less per hour than men.

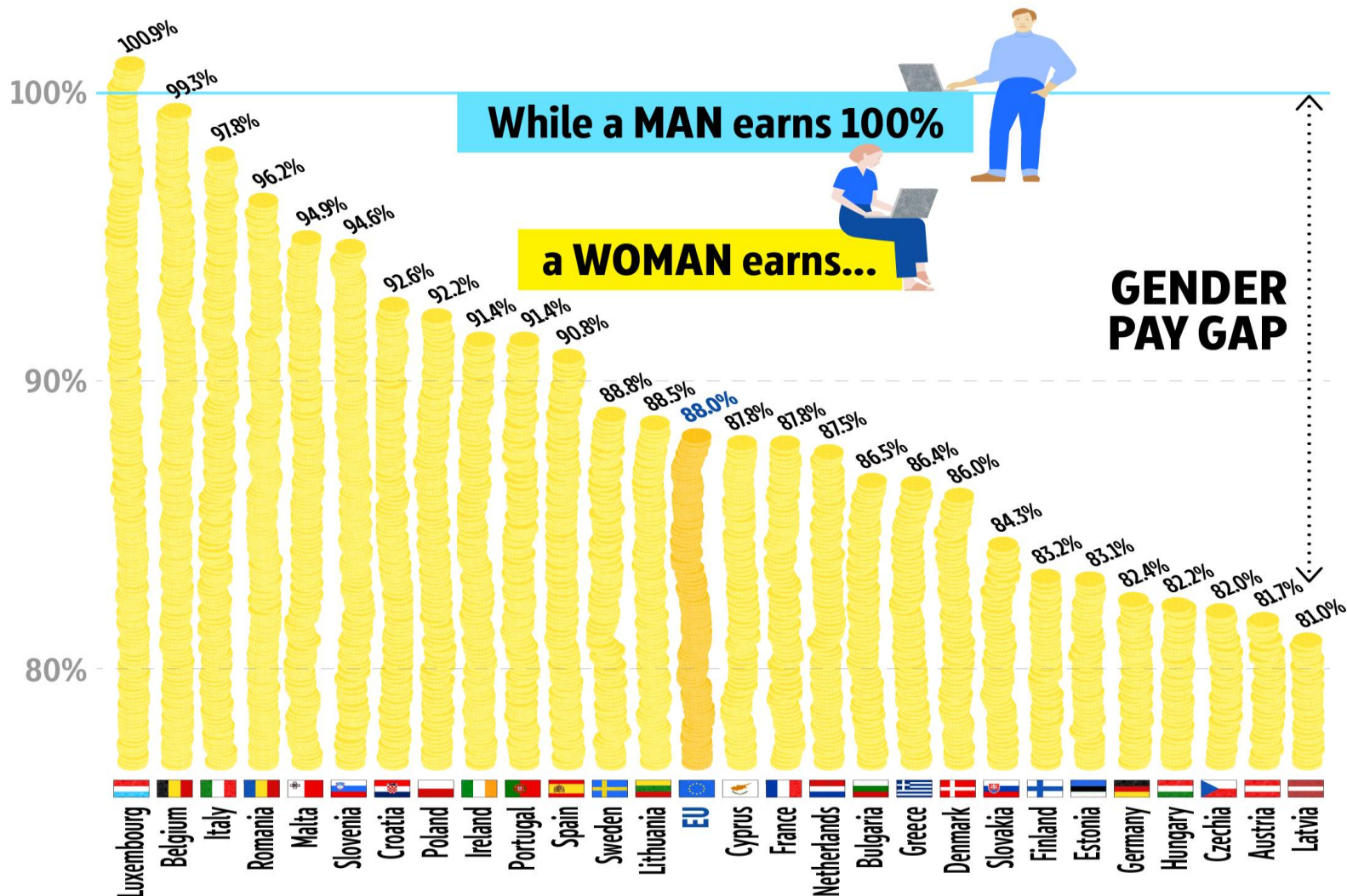


# What's the difference between unadjusted and adjusted pay gaps, and why do we measure both

- **The unadjusted pay gap:** takes the median average of all men and women to offer a birds-eye view of pay equity.
- **It indicates a lack of equal access to employment opportunity**



# What does a **woman** earn compared to a **man** ?



In 2023 the gender pay gap was

Highest in Latvia (19.0%), Austria (18.3%), Czechia (18.0%), Hungary (17.8%) and Germany (17.6%).

Closed the gender pay gap: Luxembourg.

Countries with small gender pay gaps were: Belgium (0.7%), Italy (2.2%), Romania (3.8%), Malta (5.1%) and Slovenia (5.4%).

The unadjusted gender pay gap represents the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.

