

## Appendix 1: Time series data - public sources

### Time series data tables (earnings per month)

#### Africa: 1996 – 2005

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Botswana	-	-	2.9	3.5	11.2	-	16.3	20.2	18.2	23.3
Egypt (epw)	18.6	13.8	14.8	21.6	26.0	15.3	16.8	16.8	12.4	-
Saint Helena	21.2	23.8	24.0	15.7	18.1	13.6	12.6	-	-	-

epw = earnings per week

Based on earnings per month unless otherwise indicated

Source: ILO

#### Asia: 1996 – 2006

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Central Asia</b>											
Armenia	-	-	-	-	48.1	54.2	59.3	57.9	46.6	44.3	35.3
Georgia	-	-	-	47.9	38.7	49.3	49.7	47.4	46.2	51.1	-
Kazakhstan	-	-	24.2	32.4	38.5	41.3	38.3	39.2	38.1	-	-
Mongolia	-	-	-	-	7.6	11.8	5.7	12.5	10.5	16.1	-
<b>Eastern Asia</b>											
Japan	37.2	36.9	36.1	35.4	34.5	34.7	33.5	33.2	32.8	34.2	33.4
Republic of Korea	39.1	37.9	36.3	36.7	36.8	35.7	36.1	37.1	37.7	37.4	36.6
<b>Middle East</b>											
Bahrain	-	-	-4.4	3.8	2.5	8.0	5.9	0.4	-9.5	-16.3	-
Islamic Republic of Iran	17.9	19.2	20.9	21.9	22.2	19.5	-	-	-	-	-
West Bank/ Gaza Strip (epd)	16.8	32.0	33.2	29.0	30.8	24.4	19.2	17.1	16.7	15.7	15.4
<b>South Asia</b>											
Singapore	-	-	28.2	27.8	28.1	28.2	27.9	28.0	27.5	27.7	27.3
Sri Lanka (eph)	-	7.4	15.9	14.4	12.2	11.9	9.9	10.7	11.1	7.3	-

epd = earnings per day, eph = earnings per hour

Based on earnings per month unless otherwise indicated

Source: ILO

#### Latin America: 1996 – 2006

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Brazil	24.3	21.8	18.9	19.7	17.7	18.8	17.7	-	-	-	-
Colombia	-	-	-	-	-	-	15.8	16.0	24.7	19.0	21.5
Costa Rica (eph)	-	-	-	-	-	-8.8	-2.1	-8.0	-3.5	2.4	-2.2
El Salvador	-	-	22.9	21.7	20.9	23.2	26.3	22.6	19.0	-	-
Mexico	11.1	17.0	15.0	17.3	17.0	17.7	17.2	15.7	16.0	16.5	15.5
Panama (eph)	-	-	-	-	-	-	4.5	8.7	4.5	3.8	3.8

eph = earnings per hour

Based on earnings per month unless otherwise indicated

Source: ILO

### Europe: 1996 - 2006

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Baltic States</b>											
ee Estonia	27	28	26	26	25	24	24	24	24	25	-
lv Latvia	-	-	20	20	20	16	16	16	14br	16r	16
lt Lithuania	22	23	22	16	16	16	16	17	16	17	-
<b>British Isles</b>											
ir Ireland	21	19	20	22	19	17	-	14b	11p	9p	9p
uk UK	24	21	24	22	21	21	23b	22	22	20p	-
<b>Central Europe</b>											
at Austria	20	22	21	21	20	20	-	17b	18	18	20
ch Switzerland	23	-	22	-	21	-	21	-	19	-	19
cz Czech Republic	21	21	25	22	22	20	19	19	19	19	18
hu Hungary	23	24	23	21	21	20	16	12r	14r	11r	11
sk Slovakia	-	-	-	23	22	23	27	23	24	24	22
<b>Eastern Europe</b>											
bg Bulgaria	-	-	-	-	-	22r	21r	18r	16r	15r	14
hr Croatia	-	-	-	-	-	-	-	11	11	11	-
pl Poland	-	-	-	15	-	12	11	11	10	10	12
ro Romania	24	24	20	17	17	18	17	18	14b	13	10
si Slovenia	15	14	11	14	12	11	9	7p	8p	8p	8p
<b>Iberian Peninsula</b>											
pt Portugal	6	7	6	5	8	10	8	9	5b	9	-
es Spain	14	14	16	14	15	17	21b	18	15	13p	13p
<b>Nordic Region</b>											
dk Denmark	15	13	12	14	15	15	18b	18	17	18	17
fi Finland	17	18	19	19	17	17	20b	20	20	20	20
no Norway	-	16	16	17	17	17	16	16	16	16	16
se Sweden	17	17	18	17	18	18	17	16	17	16	16
<b>Southern Europe</b>											
cy Cyprus	28	27	26	27	26	26	25	25	25	25	24p
gr Greece	15	13	12	13	15	18	17	11b	10	9p	10p
it Italy	8	7	7	8	6	6	-	-	7p	9	-
mt Malta	-	-	-	-	11	9	6	4	4	4	3
<b>Western Europe</b>											
be Belgium	10	10	9	11	13	12	-	-	6b	7	7p
fr France	13	12	12	12	13	14	13	12b	12	12	11
de Germany (inc.ex-GDR)	21	21	22	19	21	21	22b	23	23	22	22
lu Luxembourg (Gr-Duché)	19	19	18	17	15	16	17	15	14	14	14
nl Netherlands	23	22	21	21	21	16	16	18	19	18	-

b = break in series, p = provisional, r = revised

Based on average hourly gross earnings

Source: Eurostat

**Oceania: 1996 – 2006**

	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Australia (eph)	11.2	-	11.5	-	12.3	-	10.3	-	13.6	-	14.1
New Zealand	18.0	17.6	16.5	16.2	15.6	15.9	15.0	14.9	14.1	13.8	-

eph = earnings per hour

Based on earnings per month unless otherwise indicated

Source: ILO

## Appendix 2: Worldwide gender pay gap - public sources

### Worldwide gender pay gap 2006

Africa	
Country (source type)	%
Botswana (DA-2)	23.3†
Egypt (CA) (epw)	12.4‡
Madagascar (BA) (eph)	26.1†
Saint Helena (FC)	12.6††

† = 2005, ‡ = 2004, †† = 2002, epw = earnings per week, eph = earnings per hour

Based on earnings per month unless otherwise indicated

Source: ILO

Asia	
Country (source type)	%
Armenia (DA)	35.3
Bahrain (FA)	-40.0
Georgia (CA)	51.1†
Islamic Republic of Iran	19.5**
Israel	16.7 <sup>1</sup>
Japan (DA)	33.4
Jordan (DA)	15.4†
Kazakhstan (CA)	38.1
Mongolia (DA) (eph)	16.1†
Philippines (BA) (wpd)	5.3
Qatar (BA)	-2.2†
Republic of Korea (DA-1)	31.5
Singapore (FA)	27.3
Sri Lanka (DA) (eph)	7.3†
Thailand (BA)	9.3
West Bank and Gaza Strip (BA) (epd)	15.4

† = 2005, \*\* = 2001, eph = earnings per hour, wpd = wage rates per day, epd = earnings per day

Based on earnings per month unless otherwise indicated

Source: ILO

Americas	
Country	%
Bermuda (CA)	4.9†
Brazil	17.7‡
Canada	27.5 <sup>2</sup>
Colombia (BA)	21.5
Costa Rica (BA) (eph)	-2.2
El Salvador (BA)	19.0‡
Guadaloupe (eph)	9.1**
Martinique (eph)	8.7**

<sup>1</sup> Source: Income Survey 2005, Income of Individuals, Table 20: Gross income per employee from wages and salary, by occupation and sex. Central Bureau of Statistics (Israel)

<sup>2</sup> Source: Canadian Labour Congress

Mexico (BA-1)	15.5
Panama (BA) (eph)	3.8
Paraguay	31.3*
United States (eph)	22.4 <sup>3</sup>

† = 2005, ‡ = 2004, \* = 2003, \*\* = 2001, eph = earnings per month  
Based on earnings per month unless indicated otherwise  
Source: ILO

Europe	
Country (source type)	%
Austria	20
Belgium	7p
Bulgaria	14
Croatia	11†
Cyprus	24p
Czech Republic	18
Denmark	17
Estonia	25†
Finland	20
France	11
Germany (including ex-GDR from 1991)	22
Greece	10p
Hungary	11
Ireland	9p
Italy	9†
Latvia	16
Lithuania	15†
Luxembourg (Grand-Duché)	14
Malta	3
Netherlands	18†
Norway	16
Poland	12
Portugal	9†
Romania	10
Slovakia	22
Slovenia	8p
Spain	13p
Sweden	16
Switzerland	19
United Kingdom	20p†

p = provisional, † = 2005  
Based on average hourly gross earnings  
Source: Eurostat

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<sup>3</sup> Source: U.S. Census Bureau 2007

Oceania	
Country	%
Australia (DA-1) (eph)	14.1
French Polynesia	10.7*
New Zealand (DA-3)	13.8†

† = 2005, \* = 2003, eph = earnings per hour

Based on earnings per month unless indicated otherwise

Source: ILO

Data source code	Type of country data source
BA	Labour Force Survey
CA	Labour-related establishment census
DA	Labour-related establishment survey
DA-1	Labour-related establishment survey
DA-2	Labour-related establishment survey
DA-3	Labour-related establishment survey
FA	Insurance records
FC	Tax records

## **Appendix 3: Individual country data sources**

### **Where known: survey name, organisation**

Australia: Survey of Employee Earnings and Hours (SEEH), Australian Bureau of Statistics (ABS).

Botswana: Survey of Employment and Employees, Central Statistics Office.

Costa Rica: Multi-purpose Household Survey, Employment Module (Encuesta de Hogares de Propósitos Múltiples, Módulo de Empleo), General Directorate of Statistics and Census, Ministry of Economy, Industry and Trade (Dirección General de Estadística y Censos (DGEC), Ministerio de Economía, Industria y Comercio).

Egypt: Employment, wages and hours of work, Central Agency for Public Mobilization and Statistics (CAPMAS).

Japan: Monthly Labour Survey (national and prefectural surveys), Ministry of Labour, Policy Planning and Research Department.

Jordan: Employment Survey for Establishments engaging five persons or more, Department of Statistics.

Kazakhstan: Labour Reports on the number of workers and remuneration according to type of economic activity, The National Statistical Agency.

Korea, Republic of: Monthly Labour Survey, Ministry of Labour, Statistics Division.

Mexico: National Urban Employment Survey (Encuesta Nacional de Empleo Urbano - ENEU) Employment Survey Coordination Office, Directorate of Short-Term Statistics, General Directorate of Statistics, National Institute of Statistics, Geography and Informatics (INEGI).

New Zealand: Quarterly Employment Survey (QES), Statistics New Zealand.

Panama: Continuous Household Survey (Encuesta Continua de Hogares), Population and Housing Section, Directorate of Statistics and Censuses.

Philippines: The Labour Force Survey, National Statistics Office.

Singapore: Continuous Household Survey (Encuesta Continua de Hogares), National Administrative Department of Statistics (DANE).

Sri Lanka: Annual Employment Survey, Department of Labour.

## Appendix 4: Sample profile – WageIndicator

### Breakdown by gender

		<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>AR Argentina</b>	Count	14542	8474	23016
	Per cent	63.2	36.8	100.0
<b>BE Belgium</b>	Count	9711	8369	18080
	Per cent	53.7	46.3	100
<b>BR Brazil</b>	Count	21691	13887	35578
	Per cent	61.0	39.0	100.0
<b>FI Finland</b>	Count	14706	17189	31895
	Per cent	46.1	53.9	100.0
<b>DE Germany</b>	Count	59967	39650	99617
	Per cent	60.2	39.8	100.0
<b>HU Hungary</b>	Count	2398	2926	5324
	Per cent	45.0	55.0	100.0
<b>IN India</b>	Count	1799	445	2244
	Per cent	80.2	19.8	100.0
<b>NL Netherlands</b>	Count	62680	48931	111611
	Per cent	56.2	43.8	100.0
<b>PL Poland</b>	Count	4023	4597	8620
	Per cent	46.7	53.3	100.0
<b>RU Russian Federation</b>	Count	1634	1460	3094
	Per cent	52.8	47.2	100.0
<b>ES Spain</b>	Count	9644	7584	17228
	Per cent	56.0	44.0	100.0
<b>UK United Kingdom</b>	Count	19853	21913	41766
	Per cent	47.5	52.5	100.0
<b>Total</b>	Count	222648	175425	398073
	Per cent	55.9	44.1	100.0



**Educational background (for explanation of the classification please see Appendix 6)**

			None	Basic	Lower secondary or second stage basic	Upper secondary	Post- secondary non- tertiary	First stage of tertiary	Second stage of tertiary	Total
<b>BE Belgium</b>	Male	Count	33	159	1088		2563	4100	108	8051
		Per cent	0.4	2.0	13.5		31.8	50.9	1.3	100.0
	Female	Count	17	90	742		2164	4001	39	7053
		Per cent	0.2	1.3	10.5		30.7	56.7	0.6	100.0
<b>FI Finland</b>	Male	Count	150	795	3832		6215	2697	116	13805
		Per cent	1.1	5.8	27.8		45.0	19.5	0.8	100.0
	Female	Count	87	996	3022		9025	2876	103	16109
		Per cent	0.5	6.2	18.8		56.0	17.9	0.6	100.0
<b>DE Germany</b>	Male	Count	298	6550	13363	7000	6480	8836	1986	44513
		Per cent	0.7	14.7	30.0	15.7	14.6	19.9	4.5	100.0
	Female	Count	129	2807	11534	4425	6366	5225	588	31074
		Per cent	0.4	9.0	37.1	14.2	20.5	16.8	1.9	100.0
<b>NL Netherlands</b>	Male	Count	209	1089	9418	2264	15439	20560	632	49611
		Per cent	0.4	2.2	19.0	4.6	31.1	41.4	1.3	100.0
	Female	Count	82	645	6198	2660	13658	15193	241	38677
		Per cent	0.2	1.7	16.0	6.9	35.3	39.3	0.6	100.0
<b>PL Poland</b>	Male	Count	6	18	109		686	1702	50	2571
		Per cent	0.2	0.7	4.2		26.7	66.2	1.9	100.0
	Female	Count	0	4	27		771	2276	30	3108
		Per cent	0.0	0.1	0.9		24.8	73.2	1.0	100.0
<b>ES Spain</b>	Male	Count	71	1377	415	2198		3492	575	8128
		Per cent	0.9	16.9	5.1	27.0		43.0	7.1	100.0
	Female	Count	16	849	383	1774		2879	439	6340
		Per cent	0.3	13.4	6.0	28.0		45.4	6.9	100.0
<b>UK United Kingdom</b>	Male	Count	24	94	2116	6450	406	8508	332	17930
		Per cent	0.1	0.5	11.8	36.0	2.3	47.5	1.9	100.0
	Female	Count	68	104	1568	8710	576	8624	148	19798
		Per cent	0.3	0.5	7.9	44.0	2.9	43.6	0.7	100.0

