

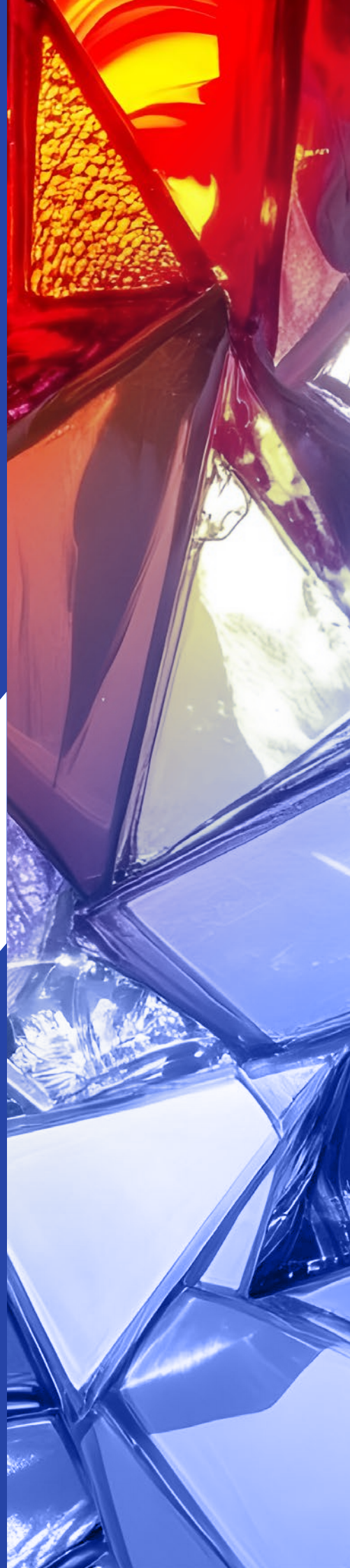
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# Gender pay gaps in the European Union

A statistical analysis based on  
Structure of Earnings Survey  
2022 data, revised version

DENIS LEYTHIENNE, MARINA PÉREZ-JULIÁN

 STATISTICAL  
WORKING PAPER





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# Foreword

Tackling discrimination in earnings between men and women is one of the key priorities of gender policies at both the EU and national levels. The unadjusted gender pay gap (GPG), which is calculated as the relative difference between the average earnings of women and men, is widely used as the key indicator for monitoring progress in this area.

However, the unadjusted GPG does not capture discrimination as such (in the sense of 'equal pay for equal work or work of equal value'). Indeed, the unadjusted GPG combines (i) possible differences in the average characteristics of men and women in the labour market (e.g. different occupations, economic activities and average age); and (ii) gender gaps for the same average characteristics.

Eurostat analyses the GPG using microdata from the Structure of Earnings Survey (SES). The microdata cover two broad areas: the earnings of individual employees and the observed characteristics of individual employees.

The Blinder-Oaxaca statistical method was applied to this dataset to identify each observed characteristic's contribution to the unadjusted GPG. According to this decomposition, the unadjusted GPG can be split into three parts: (i) the part explained by the different average characteristics of male and female employees; (ii) the part explained by gender differences in returns to e.g. education level, occupation, age, ... for the same average characteristics; and (iii) an unexplained residual.

This is the third edition of this study. In the first edition, the analysis was limited to the part of the unadjusted GPG explained by the different characteristics. Results based on the SES 2014 data were published as a statistical working paper: *A decomposition of the unadjusted gender pay gap using Structure of Earnings Survey data* ([Eurostat, 2018](#)).

The second edition (*Gender Pay Gaps in the European Union – a statistical analysis* ([Eurostat, 2021a](#))) was based on the SES 2018 data. It also examined the second category of GPG determinants (i.e. differences in the returns received by men and women with the same average characteristics). The major socio-economic regions at the first level of the '[Nomenclature des Unités Territoriales Statistiques](#)' [NUTS 1 (\*)] were included as explanatory variables.

In this third edition, which is based on the latest SES (SES 2022), we carried out the same analysis as in the second edition, using the same structure of tables to facilitate time comparisons.

We would like to thank Member States' representatives in the Commission expert group on labour market statistics and colleagues from Eurostat's Labour Market and Lifelong Learning Unit for their valuable comments. We hope that this publication will help data-users and policymakers to understand the causes behind GPG levels in the European Union as well as their variations over time.

**Keywords:** gender statistics, gender pay gap and earnings.

**Authors:** Denis Leythienne and Marina Pérez-Julián (Eurostat, Unit F3: Labour Market and Lifelong Learning).

(\*) <https://ec.europa.eu/eurostat/web/nuts>

# 1

## Introduction

### 1.1. Policy background

The principle of 'equal pay for male and female workers for equal work or work of equal value' has been enshrined in the EU treaties since 1957. It is currently laid down in Article 157 of the Treaty on the Functioning of the European Union. An important step in implementing the equal pay principle was Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) <sup>(2)</sup>. It was complemented in 2014 by Commission Recommendation 2014/124/EU of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency <sup>(3)</sup>.

This legal framework is a prerequisite for achieving the broader objective of gender equality in the EU. It is key to closing the gender pay gap (GPG). It reveals possible – often unconscious – gender stereotypes, biases and beliefs that distort pay-setting and indirectly contribute to the perpetuation of the other root causes of the GPG, such as sectoral and vertical segregation and a general lack of gender equality (e.g. regarding educational and career choices).

The European Commission has confirmed that 'reducing the gender pay, earnings and pension gaps and thus fighting poverty among women'<sup>(4)</sup> is among its top priorities. It has undertaken a number of initiatives in this field as part of the [gender equality strategy 2020-2025](#).

The Commission Communication that outlines this [strategy](#) <sup>(5)</sup> calls for increased participation of women in the labour market and equal participation across different sectors of the economy and working-time patterns. It stresses the need for affordable care services of sufficient quality and calls for a better sharing of unpaid working hours between women and men. It also calls for policies and measures for those facing particular barriers to entry into the labour market, such as migrant women and single parents.

The Communication also argues that the causes and consequences of the GPG need to be addressed because they are an obstacle to the economic independence of women in old age, when they face a higher risk of poverty than men.

The right of women and men to equal pay for work of equal value belongs to the European Pillar of Social Rights, which was endorsed at the Social Summit for Fair Jobs and Growth in Gothenburg, Sweden in November 2017. At the Social Summit in Porto, Portugal, in May 2021, the EU's leaders reaffirmed their commitment to implementing the European Pillar of Social

<sup>(2)</sup> OJ L 204, 26.7.2006, p. 23.

<sup>(3)</sup> OJ L 69, 8.3.2014, p. 112.

<sup>(4)</sup> [Gender equality strategy - European Commission](#)

<sup>(5)</sup> Commission Communication, 'A Union of Equality: Gender equality strategy 2020-2025', COM(2020) 152 final.

Rights according to the action plan set up by the Commission in March 2021. The unadjusted GPG belongs to the scoreboard of indicators used for the monitoring of the action plan.

The Commission carries out many measures to reduce gender inequalities in earnings. One measure is the European Equal Pay Day, which takes place every November and raises awareness about the remaining (unadjusted) gap between the average earnings of men and women.

The Commission also uses the European Semester to coordinate the efforts of the EU's Member States to address the root causes of the gender pay and pension gaps. The unadjusted GPG is widely used in this context as the key indicator for monitoring and evaluating progress in reducing the GPG.

In May 2023, [Directive](#) (EU) 2023/970 of the European Parliament and of the Council<sup>6</sup> was published, which aims to improve the implementation and enforcement of the principle of equal pay for equal work or for work of equal value between men and women as well as to support the elimination of gender bias and discrimination in pay mechanisms. This should also help in tackling part of the GPG with gender-based pay discrimination as one of its root causes.

The Commission has awarded approximately EUR 4 million under the Citizens, Equality, Rights and Values (CERV) programme to projects carried out by eight Member States to develop: (i) tools and methodologies for EU employers to correct any unjustified gender pay differences identified through the implementation of the Directive; and (ii) methodologies to assess what is work of equal value.

In March 2025 the Commission adopted a [roadmap for women's rights](#), which sets out long-term policy objectives for upholding and advancing key principles of women's rights and gender equality, including equal pay and economic empowerment. The Roadmap will serve as a basis for developing specific legal and policy initiatives and measures in the gender equality strategy after 2025.

## 1.2. The unadjusted gender pay gap

Eurostat publishes the unadjusted GPG indicator annually, in cooperation with the national statistical institutes of the EU Member States and European Free Trade Association (EFTA) states. The calculation is based on the methodology of the SES, which is released every four years. The unadjusted GPG is derived from SES data recorded in the reference years 2002, 2006, 2010, 2014, 2018 and 2022, and from other national sources for the years between the surveys. The scope and coverage of the unadjusted GPG are as follows: (i) economic activity sections B to S (except O)<sup>(7)</sup>, as defined by the statistical classification of economic activities in the European Community (NACE) Revision 2<sup>(8)</sup>; (ii) only enterprises with 10 employees or more; (iii) no restrictions for age and hours worked; and (iv) including both full-time and part-time employees. The definition of the unadjusted GPG (expressed as a percentage) is as follows:

$$\frac{\text{Mean (gross) hourly earnings of men} - \text{Mean (gross) hourly earnings of women}}{\text{Mean (gross) hourly earnings of men}}$$

The term 'mean hourly earnings' is used in this present document instead of 'mean gross hourly earnings'.

As an unadjusted indicator, the GPG gives an overall picture of the differences in pay between men and women. It measures a concept that is broader than the concept of 'equal pay for equal work or work of equal value'. Indeed, part of the gender gap in earnings can be explained by differences in the average characteristics of male and female employees ([European Foundation for the Improvement of Living and Working Conditions, 2010<sup>9</sup>](#)). The differences in the average characteristics can result from many factors, including the concentration of one sex in certain economic activities ('sectoral gender segregation') or the concentration of one sex in certain occupations ('occupational gender segregation').

<sup>(6)</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32023L0970>

<sup>(7)</sup> The unadjusted GPG covers all economic activities except agriculture, forestry and fishing (Section A), public administration, defence and compulsory social security (Section O), and activities of households as employers, undifferentiated goods and services producing activities of households for own use (Section T).

<sup>(8)</sup> OJ L 393, 30.12.2006, p. 1.

<sup>(9)</sup> [Home | European Foundation for the Improvement of Living and Working Conditions](#)

Sectoral gender segregation may explain part of the difference in earnings between men and women, because women tend to be concentrated in the low-paying economic sectors. For example, women tend to work in education and health whereas men tend to work in finance and IT.

Similarly, occupational gender segregation may explain the difference in earnings between men and women, because one sex tends to be concentrated in low-paying occupations. Occupational gender segregation may also be partially caused by men being more likely to be promoted to supervisory and management positions than women due to discrimination or self-restraints. The term 'glass ceiling' is used as a metaphor to describe an invisible barrier that keeps women from rising above a certain level in an enterprise's hierarchy.

Another possible source of GPGs is the difference between the returns paid to women and the returns paid to men with the same average characteristics. Such differences may stem not only from 'unequal pay for equal work' but also from lack of information on detailed economic activities and occupations in which men or women may be concentrated. Such segregation effects cannot be captured directly because SES variables are collected at a rather aggregated level (e.g. NACE sections).

The unadjusted GPG is therefore a complex indicator. Its measurement covers possible discrimination between men and women through (i) 'unequal pay for equal work'; (ii) the differences in the average characteristics of male and female employees; and (iii) further segregation effects that would show up in the different returns of men and women.

### 1.3. General methodology

To differentiate the different factors at work in the GPG, Eurostat applied the Oaxaca-Blinder methodology, which is commonly used at the national level albeit with different variants (see Appendix 2). In some cases, Member States use a broader set of variables, which are not all available at EU level. Besides methodological differences, this explains why national results sometimes deviate substantially from EU figures.

In Section 2, readers will find information on the data source used (Chapter 2.1), the methodology (Chapter 2.2) and programming (Chapter 2.3).

In Section 3, we explain how the results of the Oaxaca-Blinder decomposition are used to adjust the GPG (Chapter 3.1); to measure the impact of different average characteristics of male and female employees (Chapter 3.2); and to compare their respective returns (Chapter 3.3).

In Section 4 we review the results obtained for the adjusted GPG (Chapter 4.1) and extend the analysis to cover other segregation effects (Chapter 4.2). We then present the indicator that has been developed in order to combine all these effects (Chapter 4.3).

We present our conclusions in Section 5.

# 2

## Data source and methodology

### 2.1. Data source

To analyse the unadjusted GPG, Eurostat has used microdata from the latest SES data (SES 2022). The microdata cover two broad areas: the earnings of individual employees and the observed characteristics of individual employees. These observed characteristics include: (i) the personal characteristics of individual employees (e.g. sex, age, education and work experience); (ii) the types of job done by individual employees; and (iii) the types of companies or enterprises that individual employees work for.

The scope of the microdata in the decomposition analysis is the same as the scope and coverage of the unadjusted GPG calculated for:

- economic activity sections B to S (except O) <sup>(10)</sup> according to NACE Revision 2 <sup>(11)</sup>;
- enterprises with 10 employees or more;
- employees with no restrictions for age and hours worked and including full-time and part-time workers.

Apprentices and employees working in occupations classified under the International Standard Classification of Occupations (ISCO) as ISCO 0 (Armed Forces) and ISCO 6 (Skilled Agricultural, Forestry and Fishery Workers) have been excluded from the sample.

### 2.2. Methodology

The regression equations used in this study are a result of the adjusting and expansion of the standard Mincer (1974) earnings equation. This linearly relates the logarithm of the hourly earnings to years of education and a quadratic function of job experience (tenure).

After adjusting a regression model to the log hourly earnings of both men and women, Eurostat applied the Oaxaca (1973) decomposition (also called the Blinder-Oaxaca decomposition) to decompose the unadjusted GPG.

<sup>(10)</sup> The unadjusted GPG covers all economic activities except agriculture, forestry and fishing (section A), public administration, defence and compulsory social security (section O), and activities of households as employers, undifferentiated goods and services producing activities of households for own use (section T), OJ L 393, 30.12.2006, p. 1.

<sup>(11)</sup> <https://ec.europa.eu/eurostat/documents/3859598/5902521/KS-RA-07-015-EN.PDF>

In the first stage, we ran a regression analysis to estimate the earnings equations for men (M) and women (W) separately, as detailed in the following equations:

$$\ln y_i^M = \beta_0^M + \sum_{k=1}^K x_{ki}^M \beta_k^M + \varepsilon_i^M$$

$$\ln y_i^W = \beta_0^W + \sum_{k=1}^K x_{ki}^W \beta_k^W + \varepsilon_i^W$$

Where:

- $\ln y_i$  represents the natural log of hourly earnings for observation  $i$ ;
- $x_{ki}$  from  $k=1$  to  $k=K$ , are explanatory variables covering the observed personal, job and enterprise characteristics that may impact on the log hourly earnings of individual  $i$ ;
- $\beta_0$  is a constant and  $\beta_k$ , from  $k=1$  to  $k=K$ , are the parameters for the corresponding variables covering the observed characteristics;
- $\varepsilon_i$  is a disturbance term for observation  $i$ , independent from each other and normally distributed with average zero and same variance (i.e. 'white noise').

The regression analysis includes the SES variables as explanatory variables that cover the observed personal, job and enterprise characteristics (see Table 1). More information on the SES variables can be found in the SES implementing arrangements ([Eurostat, 2023](#)).

In Eurostat's model, the regression equations relate the log hourly earnings to age and age<sup>2</sup>, education, occupation, job experience (in the current enterprise) and job experience<sup>2</sup>, employment contract, working time, principal economic activity, enterprise size, enterprise control and geographical location of the enterprise. For some Member States (Greece, Spain, France, Italy, Cyprus, Latvia and Luxembourg), the regression coefficient for job experience<sup>2</sup> was not found to be significant for men and women and this variable was therefore excluded from the model.

The explanatory variables covering education, occupation, employment contract, working time, principal economic activity, enterprise size, enterprise control and region are categorical.

**TABLE 1:**

## Observed characteristics from the Structure of Earnings Survey used in the regression analysis

| Observed characteristics                | Values   | Codes of the corresponding SES variables |
|---|--|--|
| <b>Personal and job characteristics</b> |  |  |
| Age                                     | Years/years <sup>2</sup>   | Variable 2.2                             |
| Education                               | Level of education according to the ISCED classification* in the four groups: Group 1 (ISCED 0+1+2), Group 2 (ISCED 3+4), Group 3 (ISCED 5+6), Group 4 (ISCED 7+8) | Variable 2.5                             |
| Occupation                              | Occupation according to the ISCO-08** classification at two-digit level  | Variable 2.3                             |

| Observed characteristics                 | Values  | Codes of the corresponding SES variables |
|--|---|--|
| Job experience in the current enterprise | Years/years <sup>2</sup>  | Variable 2.6                             |
| Employment contract                      | Indefinite/temporary duration   | Variable 2.8                             |
| Working time                             | Full-time or part-time  | Variable 2.7                             |
| <b>Enterprise characteristics</b>        |   |  |
| Principal economic activity              | Economic activity according to the NACE Revision 2 classification *** at section level                      | Variable 1.3                             |
| Enterprise size                          | Enterprise with 10-49 employees, 50-249 employees, 250-499 employees, 500-999 employees or 1 000+ employees | Variable 1.2                             |
| Enterprise control                       | Public or private   | Variable 1.4                             |
| Geographical location of the enterprise  | <a href="#">NUTS 1</a> region where the enterprise is located   | Variable 1.1                             |

\* ISCED: International Standard Classification of Education

\*\* ISCO-08: International Standard Classification of Occupations

\*\*\* NACE Revision 2: statistical classification of economic activities in the European Community

In the second stage, a decomposition analysis of the difference between the means of the log hourly earnings of men and women is carried out:

$$\Delta = \overline{\ln y^M} - \overline{\ln y^W}$$

The Oaxaca decomposition uses the following regression property for the means of the log hourly earnings of men and women:

$$\overline{\ln y^M} = \hat{\beta}_0^M + \sum_{k=1}^K \bar{x}_k^M \hat{\beta}_k^M$$

$$\overline{\ln y^W} = \hat{\beta}_0^W + \sum_{k=1}^K \bar{x}_k^W \hat{\beta}_k^W$$

These equations provide insights into the earnings structures by showing the relationship between the mean of log hourly earnings and the observed average characteristics for men and women ( $\bar{x}_k^M$  and  $\bar{x}_k^W$  respectively) as well as the corresponding returns ( $\hat{\beta}_k^M$  and  $\hat{\beta}_k^W$  respectively).

Within the decomposition approach, it must be decided which earnings structure constitutes the non-discriminatory benchmark against which to decompose the difference  $\Delta$  between the means of the log hourly earnings of men and women (Bazen, 2011). It is assumed (in accordance with the definition of the unadjusted GPG) that the earnings structure for

male employees constitutes this benchmark<sup>(12)</sup>. The estimated constant and coefficients in the men's equation are treated as the non-discriminatory benchmarks for the returns to characteristics of employees.

The differences between the logarithms of the earnings of men and women can thus be decomposed as follows:

$$\overline{\ln y^M} - \overline{\ln y^W} = \underbrace{\sum_{k=1}^K \hat{\beta}_k^M (\bar{x}_k^M - \bar{x}_k^W)}_{\text{Different (E)}} + \underbrace{\sum_{k=1}^K \bar{x}_k^W (\hat{\beta}_k^M - \hat{\beta}_k^W)}_{\text{Different (U1)}} + \underbrace{(\hat{\beta}_0^M - \hat{\beta}_0^W)}_{\text{Residual (U2)}}$$

where k=1 to k=K refers to the corresponding variables covering the observed characteristics.

If we call the gap explained by the different average characteristics of male and female employees *E*, the unexplained part caused by different returns *U1* and the remaining residual *U2*, then we have:

$$E = \sum_{k=1}^K \hat{\beta}_k^M (\bar{x}_k^M - \bar{x}_k^W)$$

$$U1 = \sum_{k=1}^K \bar{x}_k^W (\hat{\beta}_k^M - \hat{\beta}_k^W)$$

$$U2 = (\hat{\beta}_0^M - \hat{\beta}_0^W)$$

and:

$$\overline{\ln y^M} - \overline{\ln y^W} = E + U1 + U2$$

### 2.3. Programming

The Statistical Analysis System (SAS) software was used to carry out the regression analysis and decomposition. The SES is a two-stage survey, so Eurostat applied the SAS procedures that have been created for complex surveys (Lewis, 2017), namely 'proc surveyreg' and 'proc surveymeans'. The 'proc surveyreg' procedure was used to fit the linear regression models and the 'proc surveymeans' procedure was used to calculate the means of the variables.

The sampling design of the SES was considered when applying these SAS procedures. The sampling procedure used for the SES usually comprises two stages. In the first stage, a stratified random sample of enterprises (or local units) is drawn. In the second stage, a simple random sample of employees is usually taken within each of the selected enterprises.

This sample design implies that enterprises can be treated as clusters of employees. These clusters can be identified using one of the SES keys ('KEY\_L'). The sample weights for employees are provided in SES variable 5.2 ('Grossing up factor for the employees'). The sample weights and clusters were specified in the SAS procedures 'proc surveyreg' and 'proc surveymeans'. More information on the SES keys and weights can be found in the SES implementing arrangements ([Eurostat, 2023](#)).

<sup>(12)</sup> The following other options are possible:

- the earnings structure for female employees constituting a non-discriminatory benchmark (Oaxaca, 1973);
- both the earnings structures for male and female employees constituting non-discriminatory benchmarks with some weighted average applied (Cotton, 1988; Reimers, 1983);
- the whole population earnings structure constituting a non-discriminatory benchmark (Neumark, 1988).

# 3

## Results and analysis

### 3.1. Adjusting the gender pay gap

Here we explain how the results of the Mincer equation were used to adjust the GPG for the explained part  $E$ .

As shown in the last equation of Chapter 2.2, the Oaxaca decomposition can be expressed as:

$$\overline{\ln y^M} - \overline{\ln y^W} = E + U$$

where  $U = U1 + U2$  represents the part of the gap between the logarithms of the earnings of men versus women, which is not explained by the difference in their average characteristics caused by gender segregation in, for example, occupations or economic sectors.

We adjust the mean hourly earnings of women for the explained part  $E$  and define:

$$\overline{\ln y^{W \text{ adjusted}}} = \overline{\ln y^W} + E$$

The GPG definition is based on average hourly earnings:

$$GPG \text{ not adjusted} = 1 - \left( \frac{\overline{y^W}}{\overline{y^M}} \right)$$

We define the GPG adjusted as:

$$\begin{aligned} GPG \text{ adjusted} &= 1 - \left( \frac{\overline{y^{W \text{ adjusted}}}}{\overline{y^M}} \right) \\ &= 1 - \left( \frac{\overline{y^W}}{\overline{y^M}} \right) \times \left( \frac{\overline{y^{W \text{ adjusted}}}}{\overline{y^W}} \right) \\ &= 1 - (1 - GPG \text{ not adjusted}) \times \left( \frac{\overline{y^{W \text{ adjusted}}}}{\overline{y^W}} \right) \end{aligned}$$

The estimate for  $\overline{y^{W \text{ adjusted}}}$  can be derived from  $\overline{\ln y^{W \text{ adjusted}}}$  as follows:

$$\begin{aligned} \overline{y^{W \text{ adjusted}}} &= \text{Exp}(\overline{\ln y^{W \text{ adjusted}}}) \times \overline{\text{Exp}(\varepsilon_i^W)} \\ &= \text{Exp}(\overline{\ln y^W}) \times \text{Exp}(E) \times \overline{\text{Exp}(\varepsilon_i^W)} \end{aligned}$$

Likewise:

$$\overline{y^W} = \text{Exp}(\overline{\ln y^W}) \times \overline{\text{Exp}(\varepsilon_i^W)}$$

Hence: 
$$\left(\frac{y^W \text{ adjusted}}{\overline{y^W}}\right) = \text{Exp}(E)$$

Therefore:

$$\text{GPG adjusted} = 1 - (1 - \text{GPG not adjusted}) \times \text{Exp}(E)$$

Hence:

$$\text{GPG adjusted} = \text{Exp}(E) \times \text{GPG not adjusted} + [1 - \text{Exp}(E)] \text{ (I)}$$

The adjustment of the GPG (GPG not adjusted – GPG adjusted) can be calculated as:

$$\text{GPG adjustment} = [\text{Exp}(E) - 1](1 - \text{GPG not adjusted}) \text{ (II)}$$

Equation (II) may be applied to  $E$  as a whole or to each component:  $\hat{\beta}_k^M(\bar{x}_k^M - \bar{x}_k^W)$  separately. This way, it is possible to measure how differences in the average profile of male and female employees contribute to the GPG, for each variable (age, occupation, education, etc.). This analysis is presented in the next paragraph.

## 3.2. Impact of differences in characteristics

Figure 1 and Table 2 present the results of a decomposition of the unadjusted GPG for 2022 into the part explained by differences in the characteristics of male versus female employees (explained GPG) and the remainder (unexplained GPG). The averages for each characteristic  $k$  regarding men ( $\bar{x}_k^M$ ) and women ( $\bar{x}_k^W$ ) are provided in Tables A.2 and A.5 of Appendix 1 respectively.

At the EU level, the explained part represents 1.9 percentage points. This means that women in 2022 were expected to earn 1.9% less<sup>(13)</sup> than men, according to their average characteristics on the labour market (which are less remunerative than those of men). This explained part is rather limited as Member States record positive or negative adjustments that partly cancel each other out at EU level.

The adjusted (or unexplained) GPG is therefore 10.3% – compared with 12.2% for the unadjusted GPG in 2022. In other words, women still earn 10.3% less than men on average (after correcting for their different average characteristics).

However, this does not mean that the adjusted GPG measures discrimination through ‘unequal pay for equal work’. Indeed, SES data omit some important variables (e.g. the total working experience<sup>(14)</sup> or the employee’s household situation) which, if taken into account, might change the unexplained GPG. The latter indicator should rather be viewed as a ‘residual gap’ – the part of the unadjusted GPG that remains after correcting for the different characteristics of men and women in the labour market, as observed in SES data.

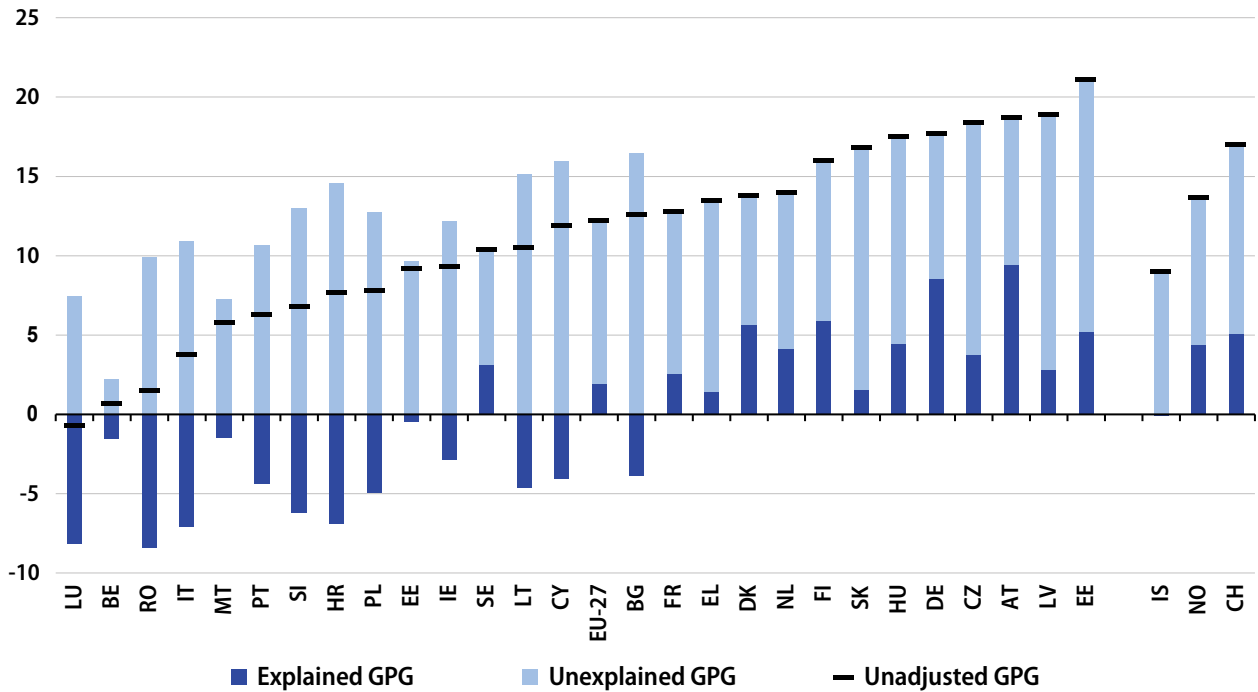
Figure 1 displays the unadjusted GPGs split into the parts explained or unexplained by the different characteristics of male and female employees, in all EU Member States and EFTA states.

<sup>(13)</sup> We use the following formula to convert the differences in the log (earnings) into % differences in earnings: women earn  $|\text{Exp}(-E_k) - 1|$  less (if  $E_k$  is positive) or more (if  $E_k$  is negative) than men, in%, where  $E_k$  is the part of the difference  $(\overline{\ln y^M} - \overline{\ln y^W})$  explained by variable  $k$ . Note that the relative gap  $|\text{Exp}(-E_k) - 1|$ , expressed in %, is close to the opposite of the explained part  $|E_k|$  when the latter is close to 0. We use this approximation throughout this part of the document (i.e. equating the contribution to the explained gap (in percentage points) with the relative difference in earnings (in %)).

<sup>(14)</sup> Total working experience is the total number of years the employee has been working as a professional in all enterprises from the first job until the current one. In the SES, only information on job experience in the current enterprise is collected.

FIGURE 1:

### Gender pay gap adjustments for characteristics, 2022



By comparing the ranking of Member States according to their unadjusted and unexplained GPGs (Figures 2a and 2b), we can compute changes in their relative positions.

FIGURE 2A:

### Unadjusted gender pay gap (%), 2022

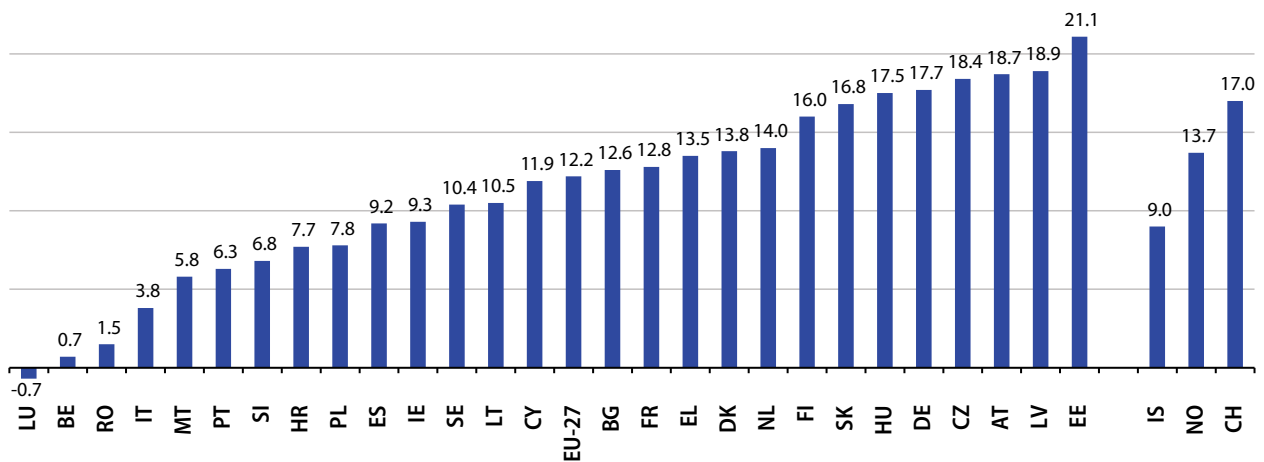
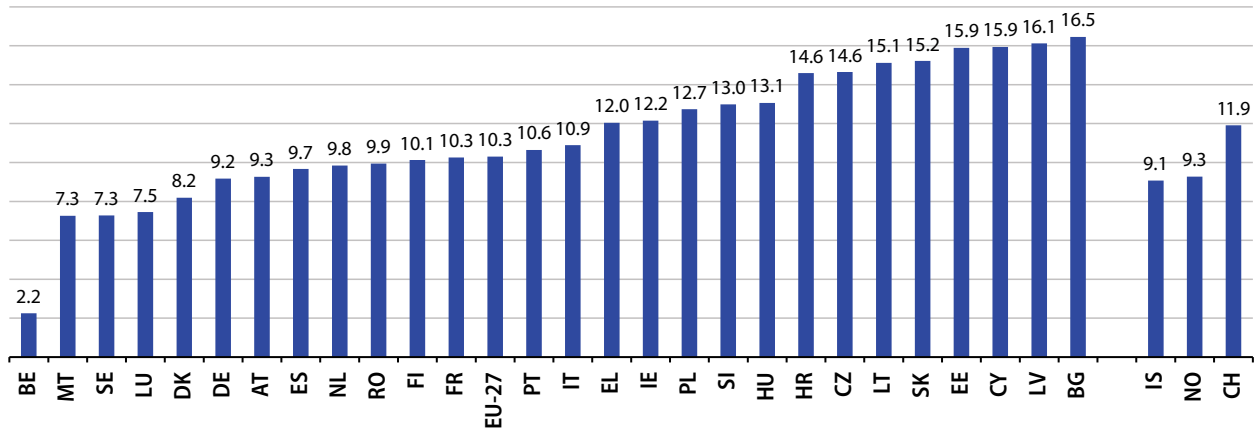


FIGURE 2B:

## Unexplained gender pay gap (%), 2022



Austria, Germany, Denmark, the Netherlands and Finland all moved downwards by at least 10 positions when moving from the unadjusted GPG to the unexplained GPG. Conversely, Croatia, Cyprus, Slovenia and Italy moved upwards by at least 10 positions, meaning that the GPG increased after accounting for the higher average profile of women in the labour market.

After looking at the explained part as a whole, it is interesting to look more closely at each explanatory factor.

At EU level, the explained part is strongly driven by economic activity (3.7%) and working time (1.5%) (see Figure 3 and Table 2). Indeed, women work part-time and in lower-paying economic activities more often than men do.

The positive explained gaps for those characteristics, at EU level, are partially offset by the negative explained gaps recorded mainly for education (-1.2%) and occupation (-1.4%). This means that women should earn 1.2% more than men would, due to their higher average education level, and that they should earn 1.4% more due to their higher average occupations, thus making a negative contribution to the unadjusted GPG.

Finally, there is hardly any contribution of age and age<sup>2</sup> (combined) to the explained part of the EU gap.

In most Member States, the explained part is mainly driven by the following three factors: economic activity, education and occupation. In the next paragraphs, we focus on the components of the explained gaps of at least 1% (irrespective of the sign), as highlighted in table 2 (green when greater than or equal to 1%, orange when lower than or equal to -1%).

In all Member States concerned except Luxembourg and the Netherlands, women work more often in lower-paying economic activities than men.

As regards education, all sizeable gaps are negative meaning that the average education level is higher for women engaging in the labour market than for men.

The most notable exceptions where the occupations taken by women are on average less financially rewarding than for men are Estonia, the Netherlands, Austria and Finland.

Working time (full-time or part-time) plays a significant role in explaining the unadjusted GPG in Germany (4.9%) and, to a lesser extent, in Austria (2.8%), the Netherlands (2.2%), Italy (1.7%) and Greece (1.1%).

The age of the employee, the size of the enterprise and type of enterprise control may also play a role in some Member States. The part of the difference in earnings explained by age is positive and greater than or equal to 1% for Estonia, Lithuania, Latvia and Luxembourg – meaning that the average age of male employees is higher than for women.

