



Developments in the gender pay gap in public services 2010-2016

No es digno,
ni moral,
al machista
soportar.

COMBATIR LAS
VIOLENCIAS MACHISTAS

NO
MATAR

ezin erretako
hien ilobak gara



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Introduction

This report sets out how the gender pay gap, the difference between women's and men's earnings, has changed in the public sector since 2010.

The main data published by Eurostat, the European Union's statistical agency, show that the overall gender pay gap in the EU-28 was 16.2% in 2016, unchanged from 2015, with the gender pay gap at national level in 2016 ranging from 25.3% in Estonia to 5.2% in Romania. However, these figures, which are set out on page 45, do not present the true picture because they do not include public administration. This means that 15.1 million employees are excluded from the figures, equivalent to excluding all the employees in Spain.

However, data for public administration and other public services are available for some countries and they show that the gender pay gap is falling more rapidly in these sectors than in the business sector and in the economy as a whole. While the overall gender pay gap was only 0.3 percentage points lower across the whole economy and 1.6 percentage points lower in the business sector at the end of the period from 2010 to 2016, it fell by 1.9 percentage points in education, 2.2 percentage points in health and 2.3 percentage points in public administration.

The missing data

Public administration (more precisely – public administration and defence and compulsory social security) is missing from the Eurostat statistics because there is no obligation on member states to collect earnings data in public administration and several states do not. As a result, central and local government, where the gender pay gap is often lower, and where unions and employers have often made progress in reducing the difference between women's and men's earnings, is not reflected in the European Commission's annual reports on progress in closing the gender pay gap.

As well as presenting the national public administration figures, where they are available, it also presents the figures for the two other sectors (education and human health and social work activities), where large numbers of public sector workers are employed. To provide a comparison, there is also a figure for the business sector, which includes industry, construction and most private services.¹ Finally, where possible, there is also an all-economy figure. Unlike the main Eurostat table on page 45 this includes public administration, and, as a consequence, the gender pay gap is generally smaller.

Coverage of the data

The data in this report were published by Eurostat, in February 2018 and they cover 31 European countries. The figures show the unadjusted gender pay gap that is the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.² As it is unadjusted, it takes no account of differences in qualifications, experience or other factors.

All EU states are included, together with Iceland, Norway and Switzerland. Figures on the gender pay gap in public administration and therefore for the whole economy are not available for Austria, Belgium, Greece, Italy, Luxembourg, Malta and Portugal. There are also some other gaps for specific years.

The bulk of this report is drawn from Eurostat statistics, but it also makes use of additional information provided by EPSU's affiliates and national material they have indicated. EPSU and the report's author are grateful to CGSP/ACOD (Belgium), ČMKOS and OSZSP (Czech Republic), ROTAL (Estonia), Tehy and Superliitto (Finland), CGT Santé (France), Ver.di (Germany), ADEDY (Greece), BDDSZ (Hungary), FNV (Netherlands), FSC-CC.OO (Spain) and VPOD (Switzerland) for the help they have given.

¹ The industries covered in the "business sector" are: mining and quarrying; manufacturing, electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities; construction; wholesale and retail trade, repair of motor vehicles and motorcycles; transportation and storage; accommodation and food service activities; information and communication; financial and insurance activities; real estate activities; professional, scientific and technical activities; and administrative and support service activities.

² Eurostat, Statistics Explained: Gender pay gap statistics March 2017 http://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics

The report is in three parts:

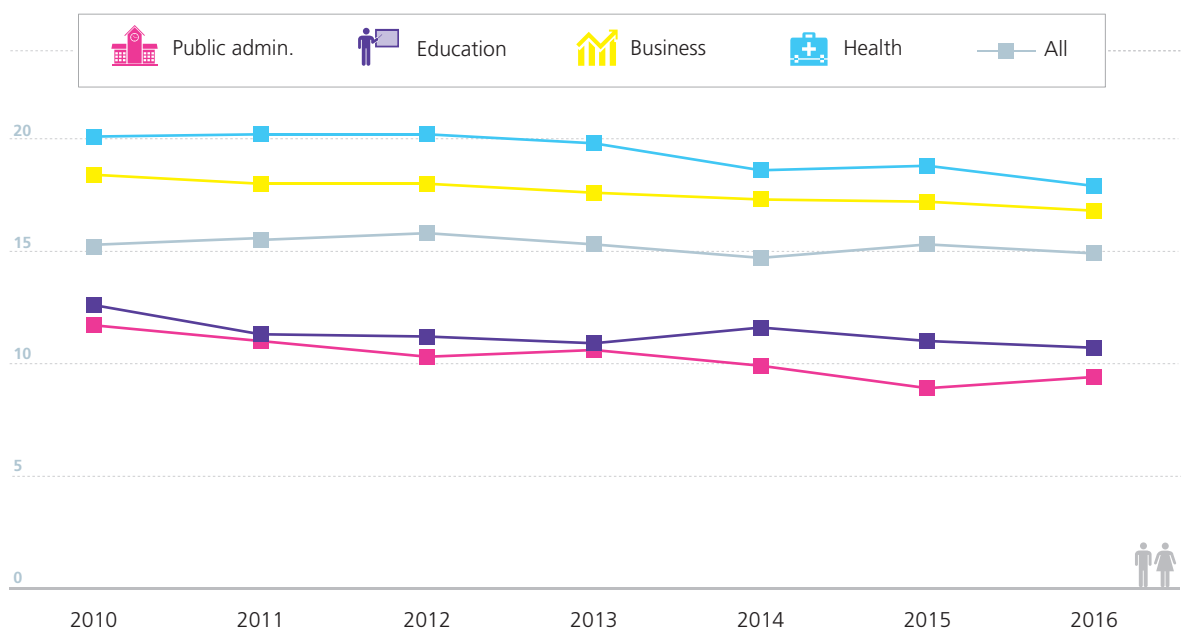
- a brief description of the overall picture;
- individual country outlines, for each of the 31 states covered, which set out:
 - where each state stands in relation to others (referring to the league tables at the end of the report);
 - how the gender pay gaps in education, health and public administration compare; and
 - what have been the key changes over the last six years and some union views on why they may have occurred; and
- league tables for each of the five sets of statistics examined, plus the main Eurostat table (excluding public administration).

The picture across Europe

The individual country outlines indicate that national developments in the gender pay gap in public administration, education and health and social work have been very varied, with the gap between women's and men's earnings growing in some industries and countries, but falling in most.

Nevertheless as the chart and the table below shows, the overall picture is positive and more positive in the public than in the business sector.

EU28 PLUS 3: AVERAGES



Sector	2010	2011	2012	2013	2014	2015	2016
All	15.2	15.5	15.8	15.3	14.7	15.3	14.9
Business	18.4	18.0	18.0	17.6	17.3	17.2	16.8
Education	12.6	11.3	11.2	10.9	11.6	11.0	10.7
Health	20.1	20.2	20.2	19.8	18.6	18.8	17.9
Public admin	11.7	11.0	10.3	10.6	9.9	8.9	9.4

These average figures, which need to be treated with caution (see below), point to three main conclusions:

- the gender pay gap is largest in health and social work and smallest in public administration.
- in all these areas, the gender pay gap is falling, although not very rapidly and not always consistently; and
- the gender pay gap is falling more rapidly in the three main public services than in the business sector and in the economy as a whole. While the overall gender pay gap was only 0.3 percentage points lower across the whole economy and 1.6 percentage points lower in the business sector at the end of the period from 2010 to 2016, it fell by 1.9 percentage points in education, 2.2 percentage points in health and social work and 2.3 percentage points in public administration.

However, these figures have weaknesses which need to be considered. First, they are unweighted, in other words the smallest EU state counts the same as largest. Weighted figures would certainly be different, but weighting would not affect the movement of the figures over time or the relationship between the different sectors. Second, some figures are missing for some countries for some years. This has an impact, but including only countries which have figures for all years and calculating the numbers again shows that the impact is small and does not alter the main conclusions.

Overall it seems that these averages give a reasonable indication of what is happening in the public sector, something which is missing from the main table that Eurostat publishes.