## Trade union membership

				Male	Female	Total
<b>AR Argentina</b>	<b>Member of the union</b>	No	Count	11783	6754	18537
			Per cent	86.4	87.6	86.9
		Yes	Count	1849	952	2801
			Per cent	13.6	12.4	13.1
	<b>Total</b>		Count	13632	7706	21338
			Per cent	100.0	100.0	100.0
<b>BE Belgium</b>	<b>Member of the union</b>	No	Count	3435	3186	6621
			Per cent	43.0	46.2	44.5
		Yes	Count	4552	3709	8261
			Per cent	57.0	53.8	55.5
	<b>Total</b>		Count	7987	6895	14882
			Per cent	100.0	100.0	100.0
<b>BR Brazil</b>	<b>Member of the union</b>	No	Count	3419	2526	5945
			Per cent	59.4	53.3	56.6
		Yes	Count	2334	2217	4551
			Per cent	40.6	46.7	43.4
	<b>Total</b>		Count	5753	4743	10496
			Per cent	100.0	100.0	100.0
<b>FI Finland</b>	<b>Member of the union</b>	No	Count	4553	4369	8922
			Per cent	32.9	26.9	29.6
		Yes	Count	9303	11884	21187
			Per cent	67.1	73.1	70.4
	<b>Total</b>		Count	13856	16253	30109
			Per cent	100.0	100.0	100.0
<b>DE Germany</b>	<b>Member of the union</b>	No	Count	44800	31013	75813
			Per cent	80.9	85.9	82.9
		Yes	Count	10593	5085	15678
			Per cent	19.1	14.1	17.1
	<b>Total</b>		Count	55393	36098	91491
			Per cent	100.0	100.0	100.0
<b>HU Hungary</b>	<b>Member of the union</b>	No	Count	169	199	368
			Per cent	7.1	6.8	7.0
		Yes	Count	2208	2709	4917
			Per cent	92.9	93.2	93.0
	<b>Total</b>		Count	2377	2908	5285
			Per cent	100.0	100.0	100.0
<b>IN India</b>	<b>Member of the union</b>	No	Count	718	167	885
			Per cent	66.4	60.1	65.1
		Yes	Count	363	111	474
			Per cent	33.6	39.9	34.9
	<b>Total</b>		Count	1081	278	1359
			Per cent	100.0	100.0	100.0
<b>NL Netherlands</b>	<b>Member of the union</b>	No	Count	43539	37372	80911
			Per cent	76.1	82.7	79.0
		Yes	Count	13695	7795	21490
			Per cent	23.9	17.3	21.0
	<b>Total</b>		Count	57234	45167	102401
			Per cent	100.0	100.0	100.0
<b>PL Poland</b>	<b>Member of the</b>	No	Count	2722	3164	5886

	union		Per cent	85.5	88.9	87.3
		Yes	Count	463	397	860
			Per cent	14.5	11.1	12.7
	Total		Count	3185	3561	6746
			Per cent	100.0	100.0	100.0
RU Russian Federation	Member of the union	No	Count	1634	1460	3094
			Per cent	100.0	100.0	100.0
			Count	1634	1460	3094
	Total		Count	1634	1460	3094
			Per cent	100.0	100.0	100.0
ES Spain	Member of the union	No	Count	5134	4937	10071
			Per cent	69.2	77.1	72.8
		Yes	Count	2286	1469	3755
			Per cent	30.8	22.9	27.2
	Total		Count	7420	6406	13826
			Per cent	100.0	100.0	100.0
UK United Kingdom	Member of the union	No	Count	15115	17488	32603
			Per cent	78.7	82.1	80.5
		Yes	Count	4080	3825	7905
			Per cent	21.3	17.9	19.5
	Total		Count	19195	21313	40508
			Per cent	100.0	100.0	100.0

### Full-time and part-time work

				Male	Female	Total
AR Argentina	Has fulltime hours	No	Count	1846	2174	4020
			Per cent	12.9	26.6	17.9
		Yes	Count	12459	6006	18465
			Per cent	87.1	73.4	82.1
	Total		Count	14305	8180	22485
			Per cent	100.0	100.0	100.0
BE Belgium	Has fulltime hours	No	Count	408	2321	2729
			Per cent	4.3	28.3	15.4
		Yes	Count	9164	5877	15041
			Per cent	95.7	71.7	84.6
	Total		Count	9572	8198	17770
			Per cent	100.0	100.0	100.0
BR Brazil	Has fulltime hours	No	Count	2231	1635	3866
			Per cent	10.3	11.9	10.9
		Yes	Count	19349	12160	31509
			Per cent	89.7	88.1	89.1
	Total		Count	21580	13795	35375
			Per cent	100.0	100.0	100.0
FI Finland	Has fulltime hours	No	Count	582	1543	2125
			Per cent	4.1	9.4	6.9
		Yes	Count	13726	14915	28641
			Per cent	95.9	90.6	93.1
	Total		Count	14308	16458	30766
			Per cent	100.0	100.0	100.0
DE Germany	Has fulltime	No	Count	1792	8477	10269

	hours	Yes	Per cent	3.0	21.8	10.5
			Count	57318	30435	87753
			within Gender	97.0	78.2	89.5
	Total	Count	59110	38912	98022	
		Per cent	100.0	100.0	100.0	
HU Hungary	Has fulltime hours	No	Count	129	255	384
			within Gender	5.4	8.7	7.2
		Yes	Count	2267	2670	4937
			Per cent	94.6	91.3	92.8
	Total	Count	2396	2925	5321	
		Per cent	100.0	100.0	100.0	
IN India	Has fulltime hours	No	Count	39	9	48
			Per cent	2.2	2.1	2.2
		Yes	Count	1741	423	2164
			Per cent	97.8	97.9	97.8
	Total	Count	1780	432	2212	
		Per cent	100.0	100.0	100.0	
NL Netherlands	Has fulltime hours	No	Count	5190	20528	25718
			Per cent	8.5	43.9	23.9
		Yes	Count	55740	26238	81978
			Per cent	91.5	56.1	76.1
	Total	Count	60930	46766	107696	
		Per cent	100.0	100.0	100.0	
PL Poland	Has fulltime hours	No	Count	274	525	799
			Per cent	7.1	12.1	9.7
		Yes	Count	3612	3799	7411
			Per cent	92.9	87.9	90.3
	Total	Count	3886	4324	8210	
		Per cent	100.0	100.0	100.0	
RU Russian Federation	Has fulltime hours	No	Count	84	84	168
			Per cent	5.2	5.8	5.5
		Yes	Count	1546	1364	2910
			Per cent	94.8	94.2	94.5
	Total	Count	1630	1448	3078	
		within Gender	100.0	100.0	100.0	
ES Spain	Has fulltime hours	No	Count	354	998	1352
			Per cent	3.7	13.4	8.0
		Yes	Count	9182	6471	15653
			Per cent	96.3	86.6	92.0
	Total	Count	9536	7469	17005	
		Per cent	100.0	100.0	100.0	
UK United Kingdom	Has fulltime hours	No	Count	589	3125	3714
			Per cent	3.0	14.4	9.0
		Yes	Count	19023	18524	37547
			Per cent	97.0	85.6	91.0
	Total	Count	19612	21649	41261	
		Per cent	100.0	100.0	100.0	

## Public, private and the not-for profit sectors

						Total		
				Male	Female			
AR Argentina	Sector	Private sector	Count	10222	5417	15639		
			Per cent	80.6	71.9	77.4		
		Public sector	Count	1875	1566	3441		
			Per cent	14.8	20.8	17.0		
		Not-for-profit sector	Count	270	224	494		
			Per cent	2.1	3.0	2.4		
		Other	Count	186	246	432		
			Per cent	1.5	3.3	2.1		
		Total	Count	12675	7531	20206		
			Per cent	100.0	100.0	100.0		
BE Belgium	Sector	Private sector	Count	4530	3347	7877		
			Per cent	79.3	65.9	73.0		
		Public sector	Count	720	783	1503		
			Per cent	12.6	15.4	13.9		
		Not-for-profit sector	Count	253	624	877		
			Per cent	4.4	12.3	8.1		
		Other	Count	134	218	352		
			Per cent	2.3	4.3	3.3		
		Total	Count	5715	5080	10795		
			Per cent	100.0	100.0	100.0		
BR Brazil	Sector	Private sector	Count	15059	9852	24911		
			Per cent	81.8	79.8	81.0		
		Public sector	Count	2299	1360	3659		
			Per cent	12.5	11.0	11.9		
		Not-for-profit sector	Count	753	733	1486		
			Per cent	4.1	5.9	4.8		
		Total	Count	18404	12350	30754		
			Per cent	100.0	100.0	100.0		
		FI Finland	Sector	Private sector	Count	9309	8176	17485
Per cent	73.6				53.5	62.6		
Public sector	Count			2749	5853	8602		
	Per cent			21.7	38.3	30.8		
Not-for-profit sector	Count			418	907	1325		
	Per cent			3.3	5.9	4.7		
Other	Count			158	320	478		
	Per cent			1.2	2.1	1.7		
Total	Count			12644	15293	27937		
	Per cent			100.0	100.0	100.0		
DE Germany	Sector	Private sector	Count	27162	16614	43776		
			Per cent	79.8	65.7	73.8		
		Public sector	Count	3526	3332	6858		

			Per cent	10.4	13.2	11.6
		Not-for-profit sector	Count	1450	1771	3221
			Per cent	4.3	7.0	5.4
		Other	Count	1336	2732	4068
			Per cent	3.9	10.8	6.9
		Total	Count	34049	25276	59325
			Per cent	100.0	100.0	100.0
HU Hungary	Sector	Private sector	Count	1753	1665	3418
			Per cent	75.0	58.5	65.9
		Public sector	Count	484	991	1475
			Per cent	20.7	34.8	28.5
		Not-for-profit sector	Count	70	159	229
			Per cent	3.0	5.6	4.4
		Other	Count	29	33	62
			Per cent	1.2	1.2	1.2
		Total	Count	2336	2848	5184
			Per cent	100.0	100.0	100.0
IN India	Sector	Private sector	Count	1466	313	1779
			Per cent	87.3	80.1	85.9
		Public sector	Count	107	33	140
			Per cent	6.4	8.4	6.8
		Not-for-profit sector	Count	26	6	32
			Per cent	1.5	1.5	1.5
		Other	Count	34	18	52
			Per cent	2.0	4.6	2.5
		Government sector	Count	40	18	58
			Per cent	2.4	4.6	2.8
Total	Count	1680	391	2071		
	Per cent	100.0	100.0	100.0		
NL Netherlands	Sector	Private sector	Count	34106	20067	54173
			Per cent	78.6	60.4	70.7
		Public sector	Count	4490	5030	9520
			Per cent	10.4	15.1	12.4
		Not-for-profit sector	Count	1897	3163	5060
			Per cent	4.4	9.5	6.6
		Other	Count	1768	3148	4916
			Per cent	4.1	9.5	6.4
		Total	Count	43371	33223	76594
			Per cent	100.0	100.0	100.0
PL Poland	Sector	Private sector	Count	1634	1525	3159
			Per cent	67.2	56.7	61.7
		Public sector	Count	681	944	1625
			Per cent	28.0	35.1	31.7
		Not-for-profit sector	Count	43	86	129
			Per cent	1.8	3.2	2.5

		Other	Count	60	120	180
			Per cent	2.5	4.5	3.5
		Total	Count	2433	2691	5124
			Per cent	100.0	100.0	100.0
RU Russian Federation	Sector	Private sector	Count	1188	1054	2242
			Per cent	78.5	75.6	77.1
		Public sector	Count	186	198	384
			Per cent	12.3	14.2	13.2
		Not-for-profit sector	Count	46	48	94
			Per cent	3.0	3.4	3.2
		Total	Count	1514	1394	2908
			Per cent	100.0	100.0	100.0
	ES Spain	Sector	Private sector	Count	5689	4146
Per cent				80.3	75.9	78.4
Public sector			Count	1197	963	2160
			Per cent	16.9	17.6	17.2
Not-for-profit sector			Count	91	189	280
			Per cent	1.3	3.5	2.2
Other			Count	74	116	190
			Per cent	1.0	2.1	1.5
Total		Count	7083	5466	12549	
		Per cent	100.0	100.0	100.0	
UK United Kingdom	Sector	Private sector	Count	7236	6598	13834
			Per cent	68.2	52.6	59.8
		Public sector	Count	2568	4380	6948
			Per cent	24.2	34.9	30.0
		Not-for-profit sector	Count	392	923	1315
			Per cent	3.7	7.4	5.7
		Other	Count	366	542	908
			Per cent	3.4	4.3	3.9
	Total	Count	10612	12534	23146	
		Per cent	100.0	100.0	100.0	

### Breakdown by NACE industry classification

			Male	Female	Total
<b>AR Argentina</b>	<b>A Agriculture, hunting and forestry</b>	Count	371	116	487
		Per cent	2.6	1.4	2.2
	<b>B Fishing</b>	Count	24	10	34
		Per cent	0.2	0.1	0.2
	<b>C Mining and quarrying</b>	Count	261	55	316
		Per cent	1.8	0.7	1.4
	<b>D Manufacturing</b>	Count	2114	685	2799
		Per cent			

		Per cent	14.8	8.4	12.4
	<b>E Electricity, gas and water supply</b>	Count	360	66	426
		Per cent	2.5	0.8	1.9
	<b>F Construction</b>	Count	621	180	801
		Per cent	4.3	2.2	3.6
	<b>G Wholesale and retail trade</b>	Count	1720	1242	2962
		Per cent	12.0	15.2	13.2
	<b>H Hotels and restaurants</b>	Count	338	231	569
		Per cent	2.4	2.8	2.5
	<b>I Transport, storage and communication</b>	Count	1111	302	1413
		Per cent	7.8	3.7	6.3
	<b>J Financial intermediation</b>	Count	708	370	1078
		Per cent	4.9	4.5	4.8
	<b>K Business activities</b>	Count	3926	2108	6034
		Per cent	27.4	25.8	26.8
	<b>L Public administration and defence</b>	Count	833	580	1413
		Per cent	5.8	7.1	6.3
	<b>M Education</b>	Count	458	792	1250
		Per cent	3.2	9.7	5.6
	<b>N Health and social work</b>	Count	573	696	1269
		Per cent	4.0	8.5	5.6
	<b>O Other community, social and personal service activities</b>	Count	569	412	981
		Per cent	4.0	5.0	4.4
	<b>P Activities of households</b>	Count	66	110	176
		Per cent	0.5	1.3	0.8
	<b>Q Extra-territorial organizations</b>	Count	255	228	483
		Per cent	1.8	2.8	2.1
	<b>Total</b>	Count	14308	8183	22491
		Per cent	100.0	100.0	100.0
<b>BE Belgium</b>	<b>A Agriculture, hunting and forestry</b>	Count	78	52	130
		Per cent	0.8	0.6	0.7
	<b>B Fishing</b>	Count	8	0	8
		Per cent	0.1	0.0	0.0
	<b>C Mining and quarrying</b>	Count	41	15	56
		Per cent	0.4	0.2	0.3
	<b>D Manufacturing</b>	Count	2824	1253	4077
		Per cent	29.5	15.3	22.9
	<b>E Electricity, gas and water supply</b>	Count	100	53	153
		Per cent	1.0	0.6	0.9
	<b>F Construction</b>	Count	808	338	1146
		Per cent	8.4	4.1	6.4
	<b>G Wholesale and retail</b>	Count	942	1101	2043



	<b>trade</b>				
		Per cent	9.8	13.4	11.5
	<b>H Hotels and restaurants</b>	Count	175	160	335
		Per cent	1.8	1.9	1.9
	<b>I Transport, storage and communication</b>	Count	772	476	1248
		Per cent	8.1	5.8	7.0
	<b>J Financial intermediation</b>	Count	523	518	1041
		Per cent	5.5	6.3	5.9
	<b>K Business activities</b>	Count	1686	1288	2974
		Per cent	17.6	15.7	16.7
	<b>L Public administration and defence</b>	Count	567	449	1016
		Per cent	5.9	5.5	5.7
	<b>M Education</b>	Count	234	399	633
		Per cent	2.4	4.9	3.6
	<b>N Health and social work</b>	Count	480	1625	2105
		Per cent	5.0	19.8	11.8
	<b>O Other community, social and personal service activities</b>	Count	332	418	750
		Per cent	3.5	5.1	4.2
	<b>P Activities of households</b>	Count	4	61	65
		Per cent	0.0	0.7	0.4
	<b>Q Extra-territorial organizations</b>	Count	8	2	10
		Per cent	0.1	0.0	0.1
	<b>Total</b>	Count	9582	8208	17790
		Per cent	100.0	100.0	100.0
<b>BR Brazil</b>	<b>A Agriculture, hunting and forestry</b>	Count	333	156	489
		Per cent	2.0	1.5	1.8
	<b>B Fishing</b>	Count	3	2	5
		Per cent	0.0	0.0	0.0
	<b>C Mining and quarrying</b>	Count	634	222	856
		Per cent	3.7	2.1	3.1
	<b>D Manufacturing</b>	Count	3379	1264	4643
		Per cent	19.9	12.0	16.9
	<b>E Electricity, gas and water supply</b>	Count	337	51	388
		Per cent	2.0	0.5	1.4
	<b>F Construction</b>	Count	650	329	979
		Per cent	3.8	3.1	3.6
	<b>G Wholesale and retail trade</b>	Count	1464	1468	2932
		Per cent	8.6	14.0	10.7
	<b>H Hotels and restaurants</b>	Count	157	149	306
		Per cent	0.9	1.4	1.1
	<b>I Transport, storage and communication</b>	Count	1397	554	1951

