



# GENDER PAY GAP

IN THE EU

WOMEN IN THE EUROPEAN UNION  
CONTINUE TO EARN LESS THAN MEN

WITH THE AVERAGE GENDER PAY GAP IN THE  
EU STANDING AT 13%.

THIS MEANS THAT FOR EVERY  
€1 A MAN EARNS, A WOMEN  
WILL MAKE ONLY €0.87

\*STATEMENT FROM ECON EQUAL PAY DAY 2023



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# <sup>%</sup> GENDER WAGE GAP

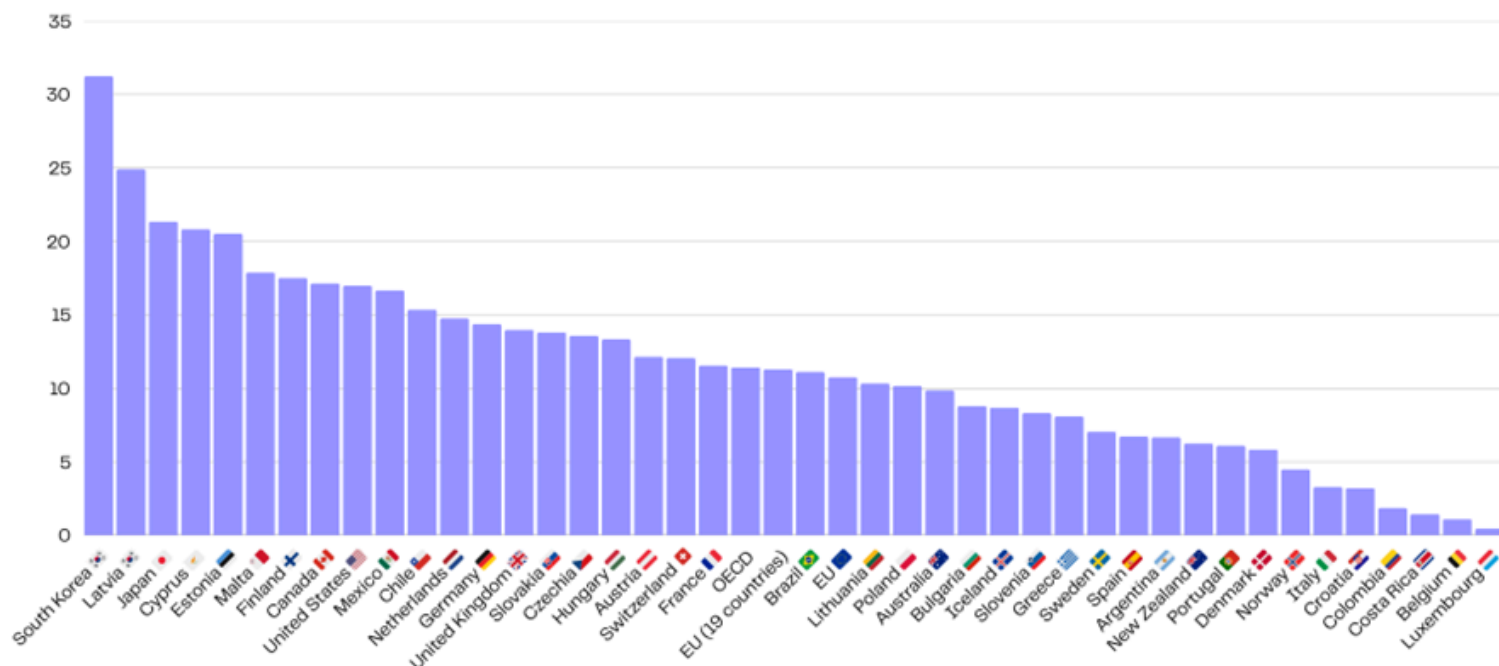


THE GENDER PAY GAP REMAINS A REALITY IN EUROPE, WITH SIGNIFICANT VARIATIONS BETWEEN COUNTRIES.

WHILE SOME NATIONS HAVE MADE PROGRESS IN REDUCING THIS DISPARITY, OTHERS STILL SHOW CONSIDERABLE DIFFERENCES IN EARNINGS BETWEEN MEN AND WOMEN.

THESE FIGURES HIGHLIGHT THE IMPORTANCE OF IMPLEMENTING TRANSPARENCY AND PAY EQUITY POLICIES TO CLOSE THE GAP AND ENSURE FAIR COMPENSATION FOR ALL.

Gender wage gap % of median earnings of men, 2022



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# WHY IS IT IMPORTANT

TO TALK ABOUT  
SALARIES?

## ARTICLE 7, THE PAY TRANSPARENCY DIRECTIVE

“WORKERS SHALL HAVE THE RIGHT TO REQUEST AND RECEIVE IN WRITING, INFORMATION ON THEIR INDIVIDUAL PAY LEVEL AND THE AVERAGE PAY LEVELS, BROKEN DOWN BY SEX, FOR CATEGORIES OF WORKERS PERFORMING THE SAME WORK AS THEM OR WORK OF EQUAL VALUE TO THEIRS.”

THIS PROVISION ADDRESSES THE ISSUE OF PAY SECRECY, WHICH HAS OFTEN BEEN A BARRIER TO ADDRESSING WAGE INEQUALITY. BY ELIMINATING THIS SECRECY, THE DIRECTIVE ENCOURAGES OPEN DIALOGUE BETWEEN EMPLOYEES AND EMPLOYERS ABOUT PAY DISPARITIES AND CREATES AN ENVIRONMENT WHERE FAIR COMPENSATION IS EXPECTED.



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