Reducing the gender pay gap

The individual country reports and, in particular, the responses from the unions give an indication of some of the action that is being taken at national level to reduce the gender pay gap. They include changes which are likely to take longer to take effect such as:

- more women in more senior positions (breaking the glass ceiling); and
- more women in occupations which are better paid (breaking the glass walls).

However, they also include examples of changes where the results are likely to come more rapidly such as:

- restructuring additional payments (bonuses or allowances) to make overall pay fairer;
- general pay settlements which benefit the lowest paid, who are often women; and
- upgrading the pay of jobs which are overwhelmingly done by women.

They also point out that there can be changes in the composition of the workforce, for example through outsourcing to other sectors, which have an impact on the gender pay gap statistics, which is not necessarily positive in real terms

Overall the country reports make clear that advances towards greater fairness have been made in some industries and countries and that unions can make a difference. As the German services union Ver.di points out, one reason for the fall in the gender pay gap in health is likely to be the extension of collective bargaining to private health care providers who were previously not covered. A similar point is made by the Czech Ministry of Labour and Social Affairs, which stated: "Research proved that at workplaces where the workers are covered by a collective agreement, the gender pay gap is on average 3 % lower than at workplaces without a collective agreement."

However, the reports also show that there is much more to do.



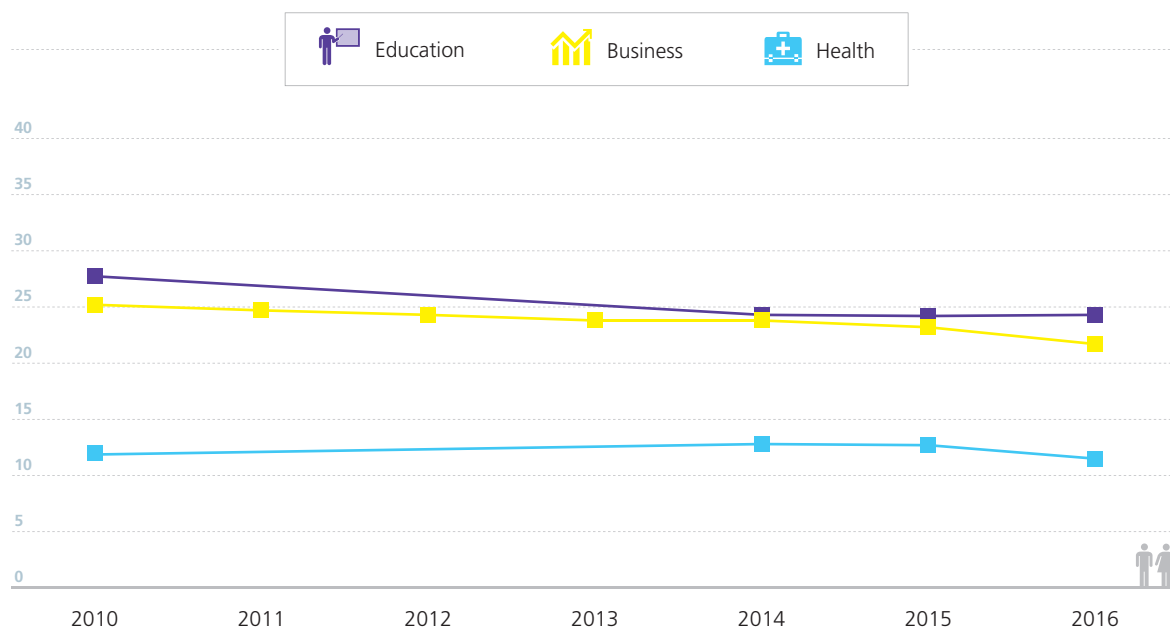
SANIDAD
PÚBLICA



¡¡¡¡ NO NOS
RECORTES !!

Por la
SALUD!