The size of the enterprise plays a mixed role depending on the Member State. In Romania, Latvia, Hungary, Ireland, Greece, Lithuania and Spain, women tend to work in better-paying enterprises of larger sizes, and this translates into a negative explained gap. This is the reverse in Cyprus.

The impact of enterprise ownership/control also plays a mixed role depending on the Member State. In those Member States with a negative explained gap, public administrations or enterprises under public control pay more on average than the private sector, where women are relatively less present. The Member States with the highest negative contributions are Luxembourg, Ireland, Romania, Italy and Slovenia.

Turning to EFTA states, we observe sizeable explained GPGs for education in Iceland (-2.0%) and Norway (-1.3%) where female employees have a higher average education level than men. Occupations held by female employees generally pay better than those of men in Iceland (explained gap of -3.5%) and Norway (-2.0%). By contrast, economic activity contributes to the higher average earnings of men, especially in Norway (explained gap of +6.7%). In Iceland, enterprise control also contributes to the higher average earnings of men (explained gap of +4.1%).

FIGURE 3:

### Decomposition of the explained gap, 2022

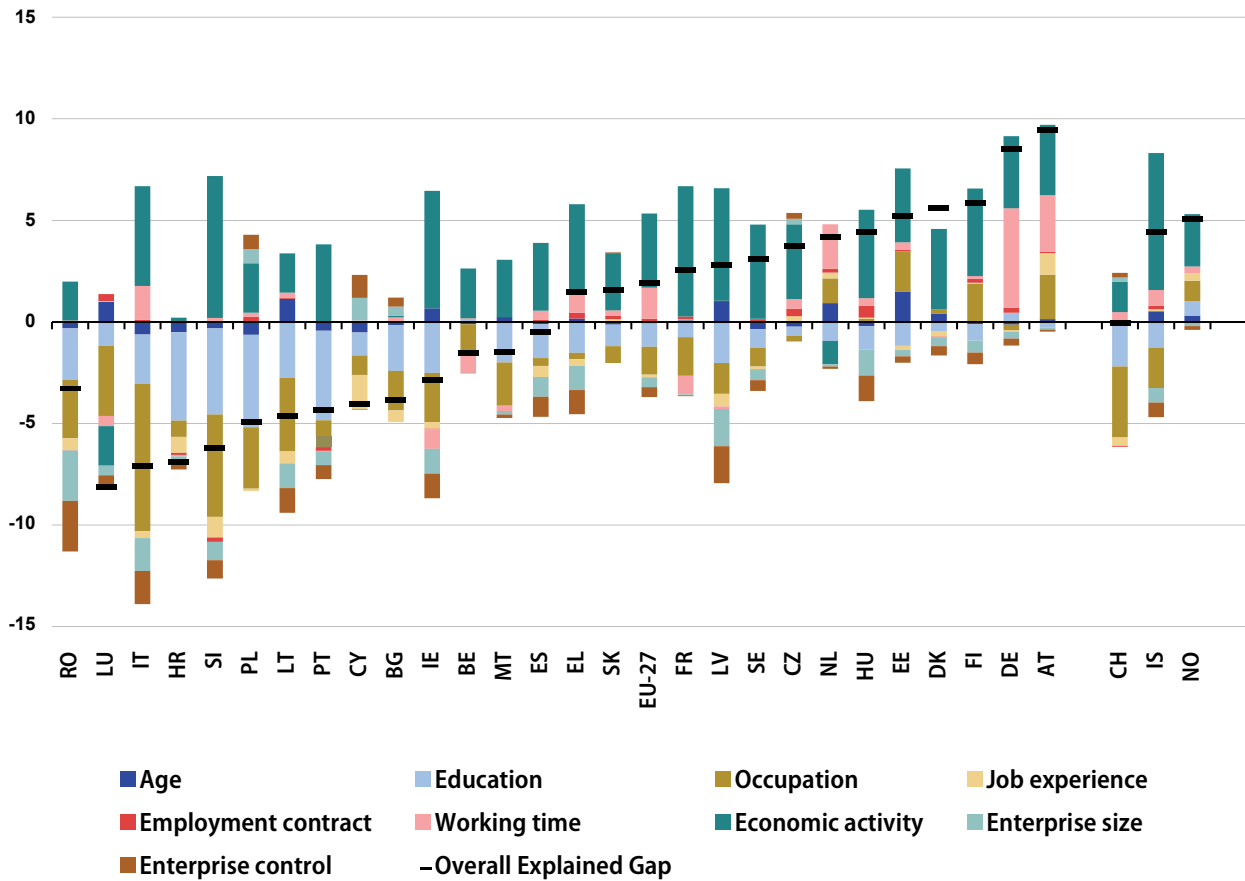


TABLE 2:

## Decomposition of the unadjusted GPG, SES2022

|             | Unadjusted GPG | Explained GPG         |          |                                  |           |            |                |                     |              |                            |                 |                    |                       | Unexplained GPG |
|-------------|----------------|-----------------------|----------|----------------------------------|-----------|------------|----------------|---------------------|--------------|----------------------------|-----------------|--------------------|-----------------------|-----------------|
|             |                | Overall explained gap | Residual | Personal and job characteristics |           |            |                |                     |              | Enterprise characteristics |                 |                    |                       |                 |
|             |                |                       |          | Age                              | Education | Occupation | Job experience | Employment contract | Working time | Economic activity          | Enterprise size | Enterprise control | Geographical location |                 |
| EU-27       | 12.2           | 1.9                   | -0.2     | -0.1                             | -1.2      | -1.4       | -0.1           | 0.2                 | 1.5          | 3.7                        | -0.5            | -0.1               | 0.1                   | 10.3            |
| Belgium     | 0.7            | -1.5                  | -1.4     | -0.1                             | 0.2       | -1.4       | 0.0            | 0.0                 | -1.0         | 2.5                        | 0.0             | -0.3               | 0.0                   | 2.2             |
| Bulgaria    | 12.6           | -3.9                  | -0.3     | -0.2                             | -2.2      | -1.9       | -0.6           | 0.0                 | 0.2          | 0.1                        | 0.4             | 0.6                | 0.0                   | 16.5            |
| Czechia     | 18.4           | 3.8                   | -0.2     | -0.2                             | -0.5      | -0.3       | 0.3            | 0.4                 | 0.5          | 3.7                        | 0.3             | -0.1               | 0.0                   | 14.6            |
| Denmark     | 13.8           | 5.6                   | 0.0      | 0.4                              | -0.5      | 0.2        | -0.2           | 0.0                 | 0.0          | 4.0                        | -0.4            | 2.2                | 0.0                   | 8.2             |
| Germany     | 17.7           | 8.5                   | 0.0      | -0.1                             | 0.5       | -0.3       | -0.1           | 0.2                 | 4.9          | 3.6                        | -0.3            | 0.1                | 0.1                   | 9.2             |
| Estonia     | 21.1           | 5.2                   | -0.9     | 1.5                              | -1.2      | 2.0        | -0.2           | 0.1                 | 0.4          | 3.6                        | -0.3            | 0.2                | 0.0                   | 15.9            |
| Ireland     | 9.3            | -2.9                  | -0.3     | 0.7                              | -2.5      | -2.4       | -0.3           | 0.0                 | -1.0         | 5.8                        | -1.2            | -1.6               | 0.0                   | 12.2            |
| Greece      | 13.5           | 1.5                   | -0.1     | 0.2                              | -1.5      | -0.3       | -0.3           | 0.3                 | 1.1          | 4.2                        | -1.2            | -0.9               | -0.1                  | 12.0            |
| Spain       | 9.2            | -0.5                  | -0.2     | -0.1                             | -1.7      | -0.4       | -0.5           | 0.1                 | 0.4          | 3.3                        | -1.0            | -0.4               | 0.0                   | 9.7             |
| France      | 12.8           | 2.5                   | -0.2     | 0.1                              | -0.8      | -1.9       | 0.0            | 0.1                 | -0.9         | 6.4                        | 0.0             | -0.7               | 0.3                   | 10.3            |
| Croatia     | 7.7            | -6.9                  | 0.0      | -0.5                             | -4.4      | -0.8       | -0.8           | -0.1                | -0.1         | 0.2                        | -0.3            | -0.2               | 0.0                   | 14.6            |
| Italy       | 3.8            | -7.1                  | -0.2     | -0.6                             | -2.4      | -7.3       | -0.3           | 0.1                 | 1.7          | 4.9                        | -1.6            | -1.3               | 0.1                   | 10.9            |
| Cyprus      | 11.9           | -4.0                  | -0.3     | -0.5                             | -1.1      | -1.0       | -1.7           | 0.0                 | 0.1          | 0.0                        | 1.1             | -0.6               | 0.0                   | 15.9            |
| Latvia      | 18.9           | 2.8                   | -1.1     | 1.0                              | -2.0      | -1.5       | -0.6           | 0.0                 | -0.1         | 5.5                        | -1.8            | 3.4                | 0.0                   | 16.1            |
| Lithuania   | 10.5           | -4.6                  | -0.8     | 1.1                              | -2.8      | -3.6       | -0.6           | 0.1                 | 0.2          | 1.9                        | -1.2            | 1.0                | 0.0                   | 15.1            |
| Luxembourg  | -0.7           | -8.2                  | -0.1     | 1.0                              | -1.2      | -3.5       | 0.0            | 0.3                 | -0.5         | -2.0                       | -0.5            | -1.9               | 0.0                   | 7.5             |
| Hungary     | 17.5           | 4.4                   | 0.0      | -0.2                             | -1.2      | 0.2        | 0.1            | 0.6                 | 0.4          | 4.4                        | -1.3            | 1.4                | 0.2                   | 13.1            |
| Malta       | 5.8            | -1.5                  | -0.2     | 0.2                              | -2.0      | -2.1       | 0.0            | 0.0                 | -0.2         | 2.8                        | -0.2            | 0.3                | 0.0                   | 7.3             |
| Netherlands | 14.0           | 4.2                   | -0.2     | 0.9                              | -0.9      | 1.2        | 0.3            | 0.2                 | 2.2          | -1.1                       | -0.1            | 1.7                | 0.0                   | 9.8             |
| Austria     | 18.7           | 9.4                   | 0.1      | 0.1                              | -0.3      | 2.2        | 1.1            | 0.1                 | 2.8          | 3.5                        | -0.1            | 0.0                | 0.1                   | 9.3             |
| Poland      | 7.8            | -4.9                  | -0.4     | -0.6                             | -4.6      | -3.0       | -0.1           | 0.3                 | 0.2          | 2.4                        | 0.7             | 0.2                | 0.0                   | 12.7            |
| Portugal    | 6.3            | -4.3                  | -0.3     | -0.4                             | -4.4      | -0.8       | -0.5           | -0.2                | 0.0          | 3.8                        | -0.7            | -0.8               | 0.0                   | 10.6            |
| Romania     | 1.5            | -8.4                  | 0.0      | -0.3                             | -2.5      | -2.9       | -0.6           | 0.0                 | 0.1          | 1.9                        | -2.5            | -1.6               | 0.0                   | 9.9             |
| Slovenia    | 6.8            | -6.2                  | -0.4     | -0.3                             | -4.2      | -5.0       | -1.0           | -0.2                | 0.2          | 7.0                        | -0.9            | -1.2               | 0.0                   | 13.0            |
| Slovakia    | 16.8           | 1.6                   | -0.2     | -0.1                             | -1.1      | -0.8       | 0.1            | 0.2                 | 0.3          | 2.8                        | 0.0             | 0.4                | 0.0                   | 15.2            |
| Finland     | 16.0           | 5.9                   | -0.1     | -0.1                             | -0.8      | 1.9        | 0.1            | 0.2                 | 0.1          | 4.3                        | -0.6            | 0.9                | 0.0                   | 10.1            |
| Sweden      | 10.4           | 3.1                   | -0.1     | -0.4                             | -0.9      | -0.9       | -0.1           | 0.1                 | 0.0          | 4.6                        | -0.5            | 1.2                | 0.1                   | 7.3             |
| Iceland     | 9.0            | -0.1                  | -0.3     | -0.2                             | -2.0      | -3.5       | -0.4           | 0.0                 | 0.5          | 1.5                        | 0.2             | 4.1                | 0.0                   | 9.1             |
| Norway      | 13.7           | 4.4                   | -0.1     | 0.5                              | -1.3      | -2.0       | 0.1            | 0.2                 | 0.8          | 6.7                        | -0.7            | 0.2                | 0.0                   | 9.3             |
| Switzerland | 17.0           | 5.1                   | 0.0      | 0.3                              | 0.7       | 1.0        | 0.4            | 0.0                 | 0.3          | 2.6                        | -0.2            | 0.0                | 0.0                   | 11.9            |

Note: The figures for the 'age' explanatory factor are the sums of the results for the 'age' and 'age squared' variables. The figures for the 'job experience' explanatory factor are the sums of the results for the 'job experience' and 'job experience squared' variables. For Romania, employees whose weights belong to the fifth highest percentile are excluded.

### 3.3. Gender differences in returns

In this part of the analysis, we analyse the unexplained part (denoted  $U1$ ) of the difference in the log (earnings) obtained from the Mincer equation. This is written as follows:

$$U1 = \sum_{k=1}^K \bar{x}_k^W (\hat{\beta}_k^M - \hat{\beta}_k^W)$$

where  $k=1$  to  $k=K$  refers to the corresponding variables covering the observed characteristics.

#### *Methodological warning*

It is tempting to interpret the difference in returns as measuring possible discrimination between men and women in the labour market ('unequal pay for equal work'). However, we should refrain from this interpretation for three main reasons.

First, SES data do not cover all explanatory variables of gross earnings. The coefficients of the regression for men, women or both could significantly change if these other explanatory variables are included in the model (e.g. household composition and care responsibilities for children or the elderly).

Second, differences in coefficients may conceal segregations at a more detailed level. Imagine men and women being concentrated ('segregated') in different subdivisions of NACE sections or detailed positions of the ISCO classification of occupations. If women worked more often in the lower-paid part of those subdivisions or detailed positions, this would show up in the coefficients estimated at aggregate levels ('composition effect'). In those cases, differences in coefficients would measure further segregation effects (in addition to those described in Chapter 3.2) rather than discrimination as such.

Third, for categorical variables, the comparisons in the coefficients of the regression are always done with a category of reference and should be interpreted as relative gaps in that category (e.g. ISCO 23 (teaching professionals) for occupations). For instance, a difference between the returns of men and women for occupation ISCO 12 (corporate managers) should be interpreted as the difference between (i) the earnings gap between male managers and male teachers; and (ii) the earnings gap between female managers and female teachers.

The  $\hat{\beta}_k$  coefficients are displayed in Tables A.3 and A.6 of Appendix 1 for men and women respectively. The corresponding results of the Fisher significance tests are available in Tables A.4 and A.7.

#### *Higher returns for men*

To detect whether the returns are significantly higher for men, we computed the differences between the upper bound (for women) and the lower bound (for men) of the confidence intervals at 10%. The results are displayed in Table A.8. Cells with values that are significantly negative are highlighted.

Examining the rows, we see that returns for age are significantly higher for men than for women in most EU Member States and in all EFTA countries. As regards experience, this is the case in Germany, Spain and Sweden (plus Norway and Switzerland). This could be due to career breaks, which are more frequent among women than among men.

As regards education, significantly negative values are recorded for all ISCED levels in Czechia and Poland. In these Member States, the supplementary returns compared with the reference category (lower secondary education) are significantly lower for women than for men. Significantly negative values are recorded for two ISCED levels in Germany, Hungary and Austria (plus Norway). This is the case for one ISCED level in Belgium, Greece, Spain, France, Portugal and Slovakia.

It is worth noting that the returns for working part-time rather than full-time, which may be positive or negative depending on the country, are significantly greater for men than for women in Belgium and France. Likewise, working under a temporary contract does not penalise women more than men, except in Romania.

In some countries, working in the private sector rather than in publicly owned companies is comparatively less advantageous for women than for men. This is the case in Spain, Italy, the Netherlands, Poland and Portugal (plus Norway).

In Hungary, working in larger firms is less advantageous for women than for men (for all size classes compared with enterprises with 50-249 employees). This is also the case for two size classes in the cases of Germany and Finland and for one size class in the cases of Bulgaria, Czechia and the Netherlands.

Turning to the individual countries shown in the columns, we observe that Belgium, Bulgaria, Germany, Lithuania, Slovenia and Finland have lower returns for women than for men across almost all NACE sections by comparison with 'education' (NACE section P), which is considered as the reference category.

The situation is more mixed as regards occupations: only Hungary, Poland and Portugal record significantly lower returns for women in most ISCO categories by comparison with the baseline, which is ISCO 23 (teaching professionals). In Czechia, Hungary and Poland, this is observed in most managing occupations (ISCO 1). It is observed in two managing occupations in Bulgaria, Germany, Italy and Portugal (plus Norway).

### **Higher returns for women**

To detect if the returns are significantly higher for women, we computed the differences between the upper bound (for men) and the lower bound (for women) of the confidence intervals at 10%. The results are displayed in Table A.9.

Looking at the rows, many countries record lower returns for men than for women as regards age<sup>2</sup>. This is to be expected, because women on average receive higher returns at the end of their careers (and lower returns at the beginning) than men.

Working part-time is generally more penalising for men than for women. This was observed in Bulgaria, Czechia, Denmark, Germany, Estonia, Greece, Italy, Cyprus, Latvia, Lithuania, Hungary, Austria, Poland, Romania and Finland (plus Norway).

This is also the case for working under a temporary contract. This was observed in Germany, Italy, Portugal, Slovenia and Finland (plus Norway).

In some Member States, working in the private sector rather than in publicly owned companies is comparatively less advantageous for men than for women. This is the case in Bulgaria and Slovenia.

In several Member States (Czechia, Estonia, Lithuania, Hungary, Poland, Slovenia and Slovakia), men are financially more penalised than women for working in small enterprises of 10-49 employees than in enterprises of 50-249 employees.

As regards occupations, Finland records lower returns for men than for women in many ISCO categories compared with the baseline ISCO 23 (teaching professionals). This is notably the case for two managing positions in Belgium.

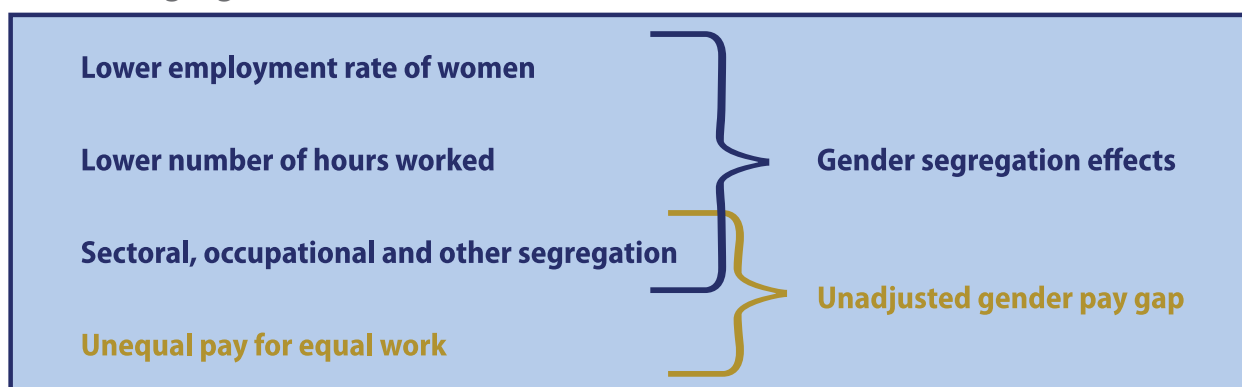
# 4

## Other segregation effects

The decomposition of the unadjusted GPG does not capture all of the segregation effects between men and women in the labour market. In particular, women on average work fewer hours per month than men in the labour market do. Moreover, a lower proportion of women than men participate in the labour market. This is shown by the lower employment rates for women throughout the Member States. Figure 4 shows all the possible factors that may influence the expected earnings of women and men of working age (15-64 years old).

**FIGURE 4:**

### Gender segregation effects



#### 4.1. Sectoral and occupational segregation

As detailed in Chapter 3.1 and Chapter 3.2, some of the differences in the average earnings of male and female employees can be explained by differences in the average characteristics of male and female employees. Calculating the adjusted GPG is a way to filter out sectoral and occupational segregation effects (as (partially) measured through SES variables) from the unadjusted GPG.

As Figure 5 shows, the unadjusted GPG (blue markers) is not significantly correlated with the development level of a country, as measured by gross hourly earnings per employee (men and women) in purchasing power parities (EU-27 = 100). After adjusting the GPG for the different characteristics of men and women in the labour market (red markers), the coefficient of determination rises to 50% of the total variance. This shows that the adjusted GPG is better aligned with other indicators of socio-economic development and is therefore more appropriate for comparisons between countries than unadjusted figures.



## 4.2. Other segregation effects

Table 3 presents Eurostat’s data on the average hourly earnings, number of hours paid per month and the employment rate of men and women as well as the resulting gaps. In 2022, women in the EU were on average paid for 11% fewer hours per month than men. The gap between the number of hours paid to men and the number of hours paid to women varies substantially across the EU Member States. At one end of the scale, women were paid for 24% fewer hours per month than men in the Netherlands. At the other end of the scale, this difference was only 1% in Bulgaria, Croatia and Romania.

In 2022, at the EU level, the employment rate of men was 10 percentage points higher than that of women. Across the Member States, the difference between the employment rate of men and women varied from 0 in Lithuania to 19 percentage points in Greece.

**TABLE 3:**

### Gender gaps in hourly earnings, hours paid and employment rate, 2022

|                           | Average hourly earnings (EUR) |       | Unadjusted gender pay gap | Average number of hours paid per month |       | Gender hours gap | Employment rate for age group 15-64 (%) |       | Gender employment gap (%) | Gender overall earnings gap (%) |
|---------------------------|-------------------------------|-------|---------------------------|--|-------|------------------|---|-------|---------------------------|---------------------------------|
|                           | Men                           | Women |                           | Men                                    | Women |                  | Men                                     | Women |                           |                                 |
| EU-27 <sup>(1)</sup>      | 18.9                          | 16.4  | 13.2%                     | 155                                    | 138   | 11.0%            | 74.7                                    | 64.9  | 13.1%                     | 32.8%                           |
| Belgium                   | 27.1                          | 26.9  | 0.7%                      | 150                                    | 129   | 14.0%            | 69.8                                    | 63.2  | 9.5%                      | 22.7%                           |
| Bulgaria                  | 5.9                           | 5.2   | 12.5%                     | 163                                    | 161   | 1.2%             | 74.0                                    | 67.2  | 9.2%                      | 21.5%                           |
| Czechia                   | 10.4                          | 8.5   | 18.4%                     | 170                                    | 165   | 2.9%             | 82.2                                    | 68.5  | 16.7%                     | 34.0%                           |
| Denmark                   | 35.0                          | 30.2  | 13.8%                     | 130                                    | 122   | 6.2%             | 79.0                                    | 74.5  | 5.7%                      | 23.7%                           |
| Germany                   | 24.2                          | 19.9  | 17.7%                     | 147                                    | 120   | 18.4%            | 80.4                                    | 73.0  | 9.2%                      | 39.0%                           |
| Estonia                   | 12.1                          | 9.6   | 21.1%                     | 163                                    | 153   | 6.1%             | 77.5                                    | 75.3  | 2.8%                      | 28.0%                           |
| Ireland                   | 28.7                          | 26.0  | 9.3%                      | 156                                    | 133   | 14.7%            | 78.2                                    | 68.4  | 12.5%                     | 32.4%                           |
| Greece                    | 10.0                          | 8.6   | 13.5%                     | 150                                    | 146   | 2.7%             | 70.3                                    | 51.2  | 27.2%                     | 38.7%                           |
| Spain                     | 14.1                          | 12.8  | 9.2%                      | 164                                    | 149   | 9.1%             | 69.3                                    | 59.2  | 14.6%                     | 29.6%                           |
| France                    | 21.4                          | 18.7  | 12.8%                     | 147                                    | 137   | 6.8%             | 70.8                                    | 65.6  | 7.3%                      | 24.7%                           |
| Croatia                   | 8.5                           | 7.8   | 7.7%                      | 170                                    | 168   | 1.2%             | 69.7                                    | 60.8  | 12.8%                     | 20.4%                           |
| Italy                     | 16.3                          | 15.7  | 3.9%                      | 163                                    | 138   | 15.3%            | 69.2                                    | 51.1  | 26.2%                     | 39.9%                           |
| Cyprus                    | 13.7                          | 12.0  | 11.9%                     | 172                                    | 165   | 4.1%             | 79.1                                    | 69.5  | 12.1%                     | 25.8%                           |
| Latvia                    | 10.2                          | 8.3   | 18.9%                     | 151                                    | 146   | 3.3%             | 72.5                                    | 70.2  | 3.2%                      | 24.1%                           |
| Lithuania                 | 11.4                          | 10.2  | 10.5%                     | 162                                    | 155   | 4.3%             | 73.9                                    | 73.6  | 0.4%                      | 14.7%                           |
| Luxembourg <sup>(2)</sup> | 30.5                          | 30.7  | -0.7%                     | 169                                    | 150   | 11.2%            | 73.0                                    | 67.1  | 8.1%                      | 17.8%                           |
| Hungary                   | 7.8                           | 6.5   | 17.5%                     | 164                                    | 158   | 3.7%             | 79.0                                    | 70.0  | 11.4%                     | 29.6%                           |
| Malta                     | 12.4                          | 11.7  | 5.9%                      | 166                                    | 156   | 6.0%             | 82.4                                    | 69.7  | 15.4%                     | 25.2%                           |
| Netherlands               | 22.5                          | 19.4  | 14.0%                     | 145                                    | 110   | 24.1%            | 85.4                                    | 78.1  | 8.5%                      | 40.3%                           |
| Austria                   | 21.7                          | 17.7  | 18.8%                     | 161                                    | 130   | 19.3%            | 78.0                                    | 70.0  | 10.3%                     | 41.1%                           |
| Poland                    | 9.0                           | 8.3   | 7.8%                      | 166                                    | 154   | 7.2%             | 77.4                                    | 65.5  | 15.4%                     | 27.6%                           |
| Portugal                  | 9.0                           | 8.5   | 6.2%                      | 170                                    | 162   | 4.7%             | 73.9                                    | 68.9  | 6.8%                      | 16.7%                           |
| Romania                   | 7.5                           | 7.4   | 1.5%                      | 167                                    | 166   | 0.6%             | 71.5                                    | 54.4  | 23.9%                     | 25.5%                           |
| Slovenia                  | 12.9                          | 12.0  | 6.8%                      | 167                                    | 162   | 3.0%             | 76.2                                    | 69.8  | 8.4%                      | 17.1%                           |
| Slovakia                  | 9.9                           | 8.2   | 16.8%                     | 161                                    | 157   | 2.5%             | 75.0                                    | 67.6  | 9.9%                      | 26.9%                           |
| Finland                   | 24.1                          | 20.3  | 16.0%                     | 159                                    | 150   | 5.7%             | 74.7                                    | 73.9  | 1.1%                      | 21.6%                           |
| Sweden                    | 22.7                          | 20.4  | 10.4%                     | 165                                    | 151   | 8.5%             | 79.2                                    | 74.6  | 5.8%                      | 22.8%                           |

|             | Average hourly earnings (EUR) |       | Unadjusted gender pay gap | Average number of hours paid per month |       | Gender hours gap | Employment rate for age group 15-64 (%) |       | Gender employment gap (%) | Gender overall earnings gap (%) |
|-------------|-------------------------------|-------|---------------------------|--|-------|------------------|---|-------|---------------------------|---------------------------------|
|             | Men                           | Women |                           | Men                                    | Women |                  | Men                                     | Women |                           |                                 |
| Iceland     | 29.5                          | 26.9  | 9.0%                      | 157                                    | 135   | 14.0%            | 85.2                                    | 81.2  | 4.7%                      | 25.4%                           |
| Norway      | 34.0                          | 29.4  | 13.7%                     | 148                                    | 129   | 12.8%            | 80.0                                    | 75.4  | 5.7%                      | 29.1%                           |
| Switzerland | 48.3                          | 40.1  | 17.0%                     | 164                                    | 129   | 21.3%            | 83.9                                    | 76.1  | 9.3%                      | 40.7%                           |

<sup>(1)</sup> The unadjusted GPG differs slightly from the official number (12.2%). The official number is calculated as the average of the national gender pay gaps weighted by the respective number of employees.

<sup>(2)</sup> Cross-border workers account for over 40% of the workforce in Luxembourg. They are covered by the Structure of Earnings Survey (the source of data on the average hourly earnings and the average monthly hours paid) but not by the Labour Force Survey (the source of data on the employment rate), whose scope is limited to the persons residing in Luxembourg.

Source: Eurostat (online data codes: *earn\_ses\_hourly*, *earn\_ses\_monthly*, *lfsi\_emp*).

### 4.3. The ‘gender overall earnings gap’

To give a complete picture of the gender earnings gap, Eurostat has developed a synthetic indicator, the ‘gender overall earnings gap’. This measures the impact of three combined factors on the difference in the average earnings of all women of working age – whether employed or not employed – compared with those of men. Those factors are the average hourly earnings, the monthly average of the number of hours paid and the employment rate for men and women.

The gender overall earnings gap (GOEG) is calculated as follows:

$$GOEG = \frac{(E_m \times H_m \times ER_m) - (E_w \times H_w \times ER_w)}{(E_m \times H_m \times ER_m)} \times 100$$

with the following notations:

$E_m$ : average hourly earnings of men (source: SES),

$H_m$ : average monthly hours paid to men (source: SES),

$ER_m$ : employment rate of men (aged 15–64) (source: Labour Force Survey),

$E_w$ : average hourly earnings of women (source: SES),

$H_w$ : average monthly hours paid to women (source: SES),

$ER_w$ : employment rate of women (aged 15–64) (source: Labour Force Survey).

The results are published in a *Statistics Explained* article on gender statistics ([Eurostat, 2021b](#)), which is provided in Table 4 and displayed in Figure 6.

In 2022, the gender overall earnings gap in the EU-27 was 33%. This means that the average earnings of all women of working age, whether or not they were employed, were 33% lower than the corresponding average earnings of men.

The gender overall earnings gap varied sizeably across the Member States, from 14.7% in Lithuania to 41.1% in Austria. Member States that recorded a gender overall earnings gap that was equal to or below 20% were: Lithuania (14.7%), Portugal (16.7%), Slovenia (17.1%), Luxembourg (17.8%) and Croatia (20.4%). Member States that recorded a gender overall earnings gap higher than 35% were: Greece (38.7%), Germany (39.0%), Italy (39.9%), the Netherlands (40.3%) and Austria (41.1%).

TABLE 4:

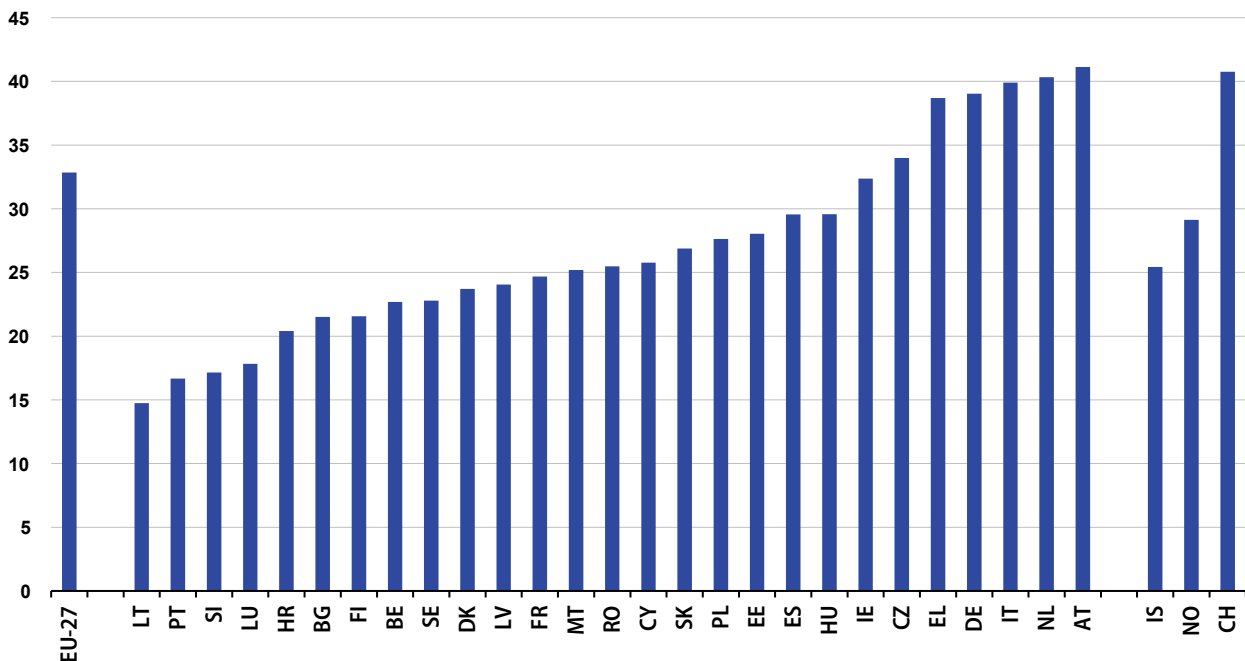
## Gender overall earnings gap, 2022

|       |       |       |       |       |       |       |       |       |       |       |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    |
| 22.7% | 21.5% | 34.0% | 23.7% | 39.0% | 28.0% | 32.4% | 38.7% | 29.6% | 24.7% | 20.4% |
| IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    |
| 39.9% | 25.8% | 24.1% | 14.7% | 17.8% | 29.6% | 25.2% | 40.3% | 41.1% | 27.6% | 16.7% |
| RO    | SI    | SK    | FI    | SE    | EU-27 |       | IS    | NO    | CH    |       |
| 25.5% | 17.1% | 26.9% | 21.6% | 22.8% | 32.8% |       | 25.4% | 29.1% | 40.7% |       |

Source: Eurostat – SES 2022, Labour Force Survey 2022.

FIGURE 6:

## Gender overall earnings gap (%), 2022



Source: Eurostat (online data code: teqges01)

# 5

## Conclusions

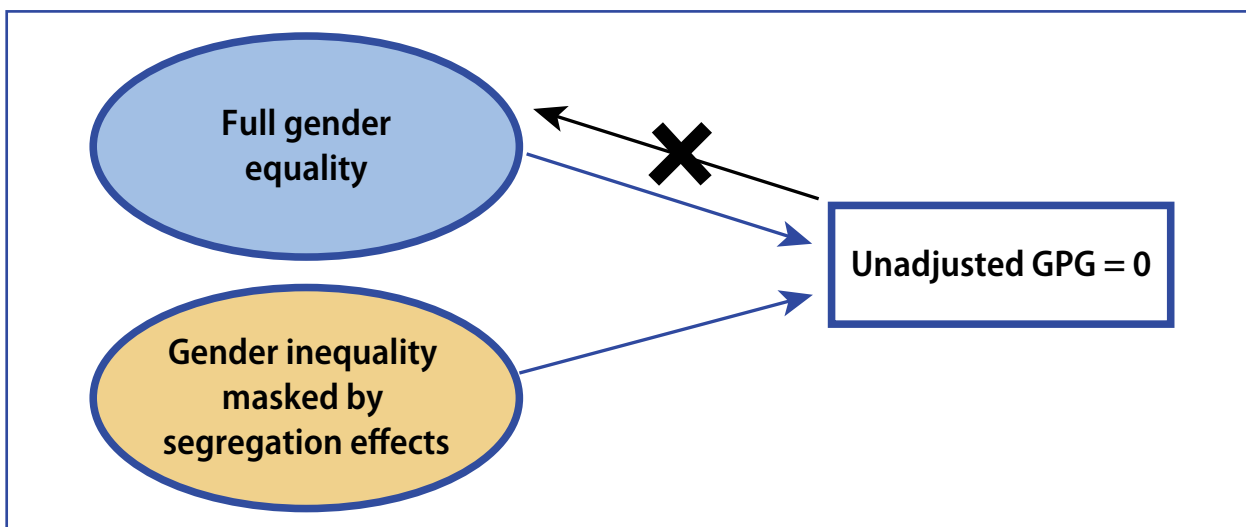
Given their importance for public policies, official statistics on gender equality attract considerable attention from the media and from the public. The unadjusted GPG is, owing to its simple definition, a prominent indicator in this respect.