Source: Eurostat [SDG\_05\_20] · most recent data available (2023)

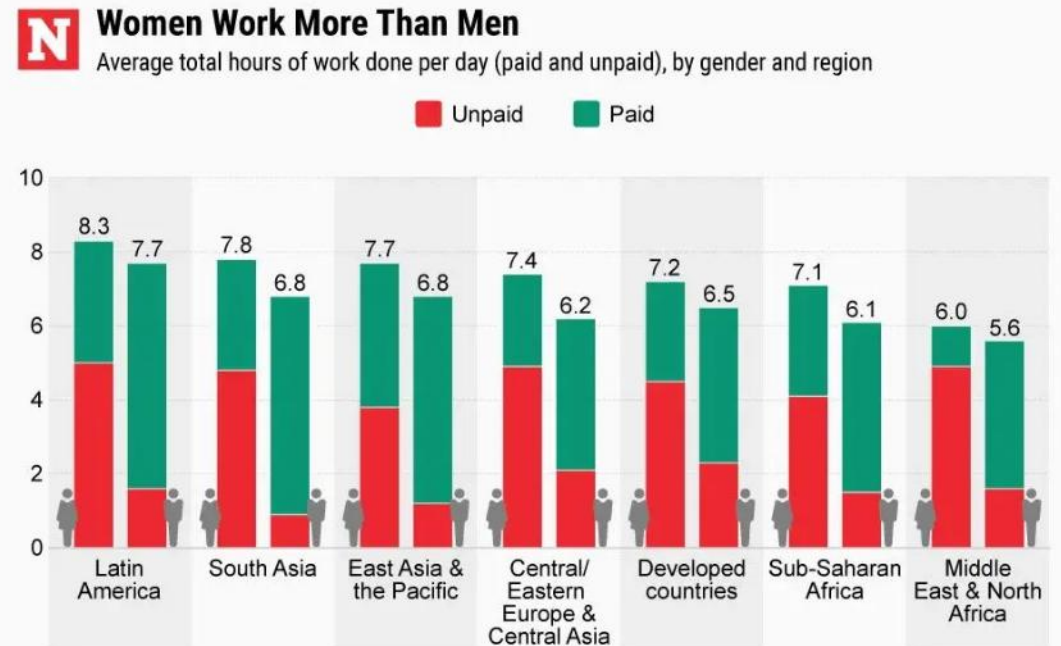
# Reasons for the gender pay gap can be related to differences in ...

- Level of education,
- Length of work experience,
- Working part-time or full-time,
- When there are more women than men working in a particular economic sectors.
- Men holding better-paid positions than women in a given sector.



# Why women opt for part-time work?

- Women spend more hours than men on unpaid work, such as care or housework.
- This leaves less time for paid work.
- When both unpaid and paid work are considered, women work more hours per week than men.



Total figures may differ slightly from the source due to rounding.  
A total of 75 countries were included in the analysis.  
Source: MenCare

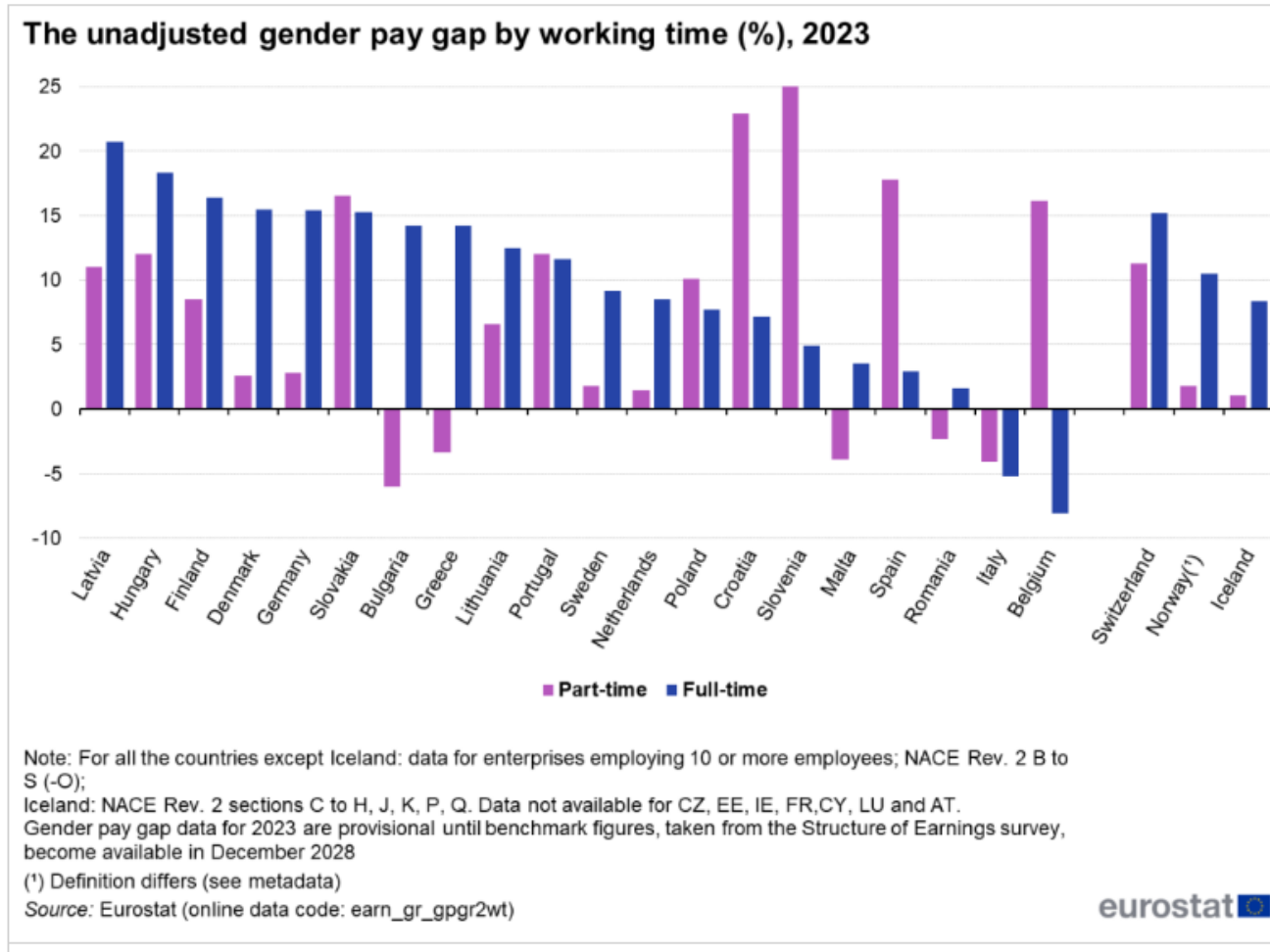
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statista The Statistics Portal  
Visit [www.statista.com](http://www.statista.com)