		Per cent	8.2	5.3	7.1
	<b>J Financial intermediation</b>	Count	873	457	1330
		Per cent	5.1	4.3	4.8
	<b>K Business activities</b>	Count	4444	2789	7233
		Per cent	26.2	26.5	26.3
	<b>L Public administration and defence</b>	Count	817	450	1267
		Per cent	4.8	4.3	4.6
	<b>M Education</b>	Count	853	737	1590
		Per cent	5.0	7.0	5.8
	<b>N Health and social work</b>	Count	620	817	1437
		Per cent	3.7	7.8	5.2
	<b>O Other community, social and personal service activities</b>	Count	518	430	948
		Per cent	3.1	4.1	3.4
	<b>Q Extra-territorial organizations</b>	Count	499	637	1136
		Per cent	2.9	6.1	4.1
	<b>Total</b>	Count	16978	10512	27490
		Per cent	100.0	100.0	100.0
<b>FI Finland</b>	<b>A Agriculture, hunting and forestry</b>	Count	160	205	365
		Per cent	1.1	1.2	1.1
	<b>B Fishing</b>	Count	10	6	16
		Per cent	0.1	0.0	0.1
	<b>C Mining and quarrying</b>	Count	51	18	69
		Per cent	0.3	0.1	0.2
	<b>D Manufacturing</b>	Count	4509	2834	7343
		Per cent	30.8	16.5	23.1
	<b>E Electricity, gas and water supply</b>	Count	53	23	76
		Per cent	0.4	0.1	0.2
	<b>F Construction</b>	Count	1059	320	1379
		Per cent	7.2	1.9	4.3
	<b>G Wholesale and retail trade</b>	Count	1003	1562	2565
		Per cent	6.9	9.1	8.1
	<b>H Hotels and restaurants</b>	Count	204	692	896
		Per cent	1.4	4.0	2.8
	<b>I Transport, storage and communication</b>	Count	1307	635	1942
		Per cent	8.9	3.7	6.1
	<b>J Financial intermediation</b>	Count	356	709	1065
		Per cent	2.4	4.1	3.4
	<b>K Business activities</b>	Count	3305	2705	6010
		Per cent	22.6	15.8	18.9
	<b>L Public administration and defence</b>	Count	940	1647	2587
		Per cent	6.4	9.6	8.1
	<b>M Education</b>	Count	579	1072	1651

		Per cent	4.0	6.3	5.2
	<b>N Health and social work</b>	Count	474	3494	3968
		Per cent	3.2	20.4	12.5
	<b>O Other community, social and personal service activities</b>	Count	602	1166	1768
		Per cent	4.1	6.8	5.6
	<b>P Activities of households</b>	Count	2	9	11
		Per cent	0.0	0.1	0.0
	<b>Q Extra-territorial organizations</b>	Count	10	31	41
		Per cent	0.1	0.2	0.1
	<b>Total</b>	Count	14624	17128	31752
		Per cent	100.0	100.0	100.0
<b>DE Germany</b>	<b>A Agriculture, hunting and forestry</b>	Count	324	237	561
		Per cent	0.6	0.7	0.7
	<b>C Mining and quarrying</b>	Count	242	75	317
		Per cent	0.5	0.2	0.4
	<b>D Manufacturing</b>	Count	18083	7328	25411
		Per cent	34.2	22.1	29.6
	<b>E Electricity, gas and water supply</b>	Count	1973	634	2607
		Per cent	3.7	1.9	3.0
	<b>F Construction</b>	Count	4425	1674	6099
		Per cent	8.4	5.1	7.1
	<b>G Wholesale and retail trade</b>	Count	5263	3793	9056
		Per cent	10.0	11.4	10.5
	<b>H Hotels and restaurants</b>	Count	975	1280	2255
		Per cent	1.8	3.9	2.6
	<b>I Transport, storage and communication</b>	Count	3162	957	4119
		Per cent	6.0	2.9	4.8
	<b>J Financial intermediation</b>	Count	3163	1707	4870
		Per cent	6.0	5.1	5.7
	<b>K Business activities</b>	Count	7257	6202	13459
		Per cent	13.7	18.7	15.7
	<b>L Public administration and defence</b>	Count	2399	1955	4354
		Per cent	4.5	5.9	5.1
	<b>M Education</b>	Count	1377	1419	2796
		Per cent	2.6	4.3	3.3
	<b>N Health and social work</b>	Count	3036	4480	7516
		Per cent	5.7	13.5	8.7
	<b>O Other community, social and personal service activities</b>	Count	942	1110	2052
		Per cent	1.8	3.3	2.4
	<b>P Activities of</b>	Count	197	296	493

	<b>households</b>				
		Per cent	0.4	0.9	0.6
	<b>Total</b>	Count	52818	33147	85965
		Per cent	100.0	100.0	100.0
<b>HU Hungary</b>	<b>A Agriculture, hunting and forestry</b>	Count	58	32	90
		Per cent	2.4	1.1	1.7
	<b>C Mining and quarrying</b>	Count	30	11	41
		Per cent	1.3	0.4	0.8
	<b>D Manufacturing</b>	Count	770	796	1566
		Per cent	32.3	27.4	29.6
	<b>E Electricity, gas and water supply</b>	Count	71	66	137
		Per cent	3.0	2.3	2.6
	<b>F Construction</b>	Count	171	37	208
		Per cent	7.2	1.3	3.9
	<b>G Wholesale and retail trade</b>	Count	227	357	584
		Per cent	9.5	12.3	11.0
	<b>H Hotels and restaurants</b>	Count	61	84	145
		Per cent	2.6	2.9	2.7
	<b>I Transport, storage and communication</b>	Count	264	194	458
		Per cent	11.1	6.7	8.7
	<b>J Financial intermediation</b>	Count	37	95	132
		Per cent	1.6	3.3	2.5
	<b>K Business activities</b>	Count	206	221	427
		Per cent	8.6	7.6	8.1
	<b>L Public administration and defence</b>	Count	163	162	325
		Per cent	6.8	5.6	6.1
	<b>M Education</b>	Count	105	320	425
		Per cent	4.4	11.0	8.0
	<b>N Health and social work</b>	Count	68	335	403
		Per cent	2.9	11.5	7.6
	<b>O Other community, social and personal service activities</b>	Count	147	183	330
		Per cent	6.2	6.3	6.2
	<b>P Activities of households</b>	Count	2	2	4
		Per cent	0.1	0.1	0.1
	<b>Q Extra-territorial organizations</b>	Count	2	9	11
		Per cent	0.1	0.3	0.2
	<b>Total</b>	Count	2382	2904	5286
		Per cent	100.0	100.0	100.0
<b>IN India</b>	<b>A Agriculture, hunting and forestry</b>	Count	6	0	6
		Per cent	1.8	0.0	1.3
	<b>C Mining and quarrying</b>	Count	4	0	4

		Per cent	1.2	0.0	0.9
	<b>D Manufacturing</b>	Count	84	18	102
		Per cent	24.7	16.1	22.6
	<b>F Construction</b>	Count	22	6	28
		Per cent	6.5	5.4	6.2
	<b>G Wholesale and retail trade</b>	Count	12	2	14
		Per cent	3.5	1.8	3.1
	<b>H Hotels and restaurants</b>	Count	4	0	4
		Per cent	1.2	0.0	0.9
	<b>I Transport, storage and communication</b>	Count	4	0	4
		Per cent	1.2	0.0	0.9
	<b>J Financial intermediation</b>	Count	20	2	22
		Per cent	5.9	1.8	4.9
	<b>K Business activities</b>	Count	154	58	212
		Per cent	45.3	51.8	46.9
	<b>L Public administration and defence</b>	Count	4	0	4
		Per cent	1.2	0.0	0.9
	<b>M Education</b>	Count	6	16	22
		Per cent	1.8	14.3	4.9
	<b>N Health and social work</b>	Count	10	4	14
		Per cent	2.9	3.6	3.1
	<b>O Other community, social and personal service activities</b>	Count	4	6	10
		Per cent	1.2	5.4	2.2
	<b>P Activities of households</b>	Count	6	0	6
		Per cent	1.8	0.0	1.3
	<b>Total</b>	Count	340	112	452
		Per cent	100.0	100.0	100.0
<b>NL Netherlands</b>					
	<b>0</b>	Count	8	40	48
		Per cent	0.0	0.1	0.0
	<b>A Agriculture, hunting and forestry</b>	Count	1272	561	1833
		Per cent	2.1	1.2	1.7
	<b>B Fishing</b>	Count	14	3	17
		Per cent	0.0	0.0	0.0
	<b>C Mining and quarrying</b>	Count	237	64	301
		Per cent	0.4	0.1	0.3
	<b>D Manufacturing</b>	Count	13513	4969	18482
		Per cent	22.6	10.7	17.4
	<b>E Electricity, gas and water supply</b>	Count	498	203	701
		Per cent	0.8	0.4	0.7
	<b>F Construction</b>	Count	6187	994	7181
		Per cent	10.3	2.1	6.8
	<b>G Wholesale and retail trade</b>	Count	6355	5882	12237
		Per cent	10.6	12.7	11.5
	<b>H Hotels and restaurants</b>	Count	2351	3118	5469
		Per cent	3.9	6.7	5.2

	<b>I Transport, storage and communication</b>	Count	5747	2268	8015
		Per cent	9.6	4.9	7.6
	<b>J Financial intermediation</b>	Count	2988	2787	5775
		Per cent	5.0	6.0	5.4
	<b>K Business activities</b>	Count	11268	8704	19972
		Per cent	18.8	18.8	18.8
	<b>L Public administration and defence</b>	Count	3985	3219	7204
		Per cent	6.7	7.0	6.8
	<b>M Education</b>	Count	1584	2368	3952
		Per cent	2.6	5.1	3.7
	<b>N Health and social work</b>	Count	2008	8283	10291
		Per cent	3.4	17.9	9.7
	<b>O Other community, social and personal service activities</b>	Count	1781	2774	4555
		Per cent	3.0	6.0	4.3
	<b>P Activities of households</b>	Count	5	50	55
		Per cent	0.0	0.1	0.1
	<b>Q Extra-territorial organizations</b>	Count	5	1	6
		Per cent	0.0	0.0	0.0
	<b>Total</b>	Count	59806	46288	106094
		Per cent	100.0	100.0	100.0
<b>PL Poland</b>	<b>A Agriculture, hunting and forestry</b>	Count	32	31	63
		Per cent	0.8	0.7	0.8
	<b>C Mining and quarrying</b>	Count	73	20	93
		Per cent	1.9	0.5	1.1
	<b>D Manufacturing</b>	Count	700	391	1091
		Per cent	17.9	8.9	13.1
	<b>E Electricity, gas and water supply</b>	Count	75	37	112
		Per cent	1.9	0.8	1.3
	<b>F Construction</b>	Count	326	168	494
		Per cent	8.3	3.8	5.9
	<b>G Wholesale and retail trade</b>	Count	540	748	1288
		Per cent	13.8	17.0	15.5
	<b>H Hotels and restaurants</b>	Count	49	115	164
		Per cent	1.3	2.6	2.0
	<b>I Transport, storage and communication</b>	Count	229	154	383
		Per cent	5.8	3.5	4.6
	<b>J Financial intermediation</b>	Count	188	331	519
		Per cent	4.8	7.5	6.2
	<b>K Business activities</b>	Count	919	850	1769
		Per cent	23.5	19.3	21.3
	<b>L Public administration and defence</b>	Count	386	607	993
		Per cent	9.9	13.8	11.9
	<b>M Education</b>	Count	176	443	619
		Per cent	4.5	10.1	7.4
	<b>N Health and social work</b>	Count	110	278	388
		Count			

		Per cent	2.8	6.3	4.7
	<b>O Other community, social and personal service activities</b>	Count	111	230	341
		Per cent	2.8	5.2	4.1
	<b>P Activities of households</b>	Count	2	2	4
		Per cent	0.1	0.0	0.0
	<b>Q Extra-territorial organizations</b>	Count	0	1	1
		Per cent	0.0	0.0	0.0
	<b>Total</b>	Count	3916	4406	8322
		Per cent	100.0	100.0	100.0
<b>RU Russian Federation</b>					
	<b>A Agriculture, hunting and forestry</b>	Count	8	6	14
		Per cent	0.5	0.4	0.5
	<b>C Mining and quarrying</b>	Count	48	22	70
		Per cent	2.9	1.5	2.3
	<b>D Manufacturing</b>	Count	254	196	450
		Per cent	15.6	13.5	14.6
	<b>E Electricity, gas and water supply</b>	Count	16	14	30
		Per cent	1.0	1.0	1.0
	<b>F Construction</b>	Count	88	52	140
		Per cent	5.4	3.6	4.5
	<b>G Wholesale and retail trade</b>	Count	304	258	562
		Per cent	18.7	17.8	18.3
	<b>H Hotels and restaurants</b>	Count	8	26	34
		Per cent	0.5	1.8	1.1
	<b>I Transport, storage and communication</b>	Count	104	70	174
		Per cent	6.4	4.8	5.7
	<b>J Financial intermediation</b>	Count	74	84	158
		Per cent	4.5	5.8	5.1
	<b>K Business activities</b>	Count	564	528	1092
		Per cent	34.6	36.5	35.5
	<b>L Public administration and defence</b>	Count	24	8	32
		Per cent	1.5	0.6	1.0
	<b>M Education</b>	Count	16	42	58
		Per cent	1.0	2.9	1.9
	<b>N Health and social work</b>	Count	12	16	28
		Per cent	0.7	1.1	0.9
	<b>O Other community, social and personal service activities</b>	Count	32	38	70
		Per cent	2.0	2.6	2.3
	<b>P Activities of households</b>	Count	2	8	10
		Per cent	0.1	0.6	0.3
	<b>Q Extra-territorial</b>	Count	76	80	156

	<b>organizations</b>				
		Per cent	4.7	5.5	5.1
	<b>Total</b>	Count	1630	1448	3078
		Per cent	100.0	100.0	100.0
<b>ES Spain</b>	<b>A Agriculture, hunting and forestry</b>	Count	144	88	232
		Per cent	1.5	1.2	1.4
	<b>B Fishing</b>	Count	14	10	24
		Per cent	0.1	0.1	0.1
	<b>C Mining and quarrying</b>	Count	46	21	67
		Per cent	0.5	0.3	0.4
	<b>D Manufacturing</b>	Count	1550	730	2280
		Per cent	16.2	9.7	13.4
	<b>E Electricity, gas and water supply</b>	Count	218	54	272
		Per cent	2.3	0.7	1.6
	<b>F Construction</b>	Count	947	502	1449
		Per cent	9.9	6.7	8.5
	<b>G Wholesale and retail trade</b>	Count	823	951	1774
		Per cent	8.6	12.7	10.4
	<b>H Hotels and restaurants</b>	Count	376	430	806
		Per cent	3.9	5.7	4.7
	<b>I Transport, storage and communication</b>	Count	728	372	1100
		Per cent	7.6	5.0	6.4
	<b>J Financial intermediation</b>	Count	571	391	962
		Per cent	6.0	5.2	5.6
	<b>K Business activities</b>	Count	2454	1900	4354
		Per cent	25.7	25.3	25.5
	<b>L Public administration and defence</b>	Count	664	416	1080
		Per cent	6.9	5.5	6.3
	<b>M Education</b>	Count	305	503	808
		Per cent	3.2	6.7	4.7
	<b>N Health and social work</b>	Count	356	645	1001
		Per cent	3.7	8.6	5.9
	<b>O Other community, social and personal service activities</b>	Count	286	420	706
		Per cent	3.0	5.6	4.1
	<b>P Activities of households</b>	Count	68	63	131
		Per cent	0.7	0.8	0.8
	<b>Q Extra-territorial organizations</b>	Count	4	7	11
		Per cent	0.0	0.1	0.1
	<b>Total</b>	Count	9554	7503	17057
		Per cent	100.0	100.0	100.0
<b>UK United Kingdom</b>	<b>A Agriculture, hunting and forestry</b>	Count	217	101	318



		Per cent	1.1	0.5	0.8
	<b>B Fishing</b>	Count	8	14	22
		Per cent	0.0	0.1	0.1
	<b>C Mining and quarrying</b>	Count	263	77	340
		Per cent	1.3	0.4	0.8
	<b>D Manufacturing</b>	Count	3557	2127	5684
		Per cent	18.2	9.8	13.8
	<b>E Electricity, gas and water supply</b>	Count	228	121	349
		Per cent	1.2	0.6	0.8
	<b>F Construction</b>	Count	1813	1014	2827
		Per cent	9.3	4.7	6.9
	<b>G Wholesale and retail trade</b>	Count	2118	2542	4660
		Per cent	10.8	11.7	11.3
	<b>H Hotels and restaurants</b>	Count	816	1016	1832
		Per cent	4.2	4.7	4.4
	<b>I Transport, storage and communication</b>	Count	1992	755	2747
		Per cent	10.2	3.5	6.7
	<b>J Financial intermediation</b>	Count	1186	1746	2932
		Per cent	6.1	8.1	7.1
	<b>K Business activities</b>	Count	4215	4653	8868
		Per cent	21.5	21.5	21.5
	<b>L Public administration and defence</b>	Count	809	1273	2082
		Per cent	4.1	5.9	5.0
	<b>M Education</b>	Count	696	1968	2664
		Per cent	3.6	9.1	6.5
	<b>N Health and social work</b>	Count	942	3054	3996
		Per cent	4.8	14.1	9.7
	<b>O Other community, social and personal service activities</b>	Count	711	1095	1806
		Per cent	3.6	5.1	4.4
	<b>P Activities of households</b>	Count	4	62	66
		Per cent	0.0	0.3	0.2
	<b>Q Extra-territorial organizations</b>	Count	10	25	35
		Per cent	0.1	0.1	0.1
	<b>Total</b>	Count	19585	21643	41228
		Per cent	100.0	100.0	100.0

