

8 March 2017: International Women's Day

## Only 1 manager out of 3 in the EU is a woman...

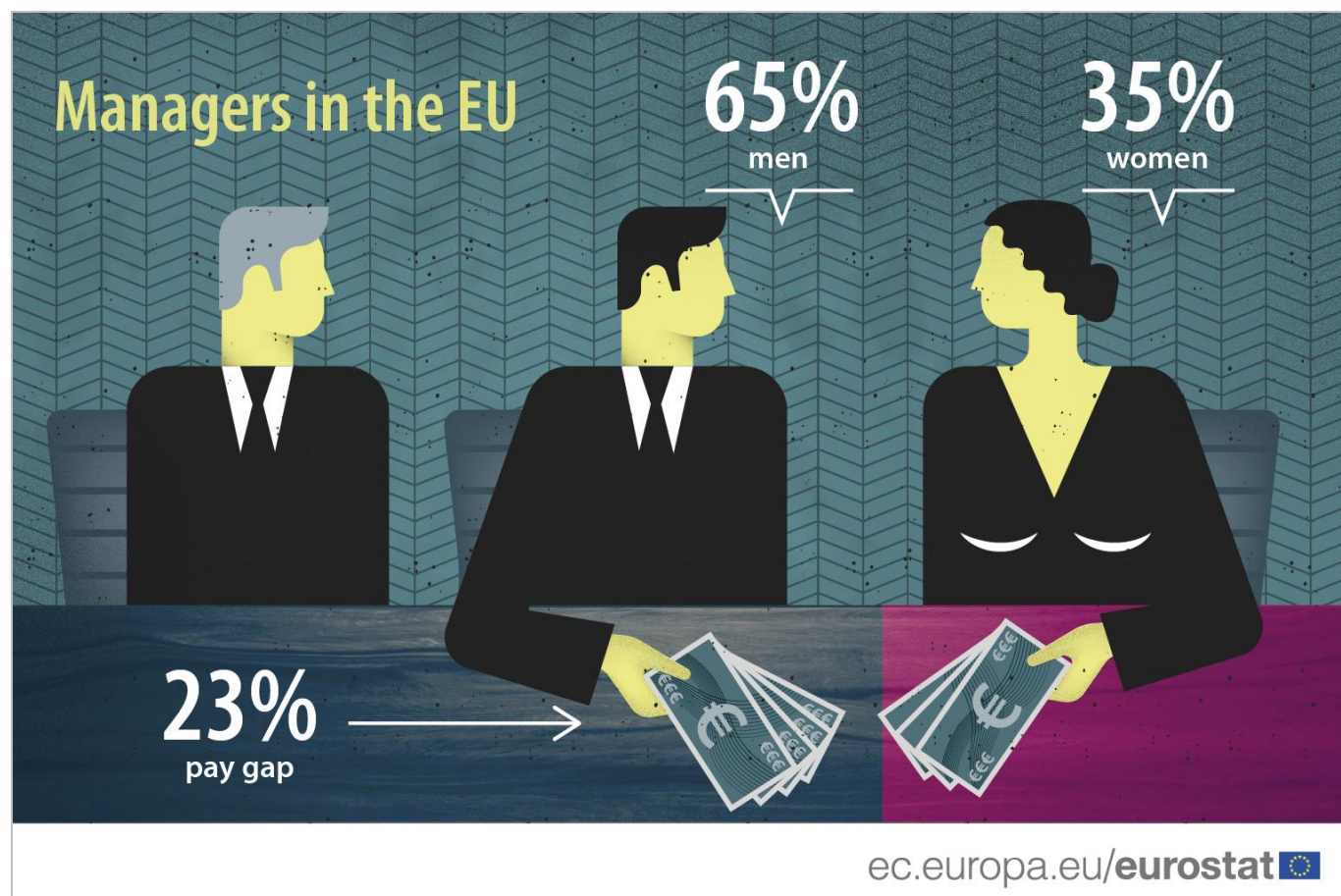
... earning on average almost a quarter less than a man

Nearly 7.3 million persons hold managerial positions in enterprises with 10 employees or more located in the **European Union (EU)**: 4.7 million men (65% of all managers) and 2.6 million women (35%). In other words, although representing approximately half of all employed persons in the **EU**, women continue to be under-represented amongst managers.

