

<https://www.express.co.uk/news/world/929123/gender-pay-gap-eu-report-statistics-eurostat>

Europe's shocking gender pay gap: Women earning 16% less than men - report

WOMEN in the European Union earned on average 16 per cent less than their male counterparts in 2016, the bloc's official statistics agency Eurostat revealed.

By **ROMINA MCGUINNESS**

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Women in EU earned on average 16 per cent less than their male counterparts in 2016

The figures were released for International Women's Day, which this year is marked by the #MeToo and Time's up movements against sexual violence and harassment.

Eurostat said in a press release issued on the eve of International Women's Day: "For every euro earned by the hour by a man, a woman made on average 84 cents."

The figures were more encouraging for Romania, Italy and Luxembourg, with the gap at five per cent, while in France women earned 15 per cent less than men.

Pay equality is only slightly better in Europe than it is in the United States, where women earn on average 20 per cent less than their male peers.

On Tuesday, 15 of the European Commission's 28 members published a joint declaration reaffirming gender equality as one of the **EU's** top priorities, stressing that "equality between men and women" was one of the bloc's "fundamental values".

The past six months have been marked by the #MeToo and Time's up movements against sexual harassment and abuse that emerged in the wake of the Harvey Weinstein sex scandal, triggering a fierce, global debate about women's right to equal pay and sexual freedom.

France in particular has embraced the movements, which have accelerated the urgent need to rethink attitudes towards sexual harassment and gender inequality.

President Emmanuel Macron in November announced that the state was launching a "cultural war" against sexism and sexual violence, adding that his government would foster awareness of gender equality in schools and make it easier for victims of rape, harassment or discrimination to press charges.

In addition, France's gender equality minister Marlène Schiappa announced on Thursday that she and economy minister Bruno Le Maire were setting up an equal pay "task force" in an effort to close the wage gap between men and women.

She told France's RTL radio: "France is the first European country to set up an equal pay task force.

Mrs Schiappa said that the task force would be composed of top entrepreneurs and economists, including the head of the luxury goods group LVMH Bernard Arnault, Sodexo chairwoman Sophie Bellon and World Economic Forum researchers.

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<http://ec.europa.eu/eurostat/web/labour-market/earnings>

The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The GPG data is based on the methodology of the Structure of Earnings Survey (SES). GPG data are released approximately 12 months after the end of the reference period.

This is the website stated in the article.

Now, the main question is, is the pay gap 16% for the exact same jobs that men do vs women, or just as an overall amount etc.

**For every euro earned
by the hour by a man, a
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Eurostat



Onto the research:

Let's start with the Eurostat, as this is the company that is leading this issue.

This is the Main Tables:

<http://ec.europa.eu/eurostat/web/labour-market/earnings/main-tables>

And this is the Database:

<http://ec.europa.eu/eurostat/web/labour-market/earnings/database>

So, onto the tables. In there, we have the following:

Average gross annual earnings in industry and services, by sex (tps00175)

Viewing this table, we see that there is only data in there for 2008 to 2011. This is a snapshot from the actual link:

Average gross annual earnings in industry and services, by sex

Title: Average gross annual earnings in industry and services, by sex
Code: tps00175
Last update of data: 26/03/2018
Last table structure change: 26/03/2018
Number of values: 180

Data availability - by country:

Code	Label	Oldest data	Most recent data
-	overall	2008	2011
BG	Bulgaria	2008	2011
DK	Denmark	2008	2011
DE	Germany (until 1990 former territory of the FRG)	2008	2011
IE	Ireland	2008	2010
EL	Greece	2008	2009
ES	Spain	2008	2011
FR	France	2009	2010
LV	Latvia	2008	2011
HU	Hungary	2008	2011
MT	Malta	2009	2011
NL	Netherlands	2008	2011
PT	Portugal	2009	2011
RO	Romania	2009	2011
SK	Slovakia	2008	2011
FI	Finland	2009	2011
SE	Sweden	2008	2011
UK	United Kingdom	2008	2011
CH	Switzerland	2010	2010

But as you can easily spot, although this was updated 26/03/2018, the most recent data for each country is 2009-2011.

And actually viewing the file in Excel, we get the following:

<u>currency,sizeclas,worktime,sex,nace_r2,geo\time</u>	2008	2009	2010	2011
EUR,GE10,FT,F,B-S_X_O,BG	3196	3595	3842	4056
EUR,GE10,FT,F,B-S_X_O,CH	:	:	48972	:
EUR,GE10,FT,F,B-S_X_O,DE	33500	34000	34740	35700 p
EUR,GE10,FT,F,B-S_X_O,DK	45405	47241	49254	49584
EUR,GE10,FT,F,B-S_X_O,EL	22971	24216	:	:
EUR,GE10,FT,F,B-S_X_O,ES	23027	24034	25101	24738
EUR,GE10,FT,F,B-S_X_O,FI	:	34389	39511	36435
EUR,GE10,FT,F,B-S_X_O,FR	:	29844	30406	:
EUR,GE10,FT,F,B-S_X_O,HU	9088	8250	8341	8652
EUR,GE10,FT,F,B-S_X_O,IE	40289	40823	19177	:
EUR,GE10,FT,F,B-S_X_O,LV	7726	7529	7059	7432
EUR,GE10,FT,F,B-S_X_O,MT	:	16210	16864	17426
EUR,GE10,FT,F,B-S_X_O,NL	34165	35581	36696	37632
EUR,GE10,FT,F,B-S_X_O,PT	:	15334	15299	16614
EUR,GE10,FT,F,B-S_X_O,RO	:	5177 e	5221 e	5383 d
EUR,GE10,FT,F,B-S_X_O,SE	31000	29064	33305	35733
EUR,GE10,FT,F,B-S_X_O,SK	8029	8555	8929	9237
EUR,GE10,FT,F,B-S_X_O,UK	32161	29414	31115	30867
EUR,GE10,FT,M,B-S_X_O,BG	3930	4519	4861	5125
EUR,GE10,FT,M,B-S_X_O,CH	:	:	60135	:
EUR,GE10,FT,M,B-S_X_O,DE	43800	43400	44465	46100 p
EUR,GE10,FT,M,B-S_X_O,DK	58245	59119	62120	62851
EUR,GE10,FT,M,B-S_X_O,EL	29356	31246	:	:
EUR,GE10,FT,M,B-S_X_O,ES	26960	28265	29009	29354
EUR,GE10,FT,M,B-S_X_O,FI	:	42855	42741	47834
EUR,GE10,FT,M,B-S_X_O,FR	:	37094	37627	:
EUR,GE10,FT,M,B-S_X_O,HU	10923	10157	10624	11000
EUR,GE10,FT,M,B-S_X_O,IE	50900	50577	48459	:
EUR,GE10,FT,M,B-S_X_O,LV	9493	9377	9255	9521
EUR,GE10,FT,M,B-S_X_O,MT	:	19922	20060	20503
EUR,GE10,FT,M,B-S_X_O,NL	45457	46687	47373	48386
EUR,GE10,FT,M,B-S_X_O,PT	:	18955	19424	18723
EUR,GE10,FT,M,B-S_X_O,RO	:	5753 e	6119 e	6297 d