The unadjusted GPG is sometimes viewed as a tool to measure possible gender discrimination on the labour market. However, 'unequal pay for equal work, among male and female workers' is just one of the possible causes of the unadjusted GPG.

The other possible drivers of the GPG are the different characteristics of male and female employees and possible gender gaps in returns for the same characteristics. In countries with a lower employment rate of women, the former component may be partly due to segregation effects, including 'self-selection' (women who decide to engage in the labour market are those with higher education levels or skills levels). In such cases, the unadjusted GPG may be zero or even turn negative simply because the subpopulations of male and female employees have different profiles.

The unadjusted GPG is therefore an equivocal (non-bijective) indicator of gender inequalities in the labour market, as illustrated in the box below.

### The unadjusted gender pay gap as an equivocal indicator of gender equality



There are therefore clear policy and statistical reasons for decomposing the unadjusted GPG into the explained and unexplained parts. Identifying and interpreting the causes of the GPG makes it possible to better target policy actions in favour of gender equality.

This is why this study used SES 2022 data to estimate the part of the gap caused by differences in the average characteristics of male and female employees and the unexplained GPG that comes from different returns for the same characteristics.

The explained part of the decomposition should not be understood in a normative way or as a natural GPG. It measures the difference in the hourly earnings caused by the different characteristics of male and female employees – whether they are caused by gender stereotypes, gender-biased preferences, fields of education or other reasons. This component may also include some discriminatory elements if there are barriers to entering specific economic activities or occupations.

It may also be tempting to interpret the unexplained component as a measurement of possible discrimination through ‘unequal pay for equal work’ that is reflected in different returns for the same characteristics. This is not recommended, however, because some important variables (e.g. total work experience) are not collected in the SES. Including such additional variables in the regression analysis may change the results.

The variables used in the regression for economic activity, education and occupation are based on broad categories that may conceal segregation effects at a more detailed level. Measuring discrimination as such is not possible with statistics, because these are by definition collected for a large number of cases and cannot capture all the characteristics of a job. These limitations should be borne in mind when interpreting the unexplained GPG for those countries with a low coefficient of determination.

In the first part of this study, we analysed which part of the unadjusted GPG could be explained by differences in the average characteristics (economic sectors, occupations, management responsibilities, etc.) of male and female employees on the labour market.

For some countries, the explained GPG constitutes more than half of the unadjusted GPG. At the other extreme, some countries record a negative explained GPG, which indicates that female employees present average characteristics on the labour market that are more remunerative than those of men. This is the case for countries where women with lower education and skills do not engage in the labour market, especially when there are few job opportunities (a ‘self-selection’ effect).

When the explained GPG is negative, the unexplained GPG is higher than the unadjusted GPG. Consequently, the ranking of countries based on the size of the unexplained GPG differs greatly from the ranking based on the size of the unadjusted GPG. This confirms that the unadjusted GPG alone is not suitable for ranking countries for possible gender inequalities in the labour market.

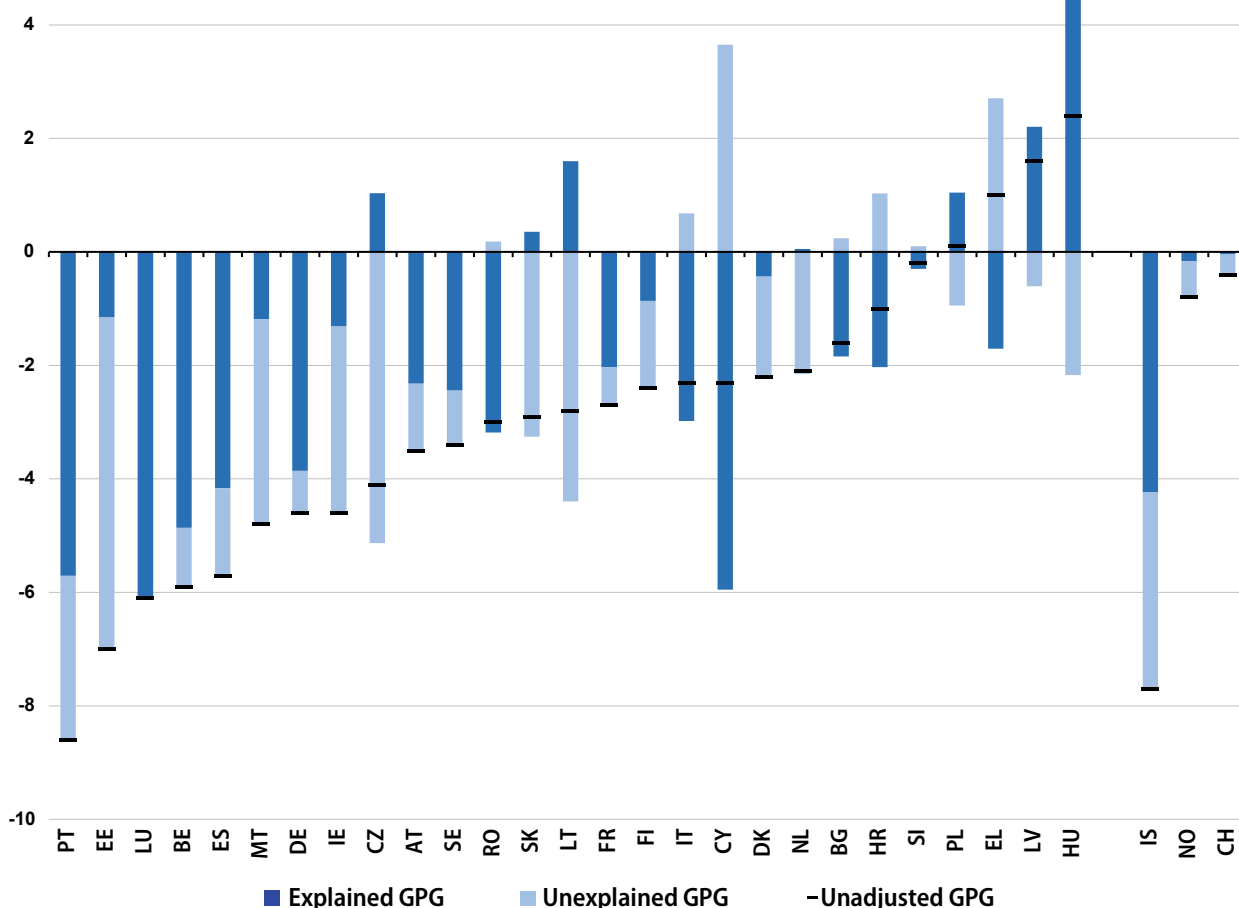
Figure 7 illustrates the variations in the unadjusted, explained and unexplained GPGs between 2014 and 2022. All countries recorded a decrease in their unadjusted gender pay gap except Poland (+0.1 percentage point), Greece (+1 p.p.), Latvia (+1.6 p.p.) and Hungary (+2.4 p.p.). The largest decreases were in Portugal (-8.6 p.p.), Estonia (-7.0 p.p.), Luxembourg (-6.1 p.p.), Belgium (-5.9 p.p.) and Spain (-5.7 p.p.) as well as Iceland (-7.7 p.p.).

Gender segregation (as measured by the explained GPG) increased in only 7 EU countries, notably in Hungary (+4.6 p.p.), Latvia (+2.2 p.p.), Lithuania (+1.6 p.p.), Czechia and Poland (both +1.0 p.p.). It decreased in the others, particularly Luxembourg (-6.1 p.p.), Cyprus (-6.0 p.p.) and Portugal (-5.7 p.p.).

At EU level, the unadjusted GPG decreased by 3.5 p.p., from 15.7% in 2014 to 12.2% in 2022. The explained part decreased by 2.5 p.p. while the unexplained GPG decreased by 1.0 p.p., from 11.3% to 10.3%.

**FIGURE 7:**

### Unadjusted, explained and unexplained Gender Pay Gap, 2022-2014 variations (in percentage points)



The 2022 decomposition also singled out the main drivers of the explained GPG, mainly economic activity, occupation and education. However, these factors have different explanatory effects (as was already the case in the previous editions of this study).

As regards education, the explained GPG is negative in the vast majority of Member States. This means that employed women have on average a higher level of education than men do in most EU labour markets. This is also the case for occupations, meaning that women work on average in better-paid occupations than men (Austria, Estonia, Finland and the Netherlands are the main exceptions).

By contrast, the explained GPG for economic activity is generally positive, because men tend to be employed in better-paid economic activities than women ('sectoral segregation'), except in Luxembourg and the Netherlands.

At EU level, the contribution of each factor remained broadly stable across SES waves (see Table 5). However, the (negative) contribution of occupation segregation increased from -0.4% in 2014 to -1.4% in 2022. This was also the case for education (from -0.8% to -1.2%). This means that the 'gender education gap' and the 'gender occupation gap' in favour of women tended to increase between 2014 and 2022.

The positive contributions of working time and economic activity decreased slightly (from 1.7% to 1.5% and from 3.9% to 3.7% respectively).

The contribution of the size of the enterprise slightly increased (from -0.4% to -0.5% in 2022), whereas the contribution of enterprise control turned negative (-0.1% in 2022 against +0.2% in 2014). This points to a relative decrease of wages in the private sector compared with the public sector, where women are over-represented.

**TABLE 5:**

**Explained GPG by variable, 2022-2014 comparison (in percentage points), EU-27**

|             | Age  | Education | Occupation | Job experience | Employment contract | Working time | Economic activity | Enterprise size | Enterprise control |
|-------------|------|-----------|------------|----------------|---------------------|--------------|-------------------|-----------------|--------------------|
| <b>2014</b> | 0.0  | -0.8      | -0.4       | 0.1            | 0.1                 | 1.7          | 3.9               | -0.4            | 0.2                |
| <b>2022</b> | -0.1 | -1.2      | -1.4       | -0.1           | 0.2                 | 1.5          | 3.7               | -0.5            | -0.1               |

The contributions of the different factors to the explained GPG are provided in Table 6, for reference year 2014, after aligning the methodology with SES 2018 and SES 2022- based studies. The variations between 2014 and 2022 are provided in Table 7.

**TABLE 6:**
**Decomposition of the unadjusted GPG, SES2014**

|             | Unadjusted GPG | Explained GPG         |          |                                  |           |            |                |                     |              |                            |                 |                    |                       | Unexplained GPG |
|-------------|----------------|-----------------------|----------|----------------------------------|-----------|------------|----------------|---------------------|--------------|----------------------------|-----------------|--------------------|-----------------------|-----------------|
|             |                | Overall explained gap | Residual | Personal and job characteristics |           |            |                |                     |              | Enterprise characteristics |                 |                    |                       |                 |
|             |                |                       |          | Age                              | Education | Occupation | Job experience | Employment contract | Working time | Economic activity          | Enterprise size | Enterprise control | Geographical location |                 |
| EU-27       | 15.7           | 4.4                   | -0.1     | 0.0                              | -0.8      | -0.4       | 0.1            | 0.1                 | 1.7          | 3.9                        | -0.4            | 0.2                | 0.1                   | 11.3            |
| Belgium     | 6.6            | 3.3                   | -0.4     | 0.1                              | 1.1       | 0.0        | 0.1            | 0.0                 | 1.1          | 1.6                        | -0.3            | 0.1                | 0.0                   | 3.3             |
| Bulgaria    | 14.2           | -2.0                  | -0.3     | -0.2                             | -2.2      | -0.6       | -1.1           | 0.0                 | 0.1          | 1.0                        | 0.8             | 0.4                | 0.0                   | 16.2            |
| Czechia     | 22.5           | 2.7                   | -0.2     | -0.4                             | -0.1      | -0.1       | 0.0            | 0.2                 | 0.2          | 3.5                        | 0.0             | -0.3               | 0.0                   | 19.8            |
| Denmark     | 16.0           | 6.0                   | 0.0      | 0.2                              | -0.3      | 0.8        | -0.1           | 0.0                 | -0.1         | 3.7                        | -0.6            | 2.5                | 0.0                   | 10.0            |
| Germany     | 22.3           | 12.4                  | 0.4      | -0.1                             | 0.8       | 1.4        | 0.4            | 0.2                 | 5.1          | 4.2                        | -0.3            | 0.0                | 0.2                   | 9.9             |
| Estonia     | 28.1           | 6.4                   | -0.5     | 0.8                              | -1.2      | 2.5        | -0.5           | 0.0                 | 0.6          | 5.1                        | -0.5            | -0.2               | 0.0                   | 21.7            |
| Ireland     | 13.9           | -1.5                  | -0.4     | 0.3                              | -0.6      | 1.3        | 0.6            | 0.0                 | 0.2          | -0.6                       | -1.8            | -0.6               | 0.0                   | 15.4            |
| Greece      | 12.5           | 3.2                   | -0.4     | 1.0                              | -1.2      | -0.6       | 0.2            | 0.0                 | 1.1          | 3.0                        | -0.1            | 0.1                | 0.0                   | 9.3             |
| Spain       | 14.9           | 3.7                   | -0.3     | 0.3                              | -1.0      | 0.8        | 1.0            | 0.1                 | 0.6          | 3.6                        | -1.1            | -0.2               | 0.0                   | 11.2            |
| France      | 15.5           | 4.6                   | 0.0      | 0.3                              | -0.6      | -0.7       | 0.2            | 0.3                 | -0.2         | 5.5                        | -0.2            | -0.1               | 0.2                   | 10.9            |
| Croatia     | 8.7            | -4.9                  | -0.1     | -0.6                             | -4.7      | -0.7       | -0.5           | -0.1                | -0.2         | 3.0                        | 0.0             | -0.9               | 0.0                   | 13.6            |
| Italy       | 6.1            | -4.1                  | -0.5     | -0.5                             | -2.1      | -5.8       | 0.3            | 0.1                 | 2.4          | 4.1                        | -0.5            | -1.5               | 0.0                   | 10.2            |
| Cyprus      | 14.2           | 1.9                   | -0.7     | -0.6                             | -0.5      | 3.8        | -0.2           | 0.0                 | 0.2          | 1.2                        | -1.2            | 0.0                | 0.0                   | 12.3            |
| Latvia      | 17.3           | 0.6                   | -0.7     | 0.6                              | -3.7      | 0.7        | -1.7           | 0.1                 | 0.0          | 8.5                        | -2.9            | -0.4               | 0.0                   | 16.7            |
| Lithuania   | 13.3           | -6.2                  | -1.3     | 0.0                              | -2.2      | -4.5       | -2.2           | 0.0                 | 0.5          | 5.6                        | -2.0            | 0.0                | 0.0                   | 19.5            |
| Luxembourg  | 5.4            | -2.0                  | -0.7     | 1.4                              | -0.6      | -0.1       | 0.3            | -0.1                | 0.5          | 0.0                        | -1.1            | -1.6               | 0.0                   | 7.4             |
| Hungary     | 15.1           | -0.1                  | -0.4     | -0.4                             | -2.0      | -1.6       | -0.6           | 0.0                 | -1.6         | 6.5                        | -1.6            | 1.6                | 0.0                   | 15.2            |
| Malta       | 10.6           | -0.3                  | -1.2     | 1.9                              | -1.2      | 0.8        | 0.6            | 0.0                 | 0.2          | -0.2                       | -1.2            | -0.1               | 0.0                   | 10.9            |
| Netherlands | 16.1           | 4.1                   | -0.7     | 1.4                              | -0.5      | 1.9        | 0.5            | 0.0                 | 0.5          | -2.8                       | -0.6            | 4.3                | 0.1                   | 12.0            |
| Austria     | 22.2           | 11.8                  | 0.2      | 0.3                              | 0.4       | 3.0        | 1.4            | 0.1                 | 3.1          | 3.5                        | -0.1            | 0.0                | 0.0                   | 10.4            |
| Poland      | 7.7            | -6.0                  | -1.0     | -0.8                             | -4.4      | -4.3       | -0.6           | -0.2                | 0.2          | 5.0                        | 1.1             | -0.9               | -0.1                  | 13.7            |
| Portugal    | 14.9           | 1.4                   | -0.7     | 0.1                              | -3.6      | 2.3        | 0.2            | -0.1                | -0.1         | 4.7                        | -1.1            | -0.2               | 0.0                   | 13.5            |
| Romania     | 4.5            | -5.3                  | -0.3     | 0.0                              | -2.8      | -3.1       | -0.8           | 0.0                 | 0.2          | 4.1                        | -2.1            | -0.5               | -0.1                  | 9.8             |
| Slovenia    | 7.0            | -5.9                  | -0.5     | -0.5                             | -4.3      | -4.9       | -1.1           | -0.4                | 0.1          | 7.2                        | -0.3            | -1.1               | 0.0                   | 12.9            |
| Slovakia    | 19.7           | 1.2                   | -0.2     | -0.4                             | -0.7      | -1.4       | -0.3           | 0.0                 | 0.6          | 3.0                        | 0.1             | 0.5                | 0.0                   | 18.5            |
| Finland     | 18.4           | 6.7                   | -0.1     | -0.3                             | -0.5      | 2.2        | 0.1            | 0.2                 | -0.2         | 4.9                        | -0.7            | 1.1                | 0.0                   | 11.7            |
| Sweden      | 13.8           | 5.6                   | 0.0      | -0.2                             | -1.0      | -0.4       | -0.1           | 0.0                 | 0.2          | 6.1                        | -0.8            | 1.5                | 0.1                   | 8.2             |
| Iceland     | 16.7           | 4.2                   | -0.4     | -0.6                             | -1.5      | -3.7       | -0.4           | 0.0                 | 1.2          | 4.6                        | 0.6             | 4.5                | 0.0                   | 12.5            |
| Norway      | 14.5           | 4.6                   | -0.1     | 0.1                              | -0.8      | -1.5       | 0.1            | 0.0                 | 0.9          | 6.0                        | -0.5            | 0.3                | 0.0                   | 9.9             |
| Switzerland | 17.4           | 5.1                   | 0.0      | 0.6                              | 1.6       | 0.7        | 0.5            | 0.0                 | -0.7         | 2.4                        | -0.1            | 0.1                | 0.0                   | 12.3            |

TABLE 7:

## Contributions to the explained GPG, 2022-2014 variations (in percentage points)

|             | Explained GPG                    |           |            |                |                     |              |                            |                 |                    |
|-------------|----------------------------------|-----------|------------|----------------|---------------------|--------------|----------------------------|-----------------|--------------------|
|             | Personal and job characteristics |           |            |                |                     |              | Enterprise characteristics |                 |                    |
|             | Age                              | Education | Occupation | Job experience | Employment contract | Working time | Economic activity          | Enterprise size | Enterprise control |
| EU-27       | -0.1                             | -0.3      | -1.0       | -0.3           | 0.1                 | -0.2         | -0.2                       | -0.1            | -0.3               |
| Belgium     | -0.2                             | -0.9      | -1.3       | -0.1           | 0.0                 | -2.1         | 0.8                        | 0.3             | -0.4               |
| Bulgaria    | 0.1                              | -0.1      | -1.4       | 0.5            | 0.0                 | 0.2          | -0.9                       | -0.4            | 0.2                |
| Czechia     | 0.2                              | -0.4      | -0.2       | 0.3            | 0.2                 | 0.3          | 0.2                        | 0.3             | 0.1                |
| Denmark     | 0.2                              | -0.2      | -0.6       | -0.1           | 0.0                 | 0.1          | 0.3                        | 0.1             | -0.3               |
| Germany     | -0.1                             | -0.3      | -1.7       | -0.4           | 0.0                 | -0.2         | -0.6                       | 0.0             | 0.1                |
| Estonia     | 0.7                              | 0.0       | -0.6       | 0.3            | 0.1                 | -0.3         | -1.5                       | 0.2             | 0.4                |
| Ireland     | 0.3                              | -1.9      | -3.7       | -0.9           | 0.0                 | -1.1         | 6.4                        | 0.6             | -1.0               |
| Greece      | -0.9                             | -0.3      | 0.3        | -0.5           | 0.3                 | 0.0          | 1.2                        | -1.0            | -1.0               |
| Spain       | -0.4                             | -0.7      | -1.2       | -1.5           | 0.0                 | -0.2         | -0.2                       | 0.2             | -0.2               |
| France      | -0.2                             | -0.2      | -1.2       | -0.1           | -0.1                | -0.7         | 0.9                        | 0.2             | -0.6               |
| Croatia     | 0.1                              | 0.4       | -0.1       | -0.3           | 0.0                 | 0.2          | -2.8                       | -0.3            | 0.7                |
| Italy       | -0.1                             | -0.3      | -1.4       | -0.6           | 0.0                 | -0.8         | 0.8                        | -1.1            | 0.1                |
| Cyprus      | 0.1                              | -0.6      | -4.7       | -1.5           | 0.0                 | -0.1         | -1.2                       | 2.3             | -0.6               |
| Latvia      | 0.4                              | 1.7       | -2.3       | 1.1            | -0.1                | -0.1         | -3.0                       | 1.1             | 3.8                |
| Lithuania   | 1.1                              | -0.5      | 0.9        | 1.6            | 0.1                 | -0.2         | -3.6                       | 0.8             | 0.9                |
| Luxembourg  | -0.4                             | -0.6      | -3.3       | -0.3           | 0.5                 | -1.0         | -1.9                       | 0.7             | -0.3               |
| Hungary     | 0.2                              | 0.8       | 1.8        | 0.7            | 0.6                 | 2.0          | -2.2                       | 0.3             | -0.3               |
| Malta       | -1.7                             | -0.8      | -2.9       | -0.6           | 0.0                 | -0.4         | 3.0                        | 1.0             | 0.4                |
| Netherlands | -0.4                             | -0.5      | -0.7       | -0.2           | 0.2                 | 1.7          | 1.6                        | 0.5             | -2.6               |
| Austria     | -0.1                             | -0.6      | -0.8       | -0.4           | 0.0                 | -0.3         | 0.0                        | 0.0             | 0.0                |
| Poland      | 0.1                              | -0.2      | 1.3        | 0.5            | 0.4                 | 0.0          | -2.6                       | -0.4            | 1.1                |
| Portugal    | -0.6                             | -0.8      | -3.0       | -0.7           | -0.1                | 0.1          | -0.8                       | 0.4             | -0.6               |
| Romania     | -0.3                             | 0.2       | 0.2        | 0.2            | 0.0                 | -0.1         | -2.2                       | -0.4            | -1.1               |
| Slovenia    | 0.2                              | 0.1       | -0.2       | 0.1            | 0.2                 | 0.1          | -0.2                       | -0.6            | -0.1               |
| Slovakia    | 0.2                              | -0.4      | 0.6        | 0.5            | 0.1                 | -0.3         | -0.2                       | -0.1            | -0.2               |
| Finland     | 0.1                              | -0.3      | -0.4       | 0.0            | 0.0                 | 0.3          | -0.6                       | 0.1             | -0.2               |
| Sweden      | -0.2                             | 0.1       | -0.5       | 0.0            |                     | -0.2         | -1.5                       | 0.2             | -0.4               |
| Iceland     | 0.5                              | -0.6      | 0.2        | 0.0            | 0.0                 | -0.7         | -3.1                       | -0.3            | -0.4               |
| Norway      | 0.5                              | -0.5      | -0.5       | 0.0            | 0.1                 | -0.1         | 0.7                        | -0.2            | -0.1               |
| Switzerland | -0.3                             | -0.9      | 0.3        | -0.1           | 0.0                 | 1.1          | 0.1                        | -0.1            | -0.1               |

There was a decline in the segregation effects caused by economic activity in most countries. The main exceptions were in Ireland (+6.4 p.p.), Malta (+3.0 p.p.), the Netherlands (+1.6 p.p.) and Greece (+1.2 p.p.).

By contrast, segregation according to the size of the enterprise generally increased between 2014 and 2022, especially in Cyprus (+2.3 p.p.) and Latvia (+1.1 p.p.). The main exceptions were Italy (-1.1 p.p.) and Greece (-1.0 p.p.).

The negative 'gender education gap' generally increased in absolute terms, notably in Ireland (-1.9 p.p.). The most notable exception was Latvia (+1.7 p.p.).

As regards occupation, 13 EU Member States recorded negative contributions of more than 1 p.p. in 2022 (meaning that women tend to occupy higher positions than men) compared with only 7 Member States in 2014. Cyprus recorded the largest decrease (-4.7 p.p.), changing from a positive balance for men to a positive balance for women from +3.8% in 2014 (men occupied on average higher positions than women) to -1.0% in 2022 (women occupied on average higher positions than men). Hungary had the largest increase (+1.8 p.p.) as the segregation effect recorded in 2014 (-1.6%) vanished in 2022.

In the second part of the study, we turned to the regression coefficients and analysed whether women and men had different returns for the same characteristics. We observed that working part-time or under temporary contracts was

generally more disadvantageous for men than for women. The average earnings of women are reduced due to the higher proportions of women working part-time or under temporary contracts, not because of higher penalties. The analysis of returns also confirmed, indirectly through the coefficients for age and age<sup>2</sup>, the impact of career breaks on women’s average earnings.

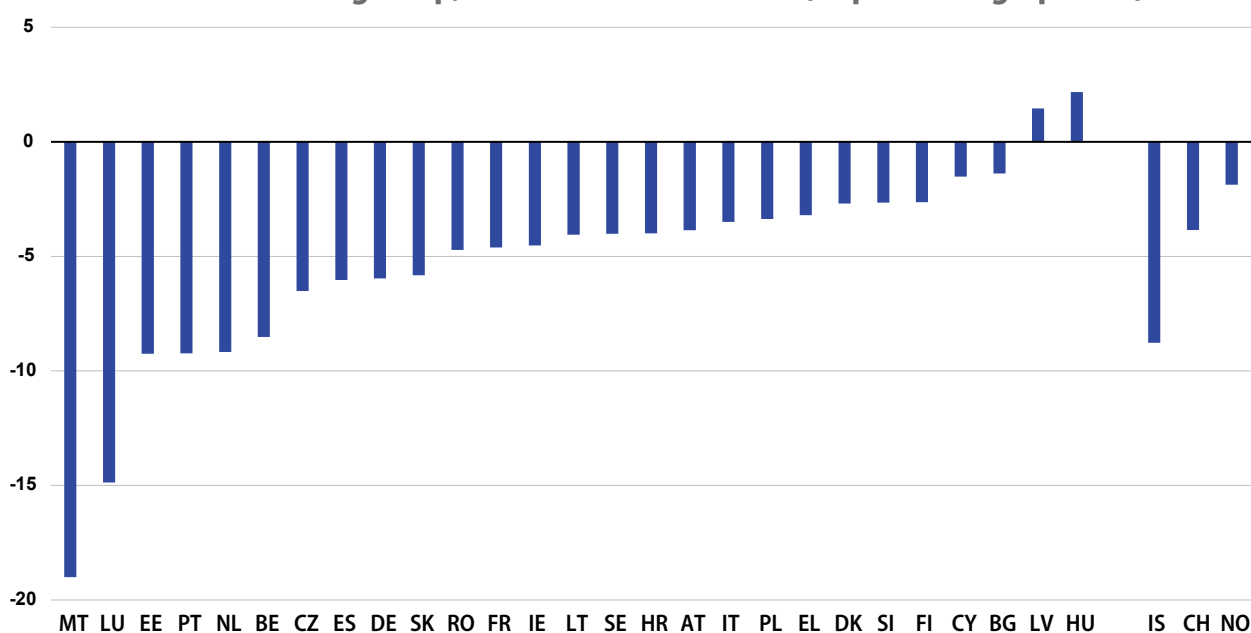
The decomposition of the unadjusted GPG does not capture all segregation effects between men and women in the labour market. Women work on average fewer hours per month than men do. This is not captured by the unadjusted GPG, which is calculated on an hourly basis. Moreover, a lower proportion of women than men participate in the labour market.

In the third and last part of this study, we calculated a synthetic indicator that measures the combined effects of all three of those segregation effects: (i) gender differences in hourly earnings (i.e. the unadjusted GPG); (ii) monthly hours paid; and (iii) employment rates. This was done through the gender overall earnings gap, which estimates the difference between the expected earnings of all women and all men of working age.

At EU level, the gender overall earnings gap was 32.8% in 2022 against 38.4% in 2014, (i.e. 5.6 percentage points lower and therefore showing a decrease in all segregation effects combined). Table 8 and Figure 8 show the 2014/2022 variations for each country.

**FIGURE 8:**

### Gender Overall Earnings Gap, 2022-2014 variations (in percentage points)



**TABLE 8:**

### Gender Overall Earnings Gap (2022/2014 comparison) (in % for levels, percentage points for variations)

|             | 2014 | 2022 | 2022-2014 |
|-------------|------|------|-----------|
| Malta       | 44.2 | 25.2 | -19.0     |
| Luxembourg  | 32.7 | 17.8 | -14.9     |
| Estonia     | 37.3 | 28.0 | -9.3      |
| Portugal    | 25.9 | 16.7 | -9.2      |
| Netherlands | 49.5 | 40.3 | -9.2      |
| Belgium     | 31.2 | 22.7 | -8.5      |
| Czechia     | 40.5 | 34.0 | -6.5      |
| Spain       | 35.6 | 29.6 | -6.0      |
| Germany     | 45.0 | 39.0 | -6.0      |
| Slovakia    | 32.7 | 26.9 | -5.8      |
| Romania     | 30.2 | 25.5 | -4.7      |
| France      | 29.3 | 24.7 | -4.6      |
| Ireland     | 36.9 | 32.4 | -4.5      |
| Lithuania   | 18.8 | 14.7 | -4.1      |
| Sweden      | 26.8 | 22.8 | -4.0      |
| Croatia     | 24.4 | 20.4 | -4.0      |
| Austria     | 45.0 | 41.1 | -3.9      |
| Italy       | 43.4 | 39.9 | -3.5      |
| Poland      | 31.0 | 27.6 | -3.4      |
| Greece      | 41.9 | 38.7 | -3.2      |
| Denmark     | 26.4 | 23.7 | -2.7      |
| Slovenia    | 19.8 | 17.1 | -2.7      |
| Finland     | 24.2 | 21.6 | -2.6      |
| Cyprus      | 27.3 | 25.8 | -1.5      |
| Bulgaria    | 22.9 | 21.5 | -1.4      |
| Latvia      | 22.6 | 24.1 | 1.5       |
| Hungary     | 27.4 | 29.6 | 2.2       |
| Iceland     | 34.2 | 25.4 | -8.8      |
| Switzerland | 44.6 | 40.7 | -3.9      |
| Norway      | 31.0 | 29.1 | -1.9      |

In 2014-2022, the gender overall earnings gap decreased in all countries except Latvia (+1.5 p.p.) and Hungary (+2.2 p.p.). The main falls were recorded in Malta, Luxembourg, Estonia, Portugal, the Netherlands, Belgium, Czechia, Spain, Germany and Slovakia (as well as Iceland), which all experienced decreases of more than 5 percentage points.

The methodology used in this study was discussed at various meetings of the Commission expert group on labour market statistics and of the European Directors of Social Statistics. A first edition of this publication was published in 2018 (based on SES 2014) and a second in 2021 (based on SES 2018). Eurostat hopes that this third edition, which is based on updated data (SES 2022), will provide users of official statistics with further insights into GPG indicators, including their evolution in 2014-2022.