In addition, those women in managerial positions in the **EU** earn 23.4% less on average than men, meaning that female managers earn on average 77 cents for every euro a male manager makes per hour.

This pattern at EU level masks significant discrepancies between Member States regarding both positions and pay.

This information, extracted from the four-yearly structure of earnings survey for reference year 2014, is published by **Eurostat, the statistical office of the European Union**, on the occasion of International Women's Day. This News Release only shows a small part of the large amount of gender based data available at Eurostat.



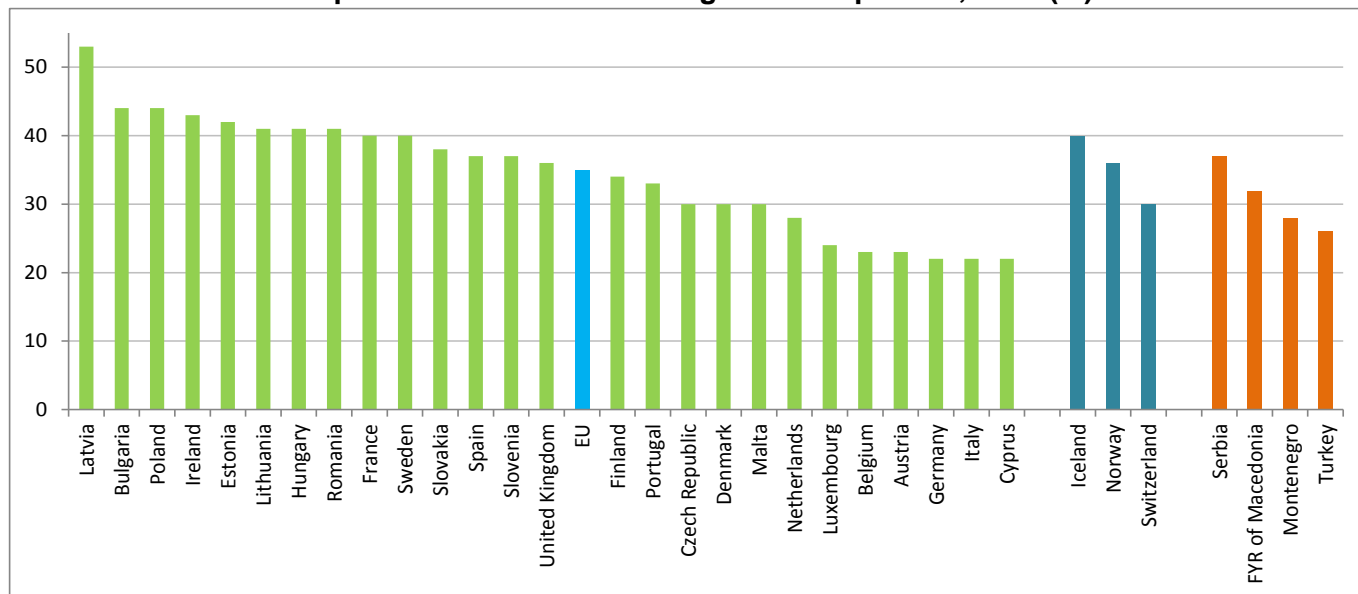
## Managers are mostly women only in Latvia

The largest share of women among managerial positions is recorded in **Latvia**, the only Member State where women are a majority (53%) in this occupation. It is followed by **Bulgaria** and **Poland** (both 44%), **Ireland** (43%), **Estonia** (42%), **Lithuania**, **Hungary** and **Romania** (all 41%) as well as **France** and **Sweden** (both 40%).

At the opposite end of the scale, women account for less than a quarter of managers in **Germany**, **Italy** and **Cyprus** (all 22%), **Belgium** and **Austria** (both 23%) as well as **Luxembourg** (24%).

At EU level, about a third (35%) of managers are women.

Proportion of women in managerial occupations, 2014 (%)



Data not available for Croatia and Greece.