EUR,GE10,FT,M,B-S_X_O,SE	39044	36006	41311	44827
EUR,GE10,FT,M,B-S_X_O,SK	10473	11299	11645	12087
EUR,GE10,FT,M,B-S_X_O,UK	45363	40919	42710	43015
EUR,GE10,FT,T,B-S_X_O,BG	3584	4076	4361	4599
EUR,GE10,FT,T,B-S_X_O,CH	:	:	57014	:
EUR,GE10,FT,T,B-S_X_O,DE	40700	40500	41495	42900 p
EUR,GE10,FT,T,B-S_X_O,DK	52509	53543	55707	56299
EUR,GE10,FT,T,B-S_X_O,EL	26661	28241	:	:
EUR,GE10,FT,T,B-S_X_O,ES	25435	26568	27438	27447
EUR,GE10,FT,T,B-S_X_O,FI	:	38626	38520	42351
EUR,GE10,FT,T,B-S_X_O,FR	:	34329	34854	:
EUR,GE10,FT,T,B-S_X_O,HU	10055	9234	9496	9868
EUR,GE10,FT,T,B-S_X_O,IE	46168	46102	46602	:
EUR,GE10,FT,T,B-S_X_O,LV	8567	8351	8027	8376
EUR,GE10,FT,T,B-S_X_O,MT	:	18902	18850	19339
EUR,GE10,FT,T,B-S_X_O,NL	42629	43931	44784	45793
EUR,GE10,FT,T,B-S_X_O,PT	:	16735	16776	17741
EUR,GE10,FT,T,B-S_X_O,RO	:	5483 e	5689 e	5869 d
EUR,GE10,FT,T,B-S_X_O,SE	35802	33163	38023	41026
EUR,GE10,FT,T,B-S_X_O,SK	9349	10031	10407	10788
EUR,GE10,FT,T,B-S_X_O,UK	40171	36386	38122	38284

Now, as you can very well see, there is nothing in there about particular jobs. So, a bricklayer working outside for all hours compared to a cleaner working the same hours inside is not shown. Not a direct comparison at all.

But yes, you can 'see a difference': Looking at only 2011 for each country (MvsF), we get the following, but it's not something you can use to say there is a gap:

currency,sizeclas,worktime,sex,nace_r2,geo\time	2011		% difference	Female	Male
BG	4056	5125	26.36		
DE	35700	46100	29.13		
DK	49584	62851	26.76		
ES	24738	29354	18.66		
FI	36435	47834	31.29		
HU	8652	11000	27.14		
LV	7432	9521	28.11		
MT	17426	20503	17.66		
NL	37632	48386	28.58		
PT	16614	18723	12.69		
RO	5383	6297	16.98		
SE	35733	44827	25.45		
SK	9237	12087	30.85		
UK	30867	43015	39.36		

But like I said, a gap yes, but a comparative gap, no.

So, let's see what else there is that may show something tangible.

Looking at the same place we obtained the Average Earnings, there is this one:

Gender pay gap in unadjusted form (sdg_05_20)

Again, we can look at the link itself, and see what the snapshot shows. Now, this was updated in 11 April 2018, and the picture below shows recent data 2016. This is the latest date for all of the countries in the link:

Gender pay gap in unadjusted form

Title: Gender pay gap in unadjusted form
Code: sdg_05_20
Last update of data: 11/04/2018
Last table structure change: 11/04/2018
Number of values: 373

Data availability - by country:

Code	Label	Oldest data	Most recent data
-	overall	2002	2016
EU28	European Union (current composition)	2010	2016
EU27	European Union (before the accession of Croatia)	2006	2016
EA19	Euro area (19 countries)	2010	2016
EA18	Euro area (18 countries)	2010	2016
BE	Belgium	2006	2016
BG	Bulgaria	2002	2016
CZ	Czech Republic	2002	2016
DK	Denmark	2006	2016
DE	Germany (until 1990 former territory of the FRG)	2006	2016

So, let's get that into Excel form for viewing. It's a bit large across the columns, as it's from 2002 to 2016, but hopefully you can see this:

unit,nace_r2,geo\time	2002	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
PC,B-S_X_O,AT	:	25.5	25.5	25.1	24.3	24	23.5	22.9	22.3	22.2	21.7	20.1
PC,B-S_X_O,BE	:	9.5	10.1	10.2	10.1	10.2	9.4	8.3	7.5	6.6	6.5	6.1
PC,B-S_X_O,BG	18.9	12.4	12.1	12.3	13.3	13	13.2	15.1	14.1	14.2	15.4	14.4
PC,B-S_X_O,CH	:	18.6	:	18.4 d	18.4 d	17.8	17.6	17.4	17.6	17.4	17.2	17
PC,B-S_X_O,CY	22.5	21.8	22	19.5	17.8	16.8	16.1	15.6	14.9	14.2	14	13.9
PC,B-S_X_O,CZ	22.1	23.4	23.6	26.2	25.9	21.6	22.6	22.5	22.3	22.5	22.5	21.8
PC,B-S_X_O,DE	:	22.7	22.8	22.8	22.6	22.3	22.4	22.7	22.1	22.3	22 p	21.5 p
PC,B-S_X_O,DK	:	17.6	17.7	17.1	16.8	15.9	16.4	16.8	16.5	16	15.1	15
PC,B-S_X_O,EA18	:	:	:	:	:	17	17.3	17.6	17.2	16.9	16.7 p	16.3 p
PC,B-S_X_O,EA19	:	:	:	:	:	17	17.3	17.6	17.1	16.9	16.7 p	16.3 p
PC,B-S_X_O,EE	:	29.8	30.9	27.6	26.6	27.7	27.3	29.9	29.8	28.1	26.9	25.3
PC,B-S_X_O,EL	25.5	20.7	21.5	22 d	:	15	:	:	:	12.5	:	:
PC,B-S_X_O,ES	20.2	17.9	18.1	16.1	16.7	16.2	17.6	18.7	17.8	14.9	14.2	14.2 p
PC,B-S_X_O,EU27	:	17.7	:	17.3	17.2 p	16.5	16.9	17.3	16.8	16.6	16.3 p	16.3 p
PC,B-S_X_O,EU28	:	:	:	:	:	16.4	16.8	17.2	16.7	16.6	16.2 p	16.2 p
PC,B-S_X_O,FI	:	21.3	20.2	20.5	20.8	20.3	19.1	19.2	18.8	18.4	17.6	17.4 p
PC,B-S_X_O,FR	:	15.4	17.3	16.9	15.2	15.6	15.7	15.6	15.5	15.5	15.3	15.2 p
PC,B-S_X_O,HR	:	:	:	:	:	5.7	:	:	7.7	8.7	:	:
PC,B-S_X_O,HU	19.1	14.4	16.3	17.5	17.1	17.6	18	20.1	18.4	15.1	14	14
PC,B-S_X_O,IE	15.1	17.2	17.3	12.6	12.6	13.9	12.7	12.2	12.9	13.9	:	:
PC,B-S_X_O,IS	:	:	24	20.7	18	17.7	17.8	17.7	19	16.7	17.5	16.3
PC,B-S_X_O,IT	:	4.4	5.1	4.9	5.5	5.3	5.7	6.5	7	6.1	5.5	5.3
PC,B-S_X_O,LT	13.2	17.1	22.6	21.6	15.3	14.6	11.5	11.9	12.2	13.3	14.2	14.4
PC,B-S_X_O,LU	:	10.7	10.2	9.7	9.2	8.7	7.9	7	6.2	5.4	5.5	5.5
PC,B-S_X_O,LV	:	15.1	13.6	11.8	13.1	15.5	14.1	14.9	16	17.3	17	17
PC,B-S_X_O,ME	:	:	:	:	:	:	:	:	:	7.7	:	:
PC,B-S_X_O,MK	:	:	:	:	:	:	:	:	:	9.1	:	:
PC,B-S_X_O,MT	:	5.2	7.8	9.2	7.7	7.2	7.7	9.5	9.7	10.6	10.4	11
PC,B-S_X_O,NL	18.7	23.6	19.3	18.9	18.5	17.8	18.6	17.6	16.5	16.1	16.1	15.6
PC,B-S_X_O,NO	:	16	15.6	17	16.5	16.1	15.7	14.7	15.5	14.5	16.2	14.9
PC,B-S_X_O,PL	7.5	7.5	14.9	11.4	8	4.5	5.5	6.4	7.1	7.7	7.4	7.2
PC,B-S_X_O,PT	:	8.4	8.5	9.2	10	12.8	12.9	15	13.3	14.9	17.8	17.5
PC,B-S_X_O,RO	16	7.8	12.5 d	8.5 d	7.4 d	8.8	9.6	6.9	4.9	4.5	5.8 e	5.2 e
PC,B-S_X_O,RS	:	:	:	:	:	:	:	:	:	8.7	:	:
PC,B-S_X_O,SE	:	16.5	17.8	16.9	15.7	15.4	15.6	15.5	14.6	13.8	14	13.3
PC,B-S_X_O,SI	6.1	8	5	4.1	-0.9	0.9	3.3	4.5	6.3	7	8.1	7.8
PC,B-S_X_O,SK	27.7	25.8	23.6	20.9	21.9	19.6	20.1	20.8	18.8	19.7	19.6	19
PC,B-S_X_O,TR	:	-2.2	:	:	:	:	:	:	:	-1.3	:	:
PC,B-S_X_O,UK	27.3	24.3	20.8	21.4	20.6	19.5	19.7	21.2	20.5	20.9	21	21 p

Now this is where it gets confusing. So, the first link is the average earnings for each country for a male/female. So, we looked at the values for 2011 previously, and calculated the difference. But looking at the second link, we can see there is a difference between the two.

So, remember that the first link gave it in the full format, and I calculated using Excel, the difference. I used the calculation:

$$(\text{Male-female})/\text{female} \times 100$$

So, for the country BG (Belgium) for 2011, I originally got 26.36 differences. But in the above 'official' spreadsheet, it is 13.2. Well, it's lower, but curious where they got these values from.

I've created a comparison between the two spreadsheets (mine calculated and the official):

	Mine	Official
BG	26.4	13.2
DE	29.1	22.4
DK	26.8	16.4
ES	18.7	17.6
FI	31.3	19.1
HU	27.1	18.0
LV	28.1	14.1
MT	17.7	7.7
NL	28.6	18.6
PT	12.7	12.9
RO	17.0	9.6
SE	25.5	15.6
SK	30.9	20.1
UK	39.4	19.7

So, my findings so far on no particular type of job, shows it to be worse than stated (mostly), with some being the same. Anyway, let's carry on, as we really need to see the comparisons with regards to job roles.

The third link in the webpage is regarding Minimum Wages:

Minimum wages (tps00155)

Which again shows it was updated in 2018, but recent data is 2015. Not really useful to determine the wage gap, but interesting none the less.

Minimum wages

Title: Minimum wages

Code: tps00155

Last update of data: 04/04/2018

Last table structure change: 04/04/2018

Number of values: 301

Data availability - by country:

Code	Label	Oldest data	Most recent data
-	overall	2004	2015
BE	Belgium	2004	2015
BG	Bulgaria	2004	2015
CZ	Czech Republic	2004	2015
DK	Denmark	2004	2015
DE	Germany (until 1990 former territory of the FRG)	2004	2015
EE	Estonia	2004	2015
IE	Ireland	2004	2015
EL	Greece	2004	2015
ES	Spain	2004	2015
FR	France	2004	2015
HR	Croatia	2004	2015