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# Appendix 1: statistical tests

**TABLE A.1:**

## Coefficient of determination (R-squared)

| Country     | R-squared     |                 |
|-------------|---------------|-----------------|
|             | Model for men | Model for women |
| Belgium     | 90%           | 89%             |
| Bulgaria    | 58%           | 58%             |
| Czechia     | 54%           | 56%             |
| Denmark     | 56%           | 55%             |
| Germany     | 61%           | 55%             |
| Estonia     | 49%           | 57%             |
| Ireland     | 45%           | 49%             |
| Greece      | 41%           | 38%             |
| Spain       | 52%           | 57%             |
| France      | 52%           | 49%             |
| Croatia     | 47%           | 56%             |
| Italy       | 56%           | 65%             |
| Cyprus      | 62%           | 70%             |
| Latvia      | 41%           | 49%             |
| Lithuania   | 48%           | 54%             |
| Luxembourg  | 67%           | 71%             |
| Hungary     | 59%           | 62%             |
| Malta       | 47%           | 45%             |
| Netherlands | 66%           | 67%             |
| Austria     | 60%           | 59%             |
| Poland      | 50%           | 59%             |
| Portugal    | 64%           | 73%             |
| Romania     | 54%           | 59%             |
| Slovenia    | 51%           | 59%             |
| Slovakia    | 48%           | 49%             |
| Finland     | 63%           | 60%             |
| Sweden      | 56%           | 56%             |
| Iceland     | 68%           | 67%             |
| Norway      | 57%           | 56%             |
| Switzerland | 57%           | 53%             |

TABLE A.2:

## Average characteristics for men

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |      |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| Age                              | 41.98 | 45.06 | 42.49 | 40.75 | 44.17 | 43.80 | 39.59 | 43.56 | 44.13 | 42.48 | 41.82 | 44.18 | 41.17 | 43.89 | 42.84 | 40.97 | 43.73 | 39.73 | 40.89 | 41.04 | 41.78 | 42.53 | 44.10 | 41.82 | 43.85 | 42.69 | 41.42 | 39.66 | 41.80 | 42.37 |      |
| Age2                             | 1,893 | 2,203 | 1,953 | 1,866 | 2,124 | 2,089 | 1,727 | 2,027 | 2,072 | 1,944 | 1,891 | 2,086 | 1,847 | 2,107 | 1,998 | 1,799 | 2,071 | 1,734 | 1,885 | 1,832 | 1,876 | 1,949 | 2,074 | 1,878 | 2,061 | 1,969 | 1,877 | 1,784 | 1,930 | 1,941 |      |
| Job_experience                   | 9.65  | 5.84  | 8.15  | 5.51  | 9.41  | 8.70  | 7.47  | 6.66  | 9.78  | 9.81  | 7.87  | 9.30  | 6.55  | 5.74  | 5.41  | 6.61  | 6.65  | 5.79  | 10.12 | 8.34  | 8.71  | 8.62  | 7.20  | 8.17  | 8.87  | 8.45  | 7.38  | 7.65  | 5.26  | 7.56  |      |
| Job_experience2                  | 193   | 86    | 148   | 92    | 202   | 311   | 128   | .     | .     | .     | 147   | .     | .     | .     | 79    | .     | 113   | 106   | 208   | 171   | 163   | 170   | 116   | 154   | 158   | 162   | 114   | 123   | 68    | 139   |      |
| Education-ISCED_0_1_2            | 0.16  | 0.07  | 0.12  | 0.18  | 0.11  | 0.12  | 0.14  | 0.13  | 0.44  | 0.21  | 0.12  | 0.29  | 0.08  | 0.09  | 0.09  | 0.23  | 0.14  | 0.35  | 0.22  | 0.18  | 0.07  | 0.43  | 0.08  | 0.10  | 0.06  | 0.13  | 0.09  | 0.34  | 0.25  | 0.20  |      |
| Education-ISCED_3_4              | 0.42  | 0.62  | 0.68  | 0.44  | 0.62  | 0.50  | 0.41  | 0.52  | 0.19  | 0.38  | 0.62  | 0.50  | 0.48  | 0.58  | 0.54  | 0.37  | 0.62  | 0.37  | 0.45  | 0.51  | 0.60  | 0.31  | 0.63  | 0.63  | 0.65  | 0.45  | 0.57  | 0.39  | 0.38  | 0.46  |      |
| Education-ISCED_5_6              | 0.19  | 0.14  | 0.03  | 0.24  | 0.11  | 0.18  | 0.28  | 0.25  | 0.23  | 0.24  | 0.08  | 0.06  | 0.31  | 0.15  | 0.18  | 0.18  | 0.11  | 0.18  | 0.21  | 0.19  | 0.11  | 0.02  | 0.20  | 0.13  | 0.03  | 0.25  | 0.34  | 0.11  | 0.24  | 0.20  |      |
| Education-ISCED_7_8              | 0.23  | 0.17  | 0.17  | 0.15  | 0.16  | 0.20  | 0.18  | 0.09  | 0.14  | 0.17  | 0.18  | 0.15  | 0.14  | 0.19  | 0.18  | 0.21  | 0.13  | 0.10  | 0.12  | 0.12  | 0.22  | 0.24  | 0.09  | 0.13  | 0.27  | 0.17  | 0.01  | 0.16  | 0.13  | 0.15  |      |
| Working_time-Full_time           | 0.87  | 0.94  | 0.97  | 0.70  | 0.79  | 0.91  | 0.86  | 0.86  | 0.88  | 0.92  | 0.97  | 0.90  | 0.95  | 0.77  | 0.91  | 0.92  | 0.90  | 0.89  | 0.64  | 0.86  | 0.95  | 0.96  | 0.97  | 0.99  | 0.95  | 0.87  | 0.88  | 0.69  | 0.81  | 0.77  |      |
| Working_time-Part_time           | 0.13  | 0.06  | 0.03  | 0.30  | 0.21  | 0.09  | 0.14  | 0.14  | 0.12  | 0.08  | 0.03  | 0.10  | 0.05  | 0.23  | 0.09  | 0.08  | 0.10  | 0.11  | 0.36  | 0.14  | 0.05  | 0.04  | 0.03  | 0.01  | 0.05  | 0.13  | 0.12  | 0.31  | 0.19  | 0.23  |      |
| Economic_activity_section-NACE_B | 0.00  | 0.02  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.02  | 0.00  | 0.01  | 0.01  | 0.01  | 0.00  | 0.00  | .     | 0.04  | 0.00  |      |
| Economic_activity_section-NACE_C | 0.21  | 0.26  | 0.39  | 0.15  | 0.29  | 0.30  | 0.17  | 0.16  | 0.21  | 0.19  | 0.26  | 0.30  | 0.12  | 0.22  | 0.21  | 0.11  | 0.30  | 0.13  | 0.16  | 0.26  | 0.35  | 0.23  | 0.25  | 0.37  | 0.35  | 0.24  | 0.19  | 0.23  | 0.13  | 0.21  |      |
| Economic_activity_section-NACE_D | 0.01  | 0.03  | 0.01  | 0.01  | 0.01  | 0.02  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.02  | 0.00  | 0.02  | 0.02  | 0.02  | 0.01  | 0.01  | 0.02  | 0.01  | 0.01  |      |
| Economic_activity_section-NACE_E | 0.01  | 0.03  | 0.02  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.02  | 0.04  | 0.03  | 0.01  | 0.02  | 0.02  | 0.01  | 0.02  | 0.01  | 0.01  | 0.01  | 0.02  | 0.02  | 0.03  | 0.02  | 0.03  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  |      |
| Economic_activity_section-NACE_F | 0.08  | 0.10  | 0.07  | 0.09  | 0.07  | 0.10  | 0.07  | 0.04  | 0.09  | 0.09  | 0.13  | 0.07  | 0.13  | 0.12  | 0.14  | 0.16  | 0.08  | 0.08  | 0.07  | 0.13  | 0.08  | 0.12  | 0.14  | 0.12  | 0.06  | 0.13  | 0.11  | 0.10  | 0.15  | 0.11  |      |
| Economic_activity_section-NACE_G | 0.13  | 0.13  | 0.11  | 0.17  | 0.13  | 0.13  | 0.17  | 0.17  | 0.15  | 0.13  | 0.14  | 0.11  | 0.16  | 0.12  | 0.12  | 0.10  | 0.12  | 0.11  | 0.18  | 0.14  | 0.15  | 0.15  | 0.14  | 0.09  | 0.12  | 0.10  | 0.13  | 0.19  | 0.14  | 0.12  |      |
| Economic_activity_section-NACE_H | 0.09  | 0.09  | 0.10  | 0.07  | 0.10  | 0.11  | 0.07  | 0.07  | 0.08  | 0.10  | 0.09  | 0.11  | 0.07  | 0.14  | 0.22  | 0.11  | 0.11  | 0.08  | 0.08  | 0.09  | 0.11  | 0.07  | 0.10  | 0.10  | 0.11  | 0.09  | 0.07  | 0.11  | 0.08  | 0.08  |      |
| Economic_activity_section-NACE_I | 0.02  | 0.04  | 0.02  | 0.04  | 0.03  | 0.02  | 0.08  | 0.21  | 0.07  | 0.04  | 0.06  | 0.04  | 0.14  | 0.02  | 0.02  | 0.03  | 0.03  | 0.09  | 0.04  | 0.05  | 0.01  | 0.06  | 0.03  | 0.03  | 0.03  | 0.02  | 0.03  | 0.09  | 0.03  | 0.04  |      |
| Economic_activity_section-NACE_J | 0.05  | 0.08  | 0.05  | 0.06  | 0.05  | 0.08  | 0.08  | 0.04  | 0.06  | 0.06  | 0.05  | 0.04  | 0.08  | 0.07  | 0.05  | 0.06  | 0.05  | 0.05  | 0.06  | 0.04  | 0.04  | 0.05  | 0.05  | 0.05  | 0.05  | 0.08  | 0.07  | 0.02  | 0.06  | 0.05  |      |
| Economic_activity_section-NACE_K | 0.03  | 0.02  | 0.02  | 0.04  | 0.02  | 0.02  | 0.05  | 0.02  | 0.02  | 0.03  | 0.02  | 0.03  | 0.05  | 0.02  | 0.01  | 0.11  | 0.02  | 0.05  | 0.03  | 0.03  | 0.03  | 0.02  | 0.01  | 0.02  | 0.01  | 0.02  | 0.03  | 0.03  | 0.02  | 0.06  |      |
| Economic_activity_section-NACE_L | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.00  | 0.00  | 0.00  | 0.02  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.00  | 0.00  | 0.02  | 0.01  | 0.02  | .     | 0.01  | 0.01  |      |
| Economic_activity_section-NACE_M | 0.05  | 0.02  | 0.04  | 0.06  | 0.06  | 0.03  | 0.07  | 0.04  | 0.05  | 0.07  | 0.03  | 0.03  | 0.07  | 0.03  | 0.03  | 0.10  | 0.04  | 0.07  | 0.07  | 0.06  | 0.04  | 0.04  | 0.03  | 0.04  | 0.04  | 0.07  | 0.06  | .     | 0.06  | 0.07  |      |
| Economic_activity_section-NACE_N | 0.12  | 0.08  | 0.06  | 0.09  | 0.08  | 0.06  | 0.08  | 0.05  | 0.08  | 0.10  | 0.04  | 0.09  | 0.04  | 0.06  | 0.06  | 0.09  | 0.07  | 0.14  | 0.15  | 0.08  | 0.04  | 0.10  | 0.08  | 0.04  | 0.06  | 0.06  | 0.07  | .     | 0.07  | 0.08  |      |
| Economic_activity_section-NACE_P | 0.08  | 0.04  | 0.03  | 0.09  | 0.07  | 0.03  | 0.06  | 0.05  | 0.06  | 0.08  | 0.04  | 0.06  | 0.04  | 0.04  | 0.03  | 0.05  | 0.05  | 0.07  | 0.06  | 0.04  | 0.02  | 0.04  | 0.03  | 0.04  | 0.03  | 0.06  | 0.13  | 0.09  | 0.09  | 0.07  |      |
| Economic_activity_section-NACE_Q | 0.01  | 0.02  | 0.01  | 0.02  | 0.01  | 0.02  | 0.01  | 0.02  | 0.02  | 0.01  | 0.02  | 0.01  | 0.02  | 0.02  | 0.02  | 0.01  | 0.01  | 0.05  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.02  | 0.01  | .     | 0.02  | 0.01 |
| Economic_activity_section-NACE_R | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.00  | 0.01  | 0.02  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | .     | 0.01  | 0.02  |      |
| Economic_activity_section-NACE_S | 0.10  | 0.04  | 0.04  | 0.07  | 0.04  | 0.06  | 0.05  | 0.07  | 0.06  | 0.05  | 0.05  | 0.06  | 0.05  | 0.06  | 0.05  | 0.04  | 0.05  | 0.06  | 0.05  | 0.03  | 0.05  | 0.06  | 0.04  | 0.04  | 0.05  | 0.06  | 0.05  | 0.09  | 0.07  | 0.04  |      |

| Country                        | BE   | BG   | CZ   | DK   | DE   | EE   | IE   | EL   | ES   | FR   | HR   | IT   | CY   | LV   | LT   | LU   | HU   | MT   | NL   | AT   | PL   | PT   | RO   | SI   | SK   | FI   | SE   | IS   | NO   | CH   |
|--------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Employment_contract-Indefinite | 0.90 | 0.92 | 0.81 | 0.95 | 0.85 | 0.97 | 0.87 | 0.84 | 0.90 | 0.92 | 0.83 | 0.87 | 0.93 | 0.95 | 0.96 | 0.95 | 0.95 | 0.83 | 0.72 | 0.95 | 0.81 | 0.71 | 0.98 | 0.79 | 0.84 | 0.89 | 0.83 | 0.90 | 0.90 | 0.92 |
| Employment_contract-Temporary  | 0.10 | 0.08 | 0.19 | 0.05 | 0.15 | 0.03 | 0.13 | 0.16 | 0.10 | 0.08 | 0.17 | 0.13 | 0.07 | 0.05 | 0.04 | 0.05 | 0.05 | 0.17 | 0.28 | 0.05 | 0.19 | 0.29 | 0.02 | 0.21 | 0.16 | 0.11 | 0.17 | 0.10 | 0.10 | 0.08 |
| Enterprise_control-Private     | 0.85 | 0.81 | 0.85 | 0.83 | 0.90 | 0.84 | 0.89 | 0.91 | 0.87 | 0.91 | 0.74 | 0.83 | 0.87 | 0.79 | 0.85 | 0.87 | 0.80 | 0.86 | 0.86 | 0.89 | 0.84 | 0.90 | 0.83 | 0.80 | 0.85 | 0.79 | 0.78 | 0.81 | 0.78 | 0.88 |
| Enterprise_control-Public      | 0.15 | 0.19 | 0.15 | 0.17 | 0.10 | 0.16 | 0.11 | 0.09 | 0.13 | 0.09 | 0.26 | 0.17 | 0.13 | 0.21 | 0.15 | 0.13 | 0.20 | 0.14 | 0.14 | 0.11 | 0.16 | 0.10 | 0.17 | 0.20 | 0.16 | 0.21 | 0.22 | 0.19 | 0.22 | 0.12 |
| Enterprise_size-E10_49         | 0.26 | 0.31 | 0.22 | 0.28 | 0.25 | 0.38 | 0.26 | 0.28 | 0.30 | 0.23 | 0.31 | 0.30 | 0.36 | 0.34 | 0.31 | 0.26 | 0.29 | 0.30 | 0.23 | 0.26 | 0.27 | 0.31 | 0.28 | 0.32 | 0.25 | 0.21 | 0.25 | 0.11 | 0.27 | 0.28 |
| Enterprise_size-E50_249        | 0.24 | 0.31 | 0.29 | 0.26 | 0.25 | 0.36 | 0.26 | 0.34 | 0.25 | 0.25 | 0.29 | 0.24 | 0.28 | 0.33 | 0.34 | 0.31 | 0.28 | 0.29 | 0.25 | 0.26 | 0.28 | 0.29 | 0.26 | 0.29 | 0.27 | 0.22 | 0.22 | 0.39 | 0.24 | 0.27 |
| Enterprise_size-E250_499       | 0.11 | 0.10 | 0.13 | 0.09 | 0.11 | 0.09 | 0.10 | 0.10 | 0.08 | 0.09 | 0.11 | 0.08 | 0.09 | 0.10 | 0.11 | 0.12 | 0.09 | 0.17 | 0.10 | 0.13 | 0.12 | 0.11 | 0.10 | 0.11 | 0.13 | 0.11 | 0.09 | 0.14 | 0.10 | 0.10 |
| Enterprise_size-E500_999       | 0.09 | 0.10 | 0.11 | 0.08 | 0.09 | 0.08 | 0.09 | 0.08 | 0.07 | 0.09 | 0.11 | 0.07 | 0.13 | 0.08 | 0.10 | 0.10 | 0.08 | 0.07 | 0.10 | 0.10 | 0.10 | 0.08 | 0.10 | 0.11 | 0.10 | 0.13 | 0.08 | 0.20 | 0.08 | 0.09 |
| Enterprise_size-E1000          | 0.30 | 0.18 | 0.25 | 0.30 | 0.30 | 0.09 | 0.29 | 0.20 | 0.29 | 0.34 | 0.18 | 0.30 | 0.14 | 0.16 | 0.15 | 0.20 | 0.26 | 0.17 | 0.31 | 0.25 | 0.24 | 0.22 | 0.27 | 0.16 | 0.25 | 0.32 | 0.37 | 0.16 | 0.31 | 0.26 |
| Occupation_2digit-ISCO_11      | 0.00 | 0.01 | 0.00 | 0.02 | 0.01 | 0.00 | 0.08 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.03 | 0.02 | 0.02 | 0.01 | 0.03 | 0.01 | 0.02 | 0.02 | 0.01 | 0.03 | 0.00 | 0.01 | 0.00 | 0.01 | 0.01 | 0.02 | 0.04 |
| Occupation_2digit-ISCO_12      | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.02 | 0.02 | 0.01 | 0.02 | 0.07 | 0.01 | 0.00 | 0.01 | 0.02 | 0.02 | 0.05 | 0.01 | 0.04 | 0.02 | 0.02 | 0.03 | 0.01 | 0.02 | 0.01 | 0.03 | 0.02 | 0.03 | 0.02 | 0.02 | 0.04 |
| Occupation_2digit-ISCO_13      | 0.00 | 0.03 | 0.03 | 0.02 | 0.02 | 0.06 |      | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.03 | 0.03 | 0.04 | 0.02 | 0.03 | 0.03 | 0.03 | 0.02 | 0.04 | 0.01 | 0.02 | 0.02 | 0.03 | 0.02 | 0.03 | 0.03 | 0.04 | 0.03 |
| Occupation_2digit-ISCO_14      | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 |      | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 |
| Occupation_2digit-ISCO_21      | 0.05 | 0.03 | 0.04 | 0.05 | 0.05 | 0.04 | 0.10 | 0.03 | 0.04 | 0.05 | 0.04 | 0.02 | 0.04 | 0.04 | 0.04 | 0.05 | 0.02 | 0.04 | 0.03 | 0.04 | 0.03 | 0.04 | 0.07 | 0.05 | 0.10 | 0.05 | 0.02 | 0.04 | 0.04 |      |
| Occupation_2digit-ISCO_22      | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.01 | 0.03 | 0.02 | 0.03 | 0.02 | 0.01 | 0.01 | 0.03 | 0.02 | 0.02 | 0.01 | 0.01 | 0.03 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.02 | 0.03 |
| Occupation_2digit-ISCO_23      | 0.07 | 0.04 | 0.03 | 0.04 | 0.03 | 0.02 | 0.05 | 0.03 | 0.03 | 0.02 | 0.02 | 0.02 | 0.06 | 0.03 | 0.06 | 0.11 | 0.02 | 0.04 | 0.07 | 0.02 | 0.06 | 0.03 | 0.03 | 0.02 | 0.04 | 0.05 | 0.04 | 0.02 | 0.04 | 0.04 |
| Occupation_2digit-ISCO_24      | 0.02 | 0.05 | 0.04 | 0.05 | 0.03 | 0.05 |      | 0.02 | 0.02 | 0.05 | 0.03 | 0.02 | 0.03 | 0.05 | 0.04 | 0.04 | 0.04 | 0.02 | 0.07 | 0.04 | 0.04 | 0.04 | 0.04 | 0.03 | 0.04 | 0.06 | 0.06 | 0.02 | 0.04 | 0.05 |
| Occupation_2digit-ISCO_25      | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 |
| Occupation_2digit-ISCO_26      | 0.05 | 0.05 | 0.10 | 0.04 | 0.05 | 0.06 | 0.04 | 0.02 | 0.05 | 0.10 | 0.07 | 0.07 | 0.05 | 0.04 | 0.03 | 0.07 | 0.05 | 0.04 | 0.05 | 0.10 | 0.05 | 0.05 | 0.03 | 0.07 | 0.08 | 0.08 | 0.07 | 0.03 | 0.08 | 0.08 |
| Occupation_2digit-ISCO_31      | 0.02 | 0.00 | 0.00 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.03 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| Occupation_2digit-ISCO_32      | 0.06 | 0.03 | 0.05 | 0.05 | 0.06 | 0.04 | 0.00 | 0.04 | 0.05 | 0.04 | 0.02 | 0.07 | 0.06 | 0.05 | 0.02 | 0.03 | 0.04 | 0.04 | 0.05 | 0.06 | 0.03 | 0.04 | 0.04 | 0.04 | 0.03 | 0.05 | 0.06 | 0.03 | 0.06 | 0.06 |
| Occupation_2digit-ISCO_33      | 0.02 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.03 | 0.02 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 |
| Occupation_2digit-ISCO_34      | 0.03 | 0.01 | 0.02 | 0.01 | 0.01 | 0.03 | 0.08 | 0.01 | 0.04 | 0.01 | 0.02 | 0.03 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 |
| Occupation_2digit-ISCO_35      | 0.04 | 0.01 | 0.01 | 0.03 | 0.03 | 0.00 | 0.04 | 0.06 | 0.01 | 0.00 | 0.02 | 0.05 | 0.02 | 0.01 | 0.00 | 0.02 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.02 |
| Occupation_2digit-ISCO_41      | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.03 | 0.01 | 0.01 | 0.03 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.05 | 0.02 | 0.01 | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| Occupation_2digit-ISCO_42      | 0.06 | 0.03 | 0.02 | 0.03 | 0.07 | 0.03 |      | 0.04 | 0.04 | 0.05 | 0.01 | 0.05 | 0.03 | 0.03 | 0.02 | 0.03 | 0.01 | 0.03 | 0.06 | 0.03 | 0.05 | 0.05 | 0.03 | 0.04 | 0.04 | 0.01 | 0.05 | 0.01 | 0.04 | 0.04 |
| Occupation_2digit-ISCO_43      | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 |      | 0.02 | 0.00 | 0.02 | 0.02 | 0.01 | 0.01 | 0.00 | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.02 |
| Occupation_2digit-ISCO_44      | 0.02 | 0.03 | 0.02 | 0.04 | 0.04 | 0.02 | 0.01 | 0.11 | 0.05 | 0.02 | 0.08 | 0.02 | 0.08 | 0.02 | 0.01 | 0.03 | 0.03 | 0.05 | 0.04 | 0.04 | 0.02 | 0.03 | 0.02 | 0.03 | 0.04 | 0.04 | 0.03 | 0.03 | 0.04 | 0.04 |
| Occupation_2digit-ISCO_51      | 0.04 | 0.04 | 0.02 | 0.07 | 0.03 | 0.03 | 0.07 | 0.08 | 0.05 | 0.02 | 0.07 | 0.05 | 0.06 | 0.02 | 0.01 | 0.02 | 0.03 | 0.04 | 0.06 | 0.04 | 0.03 | 0.07 | 0.03 | 0.03 | 0.03 | 0.04 | 0.04 | 0.17 | 0.06 | 0.02 |
| Occupation_2digit-ISCO_52      | 0.01 | 0.01 | 0.01 | 0.04 | 0.01 | 0.00 | 0.02 | 0.01 | 0.01 | 0.02 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.02 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.02 | 0.06 | 0.06 | 0.04 | 0.01 |

| Country                   | BE   | BG   | CZ   | DK   | DE   | EE   | IE   | EL   | ES   | FR   | HR   | IT   | CY   | LV   | LT   | LU   | HU   | MT   | NL   | AT   | PL   | PT   | RO   | SI   | SK   | FI   | SE   | IS   | NO   | CH   |      |
|---------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Occupation_2digit-ISCO_53 | 0.01 | 0.05 | 0.02 | 0.01 | 0.01 | 0.02 | 0.04 | 0.02 | 0.02 | 0.02 | 0.02 | 0.01 | 0.02 | 0.03 | 0.02 | 0.02 | 0.03 | 0.03 | 0.01 | 0.01 | 0.02 | 0.03 | 0.05 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |      |
| Occupation_2digit-ISCO_54 | 0.05 | 0.04 | 0.03 | 0.04 | 0.04 | 0.06 | 0.07 | 0.02 | 0.05 | 0.05 | 0.08 | 0.03 | 0.05 | 0.05 | 0.08 | 0.10 | 0.03 | 0.04 | 0.05 | 0.07 | 0.05 | 0.06 | 0.05 | 0.06 | 0.03 | 0.07 | 0.07 | 0.04 | 0.08 | 0.06 |      |
| Occupation_2digit-ISCO_71 | 0.04 | 0.08 | 0.12 | 0.04 | 0.09 | 0.09 | 0.02 | 0.03 | 0.05 | 0.04 | 0.05 | 0.07 | 0.02 | 0.08 | 0.08 | 0.03 | 0.08 | 0.04 | 0.04 | 0.06 | 0.09 | 0.06 | 0.09 | 0.11 | 0.09 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 |      |
| Occupation_2digit-ISCO_72 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.01 | .    | 0.00 | 0.01 | 0.00 | 0.03 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.01 |      |
| Occupation_2digit-ISCO_73 | 0.03 | 0.03 | 0.03 | 0.02 | 0.03 | 0.03 | .    | 0.02 | 0.03 | 0.01 | 0.06 | 0.02 | 0.02 | 0.03 | 0.02 | 0.03 | 0.03 | 0.02 | 0.02 | 0.04 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.02 | 0.02 | 0.03 | 0.05 | 0.03 | 0.02 |
| Occupation_2digit-ISCO_74 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.03 | .    | 0.02 | 0.03 | 0.01 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.02 | 0.03 | 0.01 | 0.01 | 0.02 | 0.03 | 0.03 | 0.02 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 |      |
| Occupation_2digit-ISCO_75 | 0.07 | 0.05 | 0.07 | 0.03 | 0.05 | 0.05 | 0.08 | 0.02 | 0.03 | 0.04 | 0.05 | 0.05 | 0.01 | 0.04 | 0.04 | 0.03 | 0.06 | 0.02 | 0.02 | 0.03 | 0.07 | 0.05 | 0.04 | 0.06 | 0.06 | 0.06 | 0.04 | 0.04 | 0.05 | 0.02 |      |
| Occupation_2digit-ISCO_81 | 0.01 | 0.02 | 0.05 | 0.01 | 0.01 | 0.02 | 0.06 | 0.00 | 0.01 | 0.01 | 0.01 | 0.02 | 0.00 | 0.01 | 0.01 | 0.01 | 0.03 | 0.02 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.05 | 0.01 | 0.02 | 0.00 | 0.00 | 0.01 |
| Occupation_2digit-ISCO_82 | 0.07 | 0.13 | 0.14 | 0.04 | 0.07 | 0.11 | .    | 0.10 | 0.09 | 0.09 | 0.08 | 0.06 | 0.06 | 0.14 | 0.24 | 0.07 | 0.12 | 0.05 | 0.07 | 0.07 | 0.11 | 0.07 | 0.13 | 0.09 | 0.11 | 0.06 | 0.06 | 0.07 | 0.06 | 0.05 |      |
| Occupation_2digit-ISCO_83 | 0.03 | 0.00 | 0.00 | 0.03 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.03 | 0.01 | 0.03 | 0.02 | 0.00 | 0.01 | 0.01 | 0.01 | 0.04 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 |
| Occupation_2digit-ISCO_91 | .    | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.13 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |      |
| Occupation_2digit-ISCO_92 | 0.06 | 0.07 | 0.04 | 0.09 | 0.05 | 0.04 | .    | 0.08 | 0.08 | 0.05 | 0.04 | 0.05 | 0.06 | 0.10 | 0.03 | 0.05 | 0.11 | 0.06 | 0.08 | 0.07 | 0.03 | 0.04 | 0.11 | 0.06 | 0.04 | 0.04 | 0.01 | 0.09 | 0.03 | 0.06 |      |
| Occupation_2digit-ISCO_93 | 0.01 | 0.00 | 0.00 | 0.02 | 0.01 | 0.00 | .    | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 |      |
| Occupation_2digit-ISCO_94 | .    | 0.01 | -    | 0.00 | 0.00 | .    | .    | 0.00 | 0.00 | .    | 0.00 | 0.00 | -    | 0.00 | .    | 0.00 | 0.00 | 0.00 | 0.00 | .    | -    | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | .    | .    | 0.00 | -    |      |
| Occupation_2digit-ISCO_95 | 0.00 | 0.05 | 0.01 | 0.00 | 0.01 | 0.02 | .    | 0.02 | 0.01 | 0.01 | 0.01 | 0.05 | 0.03 | 0.03 | 0.02 | 0.03 | 0.03 | 0.05 | 0.01 | 0.01 | 0.01 | 0.05 | 0.02 | 0.03 | 0.02 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 |      |
| Occupation_2digit-ISCO_96 | 0.07 | 0.02 | 0.03 | 0.08 | 0.03 | 0.04 | 0.04 | 0.06 | 0.04 | 0.05 | 0.03 | 0.04 | 0.04 | 0.02 | 0.03 | 0.02 | 0.03 | 0.04 | 0.03 | 0.02 | 0.04 | 0.05 | 0.03 | 0.03 | 0.03 | 0.04 | 0.04 | 0.07 | 0.05 | 0.03 |      |

TABLE A.3:

## Returns for men

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Constant                         | 2.33  | 2.00  | 4.84  | 4.49  | 2.10  | 1.91  | 2.42  | 1.45  | 2.09  | 2.21  | 3.43  | 2.60  | 1.76  | 1.58  | 1.94  | 2.72  | 6.95  | 2.01  | 1.81  | 2.53  | 3.18  | 1.74  | 3.13  | 2.06  | 1.36  | 2.49  | 4.75  | 7.67  | 4.92  | 2.99  |
| Age                              | 0.04  | 0.01  | 0.02  | 0.03  | 0.03  | 0.03  | 0.03  | 0.01  | 0.02  | 0.02  | 0.02  | 0.01  | 0.04  | 0.02  | 0.02  | 0.03  | 0.01  | 0.02  | 0.05  | 0.02  | 0.03  | 0.02  | 0.01  | 0.01  | 0.02  | 0.02  | 0.02  | 0.02  | 0.03  | 0.03  |
| Age2                             | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 |
| Job_experience                   | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  |
| Job_experience2                  | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | .     | .     | .     | -0.00 | .     | .     | .     | -0.00 | .     | -0.00 | -0.00 | -0.00 | -0.00 | 0.00  | 0.00  | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 |
| Education-ISCED_0_1_2            | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Education-ISCED_3_4              | 0.05  | 0.05  | 0.06  | 0.07  | 0.07  | 0.04  | 0.05  | 0.04  | 0.06  | 0.09  | 0.07  | 0.05  | 0.08  | 0.03  | -0.00 | 0.08  | 0.11  | 0.06  | 0.14  | 0.07  | 0.04  | 0.09  | 0.01  | 0.06  | 0.17  | 0.01  | 0.03  | 0.04  | 0.07  | 0.08  |
| Education-ISCED_5_6              | 0.05  | 0.19  | 0.15  | 0.10  | 0.15  | 0.08  | 0.19  | 0.15  | 0.15  | 0.15  | 0.23  | 0.11  | 0.19  | 0.13  | 0.11  | 0.18  | 0.36  | 0.15  | 0.26  | 0.14  | 0.19  | 0.34  | 0.17  | 0.20  | 0.25  | 0.05  | 0.09  | 0.10  | 0.11  | 0.24  |
| Education-ISCED_7_8              | 0.15  | 0.24  | 0.26  | 0.24  | 0.33  | 0.16  | 0.34  | 0.42  | 0.31  | 0.29  | 0.44  | 0.21  | 0.44  | 0.21  | 0.22  | 0.28  | 0.55  | 0.26  | 0.42  | 0.30  | 0.28  | 0.36  | 0.30  | 0.38  | 0.41  | 0.20  | 0.33  | 0.17  | 0.25  | 0.39  |
| Working_time-Full_time           | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Working_time-Part_time           | 0.04  | -0.13 | -0.10 | 0.01  | -0.15 | -0.05 | 0.06  | -0.25 | -0.03 | 0.07  | 0.04  | -0.09 | -0.33 | 0.04  | -0.03 | 0.02  | -0.07 | 0.03  | -0.06 | -0.08 | -0.05 | 0.00  | -0.06 | -0.09 | -0.07 | -0.02 | -0.00 | -0.04 | -0.04 | -0.01 |
| Economic_activity_section-NACE_B | 0.08  | 0.36  | 0.23  | 0.24  | 0.31  | 0.37  | 0.31  | 0.55  | 0.23  | 0.20  | 0.10  | 0.33  | -0.07 | 0.42  | 0.29  | -0.16 | 0.36  | -0.05 | 0.18  | 0.26  | 0.37  | 0.28  | 0.45  | 0.52  | 0.14  | 0.24  | 0.33  | .     | 0.53  | 0.13  |
| Economic_activity_section-NACE_C | 0.07  | -0.02 | 0.25  | 0.04  | 0.27  | 0.25  | 0.21  | 0.27  | 0.09  | 0.23  | 0.08  | 0.17  | -0.10 | 0.29  | 0.21  | -0.17 | 0.25  | 0.09  | -0.03 | 0.19  | 0.13  | 0.04  | 0.24  | 0.31  | 0.21  | 0.15  | 0.10  | 0.10  | 0.19  | 0.09  |
| Economic_activity_section-NACE_D | 0.22  | 0.22  | 0.36  | 0.15  | 0.39  | 0.27  | 0.35  | 0.54  | 0.34  | 0.27  | 0.23  | 0.31  | 0.09  | 0.32  | 0.22  | -0.00 | 0.40  | 0.28  | 0.07  | 0.23  | 0.25  | 0.44  | 0.41  | 0.35  | 0.31  | 0.28  | 0.17  | 0.29  | 0.31  | 0.17  |
| Economic_activity_section-NACE_E | 0.13  | -0.11 | 0.19  | 0.10  | 0.23  | 0.30  | 0.13  | 0.29  | 0.11  | 0.22  | 0.03  | 0.12  | -0.19 | 0.25  | 0.12  | -0.05 | 0.25  | 0.19  | -0.05 | 0.12  | 0.10  | -0.08 | 0.11  | 0.21  | 0.10  | 0.18  | 0.16  | 0.12  | 0.16  | 0.10  |
| Economic_activity_section-NACE_F | 0.07  | -0.07 | 0.20  | 0.09  | 0.27  | 0.26  | 0.29  | 0.30  | 0.06  | 0.25  | 0.04  | 0.19  | -0.04 | 0.33  | 0.13  | -0.18 | 0.18  | 0.10  | 0.03  | 0.22  | 0.13  | 0.02  | 0.23  | 0.29  | 0.16  | 0.22  | 0.17  | 0.18  | 0.25  | 0.14  |
| Economic_activity_section-NACE_G | 0.06  | -0.00 | 0.28  | -0.03 | 0.19  | 0.32  | 0.13  | 0.23  | 0.01  | 0.18  | 0.15  | 0.13  | -0.10 | 0.26  | 0.18  | -0.19 | 0.20  | 0.02  | -0.15 | 0.11  | 0.12  | 0.06  | 0.22  | 0.35  | 0.22  | 0.17  | 0.13  | 0.09  | 0.17  | 0.10  |
| Economic_activity_section-NACE_H | 0.10  | -0.06 | 0.19  | 0.08  | 0.15  | 0.17  | 0.18  | 0.33  | 0.10  | 0.17  | 0.13  | 0.13  | 0.10  | 0.30  | 0.13  | -0.04 | 0.15  | 0.17  | -0.02 | 0.07  | 0.17  | 0.11  | 0.17  | 0.25  | 0.13  | 0.24  | 0.09  | 0.14  | 0.24  | 0.04  |
| Economic_activity_section-NACE_I | 0.02  | -0.06 | 0.07  | -0.05 | 0.10  | 0.21  | 0.12  | 0.23  | 0.02  | 0.03  | 0.15  | 0.09  | -0.12 | 0.16  | 0.09  | -0.32 | 0.09  | 0.09  | -0.18 | -0.07 | 0.07  | 0.04  | 0.08  | 0.23  | 0.08  | 0.13  | 0.04  | 0.05  | 0.05  | -0.07 |
| Economic_activity_section-NACE_J | 0.05  | 0.36  | 0.38  | 0.06  | 0.30  | 0.45  | 0.48  | 0.34  | 0.01  | 0.19  | 0.37  | 0.14  | 0.22  | 0.48  | 0.44  | -0.11 | 0.29  | 0.19  | -0.04 | 0.19  | 0.34  | 0.14  | 0.49  | 0.37  | 0.27  | 0.18  | 0.19  | 0.15  | 0.28  | 0.18  |
| Economic_activity_section-NACE_K | 0.07  | -0.03 | 0.33  | 0.09  | 0.38  | 0.50  | 0.45  | 0.46  | 0.09  | 0.24  | 0.27  | 0.41  | 0.19  | 0.48  | 0.54  | 0.03  | 0.34  | 0.18  | 0.07  | 0.21  | 0.26  | 0.30  | 0.29  | 0.38  | 0.33  | 0.27  | 0.29  | 0.37  | 0.35  | 0.32  |
| Economic_activity_section-NACE_L | 0.19  | -0.01 | 0.31  | -0.01 | 0.17  | 0.20  | 0.22  | 0.43  | 0.06  | 0.11  | 0.07  | 0.13  | -0.47 | 0.21  | 0.10  | -0.08 | 0.20  | 0.13  | 0.01  | 0.14  | 0.12  | 0.17  | 0.28  | 0.25  | 0.23  | 0.18  | 0.11  | .     | 0.30  | 0.12  |
| Economic_activity_section-NACE_M | 0.21  | 0.13  | 0.30  | 0.05  | 0.26  | 0.32  | 0.24  | 0.27  | -0.02 | 0.13  | 0.16  | 0.16  | 0.06  | 0.37  | 0.29  | -0.09 | 0.28  | 0.17  | -0.03 | 0.16  | 0.25  | 0.08  | 0.27  | 0.31  | 0.26  | 0.13  | 0.14  | .     | 0.23  | 0.17  |
| Economic_activity_section-NACE_N | 0.14  | -0.01 | 0.15  | 0.00  | 0.14  | 0.25  | 0.13  | 0.15  | -0.05 | 0.12  | 0.04  | 0.02  | -0.02 | 0.21  | 0.12  | -0.22 | 0.13  | 0.03  | -0.09 | 0.11  | 0.02  | -0.02 | 0.13  | 0.22  | 0.14  | 0.07  | 0.06  | .     | 0.14  | 0.11  |
| Economic_activity_section-NACE_P | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Economic_activity_section-NACE_Q | -0.05 | 0.08  | 0.12  | -0.11 | 0.16  | 0.23  | -0.02 | 0.03  | -0.07 | -0.05 | 0.09  | 0.00  | 0.02  | 0.25  | 0.14  | -0.03 | -0.02 | -0.06 | 0.02  | 0.02  | 0.16  | -0.14 | 0.23  | 0.09  | 0.12  | 0.07  | -0.01 | 0.19  | 0.07  | 0.01  |
| Economic_activity_section-NACE_R | -0.02 | -0.10 | 0.14  | -0.06 | 0.11  | 0.04  | 0.14  | 0.11  | 0.05  | 0.12  | 0.12  | 0.16  | -0.04 | 0.12  | 0.02  | -0.17 | 0.18  | 0.14  | -0.12 | 0.03  | 0.06  | 0.11  | 0.17  | 0.19  | 0.12  | 0.02  | -0.01 | .     | 0.04  | 0.00  |
| Economic_activity_section-NACE_S | -0.01 | -0.15 | -0.03 | -0.05 | 0.16  | 0.17  | 0.00  | 0.07  | -0.10 | 0.01  | 0.11  | 0.04  | -0.10 | 0.28  | 0.08  | -0.16 | 0.05  | 0.00  | -0.10 | 0.01  | 0.04  | 0.02  | 0.11  | 0.22  | -0.21 | 0.02  | 0.02  | .     | 0.04  | 0.01  |
| Employment_contract-Indefinite   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Employment_contract-Temporary    | -0.02 | -0.00 | -0.07 | 0.01  | -0.09 | -0.04 | 0.01  | -0.05 | -0.04 | -0.06 | -0.11 | -0.04 | 0.00  | 0.04  | -0.04 | -0.22 | -0.18 | -0.01 | -0.10 | -0.06 | -0.08 | -0.05 | 0.04  | -0.11 | -0.04 | -0.06 | -0.04 | -0.06 | -0.04 | -0.01 |
| Enterprise_control-Private       | -0.04 | 0.04  | -0.01 | 0.10  | 0.02  | 0.01  | -0.12 | -0.12 | -0.05 | -0.05 | -0.01 | -0.07 | -0.11 | 0.19  | 0.05  | -0.16 | 0.11  | 0.03  | 0.07  | -0.03 | 0.01  | -0.07 | -0.12 | -0.06 | 0.02  | 0.04  | 0.05  | 0.12  | 0.01  | -0.00 |
| Enterprise_control-Public        | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Enterprise_size-E10_49           | 0.00  | -0.17 | -0.11 | -0.04 | -0.08 | -0.10 | -0.03 | -0.17 | -0.07 | -0.01 | -0.09 | -0.05 | -0.06 | -0.16 | -0.20 | -0.02 | -0.17 | -0.03 | -0.03 | -0.04 | -0.16 | -0.07 | -0.17 | -0.06 | -0.15 | -0.03 | -0.03 | 0.00  | -0.04 | -0.04 |
| Enterprise_size-E50_249          | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Enterprise_size-E250_499         | 0.00  | 0.17  | 0.07  | 0.02  | 0.06  | 0.02  | 0.05  | 0.06  | 0.04  | 0.01  | -0.00 | 0.03  | -0.00 | 0.02  | 0.05  | 0.01  | 0.09  | 0.02  | 0.02  | 0.03  | 0.06  | 0.06  | 0.06  | 0.00  | 0.04  | 0.02  | 0.03  | -0.02 | 0.04  | 0.03  |
| Enterprise_size-E500_999         | 0.01  | 0.20  | 0.11  | 0.03  | 0.10  | -0.04 | 0.10  | 0.06  | 0.04  | -0.01 | 0.02  | 0.06  | -0.00 | 0.04  | 0.03  | 0.00  | 0.16  | 0.07  | 0.01  | 0.03  | 0.09  | 0.04  | 0.08  | -0.00 | 0.04  | 0.03  | 0.02  | 0.00  | 0.01  | 0.03  |
| Enterprise_size-E1000            | 0.00  | 0.17  | 0.14  | 0.02  | 0.16  | -0.02 | 0.12  | 0.03  | 0.04  | 0.01  | -0.05 | 0.06  | -0.16 | 0.00  | -0.00 | 0.06  | 0.18  | -0.00 | -0.00 | 0.05  | 0.08  | 0.02  | 0.12  | 0.02  | 0.11  | 0.03  | 0.02  | -0.01 | 0.02  | 0.04  |
| Occupation_2digit-ISCO_11        | 0.03  | 0.57  | 0.54  | 0.55  | 0.55  | 0.19  | 0.13  | 0.78  | 0.47  | 0.66  | 0.50  | 0.45  | 0.89  | 0.06  | 0.12  | 0.49  | 0.59  | 0.38  | 0.39  | 0.49  | 0.35  | 0.55  | 0.26  | 0.66  | 0.41  | 0.70  | 0.62  | 0.81  | 0.44  | 0.17  |
| Occupation_2digit-ISCO_12        | -0.21 | 0.50  | 0.43  | 0.36  | 0.36  | 0.12  | -0.24 | 0.59  | 0.28  | 0.38  | 0.28  | 0.59  | 0.45  | 0.14  | 0.27  | 0.32  | 0.62  | 0.30  | 0.31  | 0.23  | 0.11  | 0.37  | 0.21  | 0.25  | 0.32  | 0.43  | 0.43  | 0.33  | 0.33  | 0.06  |
| Occupation_2digit-ISCO_13        | -0.22 | 0.30  | 0.32  | 0.27  | 0.23  | 0.08  | .     | 0.34  | 0.18  | 0.28  | 0.28  | 0.46  | 0.15  | 0.03  | 0.10  | 0.21  | 0.48  | 0.27  | 0.20  | 0.15  | -0.06 | 0.28  | 0.10  | 0.08  | 0.29  | 0.41  | 0.35  | 0.33  | 0.23  | -0.03 |
| Occupation_2digit-ISCO_14        | -0.21 | 0.21  | 0.15  | 0.05  | 0.04  | -0.07 | .     | 0.23  | 0.20  | 0.22  | 0.33  | -0.13 | -0.01 | -0.04 | -0.04 | 0.14  | 0.33  | 0.20  | 0.08  | -0.01 | -0.34 | 0.13  | 0.04  | 0.06  | 0.08  | 0.36  | 0.11  | 0.16  | 0.06  | -0.20 |
| Occupation_2digit-ISCO_21        | -0.27 | 0.00  | -0.00 | 0.15  | 0.01  | -0.10 | -0.09 | 0.19  | 0.00  | 0.20  | 0.14  | -0.30 | -0.24 | -0.15 | -0.04 | -0.08 | 0.23  | -0.06 | -0.01 | -0.09 | -0.26 | -0.04 | -0.03 | -0.09 | -0.02 | -0.01 | 0.10  | 0.16  | 0.09  | -0.21 |
| Occupation_2digit-ISCO_22        | -0.18 | 0.09  | 0.32  | 0.27  | 0.29  | 0.30  | 0.08  | 0.16  | 0.28  | 0.36  | 0.36  | 0.28  | -0.05 | 0.43  | 0.45  | 0.08  | 1.02  | 0.03  | 0.09  | 0.16  | -0.10 | 0.08  | 0.21  | 0.17  | 0.37  | 0.43  | 0.36  | 0.22  | 0.21  | -0.08 |
| Occupation_2digit-ISCO_23        | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Occupation_2digit-ISCO_24        | -0.26 | 0.11  | 0.16  | 0.15  | 0.13  | -0.01 | -0.11 | 0.14  | -0.00 | 0.23  | 0.14  | -0.21 | -0.24 | -0.02 | 0.00  | -0.06 | 0.31  | -0.07 | 0.05  | -0.04 | -0.26 | -0.05 | 0.07  | -0.01 | 0.14  | 0.08  | 0.20  | 0.12  | 0.08  | -0.08 |
| Occupation_2digit-ISCO_25        | -0.27 | 0.35  | 0.16  | 0.15  | 0.02  | 0.14  | .     | 0.25  | 0.06  | 0.19  | 0.23  | -0.35 | 0.06  | 0.14  | 0.18  | -0.09 | 0.36  | 0.07  | 0.04  | -0.07 | -0.02 | -0.01 | 0.42  | 0.04  | 0.15  | 0.02  | 0.10  | 0.11  | 0.06  | -0.13 |
| Occupation_2digit-ISCO_26        | -0.29 | -0.22 | -0.19 | 0.09  | -0.03 | -0.30 | 0.03  | -0.20 | -0.11 | 0.10  | -0.10 | -0.22 | -0.35 | -0.31 | -0.19 | 0.11  | 0.20  | -0.16 | 0.01  | -0.09 | -0.40 | -0.14 | -0.18 | -0.13 | -0.26 | -0.02 | 0.07  | -0.01 | -0.00 | -0.18 |
| Occupation_2digit-ISCO_31        | -0.47 | -0.13 | -0.13 | 0.05  | -0.09 | -0.19 | -0.30 | 0.11  | -0.13 | -0.12 | -0.00 | -0.44 | -0.29 | -0.25 | -0.13 | -0.18 | 0.19  | -0.15 | -0.01 | -0.16 | -0.33 | -0.21 | -0.10 | -0.17 | -0.05 | -0.13 | 0.03  | 0.32  | 0.03  | -0.24 |
| Occupation_2digit-ISCO_32        | -0.49 | -0.27 | 0.01  | 0.07  | -0.10 | -0.31 | -0.28 | -0.12 | -0.25 | -0.01 | 0.12  | -0.42 | -0.42 | -0.25 | -0.31 | -0.01 | 0.26  | -0.10 | -0.05 | -0.23 | -0.27 | -0.28 | -0.21 | -0.06 | 0.04  | -0.17 | -0.09 | 0.07  | -0.02 | -0.21 |
| Occupation_2digit-ISCO_33        | -0.51 | -0.13 | -0.10 | 0.07  | 0.01  | -0.15 | -0.30 | 0.03  | -0.10 | -0.09 | 0.06  | -0.37 | -0.32 | -0.29 | -0.16 | -0.14 | 0.12  | -0.16 | -0.02 | -0.15 | -0.34 | -0.18 | -0.22 | -0.15 | -0.01 | -0.08 | 0.04  | -0.04 | 0.02  | -0.16 |
| Occupation_2digit-ISCO_34        | -0.52 | -0.03 | -0.23 | -0.00 | -0.09 | -0.33 | -0.39 | -0.10 | -0.23 | -0.06 | -0.09 | -0.22 | -0.47 | -0.16 | -0.08 | -0.15 | 0.28  | -0.19 | -0.15 | -0.17 | -0.45 | 0.05  | -0.26 | -0.21 | -0.10 | -0.24 | -0.09 | -0.09 | -0.07 | -0.21 |
| Occupation_2digit-ISCO_35        | -0.50 | -0.29 | -0.10 | 0.01  | -0.04 | -0.18 | -0.20 | 0.04  | -0.12 | -0.12 | 0.02  | -0.45 | -0.43 | -0.27 | -0.30 | -0.20 | 0.18  | -0.16 | -0.12 | -0.16 | -0.40 | -0.24 | -0.11 | -0.16 | -0.15 | -0.16 | -0.09 | 0.00  | -0.06 | -0.25 |
| Occupation_2digit-ISCO_41        | -0.84 | -0.35 | -0.29 | -0.06 | -0.18 | -0.53 | -0.42 | -0.01 | -0.36 | -0.22 | -0.04 | -0.56 | -0.51 | -0.64 | -0.38 | -0.22 | -0.08 | -0.39 | -0.22 | -0.30 | -0.51 | -0.41 | -0.36 | -0.37 | -0.13 | -0.32 | -0.18 | -0.14 | -0.16 | -0.31 |

| Country                   | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Occupation_2digit-ISCO_42 | -0.77 | -0.28 | -0.31 | -0.19 | -0.21 | -0.49 | -0.45 | -0.03 | -0.35 | -0.32 | -0.11 | -0.53 | -0.42 | -0.46 | -0.44 | -0.26 | -0.01 | -0.21 | -0.21 | -0.25 | -0.52 | -0.49 | -0.29 | -0.29 | -0.26 | -0.38 | -0.24 | -0.19 | -0.21 | -0.34 |
| Occupation_2digit-ISCO_43 | -0.63 | -0.34 | -0.23 | -0.14 | -0.30 | -0.41 | .     | -0.20 | -0.25 | -0.33 | -0.12 | -0.56 | -0.51 | -0.43 | -0.31 | -0.39 | 0.05  | -0.34 | -0.17 | -0.33 | -0.53 | -0.46 | -0.29 | -0.37 | -0.20 | -0.31 | -0.17 | -0.17 | -0.18 | -0.39 |
| Occupation_2digit-ISCO_44 | -1.00 | -0.44 | -0.52 | -0.21 | -0.42 | -0.55 | .     | -0.14 | -0.50 | -0.30 | -0.09 | -0.56 | -0.84 | -0.63 | -0.62 | -0.36 | -0.06 | -0.51 | -0.37 | -0.49 | -0.66 | -0.38 | -0.64 | -0.52 | -0.38 | -0.50 | -0.24 | -0.39 | -0.33 | -0.35 |
| Occupation_2digit-ISCO_51 | -0.85 | -0.47 | -0.32 | -0.14 | -0.32 | -0.58 | -0.48 | -0.03 | -0.34 | -0.21 | -0.14 | -0.56 | -0.51 | -0.48 | -0.32 | -0.29 | -0.02 | -0.37 | -0.24 | -0.38 | -0.56 | -0.42 | -0.38 | -0.30 | -0.19 | -0.39 | -0.15 | -0.17 | -0.19 | -0.39 |
| Occupation_2digit-ISCO_52 | -0.90 | -0.54 | -0.39 | -0.21 | -0.34 | -0.70 | -0.24 | -0.18 | -0.40 | -0.31 | -0.17 | -0.62 | -0.50 | -0.59 | -0.42 | -0.33 | -0.03 | -0.27 | -0.21 | -0.40 | -0.59 | -0.44 | -0.45 | -0.41 | -0.22 | -0.37 | -0.16 | -0.21 | -0.26 | -0.38 |
| Occupation_2digit-ISCO_53 | -0.83 | -0.55 | -0.19 | -0.06 | -0.19 | -0.57 | -0.44 | -0.14 | -0.37 | -0.06 | -0.19 | -0.59 | -0.75 | -0.65 | -0.38 | -0.38 | 0.06  | -0.39 | -0.17 | -0.31 | -0.56 | -0.50 | -0.57 | -0.24 | -0.21 | -0.35 | -0.12 | -0.07 | -0.11 | -0.35 |
| Occupation_2digit-ISCO_54 | -0.40 | -0.76 | -0.54 | -0.07 | -0.34 | -0.82 | -0.40 | -0.26 | -0.41 | -0.39 | -0.35 | -0.78 | -0.85 | -0.79 | -0.66 | -0.34 | -0.25 | -0.36 | -0.22 | -0.54 | -0.77 | -0.51 | -0.62 | -0.49 | -0.35 | -0.36 | -0.13 | -0.05 | -0.18 | -0.49 |
| Occupation_2digit-ISCO_71 | -0.95 | -0.41 | -0.34 | -0.03 | -0.26 | -0.41 | -0.51 | -0.06 | -0.33 | -0.26 | -0.18 | -0.58 | -0.50 | -0.32 | -0.32 | -0.38 | -0.02 | -0.46 | -0.19 | -0.35 | -0.53 | -0.44 | -0.34 | -0.38 | -0.23 | -0.34 | -0.11 | -0.10 | -0.22 | -0.34 |
| Occupation_2digit-ISCO_72 | -0.70 | -0.27 | -0.28 | -0.04 | -0.25 | -0.35 | -0.63 | -0.01 | -0.22 | -0.26 | -0.13 | -0.58 | -0.36 | -0.40 | -0.27 | -0.33 | 0.07  | -0.29 | -0.16 | -0.29 | -0.44 | -0.37 | -0.27 | -0.34 | -0.14 | -0.33 | -0.13 | -0.10 | -0.16 | -0.32 |
| Occupation_2digit-ISCO_73 | -0.85 | -0.27 | -0.38 | -0.06 | -0.30 | -0.36 | .     | -0.12 | -0.37 | -0.37 | -0.13 | -0.63 | -0.46 | -0.37 | -0.32 | -0.34 | -0.00 | -0.17 | -0.23 | -0.31 | -0.46 | -0.47 | -0.35 | -0.33 | -0.17 | -0.37 | -0.14 | -0.22 | -0.21 | -0.35 |
| Occupation_2digit-ISCO_74 | -0.68 | -0.34 | -0.24 | -0.01 | -0.21 | -0.35 | .     | 0.00  | -0.27 | -0.20 | -0.03 | -0.61 | -0.47 | -0.42 | -0.32 | -0.36 | 0.10  | -0.40 | -0.19 | -0.28 | -0.42 | -0.37 | -0.30 | -0.32 | -0.13 | -0.31 | -0.11 | -0.17 | -0.10 | -0.30 |
| Occupation_2digit-ISCO_75 | -0.95 | -0.47 | -0.40 | -0.10 | -0.36 | -0.54 | .     | -0.18 | -0.39 | -0.37 | -0.22 | -0.70 | -0.60 | -0.53 | -0.40 | -0.35 | -0.05 | -0.43 | -0.25 | -0.41 | -0.59 | -0.50 | -0.42 | -0.43 | -0.27 | -0.36 | -0.18 | -0.20 | -0.14 | -0.46 |
| Occupation_2digit-ISCO_81 | -0.76 | -0.36 | -0.33 | -0.06 | -0.29 | -0.42 | -0.38 | -0.04 | -0.27 | -0.33 | -0.08 | -0.58 | -0.35 | -0.54 | -0.27 | -0.26 | 0.03  | -0.47 | -0.16 | -0.35 | -0.46 | -0.48 | -0.33 | -0.33 | -0.17 | -0.30 | -0.07 | -0.06 | -0.15 | -0.39 |
| Occupation_2digit-ISCO_82 | -0.76 | -0.40 | -0.36 | -0.09 | -0.26 | -0.52 | -0.50 | -0.10 | -0.29 | -0.24 | -0.25 | -0.67 | -0.25 | -0.45 | -0.42 | -0.44 | -0.03 | -0.41 | -0.29 | -0.38 | -0.49 | -0.41 | -0.40 | -0.42 | -0.23 | -0.44 | -0.21 | -0.20 | -0.18 | -0.35 |
| Occupation_2digit-ISCO_83 | -0.93 | -0.44 | -0.37 | -0.17 | -0.39 | -0.46 | .     | -0.14 | -0.31 | -0.31 | -0.14 | -0.58 | -0.47 | -0.47 | -0.39 | -0.47 | -0.05 | -0.38 | -0.26 | -0.44 | -0.43 | -0.45 | -0.37 | -0.35 | -0.20 | -0.38 | -0.18 | -0.23 | -0.25 | -0.40 |
| Occupation_2digit-ISCO_91 | -0.94 | -0.67 | -0.50 | -0.19 | -0.41 | -0.76 | -0.43 | -0.11 | -0.43 | -0.38 | -0.25 | -0.76 | -0.58 | -0.78 | -0.70 | -0.50 | -0.24 | -0.58 | -0.35 | -0.58 | -0.67 | -0.56 | -0.56 | -0.42 | -0.34 | -0.55 | -0.32 | -0.29 | -0.29 | -0.54 |
| Occupation_2digit-ISCO_92 | .     | -0.62 | -0.54 | -0.11 | -0.39 | -0.43 | -0.49 | -0.14 | -0.41 | -0.40 | -0.22 | -0.71 | -0.80 | -0.62 | -0.63 | -0.62 | -0.35 | -0.47 | -0.35 | -0.52 | -0.57 | -0.51 | -0.50 | -0.49 | -0.22 | -0.67 | -0.11 | -0.75 | -0.24 | -0.49 |
| Occupation_2digit-ISCO_93 | -0.97 | -0.53 | -0.49 | -0.13 | -0.37 | -0.62 | .     | -0.22 | -0.41 | -0.40 | -0.21 | -0.64 | -0.57 | -0.60 | -0.50 | -0.46 | -0.18 | -0.49 | -0.32 | -0.48 | -0.56 | -0.48 | -0.47 | -0.41 | -0.34 | -0.44 | -0.16 | -0.29 | -0.22 | -0.41 |
| Occupation_2digit-ISCO_94 | -0.92 | -0.57 | -0.64 | -0.22 | -0.36 | -0.75 | .     | -0.06 | -0.33 | -0.14 | -0.20 | -0.66 | -0.62 | -0.90 | -0.59 | -0.49 | -0.16 | -0.55 | -0.28 | -0.50 | -0.52 | -0.51 | -0.47 | -0.39 | -0.38 | -0.52 | -0.26 | -0.25 | -0.26 | -0.48 |
| Occupation_2digit-ISCO_95 | .     | -0.54 | -0.66 | -0.18 | -0.61 | .     | .     | -0.25 | -0.35 | .     | 0.14  | -0.74 | -     | -0.21 | .     | -0.59 | -0.04 | -0.50 | -0.13 | .     | -     | -0.53 | -0.41 | -0.49 | -0.21 | -0.42 | .     | .     | -0.35 | -0.48 |
| Occupation_2digit-ISCO_96 | -0.99 | -0.56 | -0.52 | -0.17 | -0.39 | -0.76 | .     | -0.13 | -0.40 | -0.52 | -0.22 | -0.70 | -0.60 | -0.75 | -0.61 | -0.49 | -0.28 | -0.53 | -0.30 | -0.51 | -0.58 | -0.48 | -0.56 | -0.43 | -0.31 | -0.57 | -0.30 | -0.26 | -0.26 | -0.52 |

TABLE A.4:

## F-test of model effects for men

| Country        | Intercept |         | Age     |         | Age squared |         | Education |         | Occupation |         | Job experience |         | Job experience squared |         | Employment contract |         | Working time |         | Economic activity |         | Enterprise size |         | Enterprise control |         | Geographical location |         | Overall for the model |         |
|----------------|-----------|---------|---------|---------|-------------|---------|-----------|---------|------------|---------|----------------|---------|------------------------|---------|---------------------|---------|--------------|---------|-------------------|---------|-----------------|---------|--------------------|---------|-----------------------|---------|-----------------------|---------|
|                | F value   | P value | F value | P value | F value     | P value | F value   | P value | F value    | P value | F value        | P value | F value                | P value | F value             | P value | F value      | P value | F value           | P value | F value         | P value | F value            | P value | F value               | P value | F value               | P value |
| Belgium        | 11213.76  | <.01    | 2434.78 | <.01    | 608.79      | <.01    | 110.32    | <.01    | 576.62     | <.01    | 157.75         | <.01    | 71.09                  | <.01    | 17.16               | <.01    | 95.56        | <.01    | 185.34            | <.01    | 0.43            | 0.79    | 22.01              | <.01    | 26.94                 | <.01    | 3098.34               | <.01    |
| Bulgaria       | 2938.05   | <.01    | 98.1    | <.01    | 130.49      | <.01    | 63.83     | <.01    | 90.05      | <.01    | 67.36          | <.01    | 6.01                   | 0.01    | 0.01                | 0.93    | 101.71       | <.01    | 13.19             | <.01    | 82.61           | <.01    | 1.9                | 0.17    | 14.68                 | <.01    | 183.44                | <.01    |
| Czech Republic | 77503.21  | <.01    | 751.87  | <.01    | 788.27      | <.01    | 382.53    | <.01    | 210.09     | <.01    | 182.41         | <.01    | 65.85                  | <.01    | 78.03               | <.01    | 58.13        | <.01    | 20.87             | <.01    | 96.8            | <.01    | 0.29               | 0.59    | .                     | .       | 739.51                | <.01    |
| Denmark        | 49884.6   | <.01    | 1481.4  | <.01    | 1134.28     | <.01    | 314.91    | <.01    | 246.4      | <.01    | 176.32         | <.01    | 149.14                 | <.01    | 0.48                | 0.49    | 4.09         | 0.04    | 50.13             | <.01    | 35.93           | <.01    | 126.17             | <.01    | .                     | .       | 1005.05               | <.01    |
| Germany        | 44768.52  | <.01    | 2842.77 | <.01    | 2537.68     | <.01    | 1372.43   | <.01    | 408.59     | <.01    | 1742.48        | <.01    | 276.75                 | <.01    | 680.39              | <.01    | 1116.62      | <.01    | 100.05            | <.01    | 468             | <.01    | 5.73               | 0.02    | 157.26                | <.01    | 1372.17               | <.01    |
| Estonia        | 2535.53   | <.01    | 295.68  | <.01    | 403.05      | <.01    | 60.07     | <.01    | 86.39      | <.01    | 44.38          | <.01    | 43.19                  | <.01    | 2.85                | 0.09    | 11.4         | <.01    | 15.73             | <.01    | 19.25           | <.01    | 0.16               | 0.69    | .                     | .       | 164.05                | <.01    |
| Ireland        | 792.04    | <.01    | 43.62   | <.01    | 27.95       | <.01    | 44.81     | <.01    | 20.42      | <.01    | 23.62          | <.01    | 3.95                   | 0.05    | 0.12                | 0.73    | 4.64         | 0.03    | 8.97              | <.01    | 8.64            | <.01    | 7.26               | <.01    | .                     | .       | 292.46                | <.01    |
| Greece         | 819.81    | <.01    | 29.56   | <.01    | 5.08        | 0.02    | 244.95    | <.01    | 51.88      | <.01    | 510.92         | <.01    | .                      | .       | 5.6                 | 0.02    | 85.82        | <.01    | 22.82             | <.01    | 47.77           | <.01    | 17.14              | <.01    | 17.87                 | <.01    | 134.13                | <.01    |
| Spain          | 4575.04   | <.01    | 127.31  | <.01    | 88.26       | <.01    | 301.15    | <.01    | 82.79      | <.01    | 1071.45        | <.01    | .                      | .       | 15.28               | <.01    | 9.96         | <.01    | 35.2              | <.01    | 45.04           | <.01    | 17.2               | <.01    | 49.44                 | <.01    | 273.33                | <.01    |
| France         | 1537.75   | <.01    | 78.01   | <.01    | 45.79       | <.01    | 62.14     | <.01    | 65.1       | <.01    | 70.72          | <.01    | .                      | .       | 10.11               | <.01    | 14.93        | <.01    | 11.93             | <.01    | 1.09            | 0.36    | 4.72               | 0.03    | 14.23                 | <.01    | 163.53                | <.01    |
| Croatia        | 8869.72   | <.01    | 96.61   | <.01    | 74.47       | <.01    | 195.86    | <.01    | 20.15      | <.01    | 92.01          | <.01    | 53.63                  | <.01    | 78.21               | <.01    | 1.03         | 0.31    | 6.47              | <.01    | 9.66            | <.01    | 0.27               | 0.6     | .                     | .       | 79                    | <.01    |
| Italy          | 7291.1    | <.01    | 68.61   | <.01    | 15.98       | <.01    | 208.68    | <.01    | 204.22     | <.01    | 376.49         | <.01    | .                      | .       | 40.83               | <.01    | 195.49       | <.01    | 42.41             | <.01    | 68.35           | <.01    | 36.16              | <.01    | 77.37                 | <.01    | 609.1                 | <.01    |
| Cyprus         | 142.65    | <.01    | 79.9    | <.01    | 58.19       | <.01    | 11.63     | <.01    | 19.12      | <.01    | 77.11          | <.01    | .                      | .       | 0                   | 0.95    | 41.81        | <.01    | 4.84              | <.01    | 2.53            | 0.04    | 3.95               | 0.05    | .                     | .       | 123.94                | <.01    |
| Latvia         | 1063.11   | <.01    | 119.29  | <.01    | 183.78      | <.01    | 60.8      | <.01    | 51.46      | <.01    | 43.62          | <.01    | .                      | .       | 0.66                | 0.42    | 3.08         | 0.08    | 9.98              | <.01    | 15.55           | <.01    | 37.11              | <.01    | .                     | .       | 186.07                | <.01    |
| Lithuania      | 1254.57   | <.01    | 65.57   | <.01    | 93.85       | <.01    | 52.69     | <.01    | 35.89      | <.01    | 20.45          | <.01    | 10.01                  | <.01    | 1.62                | 0.2     | 1.83         | 0.18    | 13.44             | <.01    | 38.53           | <.01    | 1.97               | 0.16    | .                     | .       | 97.09                 | <.01    |
| Luxembourg     | 1971.86   | <.01    | 196.8   | <.01    | 114.14      | <.01    | 87.9      | <.01    | 56.82      | <.01    | 136.45         | <.01    | .                      | .       | 47.54               | <.01    | 1.92         | 0.17    | 11.44             | <.01    | 3.63            | <.01    | 41.68              | <.01    | .                     | .       | 196.63                | <.01    |
| Hungary        | 143304.69 | <.01    | 208.08  | <.01    | 201.25      | <.01    | 790.97    | <.01    | 184.69     | <.01    | 71.64          | <.01    | 26.54                  | <.01    | 109.13              | <.01    | 56.36        | <.01    | 32.62             | <.01    | 362.7           | <.01    | 53.04              | <.01    | 119.85                | <.01    | 564.73                | <.01    |
| Malta          | 1900.62   | <.01    | 70.11   | <.01    | 57.11       | <.01    | 36.95     | <.01    | 54.9       | <.01    | 6.31           | 0.01    | 0.48                   | 0.49    | 0.36                | 0.55    | 0.93         | 0.34    | 9.99              | <.01    | 2.71            | 0.03    | 0.49               | 0.48    | .                     | .       | 208.09                | <.01    |
| Netherlands    | 4384.59   | <.01    | 1381.42 | <.01    | 927.11      | <.01    | 383.49    | <.01    | 105.52     | <.01    | 79.3           | <.01    | 8.13                   | <.01    | 236.71              | <.01    | 95.12        | <.01    | 40.23             | <.01    | 13.4            | <.01    | 13.74              | <.01    | 27.04                 | <.01    | 400.91                | <.01    |
| Austria        | 17222.22  | <.01    | 504.13  | <.01    | 305.33      | <.01    | 446.53    | <.01    | 175.95     | <.01    | 544.06         | <.01    | 61.08                  | <.01    | 16.97               | <.01    | 145.38       | <.01    | 48.6              | <.01    | 56.59           | <.01    | 6.71               | <.01    | 31.35                 | <.01    | 467.32                | <.01    |
| Poland         | 16156.61  | <.01    | 549.72  | <.01    | 588.18      | <.01    | 304.55    | <.01    | 215.25     | <.01    | 22.78          | <.01    | 0.29                   | 0.59    | 174.68              | <.01    | 17.08        | <.01    | 27                | <.01    | 144.67          | <.01    | 0.6                | 0.44    | 29.08                 | <.01    | 374.48                | <.01    |
| Portugal       | 2537.62   | <.01    | 154.18  | <.01    | 85.75       | <.01    | 272.48    | <.01    | 60.07      | <.01    | 44.57          | <.01    | 0.91                   | 0.34    | 64.74               | <.01    | 0.08         | 0.78    | 45.89             | <.01    | 35.87           | <.01    | 15.08              | <.01    | 2.73                  | 0.07    | 278.76                | <.01    |
| Romania        | 11363.3   | <.01    | 133.76  | <.01    | 158.22      | <.01    | 140.39    | <.01    | 103.35     | <.01    | 52.65          | <.01    | 5.03                   | 0.02    | 2.78                | 0.1     | 16.68        | <.01    | 23.86             | <.01    | 144.9           | <.01    | 45.72              | <.01    | 38.88                 | <.01    | 275.97                | <.01    |
| Slovenia       | 4554.23   | <.01    | 62.41   | <.01    | 52.04       | <.01    | 209.42    | <.01    | 56.96      | <.01    | 70.94          | <.01    | 20.2                   | <.01    | 146.28              | <.01    | 18.69        | <.01    | 14.41             | <.01    | 6.79            | <.01    | 5.22               | 0.02    | .                     | .       | 164.35                | <.01    |
| Slovakia       | 2233.45   | <.01    | 199.16  | <.01    | 195.77      | <.01    | 336.6     | <.01    | 55.53      | <.01    | 148.64         | <.01    | 47.5                   | <.01    | 31.15               | <.01    | 20.19        | <.01    | 16.59             | <.01    | 75.82           | <.01    | 1.09               | 0.3     | .                     | .       | 190.65                | <.01    |
| Finland        | 16123.24  | <.01    | 889.46  | <.01    | 602.76      | <.01    | 640.51    | <.01    | 454.41     | <.01    | 218.73         | <.01    | 128.2                  | <.01    | 172.33              | <.01    | 13.56        | <.01    | 58.2              | <.01    | 43.94           | <.01    | 24.93              | <.01    | 0.35                  | 0.55    | 789.17                | <.01    |
| Sweden         | 45690.24  | <.01    | 271.15  | <.01    | 164.06      | <.01    | 154.77    | <.01    | 127.1      | <.01    | 85.33          | <.01    | 64.23                  | <.01    | 28.59               | <.01    | 0.03         | 0.87    | 28.18             | <.01    | 10.34           | <.01    | 12.54              | <.01    | 12.67                 | <.01    | 196.72                | <.01    |
| Iceland        | 45128.34  | <.01    | 71.06   | <.01    | 43.59       | <.01    | 35.31     | <.01    | 73.63      | <.01    | 91.8           | <.01    | 47.92                  | <.01    | 14.22               | <.01    | 8.64         | <.01    | 9.22              | <.01    | 0.29            | 0.88    | 13.22              | <.01    | .                     | .       | 300.91                | <.01    |
| Norway         | 390338.06 | <.01    | 5948.88 | <.01    | 4682.92     | <.01    | 1379.79   | <.01    | 870.03     | <.01    | 1086.47        | <.01    | 395.43                 | <.01    | 113.96              | <.01    | 285.33       | <.01    | 180.97            | <.01    | 140.15          | <.01    | 0.37               | 0.54    | .                     | .       | 2053.95               | <.01    |
| Switzerland    | 15087.85  | <.01    | 981.78  | <.01    | 574.31      | <.01    | 422.93    | <.01    | 97.75      | <.01    | 437.27         | <.01    | 122.72                 | <.01    | 0.51                | 0.48    | 3.11         | 0.08    | 52.95             | <.01    | 33.74           | <.01    | 0                  | 0.98    | .                     | .       | 649.59                | <.01    |

TABLE A.5:

## Average characteristics for women

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |      |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| Age                              | 41.98 | 46.26 | 43.61 | 40.04 | 44.82 | 46.43 | 38.75 | 43.27 | 44.55 | 42.32 | 43.27 | 45.28 | 42.20 | 46.11 | 44.90 | 39.87 | 44.55 | 38.24 | 39.79 | 40.61 | 41.75 | 43.28 | 43.77 | 43.30 | 44.74 | 43.44 | 42.37 | 40.12 | 41.03 | 41.94 |      |
| Age2                             | 1,889 | 2,289 | 2,037 | 1,804 | 2,179 | 2,335 | 1,661 | 1,993 | 2,108 | 1,931 | 1,998 | 2,175 | 1,935 | 2,306 | 2,195 | 1,703 | 2,125 | 1,603 | 1,786 | 1,794 | 1,850 | 2,006 | 2,028 | 1,988 | 2,129 | 2,043 | 1,960 | 1,823 | 1,872 | 1,906 |      |
| Job_experience                   | 9.50  | 6.67  | 7.56  | 5.88  | 9.58  | 9.06  | 7.82  | 6.96  | 10.40 | 9.69  | 9.30  | 9.87  | 7.93  | 7.11  | 7.38  | 6.57  | 6.57  | 5.78  | 9.29  | 6.73  | 9.01  | 9.44  | 8.31  | 9.68  | 8.78  | 8.38  | 8.51  | 8.30  | 4.95  | 6.45  |      |
| Job_experience2                  | 187   | 107   | 135   | 96    | 213   | 300   | 131   | .     | .     | .     | 188   | .     | .     | .     | 132   | .     | 112   | 99    | 176   | 115   | 178   | 185   | 140   | 197   | 162   | 163   | 153   | 135   | 61    | 102   |      |
| Education-ISCED_0_1_2            | 0.14  | 0.06  | 0.12  | 0.13  | 0.11  | 0.07  | 0.10  | 0.10  | 0.34  | 0.17  | 0.09  | 0.18  | 0.04  | 0.05  | 0.06  | 0.19  | 0.16  | 0.23  | 0.19  | 0.19  | 0.04  | 0.32  | 0.07  | 0.08  | 0.05  | 0.09  | 0.06  | 0.29  | 0.17  | 0.20  |      |
| Education-ISCED_3_4              | 0.38  | 0.48  | 0.64  | 0.40  | 0.66  | 0.39  | 0.33  | 0.47  | 0.21  | 0.33  | 0.51  | 0.46  | 0.44  | 0.45  | 0.41  | 0.34  | 0.52  | 0.37  | 0.44  | 0.47  | 0.42  | 0.28  | 0.50  | 0.47  | 0.58  | 0.38  | 0.44  | 0.24  | 0.31  | 0.47  |      |
| Education-ISCED_5_6              | 0.28  | 0.20  | 0.06  | 0.32  | 0.08  | 0.26  | 0.34  | 0.32  | 0.28  | 0.34  | 0.10  | 0.11  | 0.38  | 0.21  | 0.24  | 0.25  | 0.19  | 0.28  | 0.24  | 0.20  | 0.12  | 0.02  | 0.29  | 0.21  | 0.06  | 0.33  | 0.49  | 0.20  | 0.38  | 0.20  |      |
| Education-ISCED_7_8              | 0.20  | 0.26  | 0.18  | 0.15  | 0.15  | 0.29  | 0.23  | 0.11  | 0.17  | 0.17  | 0.30  | 0.26  | 0.14  | 0.28  | 0.29  | 0.22  | 0.12  | 0.12  | 0.13  | 0.14  | 0.42  | 0.38  | 0.13  | 0.24  | 0.31  | 0.20  | 0.01  | 0.27  | 0.15  | 0.12  |      |
| Working_time-Full_time           | 0.60  | 0.92  | 0.91  | 0.67  | 0.41  | 0.81  | 0.68  | 0.80  | 0.70  | 0.76  | 0.95  | 0.70  | 0.95  | 0.73  | 0.83  | 0.64  | 0.84  | 0.80  | 0.22  | 0.45  | 0.90  | 0.92  | 0.96  | 0.97  | 0.90  | 0.78  | 0.69  | 0.54  | 0.60  | 0.36  |      |
| Working_time-Part_time           | 0.40  | 0.08  | 0.09  | 0.33  | 0.59  | 0.19  | 0.32  | 0.20  | 0.30  | 0.24  | 0.05  | 0.30  | 0.05  | 0.27  | 0.17  | 0.36  | 0.16  | 0.20  | 0.78  | 0.55  | 0.10  | 0.08  | 0.04  | 0.03  | 0.10  | 0.22  | 0.31  | 0.46  | 0.40  | 0.64  |      |
| Economic_activity_section-NACE_B | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  |      |
| Economic_activity_section-NACE_C | 0.08  | 0.23  | 0.25  | 0.07  | 0.11  | 0.17  | 0.08  | 0.08  | 0.08  | 0.07  | 0.15  | 0.14  | 0.08  | 0.12  | 0.16  | 0.03  | 0.20  | 0.07  | 0.05  | 0.12  | 0.19  | 0.17  | 0.25  | 0.20  | 0.21  | 0.07  | 0.06  | 0.08  | 0.04  | 0.11  | 0.00 |
| Economic_activity_section-NACE_D | 0.00  | 0.01  | 0.01  | 0.00  | 0.00  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.00  | 0.01  | 0.00  | 0.01  | 0.00  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.00  | 0.00 |
| Economic_activity_section-NACE_E | 0.00  | 0.01  | 0.01  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.01  | 0.00  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.00  | 0.00  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00 |
| Economic_activity_section-NACE_F | 0.01  | 0.02  | 0.02  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.02  | 0.02  | 0.03  | 0.02  | 0.01  | 0.01  | 0.02  | 0.02  | 0.01  | 0.02  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.02  | 0.02 |
| Economic_activity_section-NACE_G | 0.11  | 0.14  | 0.15  | 0.13  | 0.15  | 0.17  | 0.18  | 0.19  | 0.17  | 0.13  | 0.22  | 0.12  | 0.16  | 0.17  | 0.17  | 0.12  | 0.14  | 0.11  | 0.16  | 0.23  | 0.17  | 0.15  | 0.17  | 0.15  | 0.16  | 0.11  | 0.11  | 0.14  | 0.12  | 0.15  | 0.00 |
| Economic_activity_section-NACE_H | 0.03  | 0.04  | 0.04  | 0.02  | 0.04  | 0.03  | 0.02  | 0.03  | 0.03  | 0.05  | 0.03  | 0.04  | 0.04  | 0.05  | 0.04  | 0.03  | 0.04  | 0.03  | 0.03  | 0.03  | 0.04  | 0.02  | 0.03  | 0.02  | 0.04  | 0.02  | 0.02  | 0.05  | 0.02  | 0.04  | 0.00 |
| Economic_activity_section-NACE_I | 0.02  | 0.05  | 0.03  | 0.05  | 0.04  | 0.04  | 0.10  | 0.20  | 0.09  | 0.04  | 0.07  | 0.05  | 0.16  | 0.06  | 0.05  | 0.05  | 0.05  | 0.08  | 0.05  | 0.08  | 0.03  | 0.07  | 0.04  | 0.05  | 0.04  | 0.05  | 0.03  | 0.11  | 0.05  | 0.05  | 0.00 |
| Economic_activity_section-NACE_J | 0.02  | 0.05  | 0.03  | 0.03  | 0.03  | 0.04  | 0.05  | 0.03  | 0.03  | 0.03  | 0.03  | 0.03  | 0.04  | 0.04  | 0.03  | 0.03  | 0.03  | 0.04  | 0.02  | 0.03  | 0.03  | 0.03  | 0.05  | 0.03  | 0.03  | 0.04  | 0.03  | 0.01  | 0.03  | 0.03  | 0.00 |
| Economic_activity_section-NACE_K | 0.03  | 0.04  | 0.03  | 0.03  | 0.03  | 0.04  | 0.06  | 0.02  | 0.03  | 0.05  | 0.04  | 0.04  | 0.08  | 0.03  | 0.02  | 0.14  | 0.03  | 0.07  | 0.03  | 0.04  | 0.04  | 0.03  | 0.03  | 0.04  | 0.03  | 0.03  | 0.03  | 0.04  | 0.02  | 0.06  | 0.00 |
| Economic_activity_section-NACE_L | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.00  | 0.00  | 0.00  | 0.02  | 0.00  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.00  | 0.00  | 0.00  | 0.02  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00 |
| Economic_activity_section-NACE_M | 0.04  | 0.03  | 0.04  | 0.06  | 0.07  | 0.03  | 0.06  | 0.04  | 0.06  | 0.06  | 0.03  | 0.03  | 0.09  | 0.03  | 0.04  | 0.12  | 0.05  | 0.07  | 0.05  | 0.07  | 0.05  | 0.04  | 0.04  | 0.04  | 0.04  | 0.06  | 0.04  | 0.05  | 0.06  | 0.06  | 0.00 |
| Economic_activity_section-NACE_N | 0.19  | 0.04  | 0.06  | 0.10  | 0.08  | 0.05  | 0.07  | 0.06  | 0.12  | 0.10  | 0.04  | 0.10  | 0.05  | 0.04  | 0.05  | 0.11  | 0.07  | 0.12  | 0.13  | 0.08  | 0.04  | 0.10  | 0.06  | 0.05  | 0.04  | 0.07  | 0.06  | 0.05  | 0.08  | 0.00  | 0.00 |
| Economic_activity_section-NACE_P | 0.25  | 0.14  | 0.15  | 0.33  | 0.26  | 0.13  | 0.20  | 0.13  | 0.21  | 0.29  | 0.14  | 0.18  | 0.10  | 0.16  | 0.17  | 0.21  | 0.16  | 0.19  | 0.33  | 0.15  | 0.12  | 0.22  | 0.14  | 0.20  | 0.14  | 0.36  | 0.42  | 0.27  | 0.40  | 0.28  | 0.00 |
| Economic_activity_section-NACE_Q | 0.01  | 0.02  | 0.02  | 0.03  | 0.01  | 0.03  | 0.01  | 0.01  | 0.02  | 0.01  | 0.03  | 0.01  | 0.01  | 0.04  | 0.03  | 0.01  | 0.02  | 0.04  | 0.02  | 0.02  | 0.02  | 0.01  | 0.02  | 0.02  | 0.02  | 0.02  | 0.01  | 0.02  | 0.02  | 0.02  | 0.00 |

| Country                          | BE   | BG   | CZ   | DK   | DE   | EE   | IE   | EL   | ES   | FR   | HR   | IT   | CY   | LV   | LT   | LU   | HU   | MT   | NL   | AT   | PL   | PT   | RO   | SI   | SK   | FI   | SE   | IS   | NO   | CH   |
|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Economic_activity_section-NACE_R | 0.02 | 0.01 | 0.01 | 0.02 | 0.03 | 0.01 | 0.01 | 0.02 | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.03 | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 | 0.02 |      | 0.02 | 0.04 |
| Economic_activity_section-NACE_S | 0.19 | 0.15 | 0.15 | 0.11 | 0.12 | 0.23 | 0.13 | 0.15 | 0.12 | 0.11 | 0.18 | 0.23 | 0.14 | 0.21 | 0.19 | 0.10 | 0.17 | 0.16 | 0.11 | 0.07 | 0.22 | 0.14 | 0.12 | 0.18 | 0.19 | 0.12 | 0.13 | 0.28 | 0.14 | 0.06 |
| Employment_contract-Indefinite   | 0.90 | 0.90 | 0.74 | 0.94 | 0.82 | 0.95 | 0.83 | 0.78 | 0.87 | 0.89 | 0.84 | 0.83 | 0.93 | 0.95 | 0.95 | 0.93 | 0.91 | 0.83 | 0.70 | 0.93 | 0.78 | 0.74 | 0.97 | 0.81 | 0.80 | 0.85 | 0.79 | 0.90 | 0.84 | 0.93 |
| Employment_contract-Temporary    | 0.10 | 0.10 | 0.26 | 0.06 | 0.18 | 0.05 | 0.17 | 0.22 | 0.13 | 0.11 | 0.16 | 0.17 | 0.07 | 0.05 | 0.05 | 0.07 | 0.09 | 0.17 | 0.30 | 0.07 | 0.22 | 0.26 | 0.03 | 0.19 | 0.20 | 0.15 | 0.21 | 0.10 | 0.16 | 0.07 |
| Enterprise_control-Private       | 0.78 | 0.65 | 0.69 | 0.59 | 0.84 | 0.63 | 0.74 | 0.83 | 0.78 | 0.75 | 0.60 | 0.63 | 0.81 | 0.57 | 0.63 | 0.75 | 0.65 | 0.76 | 0.56 | 0.87 | 0.65 | 0.78 | 0.70 | 0.57 | 0.68 | 0.53 | 0.51 | 0.45 | 0.49 | 0.84 |
| Enterprise_control-Public        | 0.22 | 0.35 | 0.31 | 0.41 | 0.16 | 0.37 | 0.26 | 0.17 | 0.22 | 0.25 | 0.40 | 0.37 | 0.19 | 0.43 | 0.37 | 0.25 | 0.35 | 0.24 | 0.44 | 0.13 | 0.35 | 0.22 | 0.30 | 0.43 | 0.32 | 0.47 | 0.49 | 0.55 | 0.51 | 0.16 |
| Enterprise_size-E10_49           | 0.21 | 0.31 | 0.23 | 0.21 | 0.26 | 0.33 | 0.24 | 0.23 | 0.21 | 0.21 | 0.24 | 0.20 | 0.27 | 0.21 | 0.24 | 0.24 | 0.25 | 0.24 | 0.17 | 0.27 | 0.30 | 0.23 | 0.22 | 0.18 | 0.23 | 0.13 | 0.15 | 0.07 | 0.17 | 0.26 |
| Enterprise_size-E50_249          | 0.24 | 0.33 | 0.30 | 0.18 | 0.22 | 0.37 | 0.19 | 0.30 | 0.20 | 0.25 | 0.31 | 0.16 | 0.24 | 0.26 | 0.38 | 0.25 | 0.27 | 0.27 | 0.19 | 0.24 | 0.30 | 0.29 | 0.20 | 0.37 | 0.31 | 0.16 | 0.14 | 0.23 | 0.15 | 0.26 |
| Enterprise_size-E250_499         | 0.10 | 0.09 | 0.11 | 0.06 | 0.10 | 0.10 | 0.08 | 0.09 | 0.07 | 0.09 | 0.10 | 0.06 | 0.09 | 0.09 | 0.11 | 0.12 | 0.09 | 0.15 | 0.10 | 0.10 | 0.10 | 0.13 | 0.09 | 0.13 | 0.11 | 0.08 | 0.06 | 0.13 | 0.07 | 0.09 |
| Enterprise_size-E500_999         | 0.10 | 0.10 | 0.10 | 0.06 | 0.09 | 0.09 | 0.08 | 0.11 | 0.08 | 0.08 | 0.11 | 0.05 | 0.14 | 0.12 | 0.09 | 0.12 | 0.09 | 0.08 | 0.12 | 0.09 | 0.08 | 0.07 | 0.10 | 0.13 | 0.11 | 0.13 | 0.07 | 0.20 | 0.08 | 0.09 |
| Enterprise_size-E1000            | 0.35 | 0.17 | 0.25 | 0.50 | 0.33 | 0.12 | 0.41 | 0.28 | 0.44 | 0.36 | 0.25 | 0.52 | 0.26 | 0.33 | 0.18 | 0.27 | 0.30 | 0.26 | 0.42 | 0.29 | 0.22 | 0.28 | 0.40 | 0.20 | 0.24 | 0.49 | 0.58 | 0.36 | 0.53 | 0.30 |
| Occupation_2digit-ISCO_11        | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.06 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.00 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.02 |
| Occupation_2digit-ISCO_12        | 0.00 | 0.02 | 0.01 | 0.01 | 0.00 | 0.01 | 0.02 | 0.00 | 0.01 | 0.07 | 0.02 | 0.00 | 0.01 | 0.03 | 0.03 | 0.04 | 0.01 | 0.04 | 0.01 | 0.02 | 0.04 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.03 | 0.01 | 0.02 | 0.03 |
| Occupation_2digit-ISCO_13        | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 |      | 0.00 | 0.01 | 0.02 | 0.00 | 0.00 | 0.01 | 0.02 | 0.02 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.03 | 0.03 | 0.03 | 0.01 |
| Occupation_2digit-ISCO_14        | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.02 |      | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 | 0.02 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 |      |
| Occupation_2digit-ISCO_21        | 0.02 | 0.01 | 0.02 | 0.02 | 0.02 | 0.01 | 0.04 | 0.02 | 0.02 | 0.02 | 0.03 | 0.01 | 0.02 | 0.02 | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 | 0.02 | 0.02 | 0.03 | 0.03 | 0.02 | 0.03 | 0.02 | 0.01 | 0.02 | 0.02 |
| Occupation_2digit-ISCO_22        | 0.03 | 0.06 | 0.03 | 0.08 | 0.03 | 0.05 | 0.10 | 0.04 | 0.07 | 0.06 | 0.04 | 0.02 | 0.05 | 0.07 | 0.08 | 0.02 | 0.02 | 0.09 | 0.05 | 0.02 | 0.06 | 0.06 | 0.05 | 0.07 | 0.05 | 0.03 | 0.07 | 0.09 | 0.11 | 0.09 |
| Occupation_2digit-ISCO_23        | 0.06 | 0.07 | 0.03 | 0.04 | 0.03 | 0.04 | 0.06 | 0.03 | 0.04 | 0.01 | 0.03 | 0.02 | 0.09 | 0.05 | 0.12 | 0.16 | 0.03 | 0.05 | 0.06 | 0.04 | 0.12 | 0.04 | 0.07 | 0.04 | 0.06 | 0.05 | 0.06 | 0.02 | 0.05 | 0.04 |
| Occupation_2digit-ISCO_24        | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 |      | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.00 | 0.01 | 0.01 |      |
| Occupation_2digit-ISCO_25        | 0.01 | 0.02 | 0.01 | 0.03 | 0.03 | 0.02 | -    | 0.02 | 0.02 | 0.02 | 0.02 | 0.01 | 0.03 | 0.03 | 0.04 | 0.04 | 0.03 | 0.02 | 0.04 | 0.02 | 0.01 | 0.02 | 0.04 | 0.04 | 0.02 | 0.04 | 0.03 | 0.02 | 0.03 | 0.03 |
| Occupation_2digit-ISCO_26        | 0.01 | 0.01 | 0.03 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 |
| Occupation_2digit-ISCO_31        | 0.07 | 0.01 | 0.05 | 0.02 | 0.11 | 0.02 | 0.02 | 0.03 | 0.02 | 0.03 | 0.05 | 0.09 | 0.01 | 0.02 | 0.02 | 0.04 | 0.04 | 0.01 | 0.05 | 0.04 | 0.02 | 0.01 | 0.03 | 0.05 | 0.03 | 0.10 | 0.02 | 0.04 | 0.02 | 0.06 |
| Occupation_2digit-ISCO_32        | 0.08 | 0.06 | 0.11 | 0.06 | 0.07 | 0.07 | 0.00 | 0.04 | 0.07 | 0.09 | 0.02 | 0.07 | 0.09 | 0.08 | 0.05 | 0.04 | 0.10 | 0.08 | 0.06 | 0.11 | 0.06 | 0.05 | 0.06 | 0.09 | 0.07 | 0.07 | 0.06 | 0.04 | 0.05 | 0.07 |
| Occupation_2digit-ISCO_33        | 0.03 | 0.00 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.04 | 0.03 | 0.01 | 0.05 | 0.03 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.04 | 0.02 | 0.01 | 0.02 | 0.03 |
| Occupation_2digit-ISCO_34        | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.09 | 0.00 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_35        | 0.09 | 0.03 | 0.04 | 0.06 | 0.10 | 0.01 | 0.13 | 0.11 | 0.02 | 0.02 | 0.05 | 0.10 | 0.07 | 0.02 | 0.01 | 0.07 | 0.04 | 0.05 | 0.03 | 0.08 | 0.04 | 0.06 | 0.02 | 0.04 | 0.03 | 0.02 | 0.02 | 0.02 | 0.03 | 0.09 |
| Occupation_2digit-ISCO_41        | 0.01 | 0.03 | 0.03 | 0.02 | 0.03 | 0.04 | 0.04 | 0.05 | 0.09 | 0.02 | 0.04 | 0.05 | 0.05 | 0.03 | 0.02 | 0.02 | 0.03 | 0.08 | 0.04 | 0.03 | 0.02 | 0.04 | 0.02 | 0.02 | 0.03 | 0.03 | 0.02 | 0.02 | 0.02 | 0.02 |
| Occupation_2digit-ISCO_42        | 0.06 | 0.04 | 0.04 | 0.02 | 0.05 | 0.04 |      | 0.02 | 0.04 | 0.05 | 0.03 | 0.04 | 0.02 | 0.03 | 0.03 | 0.02 | 0.02 | 0.02 | 0.04 | 0.04 | 0.03 | 0.03 | 0.03 | 0.02 | 0.04 | 0.02 | 0.04 | 0.01 | 0.02 | 0.03 |

| Country                   | BE   | BG   | CZ   | DK   | DE   | EE   | IE   | EL   | ES   | FR   | HR   | IT   | CY   | LV   | LT   | LU   | HU   | MT   | NL   | AT   | PL   | PT   | RO   | SI   | SK   | FI   | SE   | IS   | NO   | CH   |
|---------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Occupation_2digit-ISCO_43 | 0.00 | 0.01 | 0.01 | 0.01 | 0.02 | 0.02 | .    | 0.02 | 0.00 | 0.05 | 0.05 | 0.01 | 0.01 | 0.01 | 0.00 | 0.02 | 0.02 | 0.01 | 0.02 | 0.01 | 0.02 | 0.02 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.00 | 0.00 | 0.03 |
| Occupation_2digit-ISCO_44 | 0.02 | 0.05 | 0.04 | 0.04 | 0.04 | 0.04 | 0.00 | 0.11 | 0.05 | 0.02 | 0.08 | 0.03 | 0.08 | 0.04 | 0.05 | 0.06 | 0.02 | 0.05 | 0.06 | 0.05 | 0.02 | 0.05 | 0.04 | 0.03 | 0.03 | 0.04 | 0.03 | 0.04 | 0.03 | 0.07 |
| Occupation_2digit-ISCO_51 | 0.07 | 0.09 | 0.10 | 0.09 | 0.09 | 0.11 | 0.00 | 0.16 | 0.10 | 0.06 | 0.17 | 0.09 | 0.12 | 0.10 | 0.09 | 0.07 | 0.09 | 0.08 | 0.12 | 0.16 | 0.10 | 0.10 | 0.09 | 0.10 | 0.11 | 0.09 | 0.07 | 0.16 | 0.09 | 0.08 |
| Occupation_2digit-ISCO_52 | 0.08 | 0.06 | 0.05 | 0.17 | 0.08 | 0.06 | 0.00 | 0.02 | 0.09 | 0.09 | 0.02 | 0.04 | 0.02 | 0.06 | 0.05 | 0.05 | 0.01 | 0.11 | 0.10 | 0.05 | 0.03 | 0.08 | 0.04 | 0.04 | 0.02 | 0.17 | 0.22 | 0.17 | 0.20 | 0.05 |
| Occupation_2digit-ISCO_53 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.02 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_54 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.10 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_71 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_72 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.01 | .    | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 |
| Occupation_2digit-ISCO_73 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | .    | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_74 | 0.00 | 0.04 | 0.02 | 0.00 | 0.01 | 0.04 | .    | 0.01 | 0.02 | 0.01 | 0.04 | 0.03 | 0.01 | 0.03 | 0.04 | 0.00 | 0.02 | 0.01 | 0.01 | 0.01 | 0.03 | 0.03 | 0.04 | 0.02 | 0.03 | 0.00 | 0.00 | 0.02 | 0.00 | 0.01 |
| Occupation_2digit-ISCO_75 | 0.02 | 0.04 | 0.05 | 0.01 | 0.01 | 0.03 | 0.03 | 0.01 | 0.01 | 0.01 | 0.01 | 0.02 | 0.00 | 0.02 | 0.02 | 0.00 | 0.03 | 0.01 | 0.00 | 0.02 | 0.03 | 0.05 | 0.03 | 0.03 | 0.03 | 0.02 | 0.01 | 0.01 | 0.02 | 0.02 |
| Occupation_2digit-ISCO_81 | 0.00 | 0.03 | 0.07 | 0.00 | 0.00 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | -    | 0.01 | 0.01 | 0.00 | 0.04 | 0.02 | 0.00 | 0.01 | 0.02 | 0.01 | 0.02 | 0.03 | 0.06 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_82 | 0.00 | 0.00 | 0.03 | 0.00 | 0.01 | 0.00 | .    | 0.00 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_83 | 0.13 | 0.04 | 0.05 | 0.05 | 0.08 | 0.05 | 0.00 | 0.07 | 0.10 | 0.11 | 0.07 | 0.07 | 0.08 | 0.07 | 0.06 | 0.10 | 0.07 | 0.06 | 0.06 | 0.08 | 0.04 | 0.08 | 0.03 | 0.07 | 0.05 | 0.05 | 0.04 | 0.03 | 0.04 | 0.06 |
| Occupation_2digit-ISCO_91 | .    | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | -    | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupation_2digit-ISCO_92 | 0.02 | 0.04 | 0.03 | 0.02 | 0.02 | 0.02 | .    | 0.03 | 0.03 | 0.02 | 0.02 | 0.02 | 0.02 | 0.04 | 0.02 | 0.02 | 0.07 | 0.02 | 0.04 | 0.03 | 0.03 | 0.02 | 0.08 | 0.05 | 0.03 | 0.01 | 0.00 | 0.02 | 0.00 | 0.03 |
| Occupation_2digit-ISCO_93 | 0.01 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | .    | 0.03 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.00 | 0.03 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | 0.01 | 0.02 | 0.02 | 0.01 | 0.02 | 0.02 | 0.01 | 0.00 |
| Occupation_2digit-ISCO_94 | .    | 0.00 | 0.00 | 0.00 | 0.00 | .    | .    | 0.00 | 0.00 | .    | 0.00 | 0.00 | 0.00 | 0.00 | .    | -    | 0.00 | -    | 0.00 | .    | -    | 0.00 | 0.00 | -    | 0.00 | -    | .    | .    | 0.00 | -    |
| Occupation_2digit-ISCO_95 | 0.00 | 0.02 | 0.00 | 0.00 | 0.01 | 0.01 | .    | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.03 | 0.02 | 0.02 | 0.03 | 0.01 | 0.00 | 0.01 | 0.01 | 0.03 | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 | 0.00 | 0.01 |
| Occupation_2digit-ISCO_96 | 0.14 | 0.10 | 0.09 | 0.14 | 0.06 | 0.14 | 0.11 | 0.13 | 0.09 | 0.12 | 0.12 | 0.19 | 0.11 | 0.12 | 0.10 | 0.07 | 0.10 | 0.08 | 0.07 | 0.04 | 0.15 | 0.12 | 0.09 | 0.13 | 0.13 | 0.10 | 0.11 | 0.17 | 0.12 | 0.04 |

TABLE A.6:

## Returns for women

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Constant                         | 2.37  | 2.21  | 5.10  | 4.46  | 2.23  | 2.11  | 2.93  | 1.46  | 2.45  | 2.29  | 3.53  | 2.68  | 1.85  | 1.67  | 2.06  | 2.86  | 7.23  | 2.08  | 1.99  | 2.42  | 3.50  | 2.07  | 3.11  | 1.96  | 1.66  | 2.72  | 4.80  | 7.94  | 5.00  | 3.15  |
| Age                              | 0.04  | 0.00  | 0.01  | 0.03  | 0.02  | 0.01  | 0.01  | 0.02  | 0.01  | 0.02  | 0.01  | 0.00  | 0.03  | 0.01  | 0.01  | 0.03  | 0.00  | 0.01  | 0.04  | 0.02  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.02  |
| Age2                             | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -     | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | 0.00  | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 |
| Job_experience                   | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.02  | 0.00  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.00  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  | 0.01  |
| Job_experience2                  | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | .     | .     | .     | -0.00 | .     | .     | .     | -0.00 | .     | -0.00 | 0.00  | -0.00 | -0.00 | -0.00 | 0.00  | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 |
| Education-ISCED_0_1_2            | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Education-ISCED_3_4              | 0.04  | 0.06  | 0.02  | 0.11  | 0.07  | 0.03  | 0.05  | 0.03  | 0.04  | 0.04  | 0.07  | 0.04  | 0.08  | 0.07  | 0.00  | 0.11  | 0.10  | 0.06  | 0.13  | 0.06  | 0.00  | 0.10  | 0.02  | 0.06  | 0.11  | 0.00  | 0.03  | 0.03  | 0.05  | 0.08  |
| Education-ISCED_5_6              | 0.03  | 0.15  | 0.11  | 0.15  | 0.12  | 0.06  | 0.19  | 0.14  | 0.11  | 0.15  | 0.20  | 0.11  | 0.21  | 0.17  | 0.08  | 0.20  | 0.27  | 0.13  | 0.24  | 0.11  | 0.12  | 0.27  | 0.20  | 0.18  | 0.18  | 0.04  | 0.11  | 0.09  | 0.09  | 0.21  |
| Education-ISCED_7_8              | 0.13  | 0.23  | 0.22  | 0.30  | 0.29  | 0.19  | 0.29  | 0.32  | 0.30  | 0.28  | 0.43  | 0.21  | 0.37  | 0.32  | 0.26  | 0.29  | 0.47  | 0.23  | 0.40  | 0.27  | 0.22  | 0.32  | 0.32  | 0.40  | 0.36  | 0.23  | 0.36  | 0.16  | 0.23  | 0.35  |
| Working_time-Full_time           | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Working_time-Part_time           | -0.05 | -0.06 | -0.04 | 0.07  | -0.08 | 0.01  | 0.06  | -0.06 | -0.05 | -0.00 | 0.04  | -0.07 | -0.07 | 0.09  | 0.06  | 0.02  | -0.03 | 0.08  | -0.07 | -0.04 | 0.00  | 0.03  | 0.04  | -0.07 | -0.03 | -0.00 | -0.00 | -0.03 | 0.00  | 0.00  |
| Economic_activity_section-NACE_B | -0.19 | 0.05  | 0.18  | 0.16  | 0.20  | 0.19  | 0.04  | 0.32  | 0.23  | 0.17  | 0.00  | 0.39  | 0.05  | 0.30  | -0.03 | -0.21 | 0.19  | 0.01  | 0.19  | 0.22  | 0.22  | 0.21  | 0.36  | 0.20  | 0.04  | 0.13  | 0.34  | .     | 0.49  | 0.03  |
| Economic_activity_section-NACE_C | 0.01  | -0.26 | 0.14  | 0.03  | 0.12  | 0.13  | -0.00 | 0.17  | 0.07  | 0.19  | 0.03  | 0.21  | -0.17 | 0.06  | -0.05 | -0.25 | 0.15  | -0.00 | -0.03 | 0.17  | 0.11  | 0.03  | 0.15  | 0.15  | 0.09  | 0.12  | 0.13  | 0.11  | 0.19  | 0.01  |
| Economic_activity_section-NACE_D | 0.09  | 0.11  | 0.28  | 0.13  | 0.29  | 0.25  | 0.10  | 0.45  | 0.34  | 0.34  | 0.22  | 0.26  | -0.02 | 0.25  | 0.03  | -0.04 | 0.28  | 0.01  | 0.13  | 0.27  | 0.24  | 0.51  | 0.28  | 0.26  | 0.24  | 0.20  | 0.19  | 0.29  | 0.31  | 0.07  |
| Economic_activity_section-NACE_E | -0.00 | -0.26 | 0.13  | 0.08  | 0.15  | 0.22  | -0.07 | 0.22  | 0.09  | 0.22  | 0.04  | 0.12  | -0.21 | 0.10  | -0.04 | -0.14 | 0.14  | 0.10  | -0.03 | 0.08  | 0.03  | 0.01  | 0.03  | 0.13  | 0.06  | 0.13  | 0.16  | 0.14  | 0.15  | 0.00  |
| Economic_activity_section-NACE_F | -0.01 | -0.31 | 0.08  | 0.04  | 0.06  | 0.15  | 0.02  | 0.16  | 0.06  | 0.26  | 0.07  | 0.19  | -0.04 | -0.00 | -0.07 | -0.24 | 0.11  | 0.08  | 0.04  | 0.18  | 0.13  | 0.01  | 0.11  | 0.08  | 0.02  | 0.15  | 0.16  | 0.19  | 0.22  | -0.01 |
| Economic_activity_section-NACE_G | 0.05  | -0.16 | 0.14  | -0.05 | 0.04  | 0.13  | -0.12 | 0.15  | -0.00 | 0.13  | 0.10  | 0.18  | -0.12 | 0.08  | -0.07 | -0.32 | 0.10  | -0.03 | -0.15 | 0.10  | 0.09  | 0.11  | 0.14  | 0.15  | 0.13  | 0.08  | 0.15  | 0.12  | 0.14  | -0.03 |
| Economic_activity_section-NACE_H | 0.02  | -0.27 | 0.09  | 0.04  | -0.03 | 0.13  | -0.04 | 0.27  | 0.09  | 0.10  | 0.08  | 0.12  | -0.01 | 0.15  | -0.05 | -0.14 | 0.13  | -0.00 | -0.05 | 0.06  | 0.05  | 0.19  | 0.14  | 0.13  | 0.04  | 0.10  | 0.13  | 0.08  | 0.18  | -0.06 |
| Economic_activity_section-NACE_I | -0.03 | -0.20 | 0.06  | -0.04 | -0.01 | 0.13  | -0.15 | 0.24  | 0.03  | 0.12  | 0.17  | 0.12  | -0.06 | 0.01  | -0.08 | -0.36 | 0.06  | 0.03  | -0.14 | -0.01 | 0.08  | 0.02  | 0.11  | 0.09  | 0.06  | 0.02  | 0.07  | 0.06  | 0.06  | -0.08 |
| Economic_activity_section-NACE_J | 0.02  | 0.12  | 0.25  | 0.02  | 0.13  | 0.29  | 0.20  | 0.21  | 0.05  | 0.18  | 0.27  | 0.19  | 0.02  | 0.25  | 0.20  | -0.21 | 0.18  | 0.15  | -0.01 | 0.17  | 0.30  | 0.16  | 0.40  | 0.20  | 0.13  | 0.11  | 0.17  | 0.17  | 0.25  | 0.04  |
| Economic_activity_section-NACE_K | -0.01 | -0.25 | 0.16  | 0.06  | 0.24  | 0.31  | 0.13  | 0.42  | 0.16  | 0.18  | 0.23  | 0.45  | 0.12  | 0.26  | 0.12  | -0.06 | 0.20  | 0.12  | 0.07  | 0.20  | 0.23  | 0.36  | 0.16  | 0.19  | 0.19  | 0.18  | 0.24  | 0.26  | 0.27  | 0.14  |
| Economic_activity_section-NACE_L | 0.18  | -0.21 | 0.22  | -0.03 | 0.10  | 0.14  | -0.14 | 0.37  | 0.11  | 0.10  | 0.12  | 0.13  | -0.33 | 0.16  | -0.13 | -0.15 | 0.12  | 0.01  | 0.11  | 0.15  | 0.08  | 0.09  | 0.17  | 0.15  | 0.11  | 0.10  | 0.14  | .     | 0.27  | 0.01  |
| Economic_activity_section-NACE_M | 0.17  | -0.02 | 0.23  | 0.02  | 0.12  | 0.23  | 0.04  | 0.24  | -0.04 | 0.14  | 0.17  | 0.18  | 0.08  | 0.22  | 0.11  | -0.17 | 0.22  | 0.10  | -0.01 | 0.13  | 0.26  | 0.11  | 0.30  | 0.17  | 0.20  | 0.06  | 0.14  | .     | 0.19  | 0.05  |
| Economic_activity_section-NACE_N | 0.10  | -0.11 | 0.09  | 0.02  | 0.01  | 0.15  | -0.16 | 0.12  | -0.06 | 0.11  | 0.03  | 0.09  | -0.08 | 0.06  | -0.08 | -0.29 | 0.10  | -0.03 | -0.07 | 0.05  | 0.07  | -0.02 | 0.15  | 0.04  | 0.12  | -0.04 | 0.05  | .     | 0.09  | -0.05 |
| Economic_activity_section-NACE_P | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Economic_activity_section-NACE_Q | 0.01  | -0.08 | 0.10  | -0.11 | 0.03  | 0.14  | -0.17 | -0.02 | -0.06 | 0.06  | 0.04  | 0.04  | -0.04 | 0.21  | 0.03  | -0.06 | 0.02  | -0.16 | 0.01  | 0.10  | 0.09  | -0.08 | 0.18  | 0.05  | 0.09  | 0.02  | 0.01  | 0.19  | 0.05  | -0.06 |
| Economic_activity_section-NACE_R | -0.06 | -0.19 | 0.09  | -0.06 | -0.05 | 0.00  | -0.11 | 0.05  | 0.05  | 0.13  | 0.01  | 0.09  | -0.13 | -0.06 | -0.10 | -0.13 | 0.08  | 0.11  | -0.11 | 0.01  | 0.02  | 0.03  | 0.14  | 0.07  | 0.11  | -0.05 | 0.01  | 0.00  | -0.06 |       |
| Economic_activity_section-NACE_S | -0.11 | -0.22 | 0.05  | -0.02 | 0.07  | 0.07  | -0.15 | 0.14  | -0.10 | 0.06  | 0.01  | 0.06  | -0.14 | 0.19  | -0.16 | -0.14 | -0.03 | 0.07  | -0.05 | 0.02  | 0.02  | 0.02  | 0.05  | 0.06  | 0.01  | -0.04 | 0.03  | 0.07  | -0.04 |       |
| Employment_contract-Indefinite   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |       |
| Employment_contract-Temporary    | -0.03 | -0.03 | -0.06 | 0.03  | -0.08 | -0.04 | 0.00  | -0.05 | -0.00 | -0.08 | -0.08 | 0.00  | -0.05 | -0.04 | -0.07 | -0.18 | -0.17 | -0.02 | -0.09 | -0.02 | -0.07 | -0.03 | -0.04 | -0.06 | -0.05 | -0.03 | -0.05 | -0.05 | -0.03 | -0.01 |
| Enterprise_control-Private       | -0.02 | 0.14  | 0.01  | 0.13  | 0.01  | 0.08  | -0.15 | -0.17 | -0.11 | -0.09 | -0.05 | -0.15 | -0.21 | 0.24  | 0.14  | -0.15 | 0.08  | 0.04  | -0.02 | -0.03 | -0.07 | -0.12 | -0.11 | 0.02  | 0.03  | 0.04  | 0.04  | 0.11  | -0.03 | -0.01 |
| Enterprise_control-Public        | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Enterprise_size-E10_49           | 0.01  | -0.13 | -0.04 | -0.03 | -0.07 | -0.05 | -0.08 | -0.17 | -0.04 | 0.01  | -0.07 | -0.05 | -0.08 | -0.09 | -0.09 | -0.03 | -0.10 | -0.01 | -0.02 | -0.03 | -0.10 | -0.06 | -0.17 | 0.01  | -0.07 | -0.02 | -0.02 | -0.01 | -0.05 | -0.03 |
| Enterprise_size-E50_249          | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Enterprise_size-E250_499         | -0.00 | 0.10  | 0.04  | 0.03  | 0.06  | 0.04  | 0.04  | 0.05  | 0.02  | -0.01 | 0.01  | 0.02  | -0.02 | -0.02 | 0.03  | -0.02 | 0.05  | 0.01  | -0.00 | 0.02  | 0.04  | 0.05  | 0.04  | 0.02  | 0.03  | 0.01  | 0.01  | -0.05 | 0.02  | 0.01  |
| Enterprise_size-E500_999         | 0.01  | 0.14  | 0.07  | 0.05  | 0.08  | 0.02  | 0.06  | 0.05  | 0.01  | -0.02 | 0.00  | 0.03  | -0.03 | 0.01  | 0.09  | -0.01 | 0.09  | 0.01  | 0.00  | 0.02  | 0.07  | 0.05  | 0.07  | 0.03  | 0.02  | 0.01  | 0.01  | -0.04 | 0.01  | 0.02  |
| Enterprise_size-E1000            | 0.01  | 0.20  | 0.10  | 0.03  | 0.13  | 0.01  | 0.08  | 0.04  | 0.02  | -0.02 | -0.03 | 0.06  | -0.08 | -0.06 | 0.07  | 0.04  | 0.10  | 0.01  | 0.00  | 0.04  | 0.07  | 0.01  | 0.12  | 0.03  | 0.08  | 0.01  | 0.01  | -0.04 | 0.02  | 0.02  |
| Occupation_2digit-ISCO_11        | 0.09  | 0.50  | 0.47  | 0.47  | 0.44  | 0.26  | 0.10  | 0.54  | 0.30  | 0.61  | 0.69  | 0.37  | 0.71  | 0.17  | 0.24  | 0.26  | 0.43  | 0.42  | 0.37  | 0.42  | 0.29  | 0.34  | 0.27  | 0.57  | 0.44  | 0.63  | 0.76  | 0.77  | 0.38  | 0.12  |
| Occupation_2digit-ISCO_12        | -0.13 | 0.49  | 0.37  | 0.32  | 0.33  | 0.21  | -0.25 | 0.43  | 0.22  | 0.32  | 0.19  | 0.54  | 0.44  | 0.16  | 0.28  | 0.18  | 0.57  | 0.39  | 0.25  | 0.22  | 0.00  | 0.17  | 0.30  | 0.30  | 0.28  | 0.56  | 0.38  | 0.36  | 0.29  | 0.02  |
| Occupation_2digit-ISCO_13        | -0.14 | 0.21  | 0.29  | 0.26  | 0.26  | 0.10  | 0.30  | 0.08  | 0.27  | 0.39  | 0.34  | 0.20  | 0.12  | 0.28  | 0.12  | 0.37  | 0.30  | 0.17  | 0.15  | -0.12 | 0.11  | 0.18  | 0.23  | 0.23  | 0.32  | 0.34  | 0.30  | 0.24  | 0.02  |       |
| Occupation_2digit-ISCO_14        | -0.19 | 0.00  | -0.04 | -0.01 | -0.11 | -0.15 | -0.01 | 0.14  | 0.21  | 0.35  | -0.32 | 0.24  | -0.08 | -0.03 | 0.16  | 0.14  | 0.26  | -0.05 | -0.09 | -0.41 | 0.06  | -0.08 | 0.10  | 0.01  | 0.46  | 0.08  | 0.00  | -0.02 | -0.21 |       |
| Occupation_2digit-ISCO_21        | -0.22 | -0.03 | -0.01 | 0.10  | 0.03  | -0.17 | -0.02 | 0.13  | -0.09 | 0.25  | 0.20  | -0.22 | -0.24 | -0.10 | -0.03 | -0.20 | 0.16  | -0.03 | -0.05 | -0.03 | -0.38 | -0.17 | -0.02 | 0.01  | -0.03 | 0.11  | 0.09  | 0.05  | 0.09  | -0.18 |
| Occupation_2digit-ISCO_22        | -0.23 | 0.00  | 0.19  | 0.17  | 0.21  | 0.12  | -0.01 | 0.08  | 0.15  | 0.19  | 0.32  | 0.25  | -0.11 | 0.23  | 0.15  | 0.13  | 0.64  | 0.19  | 0.05  | 0.16  | -0.12 | -0.06 | 0.19  | 0.19  | 0.17  | 0.39  | 0.20  | 0.12  | 0.13  | -0.11 |
| Occupation_2digit-ISCO_23        | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     |
| Occupation_2digit-ISCO_24        | -0.24 | 0.07  | 0.11  | 0.10  | 0.13  | 0.01  | 0.00  | 0.13  | -0.06 | 0.18  | 0.20  | -0.23 | -0.16 | 0.04  | -0.04 | -0.12 | 0.23  | 0.07  | 0.02  | 0.01  | -0.32 | -0.14 | 0.09  | 0.06  | 0.09  | 0.16  | 0.13  | 0.11  | 0.06  | -0.07 |
| Occupation_2digit-ISCO_25        | -0.25 | 0.25  | 0.14  | 0.13  | 0.10  | 0.08  | 0.24  | -0.04 | 0.26  | 0.17  | -0.29 | -0.06 | 0.17  | 0.07  | -0.15 | 0.28  | 0.16  | 0.03  | 0.02  | -0.10 | -0.07 | 0.41  | 0.04  | 0.18  | 0.16  | 0.12  | 0.16  | 0.09  | -0.05 |       |
| Occupation_2digit-ISCO_26        | -0.28 | -0.18 | -0.09 | 0.07  | -0.01 | -0.22 | 0.02  | -0.15 | 0.13  | 0.04  | -0.25 | -0.32 | -0.16 | -0.11 | 0.06  | 0.13  | -0.03 | -0.02 | -0.04 | -0.39 | -0.20 | -0.09 | -0.04 | -0.09 | 0.07  | 0.06  | -0.01 | 0.03  | -0.10 |       |
| Occupation_2digit-ISCO_31        | -0.46 | -0.23 | -0.19 | -0.06 | -0.06 | -0.35 | -0.27 | -0.00 | -0.23 | -0.08 | -0.04 | -0.40 | -0.44 | -0.25 | -0.19 | -0.32 | 0.04  | -0.04 | -0.11 | -0.11 | -0.50 | -0.33 | -0.13 | -0.11 | -0.08 | -0.06 | 0.02  | 0.21  | 0.03  | -0.18 |
| Occupation_2digit-ISCO_32        | -0.47 | -0.13 | 0.06  | 0.03  | -0.01 | -0.14 | -0.19 | -0.10 | -0.31 | 0.06  | 0.15  | -0.37 | -0.42 | 0.01  | -0.09 | 0.03  | 0.27  | 0.05  | -0.07 | -0.06 | -0.39 | -0.33 | -0.10 | 0.02  | -0.01 | -0.01 | -0.09 | -0.01 | -0.06 | -0.20 |
| Occupation_2digit-ISCO_33        | -0.48 | -0.16 | -0.13 | 0.02  | -0.04 | -0.20 | -0.56 | -0.01 | -0.23 | -0.07 | 0.07  | -0.37 | -0.30 | -0.19 | -0.17 | -0.20 | 0.07  | -0.06 | -0.08 | -0.11 | -0.40 | -0.28 | -0.20 | -0.10 | -0.04 | -0.02 | -0.07 | -0.08 | -0.00 | -0.14 |
| Occupation_2digit-ISCO_34        | -0.50 | -0.27 | -0.18 | -0.01 | 0.01  | -0.40 | -0.37 | -0.22 | -0.30 | -0.05 | -0.05 | -0.46 | -0.48 | -0.31 | -0.20 | -0.24 | 0.06  | -0.08 | -0.16 | -0.15 | -0.60 | -0.37 | -0.18 | -0.16 | -0.18 | -0.10 | -0.07 | -0.10 | -0.08 | -0.18 |
| Occupation_2digit-ISCO_35        | -0.48 | -0.22 | -0.10 | 0.01  | 0.03  | -0.16 | -0.14 | 0.01  | -0.17 | 0.01  | -0.03 | -0.37 | -0.08 | -0.18 | -0.13 | -0.24 | 0.11  | -0.22 | -0.11 | -0.10 | -0.41 | -0.33 | -0.12 | -0.13 | -0.12 | 0.01  | -0.07 | 0.01  | -0.04 | -0.16 |