## Lowest gender pay gap for managers in Romania, largest in Hungary and Italy

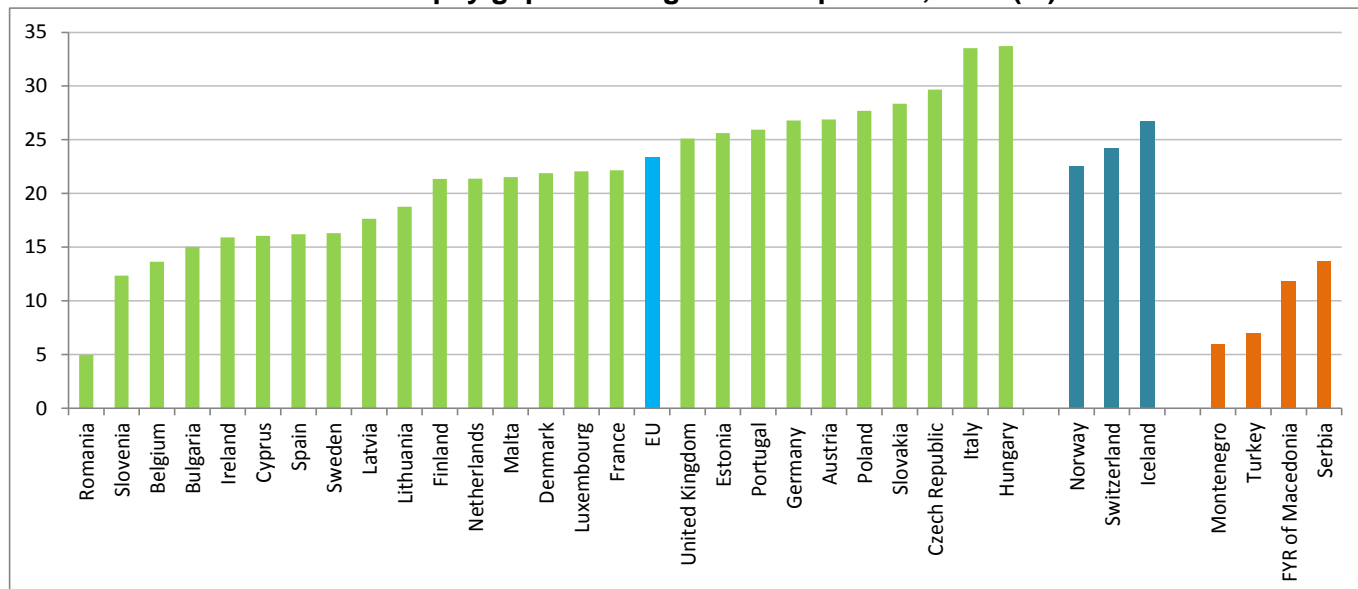
Differences between women and men in managerial positions also concern wages. In every EU Member State, male managers earn more than female managers, albeit in different proportions.

The gender pay gap in managerial positions is the narrowest in **Romania** (5.0%), ahead of **Slovenia** (12.4%), **Belgium** (13.6%) and **Bulgaria** (15.0%).

In contrast, a female manager earns about a third less than her male counterpart in **Hungary** (33.7%), **Italy** (33.5%) as well as the **Czech Republic** (29.7%), and about a quarter less in **Slovakia** (28.3%), **Poland** (27.7%), **Austria** (26.9%), **Germany** (26.8%), **Portugal** (25.9%), **Estonia** (25.6%) and the **United Kingdom** (25.1%).

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.

Gender pay gap in managerial occupations, 2014 (%)



Data not available for Croatia and Greece.

## 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.

In this News Release, EU aggregates exclude Greece and Croatia for which data are not available.

## Methods and definitions

Data presented in this News Release come from the latest results (for the year 2014) the four-yearly **Structure of Earnings Survey** (SES).

The unadjusted **gender pay gap** (GPG) is calculated according to the following definition:

$$\text{GPG} = \frac{\text{average gross hourly earnings of male paid employees} - \text{average gross hourly earnings of female paid employees}}{\text{average gross hourly earnings of male paid employees}}$$
 expressed in %.

In this News Release, it covers managerial positions in enterprises with 10 employees or more in the sectors of industry, construction and services (except public administration, defence, compulsory social security) according to NACE Rev. 2 (aggregated sections B to S excluding O). The EU gender pay gap for managers is calculated as the weighted mean of the gender pay gaps in EU Member States, where the numbers of managers in Member States are the weights.

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 sectors/occupations with, on the average, higher earnings compared to other sectors/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.

**Managerial positions** are defined according to the International Standard Classification of Occupations (ISCO-08), which is managed by the International Labour Organisation (ILO). It is a revision of the ISCO-88, which it supersedes. ISCO-08 is a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job. ISCO-08 has been developed to facilitate international comparisons of occupational statistics and to serve as a model for countries developing or revising their national occupational classifications. The framework used for the design and construction of ISCO-08 is based on two main concepts: the concept of job, and the concept of skill.