A	B	C	D	E	F	G	H	I	J	K	L	M
currency,ge	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EUR,AL	74.9	85.48	96.26	113.04	131.38	137.32	130.47	136.92	143.96	150.44	156.92	156.99
EUR,AT	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,BE	1186.31	1210	1234	1259	1309.6	1387.5	1387.5	1415.24	1443.54	1501.82	1501.82	1501.82
EUR,BG	61.36	76.69	81.79	92.03	112.49	122.71	122.71	122.71	138.05	158.5	173.84	184.07
EUR,CH	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,CY	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,CZ	206.73	235.85	261.03	291.07	300.44	297.67	302.19	319.22	310.23	318.08	309.91	331.71
EUR,DE	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	1440
EUR,DK	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,EE	158.5	171.92	191.73	230.08	278.02	278.02	278.02	278.02	290	320	355	390
EUR,EL	630.77	667.68	709.71	730.3	794.02	817.83	862.82	862.82	876.62	683.76	683.76	683.76
EUR,ES	537.25	598.5	631.05	665.7	700	728	738.85	748.3	748.3	752.85	752.85	756.7
EUR,FI	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,FR	1215.11	1286.09	1217.88	1254.28	1280.07	1321.02	1343.77	1365	1398.37	1430.22	1445.38	1457.52
EUR,HR	: z	: z	: z	: z	: z	373.46	385.48	381.15	373.36	372.35	395.67	395.61
EUR,HU	201.9	231.74	247.16	260.16	271.94	268.09	271.8	280.63	295.63	335.27	341.7	332.76
EUR,IE	1073.15	1183	1292.85	1402.7	1461.85	1461.85	1461.85	1461.85	1461.85	1461.85	1461.85	1461.85
EUR,IS	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,IT	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,LT	130.34	144.81	159.29	173.77	231.7	231.7	231.7	231.7	231.7	289.62	289.62	300
EUR,LU	1402.96	1466.77	1503.42	1570.28	1570.28	1641.74	1682.76	1757.56	1801.49	1874.19	1921.03	1922.96
EUR,LV	118.96	114.63	129.27	172.12	229.75	254.13	253.77	281.93	285.92	286.66	320	360
EUR,ME	:	:	:	:	:	:	:	:	:	:	288.05	288.05
EUR,MK	: z	: z	: z	: z	: z	: z	: z	: z	: z	199.48	213.62	213.72
EUR,MT	540.84	555.06	584.24	601.9	617.21	634.88	659.92	664.95	685.14	702.82	717.95	720.46
EUR,NL	1264.8	1264.8	1272.6	1300.8	1335	1381.2	1407.6	1424.4	1446.6	1469.4	1485.6	1501.8
EUR,NO	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,PL	175.25	207.86	232.9	244.32	313.34	307.21	320.87	348.68	336.47	392.73	404.4	409.53
EUR,PT	425.95	437.15	449.98	470.17	497	525	554.17	565.83	565.83	565.83	565.83	589.17
EUR,RO	68.03	78.7	89.67	115.27	138.59	149.16	141.63	157.2	161.91	157.5	190.11	217.5
EUR,RS	115.95	124.7	137.95	161.97	208.37	232.99	222.37	212.88	229.99	239.24	235.3	235.04
EUR,SE	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z	: z
EUR,SI	470.99	490.07	511.9	521.8	538.53	589.19	597.43	748.1	763.06	783.66	789.15	790.73
EUR,SK	147.68	167.76	182.15	220.71	241.19	295.5	307.7	317	327	337.7	352	380
EUR,TR	238.77	266.15	333.46	301.77	354.34	309.94	338.33	384.89	362.84	415.52	361.76	424.26
EUR,UK	1054.2	1134.67	1212.61	1314.97	1242.24	995.28	1076.46	1136.22	1201.96	1249.85	1251.05	1378.87
EUR,US	706.79	655.36	756.69	677.81	688.81	815.79	872.32	940.48	971.22	952.46	911.22	1035.06

So, we can go off on a tangent for a brief spell. Many countries boast that minimum wage is increasing over the years. I'll look at the countries in the above that have 2 or more year's data. Also, from what you can deduce, this doesn't seem to be minimum pay, in terms of hourly, but more in terms of the yearly.

I've created a colour code, which is for ease of viewing:

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Increase	Decrease	Stays S
AL	74.9	85.48	96.26	113.04	131.38	137.32	130.47	136.92	143.96	150.44	156.92	156.99			
BE	1186.31	1210	1234	1259	1309.6	1387.5	1387.5	1415.24	1443.54	1501.82	1501.82	1501.82			
BG	61.36	76.69	81.79	92.03	112.49	122.71	122.71	122.71	138.05	158.5	173.84	184.07			
CZ	206.73	235.85	261.03	291.07	300.44	297.67	302.19	319.22	310.23	318.08	309.91	331.71			
EE	158.5	171.92	191.73	230.08	278.02	278.02	278.02	278.02	290	320	355	390			
EL	630.77	667.68	709.71	730.3	794.02	817.83	862.82	862.82	876.62	683.76	683.76	683.76			
ES	537.25	598.5	631.05	665.7	700	728	738.85	748.3	748.3	752.85	752.85	756.7			
FR	1215.11	1286.09	1217.88	1254.28	1280.07	1321.02	1343.77	1365	1398.37	1430.22	1445.38	1457.52			
HR						373.46	385.48	381.15	373.36	372.35	395.67	395.61			
HU	201.9	231.74	247.16	260.16	271.94	268.09	271.8	280.63	295.63	335.27	341.7	332.76			
IE	1073.15	1183	1292.85	1402.7	1461.85	1461.85	1461.85	1461.85	1461.85	1461.85	1461.85	1461.85			
LT	130.34	144.81	159.29	173.77	231.7	231.7	231.7	231.7	231.7	289.62	289.62	300			
LU	1402.96	1466.77	1503.42	1570.28	1570.28	1641.74	1682.76	1757.56	1801.49	1874.19	1921.03	1922.96			
LV	118.96	114.63	129.27	172.12	229.75	254.13	253.77	281.93	285.92	286.66	320	360			
ME											288.05	288.05			
MK										199.48	213.62	213.72			
MT	540.84	555.06	584.24	601.9	617.21	634.88	659.92	664.95	685.14	702.82	717.95	720.46			
NL	1264.8	1264.8	1272.6	1300.8	1335	1381.2	1407.6	1424.4	1446.6	1469.4	1485.6	1501.8			
PL	175.25	207.86	232.9	244.32	313.34	307.21	320.87	348.68	336.47	392.73	404.4	409.53			
PT	425.95	437.15	449.98	470.17	497	525	554.17	565.83	565.83	565.83	565.83	589.17			
RO	68.03	78.7	89.67	115.27	138.59	149.16	141.63	157.2	161.91	157.5	190.11	217.5			
RS	115.95	124.7	137.95	161.97	208.37	232.99	222.37	212.88	229.99	239.24	235.3	235.04			
SI	470.99	490.07	511.9	521.8	538.53	589.19	597.43	748.1	763.06	783.66	789.15	790.73			
SK	147.68	167.76	182.15	220.71	241.19	295.5	307.7	317	327	337.7	352	380			
TR	238.77	266.15	333.46	301.77	354.34	309.94	338.33	384.89	362.84	415.52	361.76	424.26			
UK	1054.2	1134.67	1212.61	1314.97	1242.24	995.28	1076.46	1136.22	1201.96	1249.85	1251.05	1378.87			
US	706.79	655.36	756.69	677.81	688.81	815.79	872.32	940.48	971.22	952.46	911.22	1035.06			

So, as you can see, some countries have fluctuations, probably due to inflation etc. A few have a great increase which is great. But at least you can see how well each country is doing. I've done a small amount of calculation to show what the difference from 2004 (or next earliest date) to 2015 is, to see how well each country has performed. So, this will show a better way of reading the data, as the above is on currency, not percentage.

The calculation I used was:

$$(2015 \text{ date} - \text{Earliest date}) / \text{Earliest date}$$

Then, pressed the % button in Excel.

	% Change from Earliest to 2015		
AL	110%		
BE	27%		
BG	200%		
CZ	60%		
EE	146%		
EL	8%		
ES	41%		
FR	20%		
HR	6%		
HU	65%		
IE	36%		
LT	130%		
LU	37%		
LV	203%		
ME	0%		
MK	7%		
MT	33%		
NL	19%		
PL	134%		
PT	38%		
RO	220%		
RS	103%		
SI	68%		
SK	157%		
TR	78%		
UK	31%		
US	46%		

So, from this, you can see which country has increased bigtime since the records for that country began, versus some others.