AUSTRIA



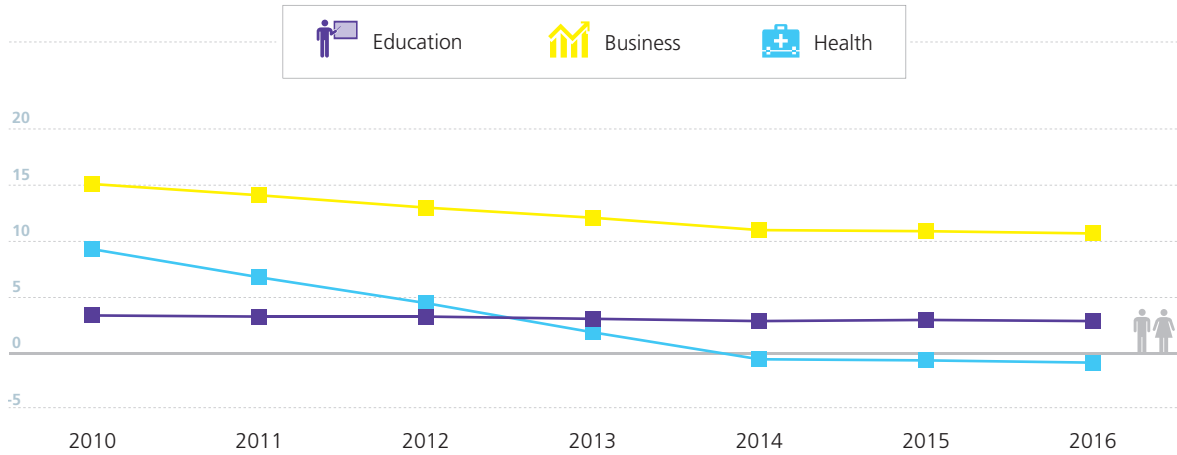
Sector	2010	2011	2012	2013	2014	2015	2016
All							
Business	25.2	24.7	24.3	23.8	23.8	23.2	21.7
Education	27.8				24.3	24.2	24.3
Health	12.0				12.8	12.7	11.5
Public admin							

The information on the gender pay gap in Austria is very limited. Like several countries, there are no figures on the gender pay gap in public administration and therefore it is impossible to produce figures for the whole of the economy. However, in addition to that, figures on the gender pay gap in health and education are only available for four of the last seven years.

The 2016 figures that are available show large gender pay gaps in the business sector (21.7%) and in education (24.3%). They make Austria one of the countries with the largest gender pay gaps in these areas. The gender pay gap in health (11.5%), in contrast, is smaller than in most other countries.

The lack of year-by-year information on health and education make it difficult to identify trends. There has been a decline in the gender pay gap in education between 2010 and 2016, while the gender pay gap in health is almost unchanged.

BELGIUM



Sector	2010	2011	2012	2013	2014	2015	2016
All							
Business	15.1	14.1	13.0	12.1	11.0	10.9	10.7
Education	3.4	3.3	3.3	3.1	2.9	3.0	2.9
Health	9.3	6.8	4.5	1.9	-0.5	-0.6	-0.8
Public admin							