## For more information

Eurostat website section dedicated to gender based indicators.

Eurostat website section dedicated to statistics on earnings.

Eurostat database on earnings.

The UN website dedicated to the International Women's Day.

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## Women in managerial occupations, 2014

	Number of employees				Mean hourly earnings (in euros)			
	Total	Men	Women	Share of women	Total	Men	Women	Gender pay gap
<b>EU</b>	7 240 313	4 672 744	2 567 570	35%	28.82	32.08	22.88	23.4%
<b>Belgium</b>	80 898	62 164	18 734	23%	38.63	39.89	34.45	13.6%
<b>Bulgaria</b>	85 779	48 451	37 329	44%	5.65	6.05	5.14	15.0%
<b>Czech Republic</b>	146 094	102 814	43 280	30%	12.23	13.41	9.43	29.7%
<b>Denmark</b>	131 969	92 646	39 323	30%	47.09	50.37	39.34	21.9%
<b>Germany</b>	708 369	550 074	158 295	22%	43.46	46.22	33.84	26.8%
<b>Estonia</b>	23 343	13 622	9 721	42%	10.6	11.86	8.82	25.6%
<b>Ireland</b>	110 110	62 222	47 888	43%	31.52	33.87	28.48	15.9%
<b>Greece</b>	:	:	:	:	:	:	:	:
<b>Spain</b>	207 869	131 843	76 026	37%	23.16	24.62	20.63	16.2%
<b>France</b>	1 373 791	821 725	552 066	40%	30.65	33.65	26.19	22.2%
<b>Croatia</b>	:	:	:	:	:	:	:	:
<b>Italy</b>	133 334	104 055	29 278	22%	41.02	44.28	29.44	33.5%
<b>Cyprus</b>	8 578	6 724	1 854	22%	26.82	27.79	23.33	16.0%
<b>Latvia</b>	54 540	25 762	28 778	53%	7.92	8.73	7.19	17.6%
<b>Lithuania</b>	79 003	46 864	32 139	41%	7.08	7.67	6.23	18.8%
<b>Luxembourg</b>	20 772	15 690	5 082	24%	46.84	49.51	38.59	22.1%
<b>Hungary</b>	115 711	68 068	47 643	41%	9.91	11.51	7.63	33.7%
<b>Malta</b>	12 277	8 557	3 720	30%	17.89	19.14	15.02	21.5%
<b>Netherlands</b>	361 826	260 677	101 149	28%	31.49	33.49	26.33	21.4%
<b>Austria</b>	104 891	80 974	23 917	23%	34.6	36.86	26.95	26.9%
<b>Poland</b>	573 942	320 610	253 332	44%	11.03	12.57	9.09	27.7%
<b>Portugal</b>	71 837	48 073	23 763	33%	19.77	21.63	16.02	25.9%
<b>Romania</b>	232 462	136 473	95 988	41%	6.67	6.81	6.47	5.0%
<b>Slovenia</b>	19 493	12 237	7 256	37%	19.38	20.31	17.8	12.4%
<b>Slovakia</b>	86 762	53 483	33 279	38%	10.91	12.24	8.77	28.3%
<b>Finland</b>	45 454	29 822	15 632	34%	40.24	43.43	34.16	21.3%
<b>Sweden</b>	199 798	120 689	79 109	40%	34.68	37.07	31.03	16.3%
<b>United Kingdom</b>	2 251 412	1 448 427	802 986	36%	32.07	35.22	26.38	25.1%
<b>Iceland</b>	6 057	3 621	2 436	40%	30.98	34.71	25.44	26.7%
<b>Norway</b>	148 327	95 304	53 023	36%	47.55	51.73	40.05	22.6%
<b>Switzerland</b>	293 995	206 847	87 147	30%	52.64	56.72	42.96	24.3%
<b>Montenegro</b>	2 495	1 791	703	28%	8.68	8.83	8.3	6.0%
<b>FYR of Macedonia</b>	13 995	9 481	4 514	32%	5.35	5.56	4.9	11.9%
<b>Serbia</b>	55 953	34 972	20 981	37%	5.62	5.92	5.11	13.7%
<b>Turkey</b>	401 953	299 165	102 788	26%	11.65	11.86	11.03	7.0%

: Data not available

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