An analysis of figures from 75 countries shows that women complete more unpaid work than men in

# Part-time vs full-time

- Some women work part-time in order to juggle work and family responsibilities
- A negative gender pay gap means that, on average, women's gross hourly earnings are higher than those of men.
- This is often due to a selection bias:
  - when the employment rate is lower for women than for men
  - women engaging in the labour market may have comparatively higher skills and education levels than men.
- For full-time workers, pay gaps varied also widely in the EU countries, ranging from -8.1% in Belgium to 20.7% in Latvia.



# More women work in low-paying sectors

- About [a quarter of the total gender pay gap](#) can be explained by an over-representation of women in relatively low-paying sectors, such as **care, health or education**.
- [Only 8% of men are employed in these sectors](#).
- On the other hand, around **a third of men** are employed in STEM related sectors, which are higher-paid.



# Age

- The gender pay gap is generally much lower for new labour market entrants but tends to widen with age.
- The gender pay gap increases with age when there are career interruptions during
  - **Child rearing years**
  - **Taking caring of elderly relative**



# Gap differs by industry

- In the EU countries, the highest gender pay gap was in financial and insurance activities in 2023.
- It varied from 14.0% in Belgium to 36.4% in Czechia.

The unadjusted gender pay gap by economic activity (%), 2023

	Business economy (B to N)	Manufacturing (C)	Electricity, gas, steam and air conditioning supply (D)	Water supply; sewerage, waste management and remediation activities (E)	Construction (F)	Information and communication (J)	Financial and insurance activities (K)	Real estate activities (L)	Professional, scientific and technical activities (M)
Belgium	6.7	0.9	16.6	-3.2	-6.8	6.5	14.0	0.7	7.6
Bulgaria	16.1	22.7	0.3	13.1	-25.0	29.3	27.6	9.5	12.8
Czechia <sup>(*)</sup>	12.1	22.9	20.0	2.2	8.5	28.7	36.4	8.3	21.2
Denmark	13.4	6.7	12.7	2.6	8.3	16.6	14.8	10.6	16.4
Germany	19.9	19.8	14.3	-0.6	10.8	21.0	26.1	8.4	26.3
Greece	15.5	17.8	13.0	-4.4	9.9	24.9	19.4	18.8	13.3
Estonia	17.0	23.9	6.8	8.8	10.6	24.9	27.6	18.4	23.5
Ireland	15.8	:	:	:	:	:	:	:	:
Spain	15.1	14.3	9.2	5.8	-12.3	10.2	14.1	6.5	17.1
France	12.2	11.2	-9.2	-8.3	-11.8	11.6	32.1	16.4	16.7
Croatia	11.4	15.0	-3.1	-1.5	-29.8	22.2	23.6	1.6	2.1
Italy	14.0	14.5	10.1	0.0	7.6	16.1	23.0	17.2	23.5
Cyprus <sup>(*)</sup>	22.4	29.3	-2.1	-54.8	-4.7	28.7	25.9	6.4	25.9
Latvia	18.1	22.2	15.0	9.0	10.3	26.4	30.2	5.7	17.2
Lithuania	13.2	23.6	8.0	4.9	-2.7	25.8	31.8	10.5	14.1
Luxembourg <sup>(*)</sup>	8.8	1.3	:	3.1	-14.0	14.7	19.5	11.9	19.3
Hungary <sup>(*)</sup>	16.8	22.4	23.5	1.9	-4.0	30.2	34.7	8.8	21.6
Malta <sup>(*)</sup> <sup>(*)</sup>	4.9	14.5	:	:	-15.2	15.6	14.9	18.5	7.2
Netherlands	17.8	14.3	9.0	0.7	7.3	13.7	22.6	14.0	17.0
Austria	20.2	17.3	15.4	11.6	7.4	20.0	26.0	20.9	26.9
Poland	13.2	16.3	1.1	-3.8	-11.4	24.8	27.6	7.6	17.7
Portugal	13.8	21.0	2.8	-13.1	-11.1	17.2	21.5	16.0	16.2
Romania	9.2	22.6	-8.3	4.5	-14.5	16.7	18.2	12.4	-4.3
Slovenia	6.6	10.7	3.0	-12.4	-21.6	17.9	22.9	10.7	9.9
Slovakia	18.0	23.5	12.3	-5.5	3.3	28.4	29.6	12.7	15.0
Finland	16.3	9.0	9.8	-2.3	6.6	10.8	24.9	14.9	15.9
Sweden	7.7	2.1	3.7	-5.4	3.6	10.8	22.4	4.9	8.8
Iceland <sup>(*)</sup>	13.8	12.0	3.1	-1.1	-17.9	9.9	25.9	:	:
Norway <sup>(*)</sup>	15.1	9.6	6.6	-5.4	-0.4	12.9	22.1	18.7	15.6
Switzerland	18.4	14.2	14.7	1.9	7.5	18.9	33.2	19.2	22.5