#### ISCO breakdown by occupation

			Male	Female	Total
AR Argentina	Armed Forces	Count	97	6	103
		Per cent	0.7	0.1	0.5
	Legislators, senior officials and managers	Count	1442	641	2083
		Per cent	10.5	8.2	9.7

	Professionals	Count	3854	1700	5554	
		Per cent	28.0	21.8	25.8	
	Technicians and associate professionals	Count	3344	1641	4985	
		Per cent	24.3	21.0	23.1	
	Clerks	Count	2569	3113	5682	
		Per cent	18.7	39.9	26.4	
	Service, shop and market sales workers	Count	553	280	833	
		Per cent	4.0	3.6	3.9	
	Skilled agricultural and fishery workers	Count	93	15	108	
		Per cent	0.7	0.2	0.5	
	Craft and related trades workers	Count	604	110	714	
		Per cent	4.4	1.4	3.3	
	Plant and machine operators and assemblers	Count	693	58	751	
		Per cent	5.0	0.7	3.5	
Elementary occupations	Count	511	235	746		
	Per cent	3.7	3.0	3.5		
Total	Count	13760	7799	21559		
	Per cent	100.0	100.0	100.0		
BE Belgium	Armed Forces	Count	28	0	28	
		Per cent	0.3	0.0	0.2	
	Legislators, senior officials and managers	Count	619	303	922	
		Per cent	7.5	4.7	6.3	
	Professionals	Count	2013	1370	3383	
		Per cent	24.5	21.4	23.1	
	Technicians and associate professionals	Count	1628	1168	2796	
		Per cent	19.8	18.2	19.1	
	Clerks	Count	857	2110	2967	
		Per cent	10.4	33.0	20.3	
	Service, shop and market sales workers	Count	306	612	918	
		Per cent	3.7	9.6	6.3	
	Skilled agricultural and fishery workers	Count	39	18	57	
		Per cent	0.5	0.3	0.4	
	Craft and related trades workers	Count	963	134	1097	
		Per cent	11.7	2.1	7.5	
	Plant and machine operators and assemblers	Count	790	103	893	
		Per cent	9.6	1.6	6.1	
	Elementary occupations	Count	986	584	1570	
		Per cent	12.0	9.1	10.7	
	Total	Count	8229	6402	14631	
		Per cent	100.0	100.0	100.0	
	BR Brazil	Armed Forces	Count	36	2	38
Per cent			0.2	0.0	0.2	
Legislators, senior officials and managers		Count	1308	595	1903	
		Per cent	8.6	6.4	7.7	
Professionals		Count	4351	2194	6545	
		Per cent	28.5	23.4	26.6	
Technicians and associate professionals		Count	4075	2125	6200	
		Per cent	26.7	22.7	25.2	
Clerks		Count	1589	2737	4326	
		Per cent	10.4	29.2	17.6	
Service, shop and market	Count	523	267	790		

	sales workers	Per cent	3.4	2.9	3.2
	Skilled agricultural and fishery workers	Count	92	19	111
		Per cent	0.6	0.2	0.5
	Craft and related trades workers	Count	662	136	798
		Per cent	4.3	1.5	3.2
	Plant and machine operators and assemblers	Count	732	51	783
		Per cent	4.8	0.5	3.2
	Elementary occupations	Count	1878	1238	3116
		Per cent	12.3	13.2	12.7
Total	Count	15246	9364	24610	
	Per cent	100.0	100.0	100.0	
FI Finland	Armed Forces	Count	36	4	40
		Per cent	0.3	0.0	0.2
	Legislators, senior officials and managers	Count	697	496	1193
		Per cent	6.4	5.3	5.9
	Professionals	Count	3088	1736	4824
		Per cent	28.3	18.4	23.7
	Technicians and associate professionals	Count	1838	2007	3845
		Per cent	16.8	21.3	18.9
	Clerks	Count	320	1423	1743
		Per cent	2.9	15.1	8.6
	Service, shop and market sales workers	Count	520	1784	2304
		Per cent	4.8	18.9	11.3
	Skilled agricultural and fishery workers	Count	392	294	686
		Per cent	3.6	3.1	3.4
	Craft and related trades workers	Count	1407	316	1723
		Per cent	12.9	3.4	8.5
	Plant and machine operators and assemblers	Count	1542	407	1949
		Per cent	14.1	4.3	9.6
	Elementary occupations	Count	1076	957	2033
		Per cent	9.9	10.2	10.0
Total	Count	10916	9424	20340	
	Per cent	100.0	100.0	100.0	
DE Germany	Legislators, senior officials and managers	Count	9401	7268	16669
		Per cent	16.2	19.0	17.3
	Professionals	Count	16380	6029	22409
		Per cent	28.2	15.8	23.3
	Technicians and associate professionals	Count	8096	6141	14237
		Per cent	13.9	16.1	14.8
	Clerks	Count	4203	9780	13983
		Per cent	7.2	25.6	14.5
	Service, shop and market sales workers	Count	6366	5305	11671
		Per cent	10.9	13.9	12.1
	Skilled agricultural and fishery workers	Count	713	1239	1952
		Per cent	1.2	3.2	2.0
	Craft and related trades workers	Count	9805	1671	11476
		Per cent	16.9	4.4	11.9
	Plant and machine operators and assemblers	Count	3018	692	3710
		Per cent	5.2	1.8	3.8
	Elementary occupations	Count	158	101	259
		Per cent	0.3	0.3	0.3

		Count	58140	38226	96366
	<b>Total</b>	Per cent	100.0	100.0	100.0
<b>HU Hungary</b>	<b>Legislators, senior officials and managers</b>	Count	173	120	293
		Per cent	7.7	4.4	5.9
	<b>Professionals</b>	Count	332	518	850
		Per cent	14.8	18.8	17.0
	<b>Technicians and associate professionals</b>	Count	261	610	871
		Per cent	11.7	22.2	17.5
	<b>Clerks</b>	Count	66	389	455
		Per cent	2.9	14.1	9.1
	<b>Service, shop and market sales workers</b>	Count	312	398	710
		Per cent	13.9	14.5	14.2
	<b>Skilled agricultural and fishery workers</b>	Count	36	15	51
		Per cent	1.6	0.5	1.0
	<b>Craft and related trades workers</b>	Count	616	334	950
		Per cent	27.5	12.1	19.0
	<b>Plant and machine operators and assemblers</b>	Count	324	145	469
		Per cent	14.5	5.3	9.4
	<b>Elementary occupations</b>	Count	119	223	342
		Per cent	5.3	8.1	6.9
		Count	2239	2752	4991
	<b>Total</b>	Per cent	100.0	100.0	100.0
<b>IN India</b>	<b>Legislators, senior officials and managers</b>	Count	60	14	74
		Per cent	16.9	13.5	16.2
	<b>Professionals</b>	Count	222	73	295
		Per cent	62.7	70.2	64.4
	<b>Technicians and associate professionals</b>	Count	40	10	50
		Per cent	11.3	9.6	10.9
	<b>Clerks</b>	Count	12	4	16
		Per cent	3.4	3.8	3.5
	<b>Service, shop and market sales workers</b>	Count	3	1	4
		Per cent	0.8	1.0	0.9
	<b>Craft and related trades workers</b>	Count	3	0	3
		Per cent	0.8	0.0	0.7
	<b>Plant and machine operators and assemblers</b>	Count	2	1	3
		Per cent	0.6	1.0	0.7
	<b>Elementary occupations</b>	Count	12	1	13
		Per cent	3.4	1.0	2.8
		Count	354	104	458
	<b>Total</b>	Per cent	100.0	100.0	100.0
<b>NL Netherlands</b>	<b>Armed Forces</b>	Count	380	66	446
		Per cent	0.7	0.2	0.4
	<b>Legislators, senior officials and managers</b>	Count	3457	1216	4673
		Per cent	6.1	2.8	4.7
	<b>Professionals</b>	Count	9694	7902	17596
		Per cent	17.1	18.1	17.5
	<b>Technicians and associate professionals</b>	Count	8716	9671	18387
		Per cent	15.4	22.1	18.3
	<b>Clerks</b>	Count	2253	8521	10774
		Per cent	4.0	19.5	10.7

	Service, shop and market sales workers	Count	3437	4348	7785	
		Per cent	6.1	9.9	7.7	
	Skilled agricultural and fishery workers	Count	272	168	440	
		Per cent	0.5	0.4	0.4	
	Craft and related trades workers	Count	6229	453	6682	
		Per cent	11.0	1.0	6.6	
	Plant and machine operators and assemblers	Count	3248	537	3785	
		Per cent	5.7	1.2	3.8	
	Elementary occupations	Count	19053	10861	29914	
		Per cent	33.6	24.8	29.8	
	Total	Count	56739	43743	100482	
		Per cent	100.0	100.0	100.0	
PL Poland		Count				
		Per cent				
	Armed Forces	Count	34	8	42	
		Per cent	1.1	0.2	0.6	
	Legislators, senior officials and managers	Count	680	421	1101	
		Per cent	21.3	12.1	16.5	
	Professionals	Count	907	822	1729	
		Per cent	28.4	23.6	25.9	
	Technicians and associate professionals	Count	642	1115	1757	
		Per cent	20.1	32.0	26.3	
	Clerks	Count	301	726	1027	
		Per cent	9.4	20.9	15.4	
	Service, shop and market sales workers	Count	137	236	373	
		Per cent	4.3	6.8	5.6	
	Skilled agricultural and fishery workers	Count	15	15	30	
		Per cent	0.5	0.4	0.4	
	Craft and related trades workers	Count	169	24	193	
		Per cent	5.3	0.7	2.9	
	Plant and machine operators and assemblers	Count	212	31	243	
		Per cent	6.6	0.9	3.6	
	Elementary occupations	Count	99	82	181	
		Per cent	3.1	2.4	2.7	
		Total	Count	3196	3480	6676
			Per cent	100.0	100.0	100.0
		Count				
		Per cent				
	RU Russian Federation	Armed Forces	Count	4	2	6
			Per cent	0.2	0.1	0.2
Legislators, senior officials and managers		Count	474	350	824	
		Per cent	29.1	24.2	26.8	
Professionals		Count	754	550	1304	
		Per cent	46.3	38.0	42.4	
Technicians and associate professionals		Count	178	186	364	
		Per cent	10.9	12.8	11.8	
Clerks		Count	98	292	390	
		Per cent	6.0	20.2	12.7	
Service, shop and market sales workers		Count	12	12	24	
		Per cent	0.7	0.8	0.8	
Craft and related trades workers		Count	66	32	98	
		Per cent	4.0	2.2	3.2	
Plant and machine operators and assemblers		Count	32	10	42	
		Per cent	2.0	0.7	1.4	
Elementary occupations		Count	12	14	26	
		Count				

		Per cent	0.7	1.0	0.8
		Count	1630	1448	3078
	<b>Total</b>	Per cent	100.0	100.0	100.0
<b>ES Spain</b>	<b>Armed Forces</b>	Count	16	4	20
		Per cent	0.2	0.1	0.2
	<b>Legislators, senior officials and managers</b>	Count	837	455	1292
		Per cent	11.3	8.2	10.0
	<b>Professionals</b>	Count	1994	1215	3209
		Per cent	27.0	22.0	24.9
	<b>Technicians and associate professionals</b>	Count	1316	1001	2317
		Per cent	17.8	18.1	17.9
	<b>Clerks</b>	Count	820	1746	2566
		Per cent	11.1	31.6	19.9
	<b>Service, shop and market sales workers</b>	Count	543	612	1155
		Per cent	7.4	11.1	8.9
	<b>Skilled agricultural and fishery workers</b>	Count	34	12	46
		Per cent	0.5	0.2	0.4
	<b>Craft and related trades workers</b>	Count	662	102	764
		Per cent	9.0	1.8	5.9
	<b>Plant and machine operators and assemblers</b>	Count	730	126	856
		Per cent	9.9	2.3	6.6
	<b>Elementary occupations</b>	Count	428	258	686
		Per cent	5.8	4.7	5.3
	<b>Total</b>	Count	7380	5531	12911
		Per cent	100.0	100.0	100.0
<b>UK United Kingdom</b>	<b>Armed Forces</b>	Count	70	3	73
		Per cent	0.4	0.0	0.2
	<b>Legislators, senior officials and managers</b>	Count	3163	2449	5612
		Per cent	19.2	14.7	16.9
	<b>Professionals</b>	Count	4133	3338	7471
		Per cent	25.1	20.0	22.5
	<b>Technicians and associate professionals</b>	Count	2266	2834	5100
		Per cent	13.7	17.0	15.4
	<b>Clerks</b>	Count	1444	5394	6838
		Per cent	8.8	32.4	20.6
	<b>Service, shop and market sales workers</b>	Count	1181	1929	3110
		Per cent	7.2	11.6	9.4
	<b>Skilled agricultural and fishery workers</b>	Count	177	41	218
		Per cent	1.1	0.2	0.7
	<b>Craft and related trades workers</b>	Count	1630	154	1784
		Per cent	9.9	0.9	5.4
	<b>Plant and machine operators and assemblers</b>	Count	1424	129	1553
		Per cent	8.6	0.8	4.7
	<b>Elementary occupations</b>	Count	1009	386	1395
		Per cent	6.1	2.3	4.2
	<b>Total</b>	Count	16497	16657	33154
		Per cent	100.0	100.0	100.0

## Appendix 5: Gender pay gap - WageIndicator

Including average hourly male and female earnings

### Overall gender pay gap

Country	Gender	Percentile 25	Mean	Median	Percentile 75	Valid N
AR Argentina	Male	8.6	15.0	12.4	19.0	N=8717
	Female	7.4	12.2	9.8	14.4	N=4418
<b>Pay gap</b>	<b>Per cent</b>	<b>13.9</b>	<b>18.9</b>	<b>20.9</b>	<b>24.2</b>	
BE Belgium	Male	12.3	19.5	15.8	22.1	N=7124
	Female	10.7	16.9	13.5	18.1	N=6408
<b>Pay gap</b>	<b>Per cent</b>	<b>12.8</b>	<b>13.3</b>	<b>14.3</b>	<b>18.1</b>	
BR Brazil	Male	7.5	15.9	12.2	20.2	N=9727
	Female	6.8	13.8	10.1	17.1	N=5055
<b>Pay gap</b>	<b>Per cent</b>	<b>9.4</b>	<b>12.9</b>	<b>17.1</b>	<b>15.4</b>	
FI Finland	Male	12.1	17.8	15.6	20.8	N=12943
	Female	10.5	14.2	12.6	15.8	N=14775
<b>Pay gap</b>	<b>Per cent</b>	<b>13.2</b>	<b>20.0</b>	<b>19.4</b>	<b>24.1</b>	
DE Germany	Male	12.4	19.2	17.3	23.2	N=48304
	Female	10.1	15.0	13.6	17.8	N=31601
<b>Pay gap</b>	<b>Per cent</b>	<b>18.5</b>	<b>21.9</b>	<b>21.2</b>	<b>23.0</b>	
HU Hungary	Male	577.4	958.7	772.2	1154.7	N=1844
	Female	519.6	795.5	692.8	929.6	N=2355
<b>Pay gap</b>	<b>Per cent</b>	<b>10.0</b>	<b>17.0</b>	<b>10.3</b>	<b>19.5</b>	
IN India	Male	23.5	409.4	58.4	213.2	N=176
	Female	26.1	400.5	71.9	113.6	N=66
<b>Pay gap</b>	<b>Per cent</b>	<b>-11.0</b>	<b>2.2</b>	<b>-23.0</b>	<b>46.7</b>	
NL Netherlands	Male	11.9	17.8	15.5	21.1	N=53218
	Female	10.1	14.1	12.9	16.3	N=42382
<b>Pay gap</b>	<b>Per cent</b>	<b>14.9</b>	<b>20.8</b>	<b>17.0</b>	<b>22.6</b>	
PL Poland	Male	10.2	24.3	15.9	25.0	N=3051
	Female	8.1	18.7	12.1	18.5	N=3522
<b>Pay gap</b>	<b>Per cent</b>	<b>20.5</b>	<b>23.0</b>	<b>23.7</b>	<b>26.1</b>	
RU Russian Federation	Male	23.5	29.6	30.8	36.1	N=274
	Female	22.5	28.9	29.8	37.3	N=320
<b>Pay gap</b>	<b>Per cent</b>	<b>4.2</b>	<b>2.4</b>	<b>3.1</b>	<b>-3.4</b>	
ES Spain	Male	7.2	12.9	9.9	14.4	N=7544
	Female	6.0	10.1	7.7	10.6	N=5423
<b>Pay gap</b>	<b>Per cent</b>	<b>16.9</b>	<b>21.8</b>	<b>22.3</b>	<b>26.8</b>	
GB United Kingdom	Male	8.9	19.4	13.7	23.1	N=15586
	Female	7.5	16.4	10.3	17.7	N=17390
<b>Pay gap</b>	<b>Per cent</b>	<b>15.2</b>	<b>15.7</b>	<b>25.1</b>	<b>23.5</b>	