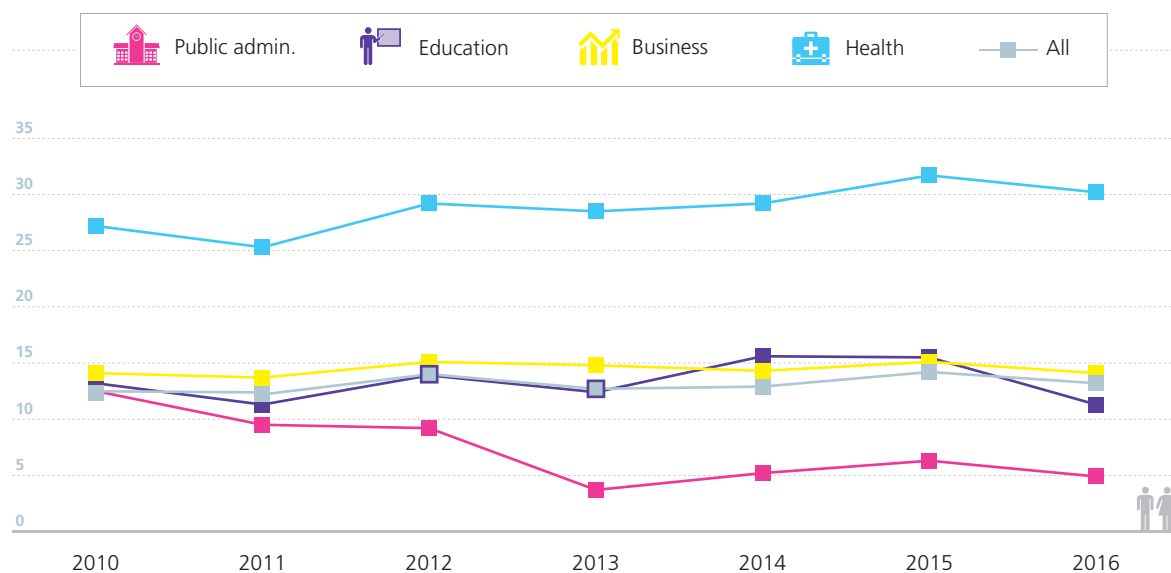
Belgium is one of the countries where Eurostat does not publish figures on pay in public administration and there is therefore no information on the gender pay gap in this area or in the whole economy. The figures that are available show a gender pay gap that is smaller than many other countries, particularly in education and health. Unusually, health has the smallest gender pay gap, and it has been negative – meaning that women earn more than men – since 2014.

The most startling change in the Eurostat figures is the constant and substantial fall in the gender pay gap in health since 2010. Over six years it has fallen from 9.3% to -0.8%.

However, it seems unclear whether these Eurostat figures reflect the reality of the situation in Belgium. National figures, which are produced by a consortium of official bodies including the Institute for Equality between Women and Men (EIGE) show that in 2014, the latest year for which figures are available, the gender pay gap was 6.1% in education, 16.6% in human health, 7.6% in social/medical and social activities with accommodation and -11.4% in social action without accommodation.³

³ L'écart salarial entre les femmes et les hommes en Belgique Rapport 2017, Institut pour l'égalité des femmes et des hommes, 2017

BULGARIA



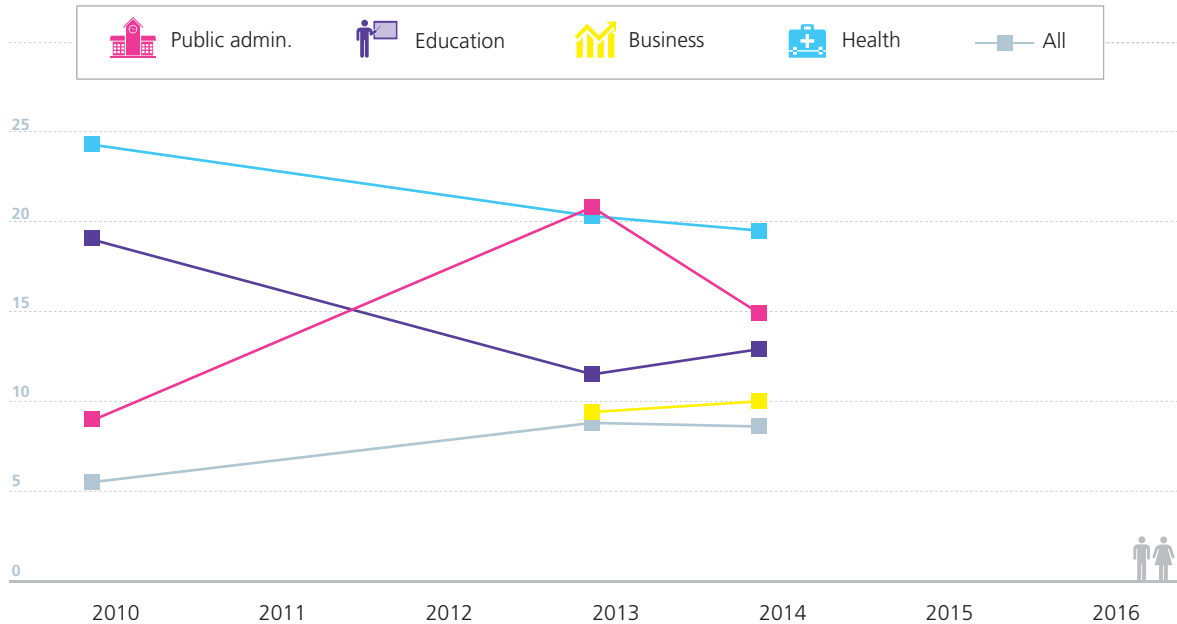
Sector	2010	2011	2012	2013	2014	2015	2016
All	12.3	12.2	14.0	12.7	12.9	14.2	13.2
Business	14.1	13.7	15.1	14.8	14.3	15.1	14.1
Education	13.2	11.3	13.9	12.4	15.6	15.5	11.3
Health	27.2	25.3	29.2	28.5	29.2	31.7	30.2
Public admin.	12.5	9.5	9.2	3.7	5.2	6.3	4.9