(: ) not available

Note: For all the countries except Czechia: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for Czechia: enterprises employing 1 or more employees, NACE Rev. 2 B to S.

Gender pay gap data for 2023 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2028

(\*) Definition differs (see metadata)

(\*) Unreliable data: CY: sections D, E, L; MT: section L; IS: sections E, F.

(\*) Confidential data: LU: section D; MT: sections D, E.

Source: Eurostat (online data code: earn\_gr\_gpgr2)

# Gender pay gap higher in the private sector in 2023

- In all EU countries, except for Hungary and Slovenia, a higher gender pay gap was recorded in **the private sector** than in the public sector.
- The gender pay gap here varied from 6.1% in Belgium to 21.6% in Cyprus.
- In the public sector it varied from -4.1% in Cyprus to 19.7% in Hungary.
- This may be due to the fact that pay in the public sector is determined by **transparent wage grids** that apply equally to men and women.

The unadjusted gender pay gap by economic control (%), 2023

	Public	Private
Belgium	-0.5	6.1
Bulgaria	7.4	15.6
Czechia <sup>(1)</sup>	16.3	19.8
Denmark	10.8	13.2
Germany	11.9	19.5
Spain	7.0	14.1
Croatia	5.0	13.4
Italy	-0.2	16.7
Cyprus	-4.1	21.6
Latvia	13.8	16.9
Lithuania	9.2	12.5
Hungary	19.7	17.8
Netherlands	9.8	17.8
Poland	1.0	13.9
Portugal	6.0	17.7
Romania	2.9	9.1
Slovenia	11.8	7.4
Slovakia	13.1	17.9
Finland	16.2	17.2
Sweden	7.5	9.5
Iceland	7.9	13.9
Norway <sup>(1)</sup>	6.8	15.8
Switzerland	14.3	18.0

Note: For all the countries except Czechia: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for Czechia: enterprises employing 1 or more employees, NACE Rev. 2 B to S;

Data not available for EE, EL, FR, IE, LU, MT, AT

Gender pay gap data for 2023 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2028

(<sup>1</sup>) Definition differs (see metadata)

Source: Eurostat (online data code: earn\_gr\_gpgr2ct)

# Fewer and lower-paid female managers

- An important reason for the gender pay gap is that women are often under-represented in higher-earning positions in companies.
- In 2023, women held on average 34.8% of managerial positions in the EU.
- Female managers **earn 23% less** per hour than male managers.



# Women and Career choices

- Although more women than men finish higher education in the EU, they are less represented in the labour market.
- Girls are steered away from well paid economic sectors by teachers, parents, and peers (Cimpion, Lubienski & Miller, 2016).
- They opt for jobs dominated by women.
- Jobs dominated by women **pay less**: society does not value women's work.