Anyway, back to the pay gap part. From the above, we've so far found out that there is a gap between male/female, but not for a specific job, and no details about hours etc. that it's related. Let's see what the other links from the site have.

We have the Database to look at:

<http://ec.europa.eu/eurostat/web/labour-market/earnings/database>

Going from top to bottom, let's see if anything sheds any light on the 16% gap that is reported in the news.

The first is Earnings, and this has 5 databases linked to it:

- 1) Annual net earnings (earn_nt_net)

Looking at the details from this, there isn't anything new since 2016:

Annual net earnings			
Title: Annual net earnings Code: earn_nt_net Last update of data: 28/08/2017 Last table structure change: 28/08/2017 Number of values: 134859			
Data availability - by country:			
Code	Label	Oldest data	Most recent data
-	overall	1995	2016

Now, opening in Excel gives a massive amount of numbers. Although this is useful to look at, I feel this will take me off course. You can open it up in the browser, and it basically shows the earnings per country based on many criteria's, none of which are male vs female:

Annual net earnings			
Last update: 28-08-2017			
Table Customization show			
TIME	GEO		
Net earning	Earnings case		
	Single person without children, 67% of AW		
TIME	2007	2008	2009
GEO	Total		
European Union (25 countries)	15,127.06	15,163.01	14,988.24
European Union (15 countries)	16,977.56	16,955.80	16,824.07
Euro area (19 countries)	14,882.49	15,393.83	15,692.65
Euro area (18 countries)	15,000.86	15,508.95	15,806.57
Euro area (17 countries)	15,084.63	15,589.13	15,878.49
Euro area (16 countries)	:	:	:
Euro area (15 countries)	:	:	:
Euro area (13 countries)	:	:	:
Euro area (12 countries)	:	:	:
Belgium	16,713.30	17,417.90	18,123.02
Bulgaria	1,463.34	1,752.10	1,977.42
Czech Republic	4,831.25	5,895.88	5,837.72
Denmark	18,932.62	19,747.22	20,382.85
Germany (until 1990 former territory of the FRG)	17,091.23	17,555.02	17,567.82
Estonia	4,981.15	5,647.06	5,298.32
Ireland	19,663.56	20,498.62	19,764.04
Greece	13,027.36	13,032.47	13,391.68
Spain	12,321.94	13,360.75	13,795.78
France	16,107.45	16,678.21	16,936.07
Croatia	:	:	:

Tax rate on low wage earners: Tax wedge on labour costs (earn_nt_taxwedge)

Tax rate (earn_nt_taxrate)

Tax rate on low wage earners - Unemployment trap (earn_nt_unemtrp)

Tax rate on low wage earners - Low wage trap (earn_nt_lowwtrp)

The above I'm not going to look at in detail, as like I say, I feel this will take us off into a tangent.

-

But the second database is interesting: Structure of earnings survey

There are 3 here: hourly, monthly, yearly. Opening in Excel doesn't show anything tangible, but if you open within the site, you can get various options.

Structure of earnings survey: hourly earnings

[earn_ses_hou

Last update: 07-08-2017

Table Customization [show](#)

TIME	GEO	Classification of economic activities - NACE Rev.2
International Standard Classification of Occupations 2008 (ISCO-08)	Working time	Industry, construction and services (except public)
Total	Total	Age class
Sex	Structure of Earnings indicator	Total
Total	Number of employees	

GEO	TIME	2002	2006	2010	2014
European Union (current comp		:	120,581,302	122,578,750	129,154,360
Euro area (19 countries)		:	:	77,384,437	82,210,208
Euro area (18 countries)		:	74,983,816	76,514,574	81,265,987
Belgium		:	2,110,533	2,283,272	2,335,738
Bulgaria		1,509,352	1,825,577	1,700,737	1,716,676
Czech Republic		3,287,050	3,553,892	3,162,338	3,253,471
Denmark		:	2,725,641	2,722,018	2,797,677
Germany (until 1990 former t		:	20,467,330	21,779,025	28,661,310
Estonia		:	406,331	350,604	361,052
Ireland		1,229,745	1,276,795	921,047	1,257,377
Greece		:	1,489,135	1,547,766	1,331,139
Spain		7,454,677	9,388,661	8,433,747	7,737,516
France		:	14,029,387	15,720,214	16,075,954
Croatia		:	:	809,681	772,637
Italy		:	10,364,312	10,437,997	8,286,869
Cyprus		:	169,368	191,815	186,198
Latvia		:	728,101	536,294	635,943
Lithuania		841,295	1,006,244	869,862	944,221
Luxembourg		:	244,930	270,127	303,812
Hungary		1,809,328	1,985,224	1,786,863	1,818,503
Malta		:	101,490	139,325	132,660
Netherlands		5,305,015	6,065,155	5,899,246	5,988,354
Austria		:	2,249,541	2,331,601	2,500,279
Poland		5,956,804	6,599,855	6,935,115	7,018,439
Portugal		:	2,439,094	2,346,225	2,162,840
Romania		3,786,696	4,064,967	3,666,358	4,024,736
Slovenia		523,647	555,520	527,514	517,584
Slovakia		1,398,870	1,584,063	1,460,824	1,440,448

So, as you can see from the above, there are different industries. However, there are only 4 when you look further, which is disappointing. But you can show between male/female for each type. It's advisable to open the interactive (above) as the Excel is a lot of numbers. So, what I will do for the purpose of this research, is open for male and female each, for 'industry and construction' and 'Education' to narrow it down, and save my poor fingers from typing. I'll post all snapshots, so it's easier to see at a glance, then just numbers on a sheet.

