

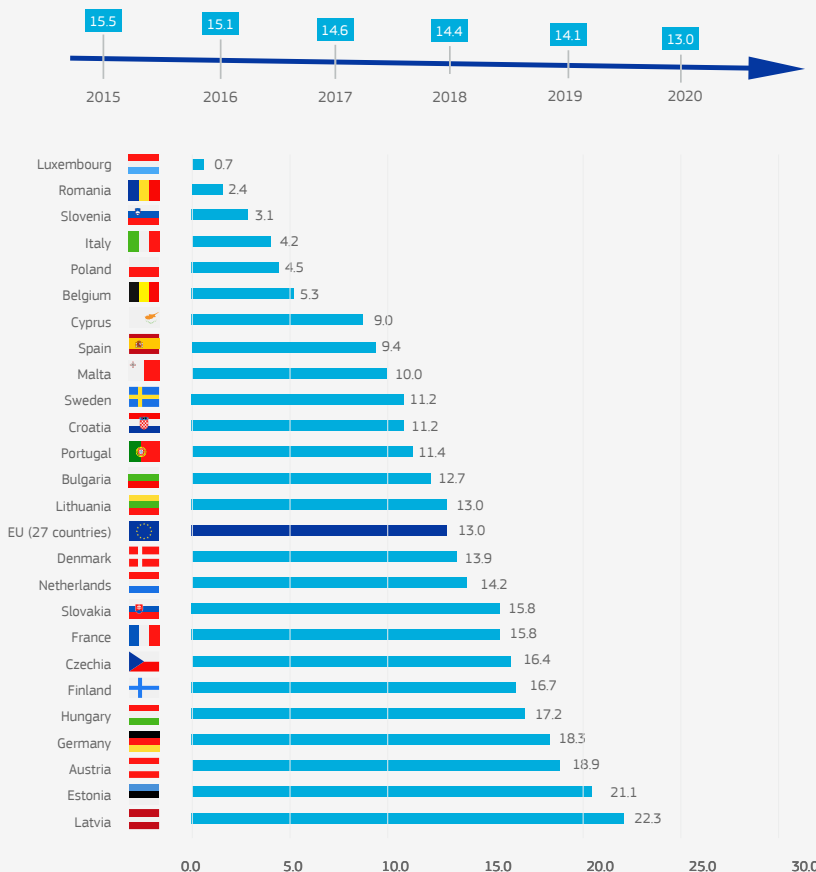
Equal Pay? Time to close the gap!

Factsheet | November 2022

WHAT IS THE GENDER PAY GAP?

It is the difference between the average gross hourly earnings of working men and women.

THE GENDER PAY GAP PER EU COUNTRY



- The Gender Pay Gap in the EU is **13%**
- Women would need to work **1.5 extra months** to make up the difference
- Women on average earn **0.87€** for every **1€** earned by men
- Progress is steady but **slow**
- The gap decreased by only **2.8% pp** in **10 years**

*Difference between average gross hourly earnings of male and female employees as % of male gross earnings, 2020
*Ireland, Greece: data not available



WHAT IS THE EUROPEAN COMMISSION DOING TO TACKLE THE GENDER PAY GAP?

Addressing the gender pay gap and its root causes is one of the key objectives of the Gender Equality Strategy 2020-2025.

PAY TRANSPARENCY PROPOSAL

In March 2021, the Commission presented a proposal on pay transparency to ensure that women and men in the EU get equal pay for equal work or work of equal value.

WORK-LIFE BALANCE DIRECTIVE

New work-life balance rights apply in the EU making it easier for both parents to combine family and caring responsibilities with paid work.

GENDER BALANCE ON CORPORATE BOARDS

Adoption of the new rules to help break the glass ceiling. The proposed Directive on improving the gender balance on corporate boards will set the aim of a minimum of 40% of non-executive members of the under-represented sex on company board

EUROPEAN CARE STRATEGY

The Commission adopted a new European Care Strategy to ensure quality, affordable and accessible care services across the European Union and improve the situation for both care receivers and the people caring for them, professionally or informally



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