## Women are paid less than men in nearly **EVERY** occupation

It's true in male-dominated and female-dominated fields

### MEDIAN WEEKLY EARNINGS BY OCCUPATION:

#### Registered Nurses



Women make up **87%** of workers in occupation

Women Registered Nurses make **85¢** on the dollar

\$1,454 MEN  
\$1,240 WOMEN

#### Financial Managers



Women make up **51%** of workers in occupation

Women Financial Managers make **66¢** on the dollar

\$1,880 MEN  
\$1,242 WOMEN

#### Drivers & Truck Drivers



Women make up **7%** of workers in occupation

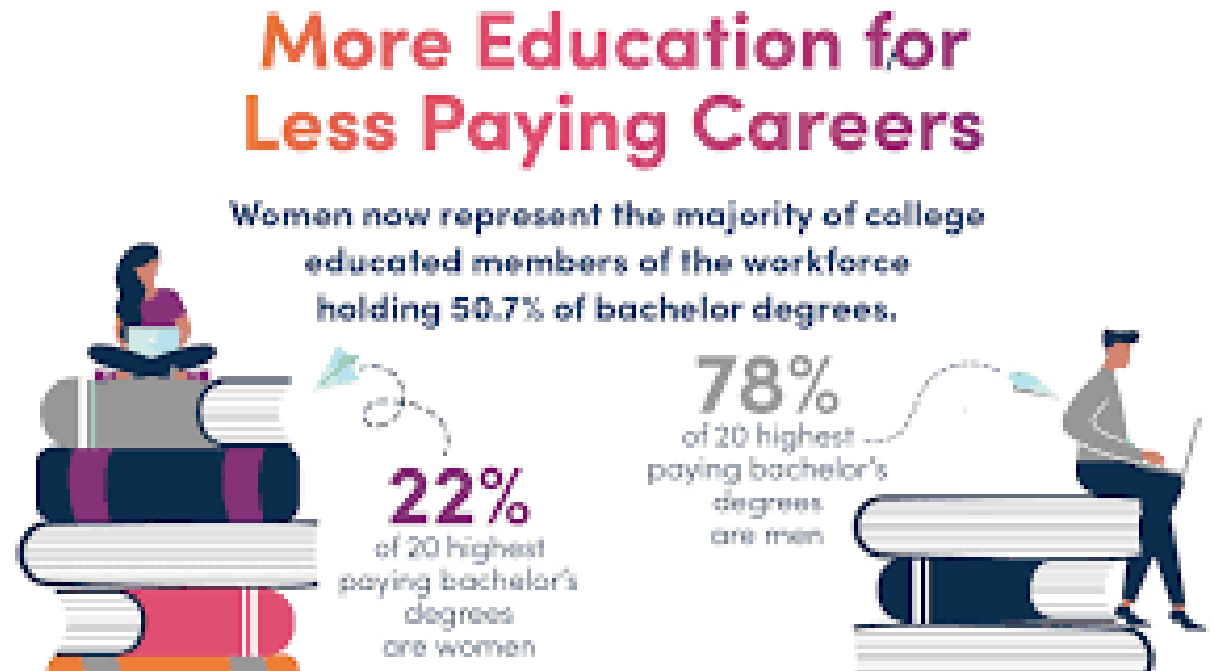
Women Drivers & Truck Drivers make **72¢** on the dollar

\$916 MEN  
\$666 WOMEN

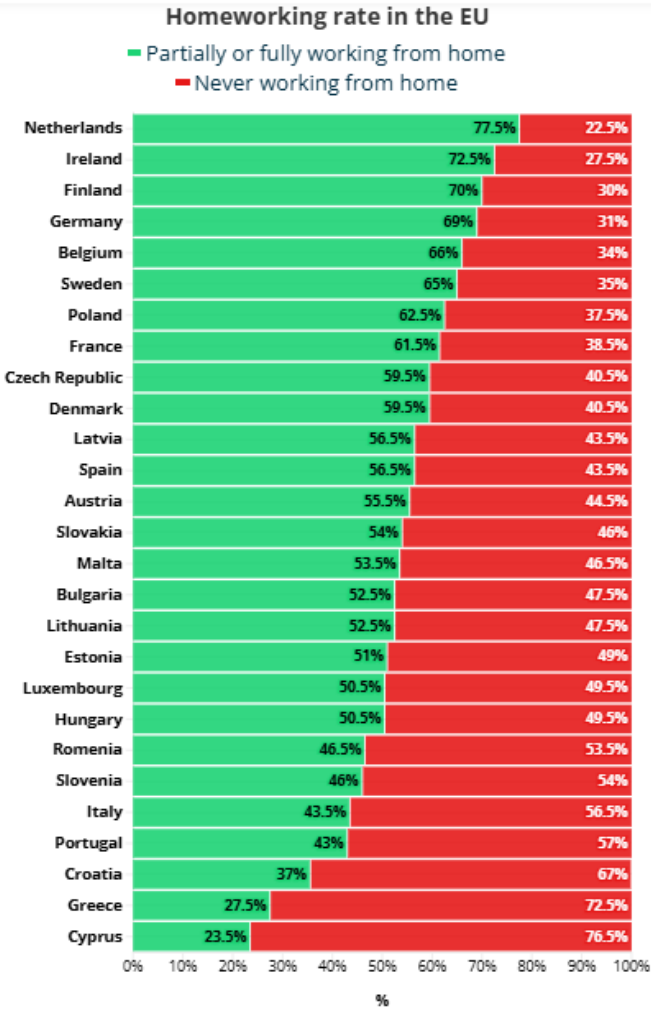
To tackle the wage gap, a large majority of women want more government action—such as requiring salary ranges in job postings and reporting of company pay data.