Firstly, male for construction:

TIME + + International Standard Classification of Occupations 2008 (ISCO-08) Total + + Sex Males +				
GEO	2002	2006	2010	2014
European Union (current comp	29,002,716	27,798,478	25,545,664	25,040,643
Euro area (19 countries)	:	:	17,041,263	16,495,579
Euro area (18 countries)	19,319,441	18,342,472	16,881,574	16,307,969
Belgium	592,999	527,332	517,444	540,490
Bulgaria	399,238	499,036	405,715	397,107
Czech Republic	1,008,173	1,135,501	954,350	936,586
Denmark	512,933	476,012	387,052	344,515
Germany (until 1990 former t	6,557,023	5,545,762	5,482,968	6,357,307
Estonia	80,471	91,638	71,033	72,394
Ireland	232,140	233,403	154,879	153,650
Greece	;(c)	311,703	240,524	178,936
Spain	2,284,923	2,586,550	1,805,664	1,378,106
France	3,259,178	2,925,813	2,933,645	2,848,516
Croatia	:	:	246,519	185,162
Italy	2,821,904	2,809,584	2,722,457	2,004,142
Cyprus	26,854	32,894	36,874	22,164
Latvia	115,876	135,629	91,213	109,467
Lithuania	188,789	233,825	159,689	187,610
Luxembourg	42,403	62,105	59,046	58,909
Hungary	474,023	455,424	423,642	419,400
Malta	26,292	24,465	25,185	21,067
Netherlands	955,757	907,649	846,239	801,577
Austria	606,990	647,134	630,924	632,388
Poland	1,745,348	1,868,431	1,948,790	1,918,867
Portugal	593,582	584,368	481,617	391,383
Romania	1,275,663	1,233,595	968,660	1,055,876
Slovenia	167,083	172,147	152,524	140,437
Slovakia	347,170	437,362	358,204	342,898
Finland	331,518	306,933	271,133	254,137
Sweden	591,602	596,647	558,187	565,261
United Kingdom	3,487,507	2,957,534	2,611,486	2,722,291
Iceland	:	21,174	16,807	17,830
Norway	327,598	344,423	353,075	377,185
Switzerland	:	:	605,174	651,931
Montenegro	:	:	:	9,559
Former Yugoslav Republic of P	:	:	61,546	81,976
Serbia	:	:	:	308,842
Turkey				

Next, female for construction:

TIME				
+ International Standard Classification of Occupations 2008 (ISCO-08)				
Total				
+ Sex				
Females				
+ TIME				
+ GEO				
	2002	2006	2010	2014
Euro area (18 countries)	6,339,026	5,910,415	5,260,654	5,111,970
Belgium	137,032	121,522	120,095	127,860
Bulgaria	308,034	347,854	284,753	273,136
Czech Republic	536,133	533,705	438,945	438,986
Denmark	179,143	154,222	126,253	112,992
Germany (until 1990 former t	2,085,691	1,807,910	1,679,847	2,003,686
Estonia	55,698	61,756	42,881	43,241
Ireland	106,236	84,911	50,502	58,552
Greece	: ^(c)	132,560	81,884	61,182
Spain	519,125	581,619	486,532	403,534
France	1,069,563	907,009	917,129	855,497
Croatia	:	:	91,648	66,595
Italy	1,058,999	1,021,832	902,559	620,343
Cyprus	11,400	12,891	12,143	9,569
Latvia	71,215	74,839	50,542	50,588
Lithuania	119,293	132,204	92,752	100,649
Luxembourg	7,163	8,642	7,325	8,717
Hungary	271,911	241,037	217,429	196,116
Malta	10,547	6,659	5,956	5,909
Netherlands	198,754	202,601	178,137	179,922
Austria	169,921	163,637	159,773	156,368
Poland	721,497	755,426	758,416	733,721
Portugal	323,792	290,173	233,993	227,892
Romania	860,511	845,548	588,728	649,346
Slovenia	87,901	80,671	61,551	54,028
Slovakia	194,916	249,270	191,298	175,012
Finland	116,560	101,916	78,506	70,071
Sweden	168,619	165,530	139,971	130,932
United Kingdom	1,015,815	761,051	635,490	690,196
Iceland	:	7,152	6,455	5,814
Norway	82,442	77,997	76,063	81,889
Switzerland	:	:	180,221	205,632
Montenegro	:	:	:	2,992
Former Yugoslav Republic of P	:	:	40,708	52,862
Serbia	:	:	:	149,652
Turkey	:	659,408	590,009	909,160

Next, male for education:

TIME				
+ International Standard Classification of Occupations 2008 (ISCO-08)				
Total				
+ Sex				
Males				
+ GEO				
+ TIME				
	2002	2006	2010	2014
Euro area (18 countries)	1,181,963	5,637,667	5,451,112	5,980,406
Belgium	:	178,915	166,610	174,075
Bulgaria	102,838	109,447	76,526	78,002
Czech Republic	192,800	180,282	151,951	160,511
Denmark	:	246,238	280,582	287,653
Germany (until 1990 former territories)	:	1,508,154	1,546,402	1,975,454
Estonia	:	22,708	18,696	18,944
Ireland	125,551	84,445	71,550	88,512
Greece	;(c)	193,231	170,083	140,365
Spain	498,437	620,865	571,424	588,051
France	:	1,136,296	1,186,450	1,387,001
Croatia	:	:	40,915	66,410
Italy	:	823,663	728,062	606,203
Cyprus	:	12,396	9,976	11,815
Latvia	:	44,457	31,166	37,906
Lithuania	69,775	68,117	61,564	59,936
Luxembourg	:	9,968	9,589	16,993
Hungary	125,705	156,983	106,272	119,696
Malta	:	12,850	16,454	14,119
Netherlands	451,163	503,306	463,845	442,486
Austria	:	118,907	123,694	135,465
Poland	354,837	457,765	391,466	368,235
Portugal	:	144,814	145,326	143,672
Romania	194,531	235,265	212,777	214,499
Slovenia	23,263	29,736	24,270	27,667
Slovakia	83,457	109,971	78,452	79,182
Finland	:	82,985	89,066	92,497
Sweden	:	304,042	298,894	332,765
United Kingdom	2,080,313	2,265,379	2,416,628	2,389,744
Iceland	:	9,485	10,338	10,367
Norway	:	127,112	159,435	162,810
Switzerland	:	:	230,992	185,572
Montenegro	:	:	:	5,955
Former Yugoslav Republic of Macedonia	:	:	28,954	25,841
Serbia	:	:	:	95,259
Turkey	:	204,105	235,664	378,871

And female for education:

TIME				
+ International Standard Classification of Occupations 2008 (ISCO-08)				
Total				
+ Sex				
Females				
+ TIME ▶				
+ GEO ▼				
	2002	2006	2010	2014
Euro area (18 countries)	2,495,616	12,583,262	13,800,016	15,879,321
Belgium	:	441,954	437,708	448,902
Bulgaria	280,256	286,057	239,948	255,880
Czech Republic	390,327	446,150	432,250	457,413
Denmark	:	740,649	785,077	807,907
Germany (until 1990 former t	:	3,379,081	3,759,079	5,341,756
Estonia	:	82,685	78,420	81,323
Ireland	336,221	238,593	227,095	280,676
Greece	;(c)	189,410	258,132	216,603
Spain	766,631	1,136,497	1,285,980	1,305,889
France	:	2,586,152	3,056,643	3,549,475
Croatia	:	:	130,202	175,970
Italy	:	1,674,652	1,677,434	1,532,888
Cyprus	:	20,340	20,483	24,584
Latvia	:	156,016	131,999	162,426
Lithuania	213,596	221,167	209,139	209,581
Luxembourg	:	21,482	24,057	39,066
Hungary	343,545	418,327	304,726	352,916
Malta	:	15,324	24,213	22,317
Netherlands	1,115,650	1,284,310	1,443,558	1,429,491
Austria	:	203,415	229,994	260,936
Poland	1,127,107	1,271,485	1,306,176	1,291,775
Portugal	:	455,653	449,171	453,452
Romania	490,280	533,489	530,798	538,767
Slovenia	75,304	88,066	89,160	94,575
Slovakia	201,730	268,717	234,894	247,655
Finland	:	340,918	371,997	387,305
Sweden	:	960,849	964,702	1,043,524
United Kingdom	5,192,953	5,744,248	5,550,979	5,814,015
Iceland	:	31,801	30,588	36,879
Norway	:	248,249	491,172	508,844
Switzerland	:	:	505,625	476,164
Montenegro	:	:	:	17,140
Former Yugoslav Republic of P	:	:	47,857	41,810
Serbia	:	:	:	221,346
Turkey	:	176,853	253,420	506,878