## Gender pay gap by educational background

Country	Education level	Gender	Mean	Median	Valid N
BE Belgium	No education	Male	17.1	14.0	N=24
		Female	20.2	12.4	N=12
	Pay gap	Per cent	-18.1	11.3	
	Basic education	Male	18.4	12.3	N=128
		Female	12.6	10.4	N=67
	Pay gap	Per cent	31.5	15.8	
	Lower secondary or second stage of basic education	Male	15.9	13.1	N=892
		Female	14.0	11.1	N=644
	Pay gap	Per cent	11.7	15.5	
	Post-secondary non-tertiary education	Male	18.1	14.2	N=2152
		Female	14.5	12.0	N=1811
	Pay gap	Per cent	19.9	15.4	
	First stage of tertiary education	Male	20.3	17.3	N=3436
		Female	17.7	14.7	N=3439
	Pay gap	Per cent	12.6	15.3	
	Second stage of tertiary education	Male	29.7	23.3	N=90
		Female	23.2	20.6	N=30
	Pay gap	Per cent	21.8	11.4	
FI Finland	No education	Male	15.8	12.8	N=104
		Female	14.4	11.8	N=52
	Pay gap	Per cent	8.9	7.2	
	Basic education	Male	16.4	13.7	N=648
		Female	13.4	11.8	N=787
	Pay gap	Per cent	17.9	14.2	
	Lower secondary or second stage of basic education	Male	15.6	13.4	N=3323
		Female	12.5	11.1	N=2479
	Pay gap	Per cent	19.9	17.0	
	Post-secondary non-tertiary education	Male	17.7	16.0	N=5624
		Female	13.8	12.5	N=7846
	Pay gap	Per cent	21.7	22.2	
	First stage of tertiary education	Male	22.0	19.6	N=2377
		Female	17.4	16.1	N=2564
	Pay gap	Per cent	20.7	18.0	
	Second stage of tertiary education	Male	21.7	19.4	N=95
		Female	22.3	19.9	N=85
	Pay gap	Per cent	-3.1	-2.6	
DE Germany	No education	Male	19.0	12.9	N=216
		Female	11.4	9.8	N=80
	Pay gap	Per cent	40.1	24.1	
	Basic education	Male	16.6	14.4	N=5090
		Female	13.6	11.8	N=2096
	Pay gap	Per cent	17.9	17.8	
	Lower secondary or second stage of basic education	Male	16.0	14.2	N=10666
		Female	13.4	12.1	N=9160



	<b>Pay gap</b>	<b>Per cent</b>	<b>16.2</b>	<b>14.4</b>	
	<b>Upper secondary education</b>	Male	18.2	16.4	N=5822
		Female	13.9	12.6	N=3554
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.3</b>	<b>23.0</b>	
	<b>Post-secondary non-tertiary education</b>	Male	17.7	16.1	N=5250
		Female	14.5	13.6	N=5128
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.4</b>	<b>15.2</b>	
	<b>First stage of tertiary education</b>	Male	23.7	22.1	N=7122
		Female	18.9	17.5	N=4244
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.6</b>	<b>20.8</b>	
	<b>Second stage of tertiary education</b>	Male	29.2	26.0	N=1520
		Female	23.8	23.1	N=454
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.3</b>	<b>11.2</b>	
<b>NL Netherlands</b>	<b>No education</b>	Male	16.7	12.4	N=97
		Female	15.8	9.8	N=36
	<b>Pay gap</b>	<b>Per cent</b>	<b>5.3</b>	<b>20.9</b>	
	<b>Basic education</b>	Male	13.9	11.8	N=814
		Female	11.1	10.2	N=407
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.3</b>	<b>13.9</b>	
	<b>Lower secondary or second stage of basic education</b>	Male	14.5	13.0	N=8173
		Female	11.8	11.0	N=5281
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.4</b>	<b>15.2</b>	
	<b>Upper secondary education</b>	Male	16.3	15.1	N=1892
		Female	13.6	12.5	N=2280
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.3</b>	<b>17.5</b>	
	<b>Post-secondary non-tertiary education</b>	Male	15.9	14.2	N=13807
		Female	12.6	11.8	N=12106
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.9</b>	<b>16.7</b>	
	<b>First stage of tertiary education</b>	Male	22.1	19.9	N=17389
		Female	17.0	15.4	N=13775
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.2</b>	<b>22.5</b>	
	<b>Second stage of tertiary education</b>	Male	26.5	24.2	N=356
		Female	23.8	19.9	N=173
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.3</b>	<b>17.8</b>	
<b>PL Poland</b>	<b>Basic education</b>	Male	109.4	11.1	N=14
		Female	2.7	2.7	N=2
	<b>Pay gap</b>	<b>Per cent</b>	<b>97.6</b>	<b>75.8</b>	
	<b>Lower secondary or second stage of basic education</b>	Male	14.3	8.7	N=81
		Female	8.1	6.1	N=24
	<b>Pay gap</b>	<b>Per cent</b>	<b>43.4</b>	<b>30.0</b>	
	<b>Post-secondary non-tertiary education</b>	Male	19.5	12.7	N=551
		Female	13.8	8.8	N=616
	<b>Pay gap</b>	<b>Per cent</b>	<b>29.2</b>	<b>30.7</b>	
	<b>First stage of tertiary education</b>	Male	29.4	17.9	N=1480
		Female	22.0	13.0	N=1931
	<b>Pay gap</b>	<b>Per cent</b>	<b>25.1</b>	<b>27.4</b>	
	<b>Second stage of tertiary education</b>	Male	46.1	23.1	N=50
		Female	28.9	19.7	N=24

	<b>Pay gap</b>	<b>Per cent</b>	<b>37.4</b>	<b>14.7</b>	
<b>ES Spain</b>	<b>No education</b>	Male	9.9	7.4	N=41
		Female	10.7	5.8	N=8
	<b>Pay gap</b>	<b>Per cent</b>	<b>-8.8</b>	<b>22.4</b>	
	<b>Basic education</b>	Male	9.7	7.7	N=1041
		Female	7.7	6.1	N=569
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.5</b>	<b>20.4</b>	
	<b>Lower secondary or second stage of basic education</b>	Male	11.6	8.3	N=309
		Female	8.0	6.3	N=250
	<b>Pay gap</b>	<b>Per cent</b>	<b>31.1</b>	<b>23.6</b>	
	<b>Upper secondary education</b>	Male	11.5	8.8	N=1748
		Female	8.9	6.9	N=1277
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.5</b>	<b>20.9</b>	
	<b>First stage of tertiary education</b>	Male	14.8	11.6	N=2831
		Female	11.2	8.6	N=2271
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.4</b>	<b>25.3</b>	
	<b>Second stage of tertiary education</b>	Male	18.2	15.0	N=461
		Female	13.5	10.2	N=354
	<b>Pay gap</b>	<b>Per cent</b>	<b>26.1</b>	<b>32.3</b>	
<b>UK United Kingdom</b>	<b>No education</b>	Male	17.4	8.3	N=12
		Female	17.1	6.8	N=46
	<b>Pay gap</b>	<b>Per cent</b>	<b>1.4</b>	<b>18.2</b>	
	<b>Basic education</b>	Male	12.1	8.9	N=64
		Female	17.5	8.1	N=78
	<b>Pay gap</b>	<b>Per cent</b>	<b>-44.7</b>	<b>9.0</b>	
	<b>Lower secondary or second stage of basic education</b>	Male	17.0	10.7	N=1614
		Female	15.9	9.3	N=1268
	<b>Pay gap</b>	<b>Per cent</b>	<b>6.6</b>	<b>12.9</b>	
	<b>Upper secondary education</b>	Male	17.8	11.0	N=5220
		Female	15.4	8.9	N=7004
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.7</b>	<b>19.2</b>	
	<b>Post-secondary non-tertiary education</b>	Male	19.0	12.5	N=326
		Female	15.6	9.3	N=440
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.8</b>	<b>25.9</b>	
	<b>First stage of tertiary education</b>	Male	21.8	16.7	N=6836
		Female	18.1	12.4	N=7036
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.0</b>	<b>26.0</b>	
	<b>Second stage of tertiary education</b>	Male	27.8	18.6	N=260
		Female	22.3	15.0	N=122
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.9</b>	<b>19.4</b>	

#### Gender pay gap by public/private/not-for-profit sector

Country	Sector	Gender	Mean	Median	Valid N
<b>AR Argentina</b>	<b>Private sector</b>	Male	15.1	12.6	N=6802
		Female	11.8	9.2	N=3181
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.0</b>	<b>26.5</b>	

	Public sector	Male	14.2	11.8	N=1171	
		Female	13.2	11.4	N=888	
	Pay gap	Per cent	7.6	3.3		
	Not-for-profit sector	Male	14.9	12.2	N=184	
		Female	11.6	9.8	N=128	
	Pay gap	Per cent	22.6	19.7		
	Other	Male	11.3	9.6	N=62	
		Female	10.3	7.7	N=72	
	Pay gap	Per cent	8.6	20.0		
BE Belgium	Private sector	Male	19.8	15.9	N=2736	
		Female	17.7	13.7	N=2178	
	Pay gap	Per cent	10.5	13.9		
	Public sector	Male	26.1	19.9	N=449	
		Female	24.1	17.1	N=532	
	Pay gap	Per cent	8.0	14.1		
	Not-for-profit sector	Male	20.2	16.7	N=143	
		Female	17.4	14.1	N=457	
	Pay gap	Per cent	13.9	15.4		
	Other	Male	19.7	13.7	N=100	
		Female	11.4	10.6	N=178	
	Pay gap	Per cent	42.1	22.2		
BR Brazil	Private sector	Male	15.1	11.8	N=5988	
		Female	12.8	9.7	N=3329	
	Pay gap	Per cent	15.2	17.5		
	Public sector	Male	16.6	13.9	N=819	
		Female	14.0	11.0	N=395	
	Pay gap	Per cent	15.3	20.5		
	Not-for-profit sector	Male	13.4	10.7	N=301	
		Female	12.9	10.1	N=251	
	Pay gap	Per cent	4.0	6.0		
	FI Finland	Private sector	Male	18.0	16.0	N=8257
			Female	14.8	13.3	N=7148
Pay gap		Per cent	17.4	16.8		
Public sector		Male	16.6	14.6	N=2421	
		Female	13.3	11.9	N=5009	
Pay gap		Per cent	19.6	18.2		
Not-for-profit sector		Male	17.6	15.7	N=373	
		Female	13.9	12.9	N=791	
Pay gap		Per cent	21.4	17.6		
DE Germany	Private sector	Male	18.3	16.8	N=19289	
		Female	15.0	13.9	N=12357	
	Pay gap	Per cent	18.1	17.7		
	Public sector	Male	17.6	16.6	N=2478	
		Female	15.0	14.0	N=2339	
	Pay gap	Per cent	14.9	15.7		

	<b>Not-for-profit sector</b>	Male	17.1	15.5	N=1014
		Female	14.6	14.0	N=1287
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.5</b>	<b>10.0</b>	
	<b>Other</b>	Male	15.4	13.6	N=992
		Female	12.6	11.5	N=2034
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.2</b>	<b>15.0</b>	
<b>HU Hungary</b>	<b>Private sector</b>	Male	926.1	733.3	N=1364
		Female	762.4	650.4	N=1350
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.7</b>	<b>11.3</b>	
	<b>Public sector</b>	Male	1038.8	912.4	N=395
		Female	855.6	796.8	N=844
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.6</b>	<b>12.7</b>	
	<b>Not-for-profit sector</b>	Male	1094.9	981.5	N=53
		Female	762.9	692.8	N=120
	<b>Pay gap</b>	<b>Per cent</b>	<b>30.3</b>	<b>29.4</b>	
	<b>Other</b>	Male	1522.2	1557.4	N=3
		Female	1095.8	1095.8	N=2
	<b>Pay gap</b>	<b>Per cent</b>	<b>28.0</b>	<b>29.6</b>	
<b>IN India</b>	<b>Private sector</b>	Male	333.7	36.0	N=116
		Female	338.7	29.4	N=32
	<b>Pay gap</b>	<b>Per cent</b>	<b>-1.5</b>	<b>18.3</b>	
	<b>Public sector</b>	Male	751.5	80.3	N=8
		Female	110.4	110.4	N=2
	<b>Pay gap</b>	<b>Per cent</b>	<b>85.3</b>	<b>-37.5</b>	
	<b>Not-for-profit sector</b>	Male	39.5	39.5	N=4
		Female	76.6	76.6	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>-93.7</b>	<b>-93.7</b>	
	<b>Government sector</b>	Male	15.5	15.5	N=4
		Female	15.6	15.6	N=2
	<b>Pay gap</b>	<b>Per cent</b>	<b>-0.7</b>	<b>-0.7</b>	
<b>NL Netherlands</b>	<b>Private sector</b>	Male	17.6	15.5	N=29397
		Female	13.7	12.5	N=17438
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.0</b>	<b>19.3</b>	
	<b>Public sector</b>	Male	19.4	18.5	N=3990
		Female	16.2	15.0	N=4460
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.7</b>	<b>18.8</b>	
	<b>Not-for-profit sector</b>	Male	20.1	18.5	N=1686
		Female	16.1	15.0	N=2871
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.7</b>	<b>19.1</b>	
	<b>Other</b>	Male	14.9	13.0	N=1384
		Female	13.1	12.1	N=2528
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.1</b>	<b>6.8</b>	
<b>PL Poland</b>	<b>Private sector</b>	Male	20.9	17.3	N=1188
		Female	17.4	13.9	N=1163
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.4</b>	<b>20.0</b>	
	<b>Public sector</b>	Male	17.8	13.9	N=536
		Female	17.4	11.5	N=687

	<b>Pay gap</b>	<b>Per cent</b>	<b>2.2</b>	<b>16.7</b>	
	<b>Not-for-profit sector</b>	Male	16.5	13.8	N=33
		Female	19.5	11.1	N=59
	<b>Pay gap</b>	<b>Per cent</b>	<b>-18.2</b>	<b>19.7</b>	
	<b>Other</b>	Male	15.6	12.4	N=42
		Female	16.8	14.5	N=84
	<b>Pay gap</b>	<b>Per cent</b>	<b>-7.7</b>	<b>-16.2</b>	
<b>RU Russian</b>	<b>Private sector</b>	Male	29.6	30.2	N=196
		Female	30.0	30.8	N=222
	<b>Pay gap</b>	<b>Per cent</b>	<b>-1.4</b>	<b>-2.1</b>	
	<b>Public sector</b>	Male	29.0	30.8	N=50
		Female	27.3	25.7	N=62
	<b>Pay gap</b>	<b>Per cent</b>	<b>5.8</b>	<b>16.7</b>	
	<b>Not-for-profit sector</b>	Male	34.8	35.5	N=12
		Female	19.3	17.3	N=10
	<b>Pay gap</b>	<b>Per cent</b>	<b>44.5</b>	<b>51.2</b>	
<b>ES Spain</b>	<b>Private sector</b>	Male	12.6	9.8	N=4288
		Female	10.2	7.8	N=2718
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.5</b>	<b>20.5</b>	
	<b>Public sector</b>	Male	13.0	11.2	N=908
		Female	10.7	9.0	N=663
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.6</b>	<b>19.6</b>	
	<b>Not-for-profit sector</b>	Male	11.1	9.9	N=69
		Female	10.4	8.1	N=126
	<b>Pay gap</b>	<b>Per cent</b>	<b>6.7</b>	<b>18.3</b>	
	<b>Other</b>	Male	11.8	9.1	N=50
		Female	8.2	7.6	N=72
	<b>Pay gap</b>	<b>Per cent</b>	<b>30.9</b>	<b>16.9</b>	
<b>UK United Kingdom</b>	<b>Private sector</b>	Male	18.0	13.6	N=5093
		Female	15.1	10.5	N=4716
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.2</b>	<b>23.0</b>	
	<b>Public sector</b>	Male	16.6	11.6	N=1697
		Female	14.8	10.0	N=2968
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.8</b>	<b>14.0</b>	
	<b>Not-for-profit sector</b>	Male	17.1	13.6	N=257
		Female	16.0	11.8	N=675
	<b>Pay gap</b>	<b>Per cent</b>	<b>6.3</b>	<b>13.2</b>	
	<b>Other</b>	Male	15.7	10.1	N=212
		Female	13.4	8.5	N=346
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.6</b>	<b>16.1</b>	

### Gender pay gap by full-time and part-time hours

Country	FT/PT	Gender	Mean	Median	Valid N
AR Argentina	Part-time	Male	13.9	11.5	N=1032