# Career choices

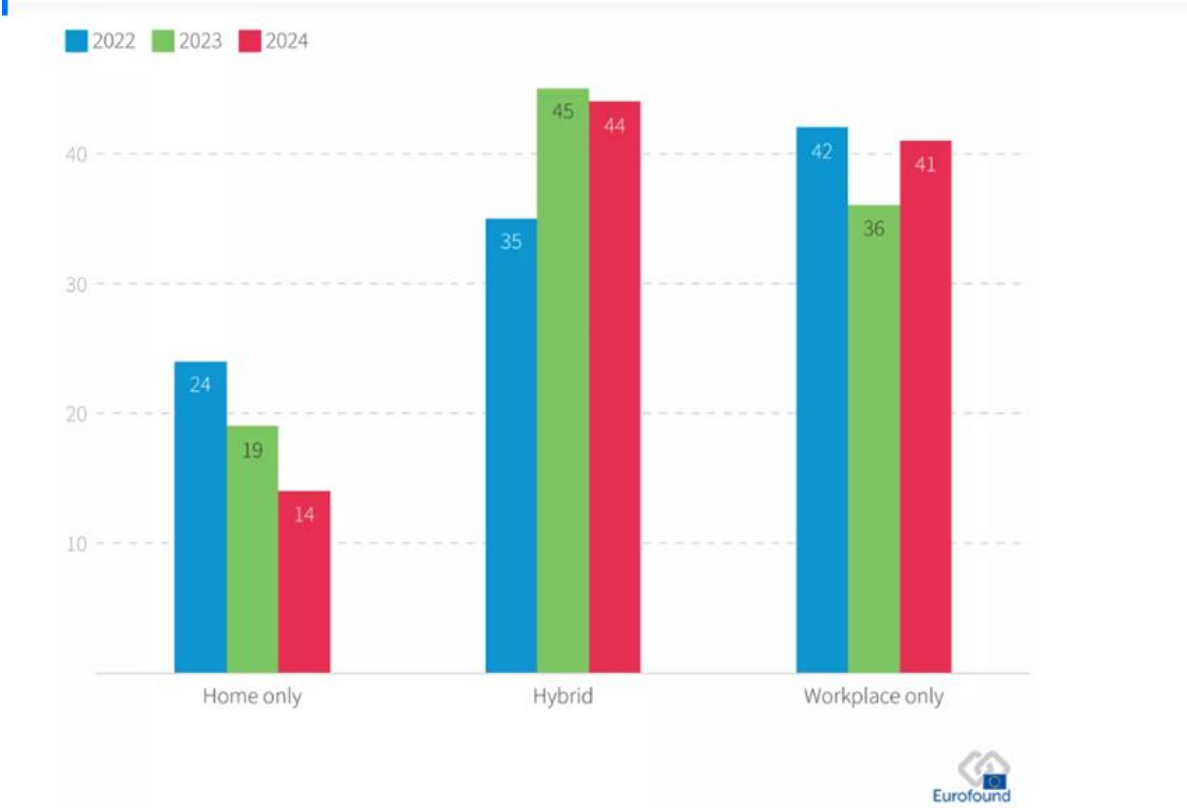
- Women don't enter high paying professions dominated by men because they are less likely to:
  - Find female role models
  - Face sexual harassment
  - Be interrupted in meetings
  - Find mentors
  - Face bias and discrimination



# Women prefer career paths that have flexible schedules



## Workplace arrangements in the EU in jobs that can be performed from home



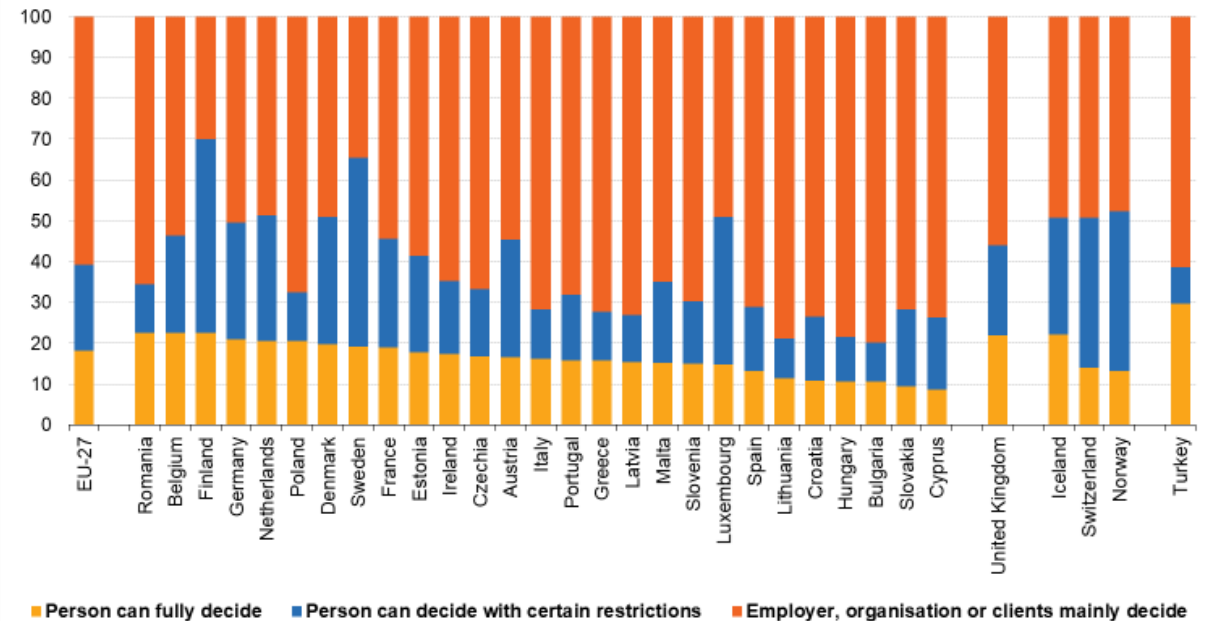
Source: Eurofound, Living and Working in the EU (2024, published in January 2025)  
The survey considers only workers that are able to perform from home as well as from the office