So, I'm just going to focus on 2014 (yep, latest values are 2014 once again, even though updated 2017). Will type into Excel, and calculate difference between male/female for each of the industries above.

Now, it is actually interesting when you look at both in Excel. So, firstly the difference in construction between men and women:

	2014 Construction		Difference (Female vs Male)
	Male	Female	
Belgium	540490	127860	-76%
Bulgaria	397107	273136	-31%
Czech	936586	438986	-53%
Denmark	344515	112992	-67%
Germany	6357307	2003686	-68%
Estonia	72394	43241	-40%
Ireland	153650	58552	-62%
Greece	178936	61182	-66%
Spain	1378106	403534	-71%
France	2848516	855497	-70%
Croatia	185162	66595	-64%
Italy	2004142	620343	-69%
Cyprus	22164	9569	-57%
Latvia	109467	50588	-54%
Lithuania	187610	100649	-46%
Luxembourg	58909	8717	-85%
Hungary	419400	196116	-53%
Malta	21067	5909	-72%
Netherlands	801577	179922	-78%
Austria	632388	156368	-75%
Poland	1918867	733721	-62%
Portugal	391383	227892	-42%
Romania	1055876	649346	-39%
Slovenia	140137	54028	-61%
Slovakia	342898	175012	-49%
Finland	254137	70071	-72%
Sweden	565261	130932	-77%
United Kingdom	2722291	690196	-75%
Iceland	17830	5814	-67%
Norway	377185	81889	-78%
Switzerland	651931	205632	-68%
Motenegro	9559	2992	-69%
Former Yugoslavia	81976	52862	-36%
Serbia	308842	149652	-52%
Turkey			

Yep, quite a large gap for women pay versus men, hence I can see the reason for the actual article. But let's have a look at the education:

	Education		
	Male	Female	Difference (Female vs Male)
Belgium	174075	448902	158%
Bulgaria	78002	255880	228%
Czech	160511	457413	185%
Denmark	287653	807907	181%
Germany	1975454	5341756	170%
Estonia	18944	81323	329%
Ireland	88512	280676	217%
Greece	140365	216603	54%
Spain	588051	1305889	122%
France	1387001	3549475	156%
Croatia	66410	175970	165%
Italy	606203	1532888	153%
Cyprus	11815	24584	108%
Latvia	37906	162426	328%
Lithuania	59936	209581	250%
Luxembourg	16993	39066	130%
Hungary	119696	352916	195%
Malta	14119	22317	58%
Netherlands	442486	1429491	223%
Austria	135465	260936	93%
Poland	368235	1291775	251%
Portugal	143672	453452	216%
Romania	214499	538767	151%
Slovenia	27667	94575	242%
Slovakia	79182	247655	213%
Finland	92497	387305	319%
Sweden	332765	1043524	214%
United Kingdom	2389744	5814015	143%
Iceland	10637	36879	247%
Norway	162810	508844	213%
Switzerland	185572	476164	157%
Motenegro	5955	17140	188%
Former Yugoslavia	25841	41810	62%
Serbia	95259	221346	132%
Turkey	378871	506878	34%

But this is the other way round. It shows that women actually get paid more than men in education, social services etc.

Now, just to pause here, as there is a lot of info that I've shown above, so let's just get our head round a few things.

Firstly, the original article said that there was a 16% pay gap between men and women, and that from the headline; you would assume that is for all sectors, in all countries, no matter what the job was. From what I have found (eventually), is its dependent on the actual job. I'm not being sexist, but construction is mainly male dominated, hence the reason why men get paid more than women.

But education, social care etc. when lumped together seems to be a female dominated area, especially in social care. Hence the reason why men get paid a lot less, due to averages etc.

Without straying off the path too much, as the website I'm getting this data from has so much information, lets concentrate on the main issue, and see if we can narrow it down a bit more.

But that's the thing; I can't narrow it down any further. Sure, I can show the Gender Pay Gap in unadjusted form:

Gender pay gap in unadjusted form by NACE Rev. 2 activity - structure of earnings survey methodology (earn_gr_gpgr2)

Which was updated on 27 Feb 2018, but data only up to 2016, which for the UK (where the main news article is about), it's actually 13% in 2016. Not great I admit, but not 16%. But, it's a few industries again:

Gender pay gap in unadjusted form by NACE Rev. 2 activity - structure of earnings survey methodology [earn_gr_]
 Last update: 27-02-2018
 Table Customization [show](#)

TIME + GEO + Unit of measure Percentage

+ Classification of economic activities - NACE Rev.2
 Industry, construction and services (except public ad) +

GEO	2011	2012	2013	2014	2015	2016
European Union (current comp	16.8	17.2	16.7	16.6	16.2 (p)	16.2 (p)
European Union (before the a	16.9	17.3	16.8	16.6	16.3 (p)	16.3 (p)
Euro area (19 countries)	17.3	17.6	17.1	16.9	16.7 (p)	16.3 (p)
Euro area (18 countries)	17.3	17.6	17.2	16.9	16.7 (p)	16.3 (p)
Euro area (17 countries)	17.4	17.6	17.2	16.8	16.6 (p)	16.3 (p)
Belgium	9.4	8.3	7.5	6.6	6.5	6.1
Bulgaria	13.2	15.1	14.1	14.2	15.4	14.4
Czech Republic	22.6	22.5	22.3	22.5	22.5	21.8
Denmark	16.4	16.8	16.5	16.0	15.1	15.0
Germany (until 1990 former t	22.4	22.7	22.1	22.3	22 (p)	21.5 (p)
Estonia	27.3	29.9	29.8	28.1	26.9	25.3
Ireland	12.7	12.2	12.9	13.9	:	:
Greece	:	:	:	12.5	:	:
Spain	17.6	18.7	17.8	14.9	14.2	14.2 (p)
France	15.7	15.6	15.5	15.5	15.3	15.2 (p)
Croatia	:	:	7.7	8.7	:	:
Italy	5.7	6.5	7.0	6.1	5.5	5.3
Cyprus	16.1	15.6	14.9	14.2	14.0	13.9
Latvia	14.1	14.9	16.0	17.3	17.0	17.0
Lithuania	11.5	11.9	12.2	13.3	14.2	14.4
Luxembourg	7.9	7.0	6.2	5.4	5.5	5.5
Hungary	18.0	20.1	18.4	15.1	14.0	14.0
Malta	7.7	9.5	9.7	10.6	10.4	11.0
Netherlands	18.6	17.6	16.5	16.1	16.1	15.6
Austria	23.5	22.9	22.3	22.2	21.7	20.1