		Female	12.4	10.3	N=1023
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.5</b>	<b>10.4</b>	
	Full-time	Male	15.2	12.6	N=7685
		Female	12.1	9.8	N=3395
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.2</b>	<b>22.3</b>	
<b>BE Belgium</b>	Part-time	Male	19.9	16.0	N=280
		Female	16.8	13.6	N=1829
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.9</b>	<b>14.8</b>	
	Full-time	Male	19.5	15.8	N=6778
		Female	17.0	13.5	N=4503
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.9</b>	<b>14.3</b>	
<b>BR Brazil</b>	Part-time	Male	16.3	12.3	N=774
		Female	17.5	11.8	N=521
	<b>Pay gap</b>	<b>Per cent</b>	<b>-7.3</b>	<b>4.0</b>	
	Full-time	Male	15.9	12.2	N=8941
		Female	13.4	9.9	N=4530
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.3</b>	<b>18.4</b>	
<b>FI Finland</b>	Part-time	Male	16.9	13.1	N=421
		Female	12.6	10.8	N=1202
	<b>Pay gap</b>	<b>Per cent</b>	<b>25.6</b>	<b>17.5</b>	
	Full-time	Male	17.9	15.8	N=12276
		Female	14.5	12.7	N=13115
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.0</b>	<b>19.4</b>	
<b>DE Germany</b>	Part-time	Male	14.9	13.5	N=1289
		Female	14.1	12.5	N=6565
	<b>Pay gap</b>	<b>Per cent</b>	<b>5.8</b>	<b>6.9</b>	
	Full-time	Male	19.4	17.3	N=46593
		Female	15.3	13.9	N=24748
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.9</b>	<b>19.7</b>	
<b>HU Hungary</b>	Part-time	Male	1196.8	715.9	N=73
		Female	897.0	718.8	N=172
	<b>Pay gap</b>	<b>Per cent</b>	<b>25.1</b>	<b>-0.4</b>	
	Full-time	Male	948.9	776.9	N=1771
		Female	787.5	692.8	N=2183
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.0</b>	<b>10.8</b>	
<b>IN India</b>	Part-time	Male	.	.	N=0
		Female	67.0	95.3	N=3
	<b>Pay gap</b>	<b>Per cent</b>			
	Full-time	Male	409.4	58.4	N=176
		Female	416.4	71.9	N=63
	<b>Pay gap</b>	<b>Per cent</b>	<b>-1.7</b>	<b>-23.0</b>	
<b>NL Netherlands</b>	Part-time	Male	17.2	15.3	N=3723
		Female	14.2	13.2	N=17463
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.5</b>	<b>13.8</b>	
	Full-time	Male	18.0	15.6	N=48772
		Female	14.3	12.8	N=23759

	<b>Pay gap</b>	<b>Per cent</b>	<b>20.6</b>	<b>17.7</b>	
<b>PL Poland</b>	Part-time	Male	28.9	11.5	N=144
		Female	24.7	9.2	N=277
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.5</b>	<b>20.0</b>	
	Full-time	Male	24.1	16.2	N=2853
		Female	17.8	12.4	N=3127
	<b>Pay gap</b>	<b>Per cent</b>	<b>25.9</b>	<b>23.1</b>	
<b>RU Russian Federation</b>	Part-time	Male	32.3	31.8	N=6
		Female	19.1	16.8	N=12
	<b>Pay gap</b>	<b>Per cent</b>	<b>40.9</b>	<b>47.1</b>	
	Full-time	Male	29.5	30.7	N=268
		Female	27.7	34.9	N=308
	<b>Pay gap</b>	<b>Per cent</b>			
<b>ES Spain</b>	Part-time	Male	10.1	7.5	N=203
		Female	8.9	7.1	N=637
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.9</b>	<b>6.1</b>	
	Full-time	Male	13.0	10.0	N=7301
		Female	10.3	7.9	N=4756
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.1</b>	<b>21.1</b>	
<b>UK United Kingdom</b>	Part-time	Male	16.2	8.6	N=370
		Female	14.9	8.1	N=2212
	<b>Pay gap</b>	<b>Per cent</b>	<b>8.0</b>	<b>5.0</b>	
	Full-time	Male	19.5	13.9	N=15118
		Female	16.6	10.8	N=15052
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.8</b>	<b>22.5</b>	

### Gender pay gap by trade union membership

Country	TU member y/n	Gender	Mean	Median	Valid N
<b>AR Argentina</b>	Not a member of a trade union	Male	15.2	12.7	N=7068
		Female	12.3	9.9	N=3557
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.3</b>	<b>21.9</b>	
	Member of a trade union	Male	13.3	11.2	N=1221
		Female	11.6	9.5	N=575
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.2</b>	<b>15.0</b>	
<b>BE Belgium</b>	Not a member of a trade union	Male	20.0	16.5	N=2215
		Female	17.3	13.8	N=2283
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.7</b>	<b>16.4</b>	
	Member of a trade union	Male	19.1	15.4	N=3513
		Female	16.2	13.1	N=2897
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.4</b>	<b>14.8</b>	
<b>BR Brazil</b>	Not a member of a trade union	Male	15.7	12.7	N=540
		Female	13.7	10.5	N=305
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.5</b>	<b>17.4</b>	
	Member of a trade	Male	14.2	11.5	N=363

	union	Female	12.0	9.4	N=232
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.9</b>	<b>18.3</b>	
<b>FI Finland</b>	Not a member of a trade union	Male	19.0	16.7	N=3977
		Female	14.8	13.2	N=3665
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.9</b>	<b>20.7</b>	
	Member of a trade union	Male	17.1	15.3	N=8256
		Female	14.0	12.4	N=10396
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.4</b>	<b>18.6</b>	
<b>DE Germany</b>	Not a member of a trade union	Male	19.3	17.3	N=35858
		Female	14.9	13.5	N=24695
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.0</b>	<b>22.3</b>	
	Member of a trade union	Male	18.8	16.8	N=8756
		Female	16.1	14.7	N=4150
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.3</b>	<b>12.8</b>	
<b>HU Hungary</b>	Not a member of a trade union	Male	1035.7	950.3	N=38
		Female	916.4	831.4	N=51
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.5</b>	<b>12.5</b>	
	Member of a trade union	Male	951.3	763.4	N=1797
		Female	792.9	692.8	N=2302
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.7</b>	<b>9.2</b>	
<b>IN India</b>	Not a member of a trade union	Male	29.09	33.02	N=10
		Female	25.37	29.15	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.8</b>	<b>11.7</b>	
	Member of a trade union	Male	432.27	61.46	N=83
		Female	424.69	78.13	N=31
	<b>Pay gap</b>	<b>Per cent</b>	<b>1.8</b>	<b>-27.1</b>	
<b>NL Netherlands</b>	Not a member of a trade union	Male	18.0	15.6	N=37114
		Female	14.0	12.7	N=32398
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.2</b>	<b>18.6</b>	
	Member of a trade union	Male	17.7	15.5	N=12158
		Female	15.2	14.0	N=7058
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.0</b>	<b>9.8</b>	
<b>PL Poland</b>	Not a member of a trade union	Male	25.5	16.9	N=2081
		Female	18.5	12.1	N=2477
	<b>Pay gap</b>	<b>Per cent</b>	<b>27.5</b>	<b>28.2</b>	
	Member of a trade union	Male	16.9	13.9	N=360
		Female	20.4	11.4	N=311
	<b>Pay gap</b>	<b>Per cent</b>	<b>-20.8</b>	<b>17.4</b>	
<b>RU Russian</b>	Not a member of a trade union	Male	29.6	30.8	N=274
		Female	28.9	29.8	N=320
	<b>Pay gap</b>	<b>Per cent</b>	<b>2.4</b>	<b>3.1</b>	
	Member of a trade union	Male	na	na	na
		Female	na	na	na
	<b>Pay gap</b>	<b>Per cent</b>	<b>na</b>	<b>na</b>	<b>na</b>
<b>ES Spain</b>	Not a member of a	Male	12.8	9.6	N=3981



	trade union	Female	10.1	7.5	N=3456
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.5</b>	<b>21.7</b>	
	Member of a trade union	Male	12.2	9.2	N=1907
		Female	9.6	7.7	N=1119
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.1</b>	<b>16.8</b>	
<b>UK United Kingdom</b>	Not a member of a trade union	Male	19.5	14.0	N=11842
		Female	16.1	10.0	N=13845
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.1</b>	<b>28.3</b>	
	Member of a trade union	Male	19.0	13.0	N=3338
		Female	17.3	11.7	N=3125
	<b>Pay gap</b>	<b>Per cent</b>	<b>8.7</b>	<b>10.2</b>	

### Gender pay gap by male and female oriented work environments

Country	Male/female work environment	Gender	Mean	Median	Valid N
<b>AR Argentina</b>	Most colleagues in similar positions are men	Male	15.10	12.64	N=6052
		Female	12.48	9.82	N=1630
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.4</b>	<b>22.4</b>	
	Most colleagues in similar positions are women	Male	14.82	11.95	N=2665
		Female	12.00	9.82	N=2788
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.0</b>	<b>17.9</b>	
<b>BE Belgium</b>	Most colleagues in similar positions are men	Male	18.95	15.64	N=4868
		Female	18.10	14.55	N=1449
	<b>Pay gap</b>	<b>Per cent</b>	<b>4.5</b>	<b>6.9</b>	
	Most colleagues in similar positions are women	Male	20.54	16.16	N=2256
		Female	16.52	13.16	N=4959
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.6</b>	<b>18.6</b>	
<b>BR Brazil</b>	Most colleagues in similar positions are men	Male	26.92	10.50	N=22
		Female	7.77	6.93	N=8
	<b>Pay gap</b>	<b>Per cent</b>	<b>71.1</b>	<b>34.0</b>	
	Most colleagues in similar positions are women	Male	15.87	12.19	N=9705
		Female	13.86	10.14	N=5047
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.7</b>	<b>16.8</b>	
<b>FI Finland</b>	Most colleagues in similar positions are men	Male	17.59	15.63	N=8998
		Female	15.87	14.16	N=2484
	<b>Pay gap</b>	<b>Per cent</b>	<b>9.7</b>	<b>9.3</b>	
	Most colleagues in similar positions are women	Male	18.28	15.67	N=3945
		Female	13.91	12.40	N=12291
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.9</b>	<b>20.9</b>	
<b>DE Germany</b>	Most colleagues in	Male	19.25	17.32	N=34586

	similar positions are men	Female	16.04	14.69	N=11929
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.7</b>	<b>15.2</b>	
	Most colleagues in similar positions are women	Male	19.05	16.88	N=13718
		Female	14.37	12.93	N=19672
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.6</b>	<b>23.4</b>	
<b>HU Hungary</b>	Most colleagues in similar positions are men	Male	1,773.04	1,641.86	N=14
		Female	1,183.19	1,276.29	N=3
	<b>Pay gap</b>	<b>Per cent</b>	<b>33.3</b>	<b>22.3</b>	
	Most colleagues in similar positions are women	Male	1,399.41	1,267.17	N=10
		Female	899.31	808.31	N=19
	<b>Pay gap</b>	<b>Per cent</b>	<b>35.7</b>	<b>36.2</b>	
<b>NL Netherlands</b>	Most colleagues in similar positions are men	Male	17.56	15.35	N=40864
		Female	15.44	13.78	N=11946
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.1</b>	<b>10.2</b>	
	Most colleagues in similar positions are women	Male	18.78	16.01	N=12354
		Female	13.62	12.55	N=30436
	<b>Pay gap</b>	<b>Per cent</b>	<b>27.5</b>	<b>21.6</b>	
<b>PL Poland</b>	Most colleagues in similar positions are men	Male	26.55	16.17	N=1510
		Female	19.38	13.47	N=615
	<b>Pay gap</b>	<b>Per cent</b>	<b>27.0</b>	<b>16.7</b>	
	Most colleagues in similar positions are women	Male	22.16	15.57	N=1541
		Female	18.60	11.56	N=2907
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.1</b>	<b>25.7</b>	
<b>RU Russian Federation</b>	Most colleagues in similar positions are men	Male	29.15	29.94	N=198
		Female	30.23	34.21	N=66
	<b>Pay gap</b>	<b>Per cent</b>	<b>-3.7</b>	<b>-14.3</b>	
	Most colleagues in similar positions are women	Male	30.70	31.56	N=76
		Female	28.53	29.51	N=254
	<b>Pay gap</b>	<b>Per cent</b>	<b>7.1</b>	<b>6.5</b>	
<b>ES Spain</b>	Most colleagues in similar positions are men	Male	12.64	9.70	N=4845
		Female	10.54	7.92	N=1811
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.6</b>	<b>18.3</b>	
	Most colleagues in similar positions are women	Male	13.50	10.10	N=2699
		Female	9.91	7.51	N=3612
	<b>Pay gap</b>	<b>Per cent</b>	<b>26.6</b>	<b>25.7</b>	
<b>GB United Kingdom</b>	Most colleagues in similar positions are men	Male	19.49	13.95	N=9886
		Female	17.70	12.32	N=3953
	<b>Pay gap</b>	<b>Per cent</b>	<b>9.2</b>	<b>11.7</b>	

	Most colleagues in similar positions are women	Male	19.26	13.26	N=5700
		Female	15.97	9.88	N=13437
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.1</b>	<b>25.5</b>	

### Gender pay gap by percentage of women in the workplace

Country	Percentage of women in workplace	Gender	Mean	Median	Valid N
DE Germany	0 - 20 Per cent	Male	19.87	17.92	N=6519
		Female	16.88	15.26	N=1578
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.1</b>	<b>14.8</b>	
	20 - 40 Per cent	Male	21.85	20.15	N=9267
		Female	17.82	16.39	N=3427
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.5</b>	<b>18.7</b>	
	40-60 Per cent	Male	20.17	18.95	N=7033
		Female	16.07	14.91	N=4649
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.3</b>	<b>21.3</b>	
	60-80 Per cent	Male	17.64	16.20	N=1837
		Female	14.71	13.03	N=2471
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.6</b>	<b>19.6</b>	
	80-100 Per cent	Male	16.51	14.43	N=350
		Female	13.02	11.55	N=1088
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.1</b>	<b>20.0</b>	
NL Netherlands	0 - 20 Per cent	Male	17.50	15.19	N=8082
		Female	14.40	13.22	N=2189
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.7</b>	<b>13.0</b>	
	20 - 40 Per cent	Male	18.65	16.38	N=6376
		Female	14.74	13.60	N=3314
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.0</b>	<b>17.0</b>	
	40-60Per cent	Male	17.85	15.77	N=4102
		Female	14.39	13.11	N=5273
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.4</b>	<b>16.9</b>	
	60-80Per cent	Male	16.64	15.14	N=1262
		Female	13.53	12.71	N=3749
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.7</b>	<b>16.1</b>	
	80-100Per cent	Male	16.83	14.79	N=392
		Female	13.07	12.15	N=2469
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.3</b>	<b>17.8</b>	
ES Spain	0 - 20 Per cent	Male	12.66	9.55	N=815
		Female	9.73	7.70	N=280
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.2</b>	<b>19.4</b>	
	20 - 40 Per cent	Male	14.32	10.43	N=1133
		Female	12.50	9.07	N=511
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.8</b>	<b>13.0</b>	
	40-60 Per cent	Male	14.51	10.68	N=996
		Female	11.66	8.66	N=672
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.7</b>	<b>18.9</b>	
	60-80 Per cent	Male	13.28	9.62	N=322

		Female	8.57	7.51	N=493
	<b>Pay gap</b>	<b>Per cent</b>	<b>35.5</b>	<b>22.0</b>	
	80-100 Per cent	Male	9.01	7.96	N=84
		Female	8.15	6.09	N=325
	<b>Pay gap</b>	<b>Per cent</b>	<b>9.6</b>	<b>23.4</b>	
<b>UK United Kingdom</b>	0 - 20 Per cent	Male	19.32	13.86	N=1738
		Female	16.25	10.93	N=714
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.9</b>	<b>21.1</b>	
	20 - 40 Per cent	Male	21.60	16.20	N=2306
		Female	18.61	12.20	N=1410
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.8</b>	<b>24.7</b>	
	40-60 Per cent	Male	20.96	15.34	N=2600
		Female	17.76	11.52	N=2932
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.3</b>	<b>24.9</b>	
	60-80 Per cent	Male	19.17	14.23	N=856
		Female	17.51	9.94	N=1602
	<b>Pay gap</b>	<b>Per cent</b>	<b>8.7</b>	<b>30.2</b>	
	80-100 Per cent	Male	17.05	10.35	N=166
		Female	14.63	9.14	N=676
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.2</b>	<b>11.6</b>	