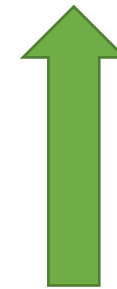
# Flexi-time

- **Implementation varies by country:** Countries with more prevalent teleworking practices, tend to have higher rates of working time autonomy.
- **Skill and sector differences:** Flexible work options are more available to highly skilled workers and often vary depending on the job sector.

Employed persons by flexibility to decide on working time by country, 2019 (%)



Source: Eurostat (online data code: lfso\_19fxwt01)



# Other flexible options

Practice	Description
Term-time working	Employees are employed on a permanent basis but can take leave during school holidays
Flexitime	Employees build up hours worked, so that they can come in late, leave early or take days off as needed
Compressed hours	Employees are employed on a full-time contract, but may work their contracted hours in four days rather than five
Commissioned outcomes	Employees have no fixed hours, but rather an agreed output level that must be met over a certain period of time
Mobile working	Working away from the typical workplace, including working from home
Annual hours	Employees must work a fixed number of hours over the year, but this may not be consistent across the entire year
Childcare support	Employers may have an on-site nursery (either permanent or during set periods, such as school holidays) or subsidise childcare costs

Source: CIPD (2017); ACAS (2015).<sup>13</sup>

# Gender, Ethnicity and Disability pay gap

## Ethnicity – EIGE, 2024, Malta

Mean monthly earnings (PPS, +16 working population)