| Country                   | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY    | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Occupation_2digit-ISCO_41 | -0.81 | -0.40 | -0.29 | -0.09 | -0.15 | -0.40 | -0.35 | -0.09 | -0.38 | -0.18 | -0.06 | -0.50 | -0.51 | -0.44 | -0.35 | -0.28 | -0.10 | -0.27 | -0.21 | -0.22 | -0.56 | -0.47 | -0.32 | -0.23 | -0.16 | -0.17 | -0.13 | -0.18 | -0.13 | -0.26 |
| Occupation_2digit-ISCO_42 | -0.75 | -0.41 | -0.31 | -0.18 | -0.22 | -0.40 | -0.33 | -0.11 | -0.41 | -0.26 | -0.12 | -0.49 | -0.42 | -0.31 | -0.35 | -0.34 | -0.05 | -0.10 | -0.21 | -0.23 | -0.56 | -0.54 | -0.30 | -0.23 | -0.18 | -0.20 | -0.23 | -0.21 | -0.17 | -0.32 |
| Occupation_2digit-ISCO_43 | -0.59 | -0.36 | -0.24 | -0.11 | -0.17 | -0.38 | .     | -0.10 | -0.28 | -0.21 | -0.01 | -0.44 | -0.42 | -0.30 | -0.23 | -0.34 | 0.06  | -0.16 | -0.14 | -0.19 | -0.53 | -0.52 | -0.28 | -0.20 | -0.13 | -0.16 | -0.14 | -0.09 | -0.09 | -0.29 |
| Occupation_2digit-ISCO_44 | -0.94 | -0.43 | -0.37 | -0.12 | -0.19 | -0.43 | .     | -0.08 | -0.51 | -0.18 | -0.05 | -0.49 | -0.59 | -0.55 | -0.44 | -0.31 | -0.03 | -0.26 | -0.23 | -0.24 | -0.56 | -0.47 | -0.59 | -0.17 | -0.24 | -0.20 | -0.18 | -0.38 | -0.20 | -0.32 |
| Occupation_2digit-ISCO_51 | -0.81 | -0.46 | -0.39 | -0.15 | -0.30 | -0.55 | -0.27 | -0.14 | -0.35 | -0.20 | -0.14 | -0.53 | -0.49 | -0.48 | -0.38 | -0.43 | -0.10 | -0.21 | -0.24 | -0.36 | -0.61 | -0.56 | -0.41 | -0.25 | -0.25 | -0.19 | -0.15 | -0.29 | -0.17 | -0.39 |
| Occupation_2digit-ISCO_52 | -0.89 | -0.53 | -0.39 | -0.23 | -0.37 | -0.64 | -0.16 | -0.23 | -0.46 | -0.22 | -0.26 | -0.55 | -0.53 | -0.54 | -0.49 | -0.41 | -0.10 | -0.24 | -0.27 | -0.38 | -0.66 | -0.57 | -0.43 | -0.33 | -0.26 | -0.25 | -0.15 | -0.31 | -0.26 | -0.42 |
| Occupation_2digit-ISCO_53 | -0.83 | -0.44 | -0.21 | -0.03 | -0.13 | -0.53 | -0.26 | -0.10 | -0.41 | -0.05 | -0.09 | -0.51 | -0.64 | -0.48 | -0.40 | -0.41 | -0.08 | -0.22 | -0.18 | -0.26 | -0.58 | -0.56 | -0.44 | -0.17 | -0.18 | -0.19 | -0.10 | -0.11 | -0.09 | -0.31 |
| Occupation_2digit-ISCO_54 | -0.39 | -0.76 | -0.54 | -0.11 | -0.29 | -0.76 | -0.42 | -0.27 | -0.40 | -0.15 | -0.27 | -0.68 | -0.63 | -0.54 | -0.60 | -0.33 | -0.27 | -0.20 | -0.17 | -0.44 | -0.78 | -0.54 | -0.62 | -0.38 | -0.33 | -0.20 | -0.09 | -0.08 | -0.12 | -0.37 |
| Occupation_2digit-ISCO_71 | -0.93 | -0.30 | -0.12 | -0.06 | -0.22 | -0.41 | -0.42 | -0.24 | -0.41 | -0.16 | -0.08 | -0.56 | -0.64 | -0.09 | -0.24 | -0.30 | -0.23 | -0.24 | -0.32 | -0.28 | -0.53 | -0.56 | -0.26 | -0.26 | -0.14 | -0.28 | -0.08 | -0.15 | -0.18 | -0.27 |
| Occupation_2digit-ISCO_72 | -0.68 | -0.23 | -0.35 | -0.11 | -0.25 | -0.42 | -0.51 | -0.08 | -0.26 | -0.21 | -0.05 | -0.55 | 0.35  | -0.32 | -0.27 | -0.67 | -0.13 | -0.24 | -0.23 | -0.22 | -0.58 | -0.61 | -0.25 | -0.28 | -0.11 | -0.24 | -0.13 | -0.06 | -0.11 | -0.33 |
| Occupation_2digit-ISCO_73 | -0.83 | -0.43 | -0.45 | -0.14 | -0.32 | -0.53 | .     | -0.13 | -0.54 | -0.38 | -0.24 | -0.61 | -0.32 | -0.38 | -0.42 | -0.28 | -0.21 | -0.21 | -0.27 | -0.37 | -0.64 | -0.59 | -0.39 | -0.34 | -0.25 | -0.29 | -0.20 | -0.33 | -0.22 | -0.36 |
| Occupation_2digit-ISCO_74 | -0.67 | -0.25 | -0.37 | -0.05 | -0.16 | -0.51 | .     | 0.11  | -0.32 | -0.23 | -0.09 | -0.50 | -0.40 | -0.37 | -0.29 | -0.28 | -0.08 | -0.15 | -0.18 | -0.21 | -0.62 | -0.50 | -0.45 | -0.35 | -0.27 | -0.21 | -0.20 | -0.41 | -0.08 | -0.34 |
| Occupation_2digit-ISCO_75 | -0.91 | -0.48 | -0.41 | -0.13 | -0.36 | -0.58 | .     | -0.21 | -0.47 | -0.28 | -0.30 | -0.63 | -0.57 | -0.53 | -0.38 | -0.41 | -0.17 | -0.16 | -0.26 | -0.40 | -0.65 | -0.61 | -0.41 | -0.37 | -0.30 | -0.26 | -0.18 | -0.33 | -0.19 | -0.41 |
| Occupation_2digit-ISCO_81 | -0.74 | -0.49 | -0.40 | -0.11 | -0.37 | -0.58 | -0.35 | -0.14 | -0.41 | -0.25 | -0.19 | -0.57 | -0.43 | -0.50 | -0.36 | -0.18 | -0.12 | -0.39 | -0.26 | -0.43 | -0.61 | -0.62 | -0.40 | -0.33 | -0.23 | -0.27 | -0.11 | -0.11 | -0.19 | -0.44 |
| Occupation_2digit-ISCO_82 | -0.76 | -0.45 | -0.38 | -0.19 | -0.31 | -0.57 | -0.49 | -0.24 | -0.42 | -0.24 | -0.26 | -0.60 | -     | -0.53 | -0.42 | -0.59 | -0.13 | -0.38 | -0.30 | -0.31 | -0.62 | -0.55 | -0.42 | -0.42 | -0.21 | -0.36 | -0.20 | -0.31 | -0.23 | -0.51 |
| Occupation_2digit-ISCO_83 | -0.88 | -0.33 | -0.32 | -0.18 | -0.36 | -0.33 | .     | -0.44 | -0.36 | -0.15 | -0.05 | -0.47 | -0.28 | -0.22 | -0.36 | -0.44 | -0.06 | -0.29 | -0.24 | -0.41 | -0.35 | -0.56 | -0.30 | -0.31 | -0.13 | -0.16 | -0.14 | -0.19 | -0.17 | -0.31 |
| Occupation_2digit-ISCO_91 | -0.94 | -0.59 | -0.60 | -0.23 | -0.40 | -0.78 | -0.53 | -0.16 | -0.46 | -0.22 | -0.32 | -0.67 | -0.71 | -0.65 | -0.62 | -0.59 | -0.31 | -0.42 | -0.35 | -0.51 | -0.71 | -0.62 | -0.51 | -0.37 | -0.40 | -0.35 | -0.32 | -0.32 | -0.25 | -0.50 |
| Occupation_2digit-ISCO_92 | .     | -0.56 | -0.54 | -0.24 | -0.36 | -0.44 | -0.42 | -0.20 | -0.48 | -0.23 | -0.27 | -0.65 | -0.75 | -0.62 | -0.50 | -0.79 | -0.69 | -     | -0.38 | -0.47 | -0.61 | -0.66 | -0.40 | -0.40 | -0.40 | -0.47 | -0.58 | -0.59 | -0.27 | -0.54 |
| Occupation_2digit-ISCO_93 | -0.98 | -0.52 | -0.49 | -0.20 | -0.38 | -0.60 | .     | -0.29 | -0.49 | -0.35 | -0.27 | -0.60 | -0.75 | -0.53 | -0.48 | -0.47 | -0.25 | -0.43 | -0.39 | -0.44 | -0.63 | -0.60 | -0.47 | -0.38 | -0.34 | -0.29 | -0.24 | -0.37 | -0.24 | -0.48 |
| Occupation_2digit-ISCO_94 | -0.86 | -0.58 | -0.57 | -0.21 | -0.36 | -0.72 | .     | -0.29 | -0.43 | -0.14 | -0.21 | -0.56 | -0.54 | -0.69 | -0.57 | -0.56 | -0.25 | -0.41 | -0.39 | -0.49 | -0.64 | -0.61 | -0.41 | -0.32 | -0.35 | -0.34 | -0.25 | -0.30 | -0.25 | -0.49 |
| Occupation_2digit-ISCO_95 | .     | -0.60 | -0.62 | -0.18 | -0.57 | .     | .     | -0.03 | -0.62 | .     | -0.09 | -0.51 | -0.69 | -0.72 | .     | -     | -0.11 | -     | -0.10 | .     | -0.47 | -0.63 | -0.41 | 0.06  | -0.19 | -     | .     | .     | -0.29 | -     |
| Occupation_2digit-ISCO_96 | -0.99 | -0.57 | -0.60 | -0.21 | -0.35 | -0.77 | .     | -0.23 | -0.41 | -0.52 | -0.33 | -0.61 | -0.73 | -0.59 | -0.55 | -0.53 | -0.60 | -0.38 | -0.36 | -0.46 | -0.65 | -0.55 | -0.48 | -0.35 | -0.31 | -0.35 | -0.31 | -0.30 | -0.24 | -0.46 |

TABLE A.7:

## F-test of model effects for women

| Country        | Intercept |         | Age     |         | Age squared |         | Education |         | Occupation |         | Job experience |         | Job experience squared |         | Employment contract |         | Working time |         | Economic activity |         | Enterprise size |         | Enterprise control |         | Geographical location |         | Overall for the model |         |
|----------------|-----------|---------|---------|---------|-------------|---------|-----------|---------|------------|---------|----------------|---------|------------------------|---------|---------------------|---------|--------------|---------|-------------------|---------|-----------------|---------|--------------------|---------|-----------------------|---------|-----------------------|---------|
|                | F value   | P value | F value | P value | F value     | P value | F value   | P value | F value    | P value | F value        | P value | F value                | P value | F value             | P value | F value      | P value | F value           | P value | F value         | P value | F value            | P value | F value               | P value | F value               | P value |
| Belgium        | 10750.85  | <.01    | 2960.94 | <.01    | 907.39      | <.01    | 45.73     | <.01    | 524.45     | <.01    | 130.52         | <.01    | 79.11                  | <.01    | 46.1                | <.01    | 234.86       | <.01    | 214.99            | <.01    | 2.41            | 0.05    | 11.26              | <.01    | 20.39                 | <.01    | 2120.62               | <.01    |
| Bulgaria       | 4606.2    | <.01    | 14.09   | <.01    | 14.73       | <.01    | 95.65     | <.01    | 106.69     | <.01    | 153.24         | <.01    | 44.58                  | <.01    | 4.6                 | 0.03    | 22.72        | <.01    | 18.07             | <.01    | 96.37           | <.01    | 39.39              | <.01    | 54.67                 | <.01    | 233.32                | <.01    |
| Czech Republic | 110594.53 | <.01    | 131.22  | <.01    | 115.85      | <.01    | 584.39    | <.01    | 374.64     | <.01    | 237.86         | <.01    | 67.42                  | <.01    | 103.38              | <.01    | 17.53        | <.01    | 18.67             | <.01    | 32.62           | <.01    | 0.18               | 0.68    | .                     | .       | 556.4                 | <.01    |
| Denmark        | 42219.04  | <.01    | 991.47  | <.01    | 992.85      | <.01    | 604.87    | <.01    | 220.97     | <.01    | 213.3          | <.01    | 203.44                 | <.01    | 3.37                | 0.07    | 197.34       | <.01    | 34.55             | <.01    | 20.53           | <.01    | 138.37             | <.01    | .                     | .       | 1062.2                | <.01    |
| Germany        | 41458.57  | <.01    | 2832.48 | <.01    | 2854.49     | <.01    | 1140.99   | <.01    | 407.97     | <.01    | 1614.04        | <.01    | 279.38                 | <.01    | 492.14              | <.01    | 969.81       | <.01    | 135.57            | <.01    | 384.51          | <.01    | 2.58               | 0.11    | 68.15                 | <.01    | 906.95                | <.01    |
| Estonia        | 5622.12   | <.01    | 71.16   | <.01    | 137.76      | <.01    | 163.68    | <.01    | 195        | <.01    | 68.59          | <.01    | 55.98                  | <.01    | 6.1                 | 0.01    | 2.35         | 0.13    | 13.61             | <.01    | 14.58           | <.01    | 21.06              | <.01    | .                     | .       | 265.1                 | <.01    |
| Ireland        | 1404.88   | <.01    | 11.82   | <.01    | 6.96        | <.01    | 45.27     | <.01    | 18.53      | <.01    | 27.73          | <.01    | 2.08                   | 0.15    | 0.02                | 0.88    | 13.71        | <.01    | 8.92              | <.01    | 12.82           | <.01    | 19.16              | <.01    | .                     | .       | 57.85                 | <.01    |
| Greece         | 560.37    | <.01    | 32.49   | <.01    | 13.37       | <.01    | 212.57    | <.01    | 31.81      | <.01    | 328.52         | <.01    | .                      | .       | 8.57                | <.01    | 12.13        | <.01    | 27.75             | <.01    | 50.72           | <.01    | 72.12              | <.01    | 14.79                 | <.01    | 120.93                | <.01    |
| Spain          | 3879.57   | <.01    | 11.09   | <.01    | 7           | <.01    | 292.86    | <.01    | 96.22      | <.01    | 713.29         | <.01    | .                      | .       | 0.25                | 0.62    | 64.74        | <.01    | 30.57             | <.01    | 12.3            | <.01    | 96.5               | <.01    | 26.39                 | <.01    | 269.91                | <.01    |
| France         | 1843.27   | <.01    | 68.2    | <.01    | 40.65       | <.01    | 145.18    | <.01    | 57.89      | <.01    | 161.95         | <.01    | .                      | .       | 21.48               | <.01    | 0.16         | 0.69    | 11.99             | <.01    | 1.95            | 0.1     | 34.04              | <.01    | 14.58                 | <.01    | 150.35                | <.01    |
| Croatia        | 8621.38   | <.01    | 35.12   | <.01    | 23.14       | <.01    | 273.78    | <.01    | 32.34      | <.01    | 52.71          | <.01    | 25.15                  | <.01    | 64.06               | <.01    | 4.08         | 0.04    | 7.45              | <.01    | 10.28           | <.01    | 6.19               | 0.01    | .                     | .       | 141.19                | <.01    |
| Italy          | 12408.75  | <.01    | 12.66   | <.01    | 0.11        | 0.74    | 483.7     | <.01    | 258.08     | <.01    | 801.39         | <.01    | .                      | .       | 0.08                | 0.78    | 275.51       | <.01    | 52.88             | <.01    | 58.83           | <.01    | 168.33             | <.01    | 17.32                 | <.01    | 2774.9                | <.01    |
| Cyprus         | 219.52    | <.01    | 57.16   | <.01    | 48.79       | <.01    | 14.31     | <.01    | 35         | <.01    | 157.67         | <.01    | .                      | .       | 1.78                | 0.18    | 2.24         | 0.14    | 5.4               | <.01    | 2.78            | 0.03    | 22.94              | <.01    | .                     | .       | 872.07                | <.01    |
| Latvia         | 1982.16   | <.01    | 42.49   | <.01    | 98.59       | <.01    | 160.52    | <.01    | 98.71      | <.01    | 81             | <.01    | .                      | .       | 1.48                | 0.22    | 49.47        | <.01    | 17.03             | <.01    | 7.28            | <.01    | 96.08              | <.01    | .                     | .       | 199.71                | <.01    |
| Lithuania      | 1628.51   | <.01    | 22.49   | <.01    | 36.17       | <.01    | 76.95     | <.01    | 50.43      | <.01    | 13.32          | <.01    | 19.82                  | <.01    | 10.68               | <.01    | 17.07        | <.01    | 9.42              | <.01    | 17.69           | <.01    | 29.43              | <.01    | .                     | .       | 104.1                 | <.01    |
| Luxembourg     | 1534.07   | <.01    | 118.67  | <.01    | 73.65       | <.01    | 54.03     | <.01    | 37.97      | <.01    | 87.47          | <.01    | .                      | .       | 28.36               | <.01    | 5.12         | 0.02    | 12.43             | <.01    | 2.52            | 0.04    | 21.89              | <.01    | .                     | .       | 309.44                | <.01    |
| Hungary        | 215328.67 | <.01    | 18.61   | <.01    | 6.68        | <.01    | 650.41    | <.01    | 249.05     | <.01    | 171.06         | <.01    | 48.62                  | <.01    | 347.79              | <.01    | 39.75        | <.01    | 21.08             | <.01    | 209.44          | <.01    | 66.75              | <.01    | 139.19                | <.01    | 636                   | <.01    |
| Malta          | 2163.31   | <.01    | 17.26   | <.01    | 12.14       | <.01    | 28.35     | <.01    | 37.2       | <.01    | 4.69           | 0.03    | 0.16                   | 0.69    | 1.75                | 0.19    | 14.61        | <.01    | 11.3              | <.01    | 0.19            | 0.94    | 2.68               | 0.1     | .                     | .       | 71.43                 | <.01    |
| Netherlands    | 4620.42   | <.01    | 1071.91 | <.01    | 856.61      | <.01    | 674.58    | <.01    | 114.84     | <.01    | 154.25         | <.01    | 31.9                   | <.01    | 222.53              | <.01    | 225.12       | <.01    | 33.08             | <.01    | 5.69            | <.01    | 3.96               | 0.05    | 13.1                  | <.01    | 490.58                | <.01    |
| Austria        | 18329.32  | <.01    | 408.7   | <.01    | 227.2       | <.01    | 355.85    | <.01    | 166.38     | <.01    | 450.4          | <.01    | 28.45                  | <.01    | 3.03                | 0.08    | 125.63       | <.01    | 49.35             | <.01    | 25.58           | <.01    | 9.08               | <.01    | 23.74                 | <.01    | 423.18                | <.01    |
| Poland         | 20104.03  | <.01    | 145.83  | <.01    | 105.6       | <.01    | 519.57    | <.01    | 365.87     | <.01    | 76.52          | <.01    | 1.47                   | 0.22    | 228.81              | <.01    | 0            | 0.97    | 32.24             | <.01    | 143.29          | <.01    | 16.75              | <.01    | 32.17                 | <.01    | 720.99                | <.01    |
| Portugal       | 2911.76   | <.01    | 3.86    | 0.05    | 1.35        | 0.24    | 280.33    | <.01    | 64.45      | <.01    | 42.26          | <.01    | 1.2                    | 0.27    | 28.01               | <.01    | 6.62         | 0.01    | 39.2              | <.01    | 32.67           | <.01    | 77.71              | <.01    | 0.46                  | 0.63    | 369.48                | <.01    |
| Romania        | 9583.93   | <.01    | 49.42   | <.01    | 46.9        | <.01    | 168.64    | <.01    | 105.96     | <.01    | 86.63          | <.01    | 12.2                   | <.01    | 5.78                | 0.02    | 4.76         | 0.03    | 19.66             | <.01    | 188.2           | <.01    | 47.41              | <.01    | 35.81                 | <.01    | 310.94                | <.01    |
| Slovenia       | 5301.97   | <.01    | 17.48   | <.01    | 0.16        | 0.69    | 460.9     | <.01    | 53.7       | <.01    | 64.94          | <.01    | 18.23                  | <.01    | 59.74               | <.01    | 41.87        | <.01    | 13.9              | <.01    | 1.56            | 0.18    | 1.36               | 0.24    | .                     | .       | 221.15                | <.01    |
| Slovakia       | 7225.12   | <.01    | 32.53   | <.01    | 20.55       | <.01    | 408       | <.01    | 136.92     | <.01    | 172.04         | <.01    | 85.12                  | <.01    | 56.95               | <.01    | 15.71        | <.01    | 14.41             | <.01    | 33.55           | <.01    | 2.39               | 0.12    | .                     | .       | 387.83                | <.01    |
| Finland        | 45403.49  | <.01    | 250.38  | <.01    | 116         | <.01    | 1369.39   | <.01    | 493.56     | <.01    | 284.2          | <.01    | 257.51                 | <.01    | 71.35               | <.01    | 1.17         | 0.28    | 49.26             | <.01    | 14.41           | <.01    | 40.5               | <.01    | 9.26                  | <.01    | 938.86                | <.01    |
| Sweden         | 71436.81  | <.01    | 261.94  | <.01    | 143.18      | <.01    | 217.05    | <.01    | 136.92     | <.01    | 51.57          | <.01    | 23.3                   | <.01    | 71.11               | <.01    | 1.71         | 0.19    | 30.53             | <.01    | 1.4             | 0.23    | 16.85              | <.01    | 19.39                 | <.01    | 288.15                | <.01    |
| Iceland        | 68502.23  | <.01    | 10.47   | <.01    | 4.4         | 0.04    | 74.12     | <.01    | 66.9       | <.01    | 37.5           | <.01    | 17.25                  | <.01    | 10.33               | <.01    | 9.64         | <.01    | 16.46             | <.01    | 4               | <.01    | 10.26              | <.01    | .                     | .       | 258.68                | <.01    |
| Norway         | 666149.11 | <.01    | 7463.04 | <.01    | .           | .       | 1331.2    | <.01    | 932.52     | <.01    | 1140.73        | <.01    | 521.53                 | <.01    | 189.62              | <.01    | 0.04         | 0.84    | 141.76            | <.01    | 218.71          | <.01    | 43.93              | <.01    | .                     | .       | 2297.08               | <.01    |
| Switzerland    | 18451.09  | <.01    | 761.32  | <.01    | 543.43      | <.01    | 336.68    | <.01    | 99.79      | <.01    | 289.95         | <.01    | 82.56                  | <.01    | 1.14                | 0.28    | 0.87         | 0.35    | 28.96             | <.01    | 14.97           | <.01    | 1.33               | 0.25    | .                     | .       | 361.16                | <.01    |

TABLE A.8:

**Comparison between the returns for men (lower bound) and women (upper bound).  
Upper bound of women – lower bound of men (only negative values are displayed)**