#### Gender pay gap by NACE industry breakdown

Country	NACE industry	Gender	Mean	Median	Valid N
<b>AR Argentina</b>	A Agriculture, hunting and forestry	Male	13.7	10.3	N=226
		Female	12.3	10.5	N=75
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.1</b>	<b>-2.1</b>	
	B Fishing	Male	13.0	11.5	N=15
		Female	12.1	12.8	N=10
	<b>Pay gap</b>	<b>Per cent</b>	<b>7.0</b>	<b>-10.8</b>	
	C Mining and quarrying	Male	20.9	18.7	N=169
		Female	13.5	10.4	N=39
	<b>Pay gap</b>	<b>Per cent</b>	<b>35.3</b>	<b>44.3</b>	
	D Manufacturing	Male	16.3	14.2	N=1476
		Female	12.5	10.2	N=435
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.1</b>	<b>28.2</b>	
	E Electricity, gas and water supply	Male	17.7	16.1	N=261
		Female	15	11.1	N=47
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.1</b>	<b>31.1</b>	
	F Construction	Male	14.7	11.4	N=340
		Female	11.3	9.6	N=95
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.1</b>	<b>15.8</b>	
	G Wholesale and retail trade	Male	13.2	10.2	N=841
		Female	10.6	7.7	N=555
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.7</b>	<b>24.2</b>	
	H Hotels and restaurants	Male	12.6	10.0	N=136
		Female	10.9	8.2	N=102
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.7</b>	<b>17.9</b>	
	I Transport, storage and communication	Male	14.9	13.0	N=754

		Female	12.6	10.3	N=171
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.2</b>	<b>21.0</b>	
	J Financial intermediation	Male	16.8	14.1	N=461
		Female	14.1	11.5	N=245
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.0</b>	<b>18.5</b>	
	K Business activities	Male	15.0	12.5	N=2411
		Female	12.0	9.5	N=1176
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.8</b>	<b>24.0</b>	
	L Public administration and defence	Male	13.1	10.9	N=498
		Female	12.7	10.5	N=309
	<b>Pay gap</b>	<b>Per cent</b>	<b>2.8</b>	<b>3.6</b>	
	M Education	Male	14.7	12.0	N=282
		Female	13.3	11.6	N=466
	<b>Pay gap</b>	<b>Per cent</b>	<b>9.6</b>	<b>3.4</b>	
	N Health and social work	Male	14.3	11.6	N=347
		Female	12.2	10.2	N=376
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.7</b>	<b>12.1</b>	
	O Other community, social and personal service activities	Male	14.3	11.8	N=319
		Female	11.3	9.4	N=185
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.1</b>	<b>20.5</b>	
	P Activities of households	Male	9.6	8.2	N=30
		Female	10.1	9.7	N=16
	<b>Pay gap</b>	<b>Per cent</b>	<b>-5.5</b>	<b>-18.1</b>	
	Q Extra-territorial organizations	Male	14.3	11.8	N=151
		Female	11.5	10.1	N=116
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.4</b>	<b>14.7</b>	
<b>BE Belgium</b>	A Agriculture, hunting and forestry	Male	13.9	11.1	N=58
		Female	15.2	12.9	N=37
	<b>Pay gap</b>	<b>Per cent</b>	<b>-9.3</b>	<b>-15.9</b>	
	C Mining and quarrying	Male	22.7	20.6	N=28
		Female	14.8	14.2	N=6
	<b>Pay gap</b>	<b>Per cent</b>	<b>34.7</b>	<b>31.0</b>	
	D Manufacturing	Male	18.8	15.8	N=2182
		Female	16.6	14.4	N=1022
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.7</b>	<b>9.1</b>	
	E Electricity, gas and water supply	Male	18.7	18.8	N=83
		Female	13.5	11.6	N=43
	<b>Pay gap</b>	<b>Per cent</b>	<b>27.7</b>	<b>38.3</b>	
	F Construction	Male	17.4	14.0	N=584
		Female	14.8	13.0	N=266
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.0</b>	<b>7.5</b>	
	G Wholesale and retail trade	Male	18.3	14.0	N=696
		Female	15.8	11.8	N=837
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.2</b>	<b>15.6</b>	
	H Hotels and restaurants	Male	19.6	11.2	N=128
		Female	12.0	10.1	N=128
	<b>Pay gap</b>	<b>Per cent</b>	<b>39.0</b>	<b>9.3</b>	
	I Transport, storage and communication	Male	18.1	14.6	N=545
		Female	15.3	13.1	N=386

	<b>Pay gap</b>	<b>Per cent</b>	<b>15.6</b>	<b>10.4</b>	
	J Financial intermediation	Male	24.0	18.8	N=393
		Female	20.1	16.1	N=388
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.3</b>	<b>14.1</b>	
	K Business activities	Male	19.6	16.8	N=1164
		Female	16.2	13.3	N=957
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.6</b>	<b>20.8</b>	
	L Public administration and defence	Male	22.5	16.5	N=416
		Female	20.1	13.8	N=342
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.8</b>	<b>16.3</b>	
	M Education	Male	22.9	20.5	N=183
		Female	21.8	17.9	N=299
	<b>Pay gap</b>	<b>Per cent</b>	<b>4.7</b>	<b>12.7</b>	
	N Health and social work	Male	19.3	16.5	N=344
		Female	17.0	13.6	N=1266
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.9</b>	<b>18.0</b>	
	O Other community, social and personal service activities	Male	22.1	16.0	N=254
		Female	17.0	13.4	N=320
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.0</b>	<b>15.8</b>	
	P Activities of households	Male	9.1	9.1	N=4
		Female	12.6	9.5	N=41
	<b>Pay gap</b>	<b>Per cent</b>	<b>-39.4</b>	<b>-5.0</b>	
	Q Extra-territorial organizations	Male	41.1	46.5	N=6
		Female	13.6	13.6	N=2
	<b>Pay gap</b>	<b>Per cent</b>	<b>66.8</b>	<b>70.6</b>	
<b>BR Brazil</b>	A Agriculture, hunting and forestry	Male	15.1	11.8	N=135
		Female	12.9	9.4	N=75
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.3</b>	<b>19.8</b>	
	B Fishing	Male	13.3	13.3	N=2
		Female	6.7	6.7	N=1
	<b>Pay gap</b>	<b>Per cent</b>	<b>49.6</b>	<b>49.6</b>	
	C Mining and quarrying	Male	17.2	13.8	N=404
		Female	13.2	9.1	N=133
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.0</b>	<b>34.2</b>	
	D Manufacturing	Male	16.8	13.0	N=1716
		Female	13.0	9.2	N=640
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.6</b>	<b>29.7</b>	
	E Electricity, gas and water supply	Male	18.3	16.0	N=151
		Female	17.7	13.6	N=21
	<b>Pay gap</b>	<b>Per cent</b>	<b>3.7</b>	<b>15.4</b>	
	F Construction	Male	14.3	10.9	N=340
		Female	16.3	9.5	N=162
	<b>Pay gap</b>	<b>Per cent</b>	<b>-13.9</b>	<b>13.0</b>	
	G Wholesale and retail trade	Male	12.4	8.8	N=610
		Female	9.7	7.1	N=438
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.8</b>	<b>19.3</b>	
	H Hotels and restaurants	Male	10.9	7.2	N=40
		Female	9.3	5.5	N=46
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.4</b>	<b>23.9</b>	
	I Transport, storage	Male	16.3	11.4	N=634

	and communication	Female	15.7	9.0	N=215
	<b>Pay gap</b>	<b>Per cent</b>	<b>3.9</b>	<b>21.5</b>	
	J Financial intermediation	Male	18.8	15.0	N=467
		Female	15.2	11.5	N=213
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.2</b>	<b>23.1</b>	
	K Business activities	Male	16.0	11.2	N=1840
		Female	13.5	9.7	N=887
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.2</b>	<b>13.3</b>	
	L Public administration and defence	Male	19.5	15.8	N=379
		Female	20.8	14.3	N=194
	<b>Pay gap</b>	<b>Per cent</b>	<b>-6.5</b>	<b>9.6</b>	
	M Education	Male	16.2	11.9	N=455
		Female	13.4	10.0	N=306
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.2</b>	<b>15.9</b>	
	N Health and social work	Male	18.1	11.5	N=294
		Female	15.2	9.8	N=320
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.1</b>	<b>14.4</b>	
	O Other community, social and personal service activities	Male	14.9	10.9	N=225
		Female	19.6	10.5	N=177
	<b>Pay gap</b>	<b>Per cent</b>	<b>-31.1</b>	<b>4.0</b>	
	P Activities of households	Male	na	na	na
		Female	na	na	na
	<b>Pay gap</b>	<b>Per cent</b>	na	na	na
	Q Extra-territorial organizations	Male	15.9	12.4	N=73
		Female	12.2	8.0	N=87
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.6</b>	<b>36.1</b>	
<b>FI Finland</b>	A Agriculture, hunting and forestry	Male	12.9	12.1	N=139
		Female	11.5	10.5	N=158
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.8</b>	<b>13.1</b>	
	B Fishing	Male	14.5	13.2	N=8
		Female	12.3	12.3	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.6</b>	<b>7.3</b>	
	C Mining and quarrying	Male	16.1	15.6	N=44
		Female	13.3	12.4	N=16
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.5</b>	<b>20.5</b>	
	D Manufacturing	Male	17.6	15.6	N=4010
		Female	15.2	13.6	N=2520
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.6</b>	<b>12.6</b>	
	E Electricity, gas and water supply	Male	16.2	16.3	N=46
		Female	12.5	11.5	N=20
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.7</b>	<b>29.6</b>	
	F Construction	Male	16.5	14.8	N=913
		Female	13.2	12.4	N=276
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.2</b>	<b>15.9</b>	
	G Wholesale and retail trade	Male	16.7	14.5	N=893
		Female	13.7	12.4	N=1371
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.9</b>	<b>14.8</b>	
	H Hotels and restaurants	Male	15.7	13.9	N=174
		Female	14.0	11.5	N=561

	<b>Pay gap</b>	<b>Per cent</b>	<b>10.9</b>	<b>16.7</b>	
	I Transport, storage and communication	Male	17.5	14.1	N=1139
		Female	14.3	12.8	N=530
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.5</b>	<b>9.3</b>	
	J Financial intermediation	Male	22.4	19.4	N=321
		Female	14.8	13.5	N=652
	<b>Pay gap</b>	<b>Per cent</b>	<b>33.8</b>	<b>30.5</b>	
	K Business activities	Male	19.2	17.3	N=2977
		Female	15.3	13.7	N=2361
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.1</b>	<b>21.0</b>	
	L Public administration and defence	Male	16.9	15.0	N=859
		Female	13.9	12.5	N=1491
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.6</b>	<b>16.5</b>	
	M Education	Male	19.6	18.0	N=513
		Female	16.2	14.2	N=948
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.3</b>	<b>21.2</b>	
	N Health and social work	Male	15.7	12.4	N=412
		Female	12.6	11.3	N=2885
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.5</b>	<b>8.7</b>	
	O Other community, social and personal service activities	Male	17.4	14.5	N=485
		Female	13.7	12.2	N=945
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.7</b>	<b>15.7</b>	
	P Activities of households	Male	na	na	N=0
		Female	10.9	10.6	N=6
	<b>Pay gap</b>	<b>Per cent</b>	<b>na</b>	<b>na</b>	<b>na</b>
	Q Extra-territorial organizations	Male	18.9	18.4	N=10
		Female	24.4	15.4	N=25
	<b>Pay gap</b>	<b>Per cent</b>	<b>-29.5</b>	<b>16.6</b>	
<b>DE Germany</b>	A Agriculture, hunting and forestry	Male	14.8	12.6	N=258
		Female	12.4	10.4	N=184
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.8</b>	<b>17.8</b>	
	C Mining and quarrying	Male	18.3	16.7	N=197
		Female	15.3	14.3	N=53
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.2</b>	<b>14.4</b>	
	D Manufacturing	Male	20.9	19.1	N=15186
		Female	16.5	15.2	N=6135
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.9</b>	<b>20.5</b>	
	E Electricity, gas and water supply	Male	19.7	17.9	N=1678
		Female	16.2	15.0	N=523
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.9</b>	<b>16.0</b>	
	F Construction	Male	16.5	14.4	N=3567
		Female	14.0	12.6	N=1364
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.8</b>	<b>12.8</b>	
	G Wholesale and retail trade	Male	15.7	13.5	N=4284
		Female	13.0	11.5	N=3025
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.4</b>	<b>14.6</b>	
	H Hotels and restaurants	Male	12.8	10.4	N=768
		Female	10.4	8.9	N=975
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.6</b>	<b>13.9</b>	
	I Transport, storage	Male	18.3	15.9	N=2567



	and communication	Female	16.1	14.6	N=821
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.8</b>	<b>8.1</b>	
	J Financial intermediation	Male	23.6	21.6	N=2669
		Female	17.8	17.0	N=1453
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.5</b>	<b>21.5</b>	
	K Business activities	Male	20.5	18.3	N=6125
		Female	15.2	13.6	N=5166
	<b>Pay gap</b>	<b>Per cent</b>	<b>25.9</b>	<b>25.7</b>	
	L Public administration and defence	Male	19.0	17.3	N=2058
		Female	15.2	13.9	N=1601
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.9</b>	<b>19.9</b>	
	M Education	Male	19.5	17.9	N=1136
		Female	15.6	14.1	N=1127
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.1</b>	<b>21.3</b>	
	N Health and social work	Male	18.7	16.7	N=2510
		Female	14.1	12.7	N=3654
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.5</b>	<b>23.8</b>	
	O Other community, social and personal service activities	Male	20.0	17.8	N=767
		Female	16.0	14.7	N=911
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.8</b>	<b>17.0</b>	
	P Activities of households	Male	15.9	14.1	N=140
		Female	11.7	10.8	N=223
	<b>Pay gap</b>	<b>Per cent</b>	<b>26.5</b>	<b>23.4</b>	
<b>HU Hungary</b>	A Agriculture, hunting and forestry	Male	614.8	496.5	N=43
		Female	788.3	715.9	N=23
	<b>Pay gap</b>	<b>Per cent</b>	<b>-28.2</b>	<b>-44.2</b>	
	C Mining and quarrying	Male	980.4	692.8	N=25
		Female	1,050.8	1,010.4	N=8
	<b>Pay gap</b>	<b>Per cent</b>	<b>-7.2</b>	<b>-45.8</b>	
	D Manufacturing	Male	905.0	740.8	N=661
		Female	712.9	632.2	N=733
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.2</b>	<b>14.7</b>	
	E Electricity, gas and water supply	Male	966.3	877.6	N=61
		Female	742.5	750.6	N=59
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.2</b>	<b>14.5</b>	
	F Construction	Male	829.7	692.8	N=109
		Female	676.7	635.1	N=25
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.4</b>	<b>8.3</b>	
	G Wholesale and retail trade	Male	773.7	635.1	N=157
		Female	709.1	554.3	N=258
	<b>Pay gap</b>	<b>Per cent</b>	<b>8.4</b>	<b>12.7</b>	
	H Hotels and restaurants	Male	757.5	692.8	N=46
		Female	616.3	480.9	N=63
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.6</b>	<b>30.6</b>	
	I Transport, storage and communication	Male	1,032.6	866.1	N=218
		Female	823.5	750.6	N=175
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.3</b>	<b>13.3</b>	
	J Financial intermediation	Male	1,340.0	1,241.3	N=16
		Female	1,169.8	1,090.5	N=62
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.7</b>	<b>12.1</b>	

	K Business activities	Male	1,202.2	981.5	N=123
		Female	925.1	715.9	N=143
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.0</b>	<b>27.1</b>	
	L Public administration and defence	Male	1,166.9	1,039.3	N=136
		Female	992.9	866.1	N=125
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.9</b>	<b>16.7</b>	
	M Education	Male	1,023.6	981.5	N=93
		Female	865.5	866.1	N=276
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.4</b>	<b>11.8</b>	
	N Health and social work	Male	853.3	710.2	N=51
		Female	815.4	750.6	N=295
	<b>Pay gap</b>	<b>Per cent</b>	<b>4.4</b>	<b>-5.7</b>	
	O Other community, social and personal service activities	Male	1,167.1	961.3	N=102
		Female	819.2	696.3	N=105
India	<b>Pay gap</b>	<b>Per cent</b>	<b>29.8</b>	<b>27.6</b>	
	Q Extra-territorial organizations	Male	837.2	837.2	N=2
		Female	743.4	649.5	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.2</b>	<b>22.4</b>	
	D Manufacturing	Male	618.5	74.0	N=28
		Female	996.3	573.1	N=8
	<b>Pay gap</b>	<b>Per cent</b>	<b>-61.1</b>	<b>-674.9</b>	
	F Construction	Male	59.9	59.9	N=4
		Female	94.6	94.6	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>-57.9</b>	<b>-57.9</b>	
	N Health and social work	Male	13.0	13.0	N=2
		Female	57.7	57.7	N=2
	<b>Pay gap</b>	<b>Per cent</b>	<b>-343.4</b>	<b>-343.4</b>	
	O Other community, social and personal service activities	Male	193.2	193.2	N=2
		Female	61.5	61.5	N=4
NL Netherlands	<b>Pay gap</b>	<b>Per cent</b>	<b>68.2</b>	<b>68.2</b>	
	A Agriculture, hunting and forestry	Male	14.1	11.8	N=928
		Female	10.9	10.1	N=416
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.6</b>	<b>14.5</b>	
	B Fishing	Male	13.6	13.9	N=6
		Female	8.5	8.1	N=3
	<b>Pay gap</b>	<b>Per cent</b>	<b>37.4</b>	<b>41.5</b>	
	C Mining and quarrying	Male	29.8	26.5	N=177
		Female	22.0	16.8	N=61
	<b>Pay gap</b>	<b>Per cent</b>	<b>26.3</b>	<b>36.4</b>	
	D Manufacturing	Male	18.1	15.6	N=11975
		Female	14.4	12.8	N=4451
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.1</b>	<b>18.4</b>	
	E Electricity, gas and water supply	Male	21.3	19.6	N=443
		Female	16.9	14.6	N=182
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.4</b>	<b>25.4</b>	
	F Construction	Male	15.9	13.8	N=5343
		Female	14.2	12.9	N=912