Gender pay gap in unadjusted form by NACE Rev. 2 activity - structure of earnings survey methodology

Last update: 27-02-2018

Table Customization [show](#)

TIME + GEO + Unit of measure

+ Classification of economic activities - NACE Rev.2

Industry, construction and services (except public ad... +

GEO	2011	2012	2013	2014	2015	2016
Croatia	:	:	7.7	8.7	:	:
Italy	5.7	6.5	7.0	6.1	5.5	5.3
Cyprus	16.1	15.6	14.9	14.2	14.0	13.9
Latvia	14.1	14.9	16.0	17.3	17.0	17.0
Lithuania	11.5	11.9	12.2	13.3	14.2	14.4
Luxembourg	7.9	7.0	6.2	5.4	5.5	5.5
Hungary	18.0	20.1	18.4	15.1	14.0	14.0
Malta	7.7	9.5	9.7	10.6	10.4	11.0
Netherlands	18.6	17.6	16.5	16.1	16.1	15.6
Austria	23.5	22.9	22.3	22.2	21.7	20.1
Poland	5.5	6.4	7.1	7.7	7.4	7.2
Portugal	12.9	15.0	13.3	14.9	17.8	17.5
Romania	9.6	6.9	4.9	4.5	5.8 ^(E)	5.2 ^(E)
Slovenia	3.3	4.5	6.3	7.0	8.1	7.8
Slovakia	20.1	20.8	18.8	19.7	19.6	19.0
Finland	19.1	19.2	18.8	18.4	17.6	17.4 ^(P)
Sweden	15.6	15.5	14.6	13.8	14.0	13.3
United Kingdom	19.7	21.2	20.5	20.9	21.0	21 ^(P)
Iceland	17.8	17.7	19.0	16.7	17.5	16.3
Norway	15.7	14.7	15.5	14.5	16.2	14.9
Switzerland	17.6	17.4	17.6	17.4	17.2	17.0
Montenegro	:	:	:	7.7	:	:
Former Yugoslav Republic of M	:	:	:	9.1	:	:
Serbia	:	:	:	8.7	:	:
Turkey	:	:	:	-1.3	:	:

Available flags:

And it's actually just these:

<input type="checkbox"/> Select all	Code	Label
<input type="checkbox"/>	B-S	Industry, construction and services (except activities of households as employers and extra-territorial organisations and bodies)
<input checked="" type="checkbox"/>	B-S_X_O	Industry, construction and services (except public administration, defense, compulsory social security)
<input type="checkbox"/>	B-N	Business economy
<input type="checkbox"/>	B	Mining and quarrying
<input type="checkbox"/>	C	Manufacturing
<input type="checkbox"/>	D	Electricity, gas, steam and air conditioning supply
<input type="checkbox"/>	E	Water supply; sewerage, waste management and remediation activities
<input type="checkbox"/>	F	Construction
<input type="checkbox"/>	G	Wholesale and retail trade; repair of motor vehicles and motorcycles
<input type="checkbox"/>	H	Transportation and storage
<input type="checkbox"/>	I	Accommodation and food service activities
<input type="checkbox"/>	J	Information and communication
<input type="checkbox"/>	K	Financial and insurance activities
<input type="checkbox"/>	L	Real estate activities
<input type="checkbox"/>	M	Professional, scientific and technical activities
<input type="checkbox"/>	N	Administrative and support service activities
<input type="checkbox"/>	O	Public administration and defence; compulsory social security
<input type="checkbox"/>	P	Education
<input type="checkbox"/>	Q	Human health and social work activities
<input type="checkbox"/>	R	Arts, entertainment and recreation
<input type="checkbox"/>	S	Other service activities

Not the full spectrum of jobs out there. But there definitely is a gap, quite a large one once you delve into it all. It's just a shame we can't look at all the codes that are available:

<http://ec.europa.eu/eurostat/ramon/nomenclatures/index.cfm>

As you can see from the above link, it goes into even more depth: Writers, librarians, astrologers etc.

So, my conclusion is as follows. Without going into even more depth so I'll be deeper than any human has been before, I'll draw up my findings based on what I have discovered.

Yes, there is a pay gap. We can only speculate that its 16%, as all the databases I found on the EU website only go up to 2014/2016 and nothing after, even though it may have been updated in 2018. It also depends on the industries that the men/women are involved in. Plus, and this is a strong factor, it doesn't seem to take into account many other factors:

Length of service - not being ageist, if that is even a word, but if someone has been in a position for 10 years (say male) and a woman has been in the exact same position for 2 years, then you would assume that the 10 years will be on more money. Works both ways (women vs men).

Type of position – so, say it's an admin job. There are countless versions of this, ranging from admin of the CEO, to an admin of an office with countless others there. One will be paid more than the other, due to duties, accountability, etc.

Grades – In many jobs, you can have different grades, and within each grade, there may be increment pay scales. So, a grade 1 in say Lab Assistant will be on less than a grade 4. But in grade 4, you can have someone just promoted, so on the base salary, and someone that has performed well, not enough for the next grade, but enough for a small pay rise.

These are the factors that need to be considered. Now, and I agree, that all should be paid the same depending on the grade etc. as stated above, whether male/female. But to say that a woman on say grade 2 has to be paid the same as a man on grade 3, means that you may as well throw any recognition/promotion down the drain. Add to that the fact if there is none of this, where is the incentive to do more?

But here's a train of thought that may happen in the wake of all this: Women will get paid the same as men. How? Well, say that you have a working couple, both are in the same industry, but the man is on 20,000 and the woman 18,000 (grade etc. ignored). Then someone in authority realises that they can't bump up the women's pay, as he'd go bankrupt. So, let's reduce the males to the same as females. That way, there is no pay gap, and he saves money. That couple now will have less income etc.

Not saying that the pay gap is a good thing to have, not by any stretch. Just a case of think of business, and they are in to make money. To push all pay up, they would lose out. But to reduce so all the same, they're not breaking laws (if they make it one), and the pay gap disappears.

Anyway, please feel free to have a look at the databases; they may be updated in due course.