Native born



Foreign born



EU-born

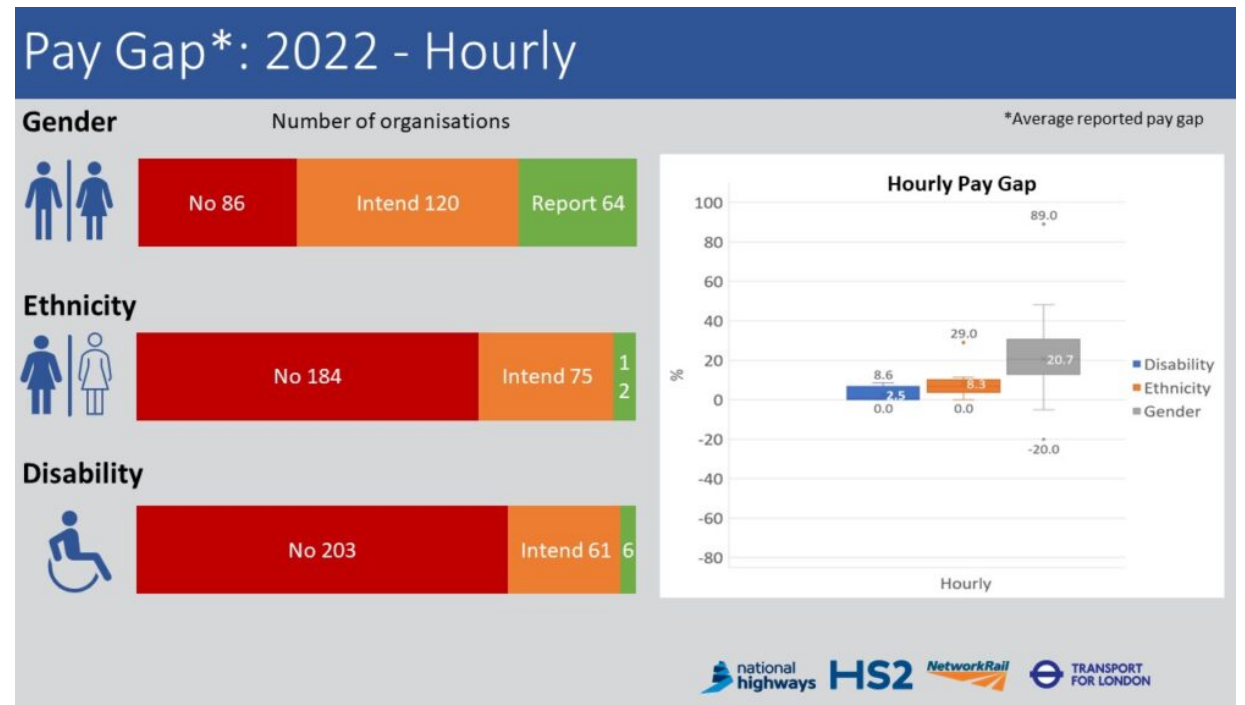


Non-EU born



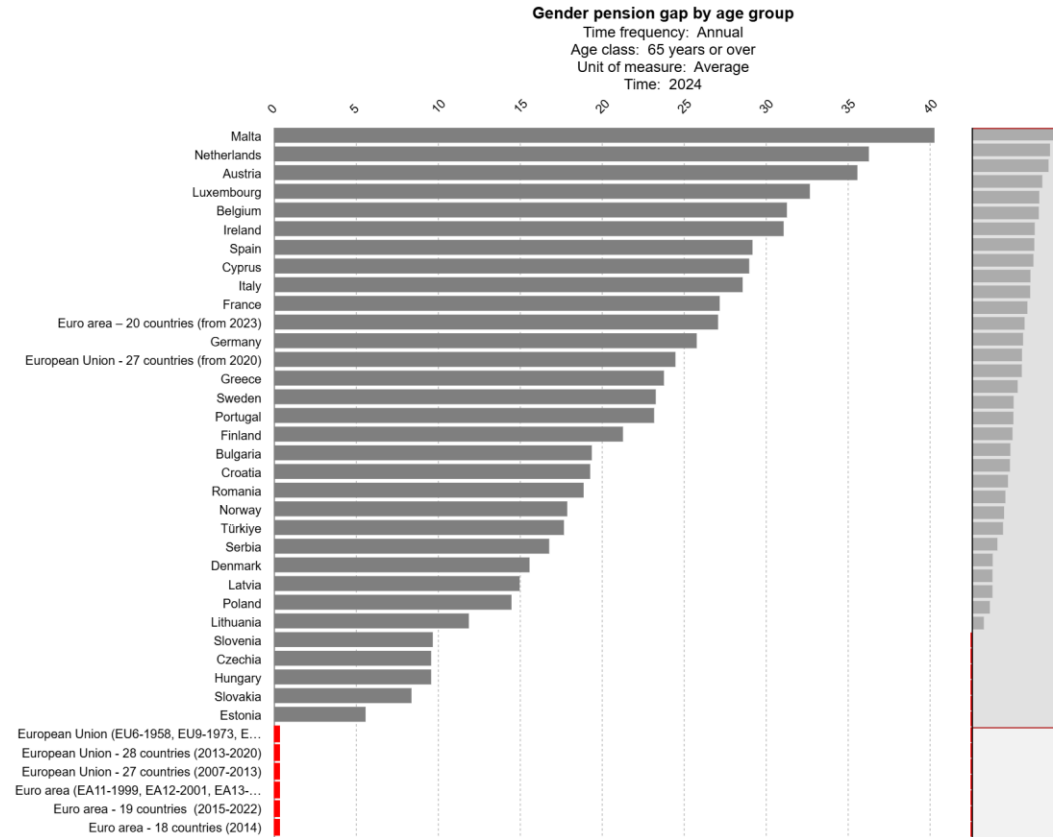
Source: EIGE's calculation with microdata, EU SILC, 2022, FR, LU break in times series. EU born and non-EU born not available for EE, LV, SI.  
n/a: data not available or not published due to reliability problems

## UK, Gender, Ethnicity, Disability



# Consequences of the gender pay gap – face poverty in old age

- The gender pay gap means women are at higher risk of poverty in old age.
- Women in Europe receive, on average, [29% less in retirement](#) than men, mainly due to shorter careers, fewer hours and lower wages.



Gender pension gap by age group [ilc\_pnp13\$defaultview]

Source of data: Eurostat - Last updated date: 27/01/2025 23:00

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# The benefits of closing the gap

- Reducing the gender pay gap:
  - Creates greater gender equality
  - reduces poverty
  - stimulates the economy, as women would get more to spend more.
- This would increase the tax base and would relieve some of the burden on welfare systems.

**HELP TO CLOSE THE GENDER PAY GAP**

The infographic is set against a dark red background. At the top, the title 'HELP TO CLOSE THE GENDER PAY GAP' is written in a bold, white, distressed font. Below the title, the word 'GAP' is written in a large, bold, white font. Six strategies are listed in two columns, each with a white circular icon and a text label. The strategies are: Flexibility (calendar icon), Encourage Salary Negotiation (hand holding coin icon), Skills Tasks (puzzle pieces icon), Transparency (magnifying glass over eye icon), Structured Interviews (people and speech bubbles icon), and Diversity Managers (diverse group of people icon).

- Flexibility
- Encourage Salary Negotiation
- Skills Tasks
- Transparency
- Structured Interviews
- Diversity Managers

**AKA RECRUITMENT**



**un-equal·payday** **PES** **zij·kant**  
Socialists & Democrats  
WOMEN

**NOT ALL TASKS  
CAN BE SHARED.  
BUT MOST OF  
THEM CAN.**

Close the gender pay  
gap at [equalpayday.eu](http://equalpayday.eu)