	<b>Pay gap</b>	<b>Per cent</b>	<b>10.6</b>	<b>5.9</b>	
	G Wholesale and retail trade	Male	15.7	13.7	N=5231
		Female	11.6	10.6	N=4847
	<b>Pay gap</b>	<b>Per cent</b>	<b>26.4</b>	<b>22.5</b>	
	H Hotels and restaurants	Male	13.8	11.6	N=1760
		Female	11.1	9.6	N=2383
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.2</b>	<b>17.6</b>	
	I Transport, storage and communication	Male	16.2	13.6	N=5010
		Female	13.3	11.9	N=2017
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.8</b>	<b>13.0</b>	
	J Financial intermediation	Male	21.9	19.6	N=2562
		Female	15.1	13.8	N=2517
	<b>Pay gap</b>	<b>Per cent</b>	<b>31.0</b>	<b>29.6</b>	
	K Business activities	Male	19.0	17.0	N=9612
		Female	14.6	13.4	N=7868
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.6</b>	<b>21.3</b>	
	L Public administration and defence	Male	19.4	18.3	N=3584
		Female	16.7	15.6	N=2997
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.8</b>	<b>15.0</b>	
	M Education	Male	19.0	17.3	N=1374
		Female	15.7	14.2	N=2094
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.4</b>	<b>17.8</b>	
	N Health and social work	Male	19.4	17.5	N=1743
		Female	14.7	13.6	N=7302
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.5</b>	<b>22.6</b>	
	O Other community, social and personal service activities	Male	18.0	14.8	N=1342
		Female	13.6	11.9	N=2290
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.4</b>	<b>19.4</b>	
	P Activities of households	Male	17.8	12.0	N=5
		Female	8.7	7.9	N=29
	<b>Pay gap</b>	<b>Per cent</b>	<b>51.3</b>	<b>33.9</b>	
	Q Extra-territorial organizations	Male	25.3	17.4	N=3
		Female	14.0	14.0	N=1
	<b>Pay gap</b>	<b>Per cent</b>	<b>44.6</b>	<b>19.5</b>	
<b>PL Poland</b>	A Agriculture, hunting and forestry	Male	12.1	11.8	N=18
		Female	11.9	13.0	N=22
	<b>Pay gap</b>	<b>Per cent</b>	<b>1.7</b>	<b>-10.4</b>	
	C Mining and quarrying	Male	32.7	16.7	N=59
		Female	15.7	14.5	N=16
	<b>Pay gap</b>	<b>Per cent</b>	<b>52.2</b>	<b>13.2</b>	
	D Manufacturing	Male	18.8	15.5	N=559
		Female	23.3	13.6	N=323
	<b>Pay gap</b>	<b>Per cent</b>	<b>-23.9</b>	<b>12.7</b>	
	E Electricity, gas and water supply	Male	21.6	16.8	N=62
		Female	21.9	17.2	N=33
	<b>Pay gap</b>	<b>Per cent</b>	<b>-1.5</b>	<b>-2.2</b>	
	F Construction	Male	25.3	15.6	N=242
		Female	15.4	12.1	N=125
	<b>Pay gap</b>	<b>Per cent</b>	<b>39.1</b>	<b>22.3</b>	
	G Wholesale and	Male	21.7	15.2	N=418

	retail trade	Female	18.4	11.8	N=571
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.2</b>	<b>22.1</b>	
	H Hotels and restaurants	Male	26.9	15.4	N=28
		Female	11.9	10.1	N=80
	<b>Pay gap</b>	<b>Per cent</b>	<b>55.9</b>	<b>34.6</b>	
	I Transport, storage and communication	Male	26.7	14.4	N=171
		Female	17.0	12.7	N=127
	<b>Pay gap</b>	<b>Per cent</b>	<b>36.3</b>	<b>12.0</b>	
	J Financial intermediation	Male	50.8	21.2	N=147
		Female	19.0	16.0	N=293
	<b>Pay gap</b>	<b>Per cent</b>	<b>62.7</b>	<b>24.7</b>	
	K Business activities	Male	27.9	20.2	N=697
		Female	21.3	12.7	N=670
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.6</b>	<b>37.1</b>	
	L Public administration and defence	Male	17.5	13.5	N=325
		Female	13.2	10.4	N=489
	<b>Pay gap</b>	<b>Per cent</b>	<b>24.4</b>	<b>22.8</b>	
	M Education	Male	24.9	16.2	N=130
		Female	21.3	13.7	N=344
	<b>Pay gap</b>	<b>Per cent</b>	<b>14.7</b>	<b>15.5</b>	
	N Health and social work	Male	20.1	10.0	N=78
		Female	16.9	8.7	N=208
	<b>Pay gap</b>	<b>Per cent</b>	<b>15.8</b>	<b>12.6</b>	
	O Other community, social and personal service activities	Male	23.2	15.0	N=85
		Female	22.8	12.8	N=170
	<b>Pay gap</b>	<b>Per cent</b>	<b>1.7</b>	<b>14.8</b>	
RU Russian Federation	A Agriculture, hunting and forestry	Male	43.3	43.3	N=2
		Female	38.5	38.5	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.1</b>	<b>11.1</b>	
	C Mining and quarrying	Male	23.3	19.0	N=8
		Female	26.7	25.7	N=6
	<b>Pay gap</b>	<b>Per cent</b>	<b>-14.4</b>	<b>-35.3</b>	
	D Manufacturing	Male	29.5	30.8	N=60
		Female	27.9	30.8	N=38
	<b>Pay gap</b>	<b>Per cent</b>	<b>5.5</b>	<b>0.0</b>	
	E Electricity, gas and water supply	Male	36.4	36.4	N=4
		Female	38.1	38.1	N=4
	<b>Pay gap</b>	<b>Per cent</b>	<b>-4.5</b>	<b>-4.5</b>	
	F Construction	Male	26.0	26.9	N=8
		Female	25.3	25.0	N=18
	<b>Pay gap</b>	<b>Per cent</b>	<b>3.0</b>	<b>6.9</b>	
	G Wholesale and retail trade	Male	29.4	29.9	N=58
		Female	30.3	29.9	N=50
	<b>Pay gap</b>	<b>Per cent</b>	<b>-3.3</b>	<b>0.2</b>	
	I Transport, storage and communication	Male	32.4	31.8	N=18
		Female	35.1	38.9	N=16
	<b>Pay gap</b>	<b>Per cent</b>	<b>-8.3</b>	<b>-22.4</b>	
	J Financial intermediation	Male	25.5	27.8	N=12
		Female	34.1	38.1	N=24
	<b>Pay gap</b>	<b>Per cent</b>	<b>-33.9</b>	<b>-37.1</b>	

	K Business activities	Male	31.1	32.5	N=84
		Female	28.1	28.9	N=112
	<b>Pay gap</b>	<b>Per cent</b>	<b>9.8</b>	<b>11.2</b>	
	M Education	Male	23.6	23.6	N=2
		Female	20.4	21.9	N=8
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.8</b>	<b>7.1</b>	
	N Health and social work	Male	22.0	22.0	N=2
		Female	19.7	18.9	N=12
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.3</b>	<b>14.3</b>	
	O Other community, social and personal service activities	Male	20.6	20.6	N=4
		Female	20.8	21.7	N=8
	<b>Pay gap</b>	<b>Per cent</b>	<b>-0.5</b>	<b>-4.9</b>	
ES Spain	Q Extra-territorial organizations	Male	19.3	17.3	N=6
		Female	33.6	35.4	N=12
	<b>Pay gap</b>	<b>Per cent</b>	<b>-73.9</b>	<b>-104.2</b>	
	A Agriculture, hunting and forestry	Male	11.7	9.4	N=109
		Female	9.3	7.6	N=57
	<b>Pay gap</b>	<b>Per cent</b>	<b>19.9</b>	<b>18.5</b>	
	B Fishing	Male	8.0	7.6	N=14
		Female	7.2	7.3	N=10
	<b>Pay gap</b>	<b>Per cent</b>	<b>10.7</b>	<b>4.4</b>	
	C Mining and quarrying	Male	16.0	14.5	N=35
		Female	15.3	13.9	N=14
	<b>Pay gap</b>	<b>Per cent</b>	<b>4.4</b>	<b>4.1</b>	
	D Manufacturing	Male	13.7	10.4	N=1241
		Female	10.6	7.8	N=566
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.2</b>	<b>25.0</b>	
	E Electricity, gas and water supply	Male	14.2	11.5	N=187
		Female	13.2	9.1	N=43
	<b>Pay gap</b>	<b>Per cent</b>	<b>6.7</b>	<b>20.8</b>	
	F Construction	Male	11.7	9.2	N=707
		Female	10.2	7.9	N=390
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.5</b>	<b>14.4</b>	
	G Wholesale and retail trade	Male	11.6	8.5	N=590
		Female	8.4	6.3	N=595
	<b>Pay gap</b>	<b>Per cent</b>	<b>27.9</b>	<b>26.2</b>	
	H Hotels and restaurants	Male	9.3	7.4	N=280
		Female	8.2	6.5	N=287
	<b>Pay gap</b>	<b>Per cent</b>	<b>11.4</b>	<b>12.1</b>	
	I Transport, storage and communication	Male	12.6	9.7	N=566
		Female	11.0	7.3	N=258
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.4</b>	<b>25.1</b>	
	J Financial intermediation	Male	16.2	12.7	N=459
		Female	12.4	9.1	N=316
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.0</b>	<b>28.4</b>	
	K Business activities	Male	12.9	9.7	N=1982
		Female	10.5	7.7	N=1410
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.2</b>	<b>20.6</b>	
	L Public administration and defence	Male	13.9	10.5	N=557
		Female	10.6	9.4	N=334

	<b>Pay gap</b>	<b>Per cent</b>	<b>23.7</b>	<b>10.3</b>	
	M Education	Male	14.3	12.9	N=261
		Female	11.3	9.9	N=385
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.1</b>	<b>23.5</b>	
	N Health and social work	Male	13.5	10.2	N=269
		Female	8.9	7.5	N=421
	<b>Pay gap</b>	<b>Per cent</b>	<b>33.9</b>	<b>26.1</b>	
	O Other community, social and personal service activities	Male	11.3	9.0	N=216
		Female	8.7	7.5	N=289
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.7</b>	<b>16.4</b>	
	P Activities of households	Male	9.3	7.3	N=38
		Female	6.5	4.9	N=27
	<b>Pay gap</b>	<b>Per cent</b>	<b>30.0</b>	<b>32.7</b>	
UK United Kingdom	Q Extra-territorial organizations	Male	10.3	10.9	N=3
		Female	6.8	6.8	N=5
	<b>Pay gap</b>	<b>Per cent</b>	<b>34.4</b>	<b>37.9</b>	
	A Agriculture, hunting and forestry	Male	16.4	8.8	N=157
		Female	13.0	9.5	N=77
	<b>Pay gap</b>	<b>Per cent</b>	<b>20.8</b>	<b>-7.0</b>	
	B Fishing	Male	16.0	10.4	N=6
		Female	9.7	8.1	N=12
	<b>Pay gap</b>	<b>Per cent</b>	<b>39.3</b>	<b>22.2</b>	
	C Mining and quarrying	Male	23.0	19.8	N=195
		Female	17.9	11.2	N=62
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.0</b>	<b>43.5</b>	
	D Manufacturing	Male	19.0	13.9	N=2914
		Female	15.6	10.2	N=1721
	<b>Pay gap</b>	<b>Per cent</b>	<b>18.0</b>	<b>26.7</b>	
	E Electricity, gas and water supply	Male	21.4	17.9	N=193
		Female	19.6	11.4	N=103
	<b>Pay gap</b>	<b>Per cent</b>	<b>8.6</b>	<b>36.6</b>	
	F Construction	Male	19.9	15.0	N=1395
		Female	15.3	10.1	N=794
	<b>Pay gap</b>	<b>Per cent</b>	<b>23.2</b>	<b>32.7</b>	
	G Wholesale and retail trade	Male	17.0	10.3	N=1669
		Female	14.2	8.5	N=1922
	<b>Pay gap</b>	<b>Per cent</b>	<b>16.5</b>	<b>17.4</b>	
	H Hotels and restaurants	Male	15.2	9.0	N=625
		Female	13.7	7.7	N=780
	<b>Pay gap</b>	<b>Per cent</b>	<b>9.6</b>	<b>14.3</b>	
	I Transport, storage and communication	Male	18.0	11.3	N=1606
		Female	17.3	10.9	N=622
	<b>Pay gap</b>	<b>Per cent</b>	<b>3.9</b>	<b>3.5</b>	
	J Financial intermediation	Male	21.9	17.0	N=947
		Female	18.9	12.1	N=1396
	<b>Pay gap</b>	<b>Per cent</b>	<b>13.7</b>	<b>29.2</b>	
	K Business activities	Male	20.7	15.4	N=3269
		Female	17.1	11.0	N=3767
	<b>Pay gap</b>	<b>Per cent</b>	<b>17.4</b>	<b>28.8</b>	
	L Public administration and	Male	19.0	13.4	N=655
		Female	16.6	10.9	N=1087

	defence				
	<b>Pay gap</b>	<b>Per cent</b>	<b>12.5</b>	<b>18.8</b>	
	M Education	Male	21.5	15.9	N=554
		Female	16.8	10.9	N=1576
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.0</b>	<b>31.4</b>	
	N Health and social work	Male	21.8	15.6	N=746
		Female	17.1	10.6	N=2447
	<b>Pay gap</b>	<b>Per cent</b>	<b>21.5</b>	<b>32.0</b>	
	O Other	Male	19.7	12.3	N=530
	community, social and personal service activities	Female	15.2	9.9	N=834
	<b>Pay gap</b>	<b>Per cent</b>	<b>22.7</b>	<b>19.6</b>	
	P Activities of households	Male	35.8	35.8	N=4
		Female	13.0	5.9	N=32
	<b>Pay gap</b>	<b>Per cent</b>	<b>63.6</b>	<b>83.5</b>	
	Q Extra-territorial organizations	Male	7.4	8.6	N=7
		Female	18.6	16.5	N=19
	<b>Pay gap</b>	<b>Per cent</b>	<b>-152.4</b>	<b>-91.5</b>	

## **Appendix 6: Explanation of education levels**

The International Standard Classification of Education (ISCED) is an instrument suitable for compiling statistics on education internationally<sup>4</sup>.

### **Basic**

This level begins between 5 and 7 years of age, is compulsory in all countries and generally lasts from four to six years.

### **Lower secondary education**

Teaching is typically more subject-focused than at the previous level. Usually, the end of this level coincides with the end of compulsory education.

### **Upper secondary education**

This level generally begins at the end of compulsory education. The entrance age is typically 15 or 16 years. Entrance qualifications (end of compulsory education) and other minimum entry requirements are usually needed. The typical duration of this education varies from two to five years.

### **Post-secondary non-tertiary education**

These programmes straddle the boundary between upper secondary and tertiary education. They serve to broaden the knowledge of upper secondary graduates. After completions, students can go on to the next level or opt for direct labour market entry.

### **Tertiary education (first stage)**

Entry to these programmes normally requires the successful completion of post-secondary level. This level includes tertiary programmes with academic orientation (type A) which are largely theoretically based and with occupation orientation (type B) which are typically shorter than type A programmes and geared for entry into the labour market.

### **Tertiary education (second stage)**

This level is reserved for tertiary studies that lead to an advanced research qualification (Ph.D. or doctorate).

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<sup>4</sup> For further information, please visit the information network on education in Europe:  
<http://www.eurydice.org/>



## Appendix 7: Literature

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Website to Eurostat data: <http://epp.eurostat.ec.europa.eu>

Website to ILO data: <http://laborsta.ilo.org>