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR    | IT    | CY | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL    | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Age                              |       | -0.01 | -0.01 | -0.00 |       | -0.01 | -0.00 |       | -0.01 |       | -0.00 | -0.00 |    | -0.01 | -0.00 |       | -0.01 | -0.00 | -0.00 |       | -0.01 | -0.01 |       | -0.00 | -0.01 | -0.01 | -0.00 | -0.01 | -0.00 | -0.00 |
| Age2                             |       |       |       |       |       |       |       |       | 0.00  |       |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Job_experience                   |       |       |       |       | -0.00 |       |       |       | -0.00 |       |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       | -0.00 |       | -0.00 | -0.00 |
| Job_experience2                  |       |       |       |       |       |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Education-ISCED_0_1_2            |       |       |       |       |       |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Education ISCED_3_4              | -0.01 |       | -0.02 |       |       |       |       |       |       | -0.01 |       |       |    |       |       |       |       |       |       |       | -0.01 |       |       |       | -0.00 |       |       |       | -0.01 |       |
| Education ISCED_5_6              |       |       | -0.01 |       | -0.01 |       |       |       | -0.02 |       |       |       |    |       |       | -0.05 |       |       |       | -0.01 | -0.03 |       |       |       |       |       |       | -0.01 | -0.00 |       |
| Education ISCED_7_8              |       |       | -0.01 |       | -0.02 |       |       | -0.05 |       |       |       |       |    |       |       | -0.04 |       |       |       | -0.01 | -0.03 | -0.00 |       |       |       |       |       | -0.01 |       |       |
| Working_time Full_time           |       |       |       |       |       |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Working_time Part_time           | -0.08 |       |       |       |       |       |       |       |       | -0.03 |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_B | -0.21 | -0.10 |       |       | -0.03 |       |       |       |       |       |       |       |    |       | -0.10 | -0.00 |       |       |       | -0.04 |       |       | -0.04 |       | -0.04 |       |       |       |       | -0.01 |
| Economic_activity_section NACE_C | -0.03 | -0.12 | -0.04 |       | -0.11 | -0.01 |       |       |       |       |       |       |    | -0.10 | -0.12 | -0.02 |       |       |       |       |       |       | -0.07 | -0.04 |       |       |       |       |       | -0.02 |
| Economic_activity_section NACE_D | -0.09 |       |       |       | -0.05 |       |       |       |       |       |       |       |    |       | -0.04 |       | -0.02 |       |       |       |       |       |       |       |       | -0.01 |       |       |       | -0.03 |
| Economic_activity_section NACE_E | -0.10 | -0.03 |       |       | -0.03 |       |       |       |       |       |       |       |    |       | -0.02 | -0.02 |       |       |       | -0.02 |       |       | -0.00 |       |       |       |       |       |       | -0.03 |
| Economic_activity_section NACE_F | -0.05 | -0.11 | -0.03 | -0.01 | -0.16 |       |       | -0.01 |       |       |       |       |    | -0.17 | -0.03 |       |       |       |       |       |       |       | -0.01 | -0.11 | -0.02 |       |       | -0.00 | -0.10 |       |
| Economic_activity_section NACE_G |       | -0.04 | -0.06 |       | -0.11 | -0.07 | -0.03 |       |       |       |       |       |    | -0.02 | -0.07 | -0.03 |       |       |       |       |       |       |       | -0.11 | -0.00 | -0.05 |       | -0.00 | -0.07 |       |
| Economic_activity_section NACE_H | -0.05 | -0.08 |       |       | -0.13 |       |       |       |       |       |       |       |    |       | -0.01 |       |       |       |       |       |       |       |       |       |       | -0.06 |       |       | -0.03 | -0.02 |
| Economic_activity_section NACE_I | -0.01 | -0.03 |       |       | -0.07 |       | -0.05 |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       | -0.04 |       | -0.06 |       |       | 0.03  | 0.05  |       |
| Economic_activity_section NACE_J | -0.01 | -0.09 | -0.02 |       | -0.12 | -0.02 | -0.01 | -0.02 |       |       |       |       |    | -0.09 | -0.04 | -0.02 |       |       |       |       |       |       |       | -0.03 | -0.03 | -0.02 |       | 0.00  | -0.06 |       |
| Economic_activity_section NACE_K | -0.03 | -0.07 | -0.06 |       | -0.09 | -0.06 | -0.09 |       |       |       |       |       |    | -0.09 | -0.22 | -0.02 |       |       |       |       |       |       |       | -0.09 | -0.02 | -0.03 |       | -0.02 | -0.11 |       |
| Economic_activity_section NACE_L |       | -0.03 |       |       |       |       | -0.10 |       |       |       |       |       |    |       | -0.07 |       |       |       |       |       |       |       |       |       |       | -0.02 |       |       | -0.05 |       |
| Economic_activity_section NACE_M | -0.01 | -0.01 |       |       | -0.10 |       |       |       |       |       |       |       |    | -0.02 | -0.03 |       |       |       |       |       |       |       |       | -0.03 | -0.02 |       |       | -0.01 | -0.06 |       |
| Economic_activity_section NACE_N | -0.01 |       |       |       | -0.08 |       | -0.07 |       |       |       |       |       |    |       | -0.05 |       |       |       |       |       |       |       |       | -0.07 | -0.03 |       |       | -0.03 | -0.08 |       |
| Economic_activity_section NACE_P |       |       |       |       |       |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |

| Country                          | BE    | BG    | CZ    | DK    | DE    | EE    | IE    | EL    | ES    | FR    | HR | IT    | CY | LV    | LT    | LU    | HU | MT | NL    | AT    | PL    | PT    | RO | SI    | SK    | FI    | SE    | IS    | NO    | CH |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|----|-------|-------|-------|----|----|-------|-------|-------|-------|----|-------|-------|-------|-------|-------|-------|----|
| Economic_activity_section NACE_Q |       | -0.08 |       |       | -0.09 |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       | -0.03 |       |    |       | -0.03 |       |       | -0.01 | -0.01 |    |
| Economic_activity_section NACE_R |       |       |       |       | -0.11 |       | -0.00 |       |       |       |    |       |    | -0.04 |       | -0.01 |    |    |       |       |       |       |    | -0.02 |       | -0.02 |       | -0.01 |       |    |
| Economic_activity_section NACE_S | -0.07 |       |       |       | -0.05 |       |       |       |       |       |    |       |    |       | -0.04 |       |    |    |       |       |       |       |    | -0.04 |       | -0.01 |       |       |       |    |
| Employment_contract Indefinite   |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       |       |       |       |       |    |
| Employment_contract Temporary    |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       | -0.01 |       |       |       |    |
| Enterprise_control Private       |       |       |       |       |       |       |       |       | -0.02 |       |    | -0.04 |    |       |       |       |    |    | -0.04 |       | -0.03 | -0.00 |    |       |       |       |       | -0.01 |       |    |
| Enterprise_control Public        |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       |       |       |       |       |    |
| Enterprise_size E10_49           |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       |       |       |       |       |    |
| Enterprise_size E50_249          |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       |       |       |       |       |    |
| Enterprise_size E250_499         |       | -0.00 |       |       |       |       |       |       |       |       |    |       |    |       |       | -0.02 |    |    | -0.01 |       |       |       |    |       |       |       |       |       |       |    |
| Enterprise_size E500_999         |       |       | -0.00 |       | -0.00 |       |       |       |       |       |    |       |    |       |       | -0.03 |    |    |       |       |       |       |    |       |       | -0.00 |       |       |       |    |
| Enterprise_size E1000            |       |       |       |       | -0.02 |       |       |       |       |       |    |       |    |       |       | -0.04 |    |    |       |       |       |       |    |       |       | -0.01 |       |       |       |    |
| Occupation_2digit ISCO_11        |       |       |       | -0.01 | -0.04 |       |       |       |       |       |    |       |    |       | -0.01 | -0.05 |    |    |       |       |       |       |    |       |       |       |       | -0.03 |       |    |
| Occupation_2digit ISCO_12        |       |       |       | -0.00 |       |       |       |       |       |       |    |       |    |       |       |       |    |    | -0.00 |       | -0.06 | -0.06 |    |       |       |       |       | -0.02 |       |    |
| Occupation_2digit ISCO_13        |       | -0.01 |       |       |       |       |       |       |       |       |    | -0.03 |    |       |       | -0.05 |    |    |       | -0.01 | -0.04 |       |    |       |       | -0.06 |       |       |       |    |
| Occupation_2digit ISCO_14        |       | -0.03 | -0.08 | -0.01 | -0.07 |       |       | -0.02 |       |       |    | -0.07 |    |       |       | -0.12 |    |    | -0.05 |       |       |       |    |       |       |       |       | -0.06 |       |    |
| Occupation_2digit ISCO_21        |       |       |       |       |       |       |       |       | -0.00 |       |    |       |    |       |       | -0.01 |    |    |       | -0.07 | -0.03 |       |    |       |       |       |       |       |       |    |
| Occupation_2digit ISCO_22        |       |       | -0.07 | -0.07 | -0.02 | -0.05 |       |       | -0.04 | -0.05 |    |       |    |       | -0.10 | -0.26 |    |    |       |       | -0.03 |       |    |       | -0.14 | -0.10 | -0.05 |       |       |    |
| Occupation_2digit ISCO_23        |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       |       |       |       |       |    |
| Occupation_2digit ISCO_24        |       |       |       | -0.01 |       |       |       |       |       |       |    |       |    |       |       | -0.02 |    |    |       | -0.02 |       |       |    |       |       | -0.02 | -0.02 |       |       |    |
| Occupation_2digit ISCO_25        |       |       |       |       |       |       |       |       | -0.00 |       |    |       |    |       |       | -0.01 |    |    |       | -0.01 |       |       |    |       |       |       |       |       |       |    |
| Occupation_2digit ISCO_26        |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       | -0.00 |    |    |       |       |       |       |    |       |       |       |       |       |       |    |
| Occupation_2digit ISCO_31        |       |       | -0.02 | -0.07 | -0.07 |       |       |       | -0.02 |       |    |       |    |       |       | -0.09 |    |    | -0.02 |       | -0.12 | -0.02 |    |       |       |       |       |       |       |    |
| Occupation_2digit ISCO_32        |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       | -0.05 |       |    |       |       |       |       | -0.02 |       |    |
| Occupation_2digit ISCO_33        |       |       |       |       | -0.01 |       |       |       | -0.05 |       |    |       |    |       |       |       |    |    | -0.02 |       | -0.01 | -0.00 |    |       |       | -0.06 | -0.06 |       |       |    |
| Occupation_2digit ISCO_34        |       | -0.01 |       |       |       |       |       |       |       |       |    |       |    |       |       | -0.13 |    |    |       | -0.08 | -0.25 |       |    |       |       |       |       |       |       |    |
| Occupation_2digit ISCO_35        |       |       |       |       |       |       |       |       |       |       |    |       |    |       |       |       |    |    |       |       |       |       |    |       |       |       |       |       |       |    |

| Country                   | BE | BG    | CZ    | DK    | DE    | EE    | IE | EL    | ES    | FR | HR | IT | CY    | LV    | LT | LU    | HU | MT    | NL | AT | PL    | PT    | RO | SI | SK    | FI | SE    | IS | NO | CH    |
|---------------------------|----|-------|-------|-------|-------|-------|----|-------|-------|----|----|----|-------|-------|----|-------|----|-------|----|----|-------|-------|----|----|-------|----|-------|----|----|-------|
| Occupation_2digit ISCO_41 |    |       |       | -0.00 |       |       |    |       |       |    |    |    |       |       |    |       |    |       |    |    |       |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_42 |    | -0.00 |       |       |       |       |    |       |       |    |    |    |       |       |    |       |    |       |    |    |       |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_43 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    |       |    |       |    |    |       |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_44 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    |       |    |       |    |    |       | -0.00 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_51 |    |       | -0.03 |       |       |       |    |       |       |    |    |    |       |       |    | -0.02 |    |       |    |    |       | -0.05 |    |    | -0.01 |    |       |    |    |       |
| Occupation_2digit ISCO_52 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    | -0.01 |    | -0.02 |    |    |       | -0.03 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_53 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    | -0.06 |    |       |    |    |       |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_54 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    |       |    |       |    |    |       |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_71 |    |       |       |       |       |       |    | -0.05 |       |    |    |    |       |       |    | -0.07 |    | -0.06 |    |    |       | -0.00 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_72 |    |       | -0.02 | -0.02 |       |       |    |       |       |    |    |    |       |       |    | -0.10 |    |       |    |    | -0.08 | -0.14 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_73 |    |       |       | -0.00 | -0.03 |       |    | -0.07 |       |    |    |    |       |       |    | -0.11 |    |       |    |    | -0.11 | -0.02 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_74 |    |       | -0.06 |       | -0.02 |       |    |       |       |    |    |    |       |       |    | -0.04 |    |       |    |    | -0.10 | -0.02 |    |    | -0.04 |    |       |    |    |       |
| Occupation_2digit ISCO_75 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    | -0.05 |    |       |    |    | -0.01 | -0.02 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_81 |    | -0.04 | -0.01 | -0.00 | -0.04 | -0.07 |    |       | -0.06 |    |    |    |       |       |    | -0.07 |    | -0.01 |    |    | -0.09 | -0.05 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_82 |    |       |       | -0.03 |       |       |    | -0.02 | -0.02 |    |    |    |       |       |    |       |    |       |    |    | -0.07 |       |    |    |       |    |       |    |    | -0.07 |
| Occupation_2digit ISCO_83 |    |       |       |       |       |       |    | -0.05 |       |    |    |    |       |       |    |       |    |       |    |    |       | -0.02 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_91 |    |       | -0.02 |       |       |       |    |       |       |    |    |    |       |       |    | -0.02 |    |       |    |    |       |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_92 |    |       |       | -0.01 |       |       |    |       |       |    |    |    |       |       |    | -0.23 |    |       |    |    |       | -0.02 |    |    |       |    | -0.30 |    |    |       |
| Occupation_2digit ISCO_93 |    |       |       | -0.03 |       |       |    |       | -0.00 |    |    |    |       |       |    | -0.01 |    | -0.03 |    |    | -0.01 | -0.04 |    |    |       |    | -0.00 |    |    | -0.00 |
| Occupation_2digit ISCO_94 |    |       |       |       |       |       |    | -0.06 |       |    |    |    |       |       |    | -0.01 |    | -0.02 |    |    | -0.06 |       |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_95 |    |       |       |       |       |       |    |       | -0.10 |    |    |    | -0.53 | -0.27 |    |       |    |       |    |    |       | -0.13 |    |    |       |    |       |    |    |       |
| Occupation_2digit ISCO_96 |    |       |       |       |       |       |    |       |       |    |    |    |       |       |    | -0.25 |    |       |    |    |       | -0.03 |    |    |       |    |       |    |    |       |

TABLE A.9:

## Comparison between the returns of men (upper bound) and women (lower bound)

Upper bound of men – lower bound of women (only negative values are displayed)

| Country                          | BE | BG    | CZ    | DK    | DE    | EE    | IE | EL    | ES    | FR | HR    | IT    | CY    | LV    | LT    | LU | HU    | MT    | NL | AT    | PL    | PT | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|----|-------|-------|-------|-------|-------|----|-------|-------|----|-------|-------|-------|-------|-------|----|-------|-------|----|-------|-------|----|-------|-------|-------|-------|-------|-------|-------|-------|
| Age                              |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Age2                             |    | -0.00 | -0.00 | -0.00 |       | -0.00 |    |       | -0.00 |    | -0.00 | -0.00 |       | -0.00 | -0.00 |    | -0.00 | -0.00 |    | -0.00 | -0.00 |    | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 | -0.00 |
| Job_experience                   |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Job_experience2                  |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       | -0.00 |       | -0.00 |       |
| Education-ISCED_0_1_2            |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Education ISCED_3_4              |    |       |       | -0.01 |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Education ISCED_5_6              |    |       |       | -0.02 |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Education ISCED_7_8              |    |       |       | -0.03 |       |       |    |       |       |    |       |       |       | -0.05 |       |    |       |       |    |       |       |    |       |       |       | -0.02 |       |       |       |       |
| Working_time Full_time           |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Working_time Part_time           |    | -0.03 | -0.03 | -0.05 | -0.06 | -0.02 |    | -0.12 |       |    |       | -0.00 | -0.09 | -0.00 | -0.03 |    | -0.02 |       |    | -0.03 | -0.02 |    | -0.04 |       |       | -0.00 |       |       | -0.04 |       |
| Economic_activity_section NACE_B |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_C |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_D |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_E |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_F |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_G |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_H |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_I |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       | -0.01 |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_J |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_K |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_L |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       | -0.02 |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_M |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_N |    |       |       |       |       |       |    |       |       |    |       | -0.02 |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_P |    |       |       |       |       |       |    |       |       |    |       |       |       |       |       |    |       |       |    |       |       |    |       |       |       |       |       |       |       |       |

| Country                          | BE    | BG    | CZ    | DK | DE    | EE    | IE | EL    | ES | FR    | HR | IT    | CY | LV    | LT    | LU    | HU    | MT    | NL    | AT    | PL | PT    | RO    | SI    | SK    | FI    | SE    | IS    | NO    | CH    |
|----------------------------------|-------|-------|-------|----|-------|-------|----|-------|----|-------|----|-------|----|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Economic_activity_section NACE_Q | -0.03 |       |       |    |       |       |    |       |    | -0.02 |    |       |    |       |       |       |       |       |       | -0.01 |    |       |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_R |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Economic_activity_section NACE_S |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       | -0.05 |       |       |       |       | -0.01 |
| Employment_contract Indefinite   |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Employment_contract Temporary    |       |       |       |    | -0.00 |       |    |       |    |       |    | -0.02 |    |       |       |       |       |       |       |       |    | -0.00 |       | -0.03 |       | -0.02 |       |       |       |       |
| Enterprise_control Private       |       | -0.01 |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       | -0.01 |       |       |       |       |       |       |
| Enterprise_control Public        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Enterprise_size E10_49           |       |       | -0.04 |    |       | -0.02 |    |       |    |       |    |       |    |       | -0.05 | -0.06 |       |       |       | -0.03 |    |       |       | -0.03 | -0.04 |       |       |       |       |       |
| Enterprise_size E50_249          |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Enterprise_size E250_499         |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Enterprise_size E500_999         |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Enterprise_size E1000            |       |       |       |    |       |       |    |       |    |       |    |       |    |       | -0.00 |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Occupation_2digit ISCO_11        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Occupation_2digit ISCO_12        | -0.02 |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       | -0.08 |       |       |       |       |
| Occupation_2digit ISCO_13        | -0.00 |       |       |    |       |       |    |       |    |       |    |       |    |       | -0.02 |       |       |       |       |       |    |       |       |       |       |       |       |       |       | -0.00 |
| Occupation_2digit ISCO_14        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       |       |       |       |       |       |
| Occupation_2digit ISCO_21        |       |       |       |    |       |       |    |       |    |       |    | -0.00 |    |       |       |       |       |       |       |       |    |       |       | -0.04 |       | -0.09 |       |       |       |       |
| Occupation_2digit ISCO_22        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       | -0.06 |       |       |    |       |       |       |       |       |       |       |       |       |
| Occupation_2digit ISCO_23        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       | -     |       |       |    |       |       |       |       |       |       |       |       |       |
| Occupation_2digit ISCO_24        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       | -0.02 |       |       |       |    |       | -0.01 |       | -0.04 |       |       |       |       |       |
| Occupation_2digit ISCO_25        |       |       |       |    | -0.04 |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       | -0.10 |       | -0.01 | -0.01 |       |
| Occupation_2digit ISCO_26        |       |       | -0.03 |    |       |       |    | -0.09 |    |       |    |       |    |       |       |       |       |       |       |       |    |       | -0.02 | -0.08 | -0.05 |       | -0.01 | -0.03 |       |       |
| Occupation_2digit ISCO_31        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       | -0.03 |       |       |       | -0.00 |
| Occupation_2digit ISCO_32        |       | -0.02 |       |    | -0.05 | -0.07 |    |       |    |       |    |       |    | -0.07 | -0.01 |       |       |       | -0.06 |       |    |       | -0.00 |       |       | -0.12 |       |       |       |       |
| Occupation_2digit ISCO_33        |       |       |       |    |       |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       | -0.02 |       |       |       |       |
| Occupation_2digit ISCO_34        |       |       |       |    | -0.05 |       |    |       |    |       |    |       |    |       |       |       |       |       |       |       |    |       |       |       |       | -0.11 |       |       |       |       |
| Occupation_2digit ISCO_35        |       |       |       |    | -0.03 |       |    |       |    | -0.00 |    | -0.00 |    |       |       |       |       |       |       |       |    |       |       |       |       | -0.13 |       |       |       | -0.02 |

| Country                   | BE | BG    | CZ    | DK    | DE    | EE | IE | EL    | ES | FR    | HR | IT    | CY    | LV | LT | LU    | HU | MT    | NL | AT    | PL | PT | RO | SI    | SK    | FI    | SE | IS    | NO    | CH    |
|---------------------------|----|-------|-------|-------|-------|----|----|-------|----|-------|----|-------|-------|----|----|-------|----|-------|----|-------|----|----|----|-------|-------|-------|----|-------|-------|-------|
| Occupation_2digit ISCO_41 |    |       |       |       | -0.01 |    |    |       |    |       |    | -0.01 | -0.01 |    |    |       |    |       |    |       |    |    |    | -0.07 | -0.09 | -0.00 |    | -0.01 | -0.00 |       |
| Occupation_2digit ISCO_42 |    |       |       |       | -0.00 |    |    |       |    |       |    |       |       |    |    |       |    |       |    |       |    |    |    |       | -0.00 | -0.13 |    |       | -0.01 |       |
| Occupation_2digit ISCO_43 |    |       |       |       | -0.08 |    |    | -0.00 |    | -0.02 |    | -0.06 |       |    |    |       |    | -0.04 |    | -0.04 |    |    |    | -0.09 | -0.01 | -0.10 |    |       | -0.07 | -0.05 |
| Occupation_2digit ISCO_44 |    |       |       | -0.02 | -0.17 |    |    |       |    | -0.03 |    |       |       |    |    |       |    |       |    |       |    |    |    | -0.24 | -0.03 | -0.25 |    |       | -0.10 |       |
| Occupation_2digit ISCO_51 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    | -0.01 |    |       |    |    |    |       |       | -0.15 |    |       |       |       |
| Occupation_2digit ISCO_52 |    |       |       |       |       |    |    |       |    |       |    | -0.00 |       |    |    |       |    |       |    |       |    |    |    |       |       | -0.09 |    |       |       |       |
| Occupation_2digit ISCO_53 |    | -0.02 |       |       | -0.02 |    |    |       |    |       |    | -0.01 |       |    |    |       |    | -0.05 |    |       |    |    |    |       |       | -0.12 |    |       | -0.01 |       |
| Occupation_2digit ISCO_54 |    |       |       |       |       |    |    |       |    | -0.11 |    | -0.01 | -0.01 |    |    |       |    | -0.00 |    |       |    |    |    |       |       | -0.09 |    |       | -0.03 | -0.03 |
| Occupation_2digit ISCO_71 |    |       | -0.08 |       |       |    |    |       |    |       |    |       |       |    |    |       |    | -0.04 |    |       |    |    |    | -0.00 |       | -0.01 |    |       | -0.02 | -0.01 |
| Occupation_2digit ISCO_72 |    |       |       |       |       |    |    |       |    |       |    |       | -0.39 |    |    |       |    |       |    |       |    |    |    |       |       | -0.03 |    |       | -0.01 |       |
| Occupation_2digit ISCO_73 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    |       |    |       |    |    |    |       |       |       |    |       |       |       |
| Occupation_2digit ISCO_74 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    | -0.10 |    |       |    |    |    |       |       | -0.00 |    |       |       |       |
| Occupation_2digit ISCO_75 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    | -0.05 |    |       |    |    |    |       |       | -0.04 |    |       |       |       |
| Occupation_2digit ISCO_81 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    |       |    |       |    |    |    |       |       |       |    |       |       |       |
| Occupation_2digit ISCO_82 |    |       |       |       |       |    |    |       |    |       |    | -0.00 | -0.10 |    |    |       |    |       |    |       |    |    |    |       |       | -0.03 |    |       |       |       |
| Occupation_2digit ISCO_83 |    |       |       |       | -0.01 |    |    |       |    | -0.05 |    | -0.00 |       |    |    |       |    |       |    |       |    |    |    |       |       | -0.15 |    |       | -0.05 | -0.03 |
| Occupation_2digit ISCO_91 |    |       |       |       |       |    |    |       |    | -0.05 |    | -0.05 |       |    |    |       |    |       |    |       |    |    |    |       |       | -0.15 |    |       | -0.01 |       |
| Occupation_2digit ISCO_92 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    | -0.38 |    |       |    |    |    |       |       | -0.14 |    |       |       |       |
| Occupation_2digit ISCO_93 |    |       |       |       |       |    |    |       |    |       |    |       |       |    |    |       |    |       |    |       |    |    |    |       |       | -0.10 |    |       |       |       |
| Occupation_2digit ISCO_94 |    |       |       |       |       |    |    |       |    |       |    | -0.01 |       |    |    |       |    |       |    |       |    |    |    |       |       | -0.14 |    |       |       |       |
| Occupation_2digit ISCO_95 |    |       |       |       |       |    |    |       |    |       |    | -0.11 |       |    |    | -0.48 |    | -0.35 |    |       |    |    |    |       | -0.37 | -0.38 |    |       |       | -0.44 |
| Occupation_2digit ISCO_96 |    |       |       |       |       |    |    |       |    |       |    | -0.03 |       |    |    |       |    |       |    |       |    |    |    |       | -0.01 | -0.13 |    |       |       |       |

## Appendix 2: national publications

This is an indicative list of publications at the national level on GPG decomposition.

**Belgium:** Institut pour l'égalité des femmes et des hommes

<https://iqvm-iefh.belgium.be/fr/documentation/lecart-salarial-entre-les-femmes-et-les-hommes-en-belgique-rapport-2025>

**Denmark:**

Det Nationale Forskningscenter for Velfærd, *Kønsforskelle i timeløn i den private sektor – med særligt fokus på funktionærer.*

Translated title: *Gender pay disparities in the private sector – with a particular focus on white-collar employees*

<https://www.vive.dk/da/udgivelser/koensforskelle-i-timeloen-i-den-private-sektor-med-saerligt-fokus-paa-funktionaerer-rv790kxn/>

Det Nationale Forskningscenter for Velfærd, *Lønforskelle mellem kvinder og mænd i den offentlige sektor.* Translated title: *Wage disparities between women and men in the public sector*

<https://www.vive.dk/da/udgivelser/loenforskelle-mellem-kvinder-og-maend-i-den-offentlige-sektor-3x87bq1z/>

**Germany:** Statistisches Bundesamt.

<https://www.destatis.de/DE/Themen/Arbeit/Verdienste/Verdienste-GenderPayGap/Tabellen/bgpg-01-gebietsstand.html>

**France:** Institut National de la Statistique et des Études Économiques.

*Écart de salaire entre femmes et hommes en 2023 – Insee Focus – 349*

[https://urldefense.com/v3/\\_\\_\\_https://www.insee.fr/fr/statistiques/8381248\\*.text=En\\*20moyenne\\*2C\\*20le\\*20volume\\*20de,hommes\\*20atteint\\*2014\\*2C\\*20\\*25.\\_\\_\\_\\_;I34IJSUIJSUIJSUI!!DOxrgLBm!D5Cn53wFzQgSpGI53TdpFPjNhYg8b-oOOqHEKXZ-6llu2CeNsuqrWmwKP58hAYirGJTW8WxKz-3AlhGghBZ1GB7IT3F3GEx5MKKvXQ\\$](https://urldefense.com/v3/___https://www.insee.fr/fr/statistiques/8381248*.text=En*20moyenne*2C*20le*20volume*20de,hommes*20atteint*2014*2C*20*25.____;I34IJSUIJSUIJSUI!!DOxrgLBm!D5Cn53wFzQgSpGI53TdpFPjNhYg8b-oOOqHEKXZ-6llu2CeNsuqrWmwKP58hAYirGJTW8WxKz-3AlhGghBZ1GB7IT3F3GEx5MKKvXQ$)

*Écarts de rémunération femmes-hommes : surtout l'effet du temps de travail et de l'emploi occupé – Insee Première – 1803*

[https://urldefense.com/v3/\\_\\_\\_https://www.insee.fr/fr/statistiques/4514861\\_\\_\\_\\_;!!DOxrgLBm!D5Cn53wFzQgSpGI53TdpFPjNhYg8b-oOOqHEKXZ-6llu2CeNsuqrWmwKP58hAYirGJTW8WxKz-3AlhGghBZ1GB7IT3F3GEzIsw4lrw\\$](https://urldefense.com/v3/___https://www.insee.fr/fr/statistiques/4514861____;!!DOxrgLBm!D5Cn53wFzQgSpGI53TdpFPjNhYg8b-oOOqHEKXZ-6llu2CeNsuqrWmwKP58hAYirGJTW8WxKz-3AlhGghBZ1GB7IT3F3GEzIsw4lrw$)

*Écarts salariaux entre les entreprises et au sein de l'entreprise : femmes et hommes payés à la même enseigne ? – Emploi, chômage, revenus du travail | Insee*

[https://urldefense.com/v3/\\_\\_\\_https://www.insee.fr/fr/statistiques/2891684?sommaire=2891780\\_\\_\\_\\_;!!DOxrgLBm!D5Cn53wFzQgSpGI53TdpFPjNhYg8b-oOOqHEKXZ-6llu2CeNsuqrWmwKP58hAYirGJTW8WxKz-3AlhGghBZ1GB7IT3F3GEz5AiZJw\\$](https://urldefense.com/v3/___https://www.insee.fr/fr/statistiques/2891684?sommaire=2891780____;!!DOxrgLBm!D5Cn53wFzQgSpGI53TdpFPjNhYg8b-oOOqHEKXZ-6llu2CeNsuqrWmwKP58hAYirGJTW8WxKz-3AlhGghBZ1GB7IT3F3GEz5AiZJw$)

**Netherlands:** Centraal Bureau voor de Statistiek, *Monitor loonverschillen mannen en vrouwen, 2022.*

<https://www.cbs.nl/nl-nl/longread/aanvullende-statistische-diensten/2023/monitor-loonverschillen-mannen-en-vrouwen-2022>

**Austria:** Statistik Austria, *'Gender Pay Gap. Analysen zum geschlechtsspezifischen Lohnunterschied'*, Statistische Nachrichten 6/2021.

([https://www.statistik.at/fileadmin/pages/362/VSE2018\\_GPG\\_06\\_2021\\_126258.pdf](https://www.statistik.at/fileadmin/pages/362/VSE2018_GPG_06_2021_126258.pdf))

**Slovenia:**

Penner, A., Kanjuo-Mrčela, A., Bandelj, N., Poje, A. et al., 'Within-job gender pay inequality in 15 countries', *Nature human behaviour*, Vol. 7, No 2, pp. 184-189, February 2023, ilustr. ISSN 2397-3374.

**DOI:** [10.1038/s41562-022-01470-z](https://doi.org/10.1038/s41562-022-01470-z).

Křížková, A., Kanjuo-Mrčela, A., Poje and A, Penner, A., 'Strong gender contract, weak institutions: the gender pay gap in Slovenia and Czechia', *Social politics*, Vol. 32, No 1, pp. 174-197, Spring 2025, tabele, graf. prikazi. ISSN 1072-4745.

**DOI:** [10.1093/sp/jxae038](https://doi.org/10.1093/sp/jxae038)

**Sweden:** Swedish National Mediation Office: *Löneskillnaden mellan kvinnor och män 2023* – Medlingsinstitutet:

[https://urldefense.com/v3/\\_\\_\\_https://www.mi.se/publikationer/loneskilnaden-mellan-kvinnor-och-man-2023/\\_\\_\\_!!DOxrgLBm!DHRkxeNQ3Rf0UcbxIUc6qX8uyJ0-ZSFUj1v\\_EGICCG5fjGm9UzABWRe7wrPYCEQZrbJmxBaxqmsytFSEThYCVkjoqmkKkA\\$](https://urldefense.com/v3/___https://www.mi.se/publikationer/loneskilnaden-mellan-kvinnor-och-man-2023/___!!DOxrgLBm!DHRkxeNQ3Rf0UcbxIUc6qX8uyJ0-ZSFUj1v_EGICCG5fjGm9UzABWRe7wrPYCEQZrbJmxBaxqmsytFSEThYCVkjoqmkKkA$)

**Norway:** Statistisk sentralbyrå.

Grini, K. H. og Fløtre, I. A. (2023). Lønnsgapet i Norge: *Lønnsforskjellen mellom menn og kvinner – hvor stor er den?* (Rapporter 2023/4). <https://www.ssb.no/arbeid-og-lonn/lonn-og-arbeidskraftkostnader/artikler/lonnsgapet-i-norge>

Strand, Hanna Haugen (2025). *Slik kan lønnsforskjellen mellom kvinner og menn forklares* – SSB. [https://urldefense.com/v3/\\_\\_\\_https://www.ssb.no/arbeid-og-lonn/lonn-og-arbeidskraftkostnader/statistikk/lonn/artikler/slik-kan-lonnsforskjellen-mellom-kvinner-og-menn-forklares\\_\\_\\_!!DOxrgLBm!AiXZvfBApv6uQ-DVUJUlH2hMp9f6dy0\\_5wi0FXZHDGs06t6zifrxw6n\\_YFrlt9DL--TvtPG4p655V8lGe1s6vGf-iEDL\\$](https://urldefense.com/v3/___https://www.ssb.no/arbeid-og-lonn/lonn-og-arbeidskraftkostnader/statistikk/lonn/artikler/slik-kan-lonnsforskjellen-mellom-kvinner-og-menn-forklares___!!DOxrgLBm!AiXZvfBApv6uQ-DVUJUlH2hMp9f6dy0_5wi0FXZHDGs06t6zifrxw6n_YFrlt9DL--TvtPG4p655V8lGe1s6vGf-iEDL$)

Strand, Hanna Haugen (2024). *Hvor stort er lønnsgapet mellom kvinner og menn i din kommune?* – SSB. [https://urldefense.com/v3/\\_\\_\\_https://www.ssb.no/arbeid-og-lonn/lonn-og-arbeidskraftkostnader/statistikk/lonn/artikler/hvor-stort-er-lonnsgapet-mellom-kvinner-og-menn-i-din-kommune\\_\\_\\_!!DOxrgLBm!AiXZvfBApv6uQ-DVUJUlH2hMp9f6dy0\\_5wi0FXZHDGs06t6zifrxw6n\\_YFrlt9DL--TvtPG4p655V8lGe1s6vL6YuE9d\\$](https://urldefense.com/v3/___https://www.ssb.no/arbeid-og-lonn/lonn-og-arbeidskraftkostnader/statistikk/lonn/artikler/hvor-stort-er-lonnsgapet-mellom-kvinner-og-menn-i-din-kommune___!!DOxrgLBm!AiXZvfBApv6uQ-DVUJUlH2hMp9f6dy0_5wi0FXZHDGs06t6zifrxw6n_YFrlt9DL--TvtPG4p655V8lGe1s6vL6YuE9d$)

**Switzerland:**

Bundesamt für Statistik, *Analyse der Lohnunterschiede zwischen Frauen und Männern anhand der Schweizerischen Lohnstrukturerhebung (LSE) 2022* – Schlussbericht | Publikation

[https://urldefense.com/v3/\\_\\_\\_https://www.bfs.admin.ch/bfs/de/home/statistiken/arbeit-erwerb/loehne-erwerbseinkommen-arbeitskosten/lohnstruktur/lohnunterschied.assetdetail.35107837.html\\_\\_\\_!!DOxrgLBm!HG7Y7QwaEzbEFElIbjUCKvOlq05VclRf30gqzYp-nCUUMX71uSRFkE6nM98VmeINZgUYD-zaLOuTM\\_wpRMraUCLJ7TWj2nPxtZl\\$](https://urldefense.com/v3/___https://www.bfs.admin.ch/bfs/de/home/statistiken/arbeit-erwerb/loehne-erwerbseinkommen-arbeitskosten/lohnstruktur/lohnunterschied.assetdetail.35107837.html___!!DOxrgLBm!HG7Y7QwaEzbEFElIbjUCKvOlq05VclRf30gqzYp-nCUUMX71uSRFkE6nM98VmeINZgUYD-zaLOuTM_wpRMraUCLJ7TWj2nPxtZl$)

Bureau Fédéral de la Statistique, *Analyse des différences salariales entre femmes et hommes sur la base de l'enquête suisse sur la structure des salaires (ESS) 2020* – Rapport final – Latest version in French (also available in German)

[https://urldefense.com/v3/\\_\\_\\_https://www.bfs.admin.ch/bfs/fr/home/statistiques/travail-remuneration/salaires-revenus-cout-travail/structure-salaires/ecart-salarial.assetdetail.24486047.html\\_\\_\\_!!DOxrgLBm!HG7Y7QwaEzbEFElIbjUCKvOlq05VclRf30gqzYp-nCUUMX71uSRFkE6nM98VmeINZgUYD-zaLOuTM\\_wpRMraUCLJ7TWjv98CVPA\\$](https://urldefense.com/v3/___https://www.bfs.admin.ch/bfs/fr/home/statistiques/travail-remuneration/salaires-revenus-cout-travail/structure-salaires/ecart-salarial.assetdetail.24486047.html___!!DOxrgLBm!HG7Y7QwaEzbEFElIbjUCKvOlq05VclRf30gqzYp-nCUUMX71uSRFkE6nM98VmeINZgUYD-zaLOuTM_wpRMraUCLJ7TWjv98CVPA$)

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## Gender pay gaps in the European Union

This publication analyses gender pay gaps in the European Union from a statistical perspective. This edition is based on Structure of Earnings Survey 2022 data (SES 2022) and updates the two previous ones based on SES 2014 and SES 2018 data, respectively. In the first part of the study, we present the data source, the methodology and statistical software used by Eurostat to decompose the unadjusted gender pay gap as well as the results of this decomposition. Indeed, the unadjusted gender pay gap may result from (1) possible differences in pay between men and women, for 'equal work or work of equal value', but also from (2) differences in the average characteristics of men and women in the labour market and (3) different returns between men and women for a given characteristic. To measure the latter two effects, we have applied the statistical method known as the Blinder-Oaxaca decomposition on the microdata collected through the SES 2022. In the second part of the analysis, we extend the scope to the whole population of men and women of working age. We measure differences in their average expected earnings and analyse the respective contributions of gender gaps in employment rates, in the number of hours worked and in hourly earnings (the unadjusted gender pay gap). In the last part, we compare with the results obtained with SES 2014 data. We hope that this publication will help data users and policy makers to better interpret gender pay gaps in the European Union.

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