Bulgaria has pay information across the whole economy and the figure for the overall gender pay gap, at 13.2% in 2016, is below the majority of countries publishing this figure.

However, the gender pay gap in health, at 30.2% in 2016, is the largest of all the countries examined.

The gender pay gaps in health and education have fluctuated year by year, but remain broadly unchanged over the period. In contrast, the gender pay gap in public administration, which was close to the all economy average in 2010, fell consistently until 2013, with a particularly sharp drop between 2012 and 2013. Since then it has increased, but it is still much smaller than in 2010.

CROATIA



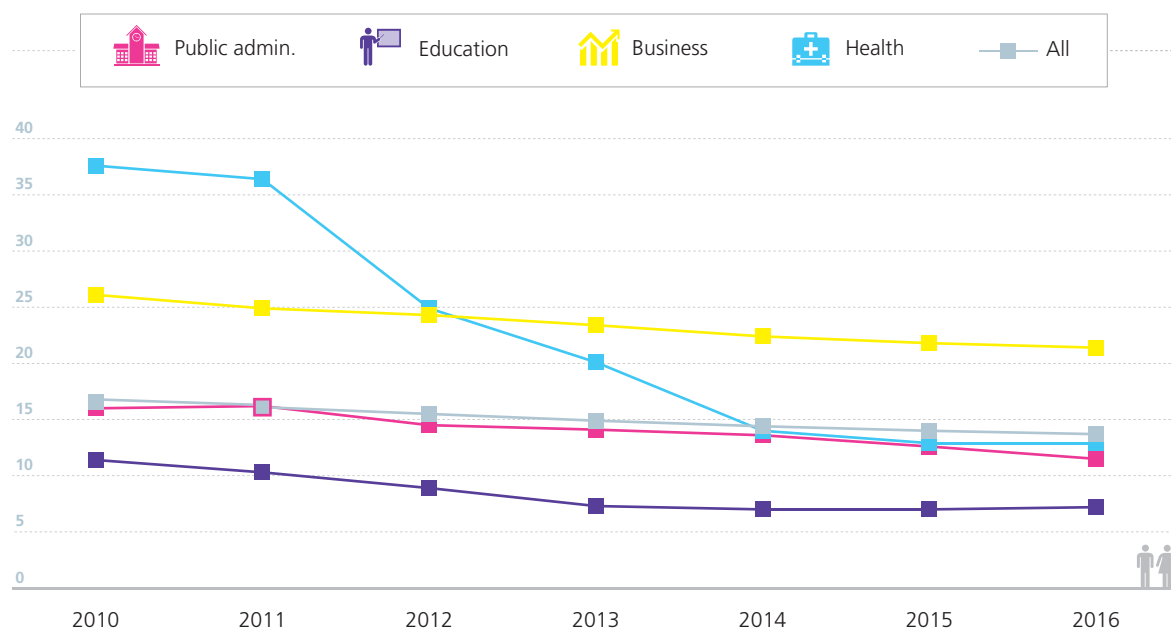
Sector	2010	2011	2012	2013	2014	2015	2016
All	5.5			8.8	8.6		
Business				9.4	10.0		
Education	19.1			11.5	12.9		
Health	24.3			20.3	19.5		
Public admin.	9.0			20.8	14.9		

Croatia provides information on the gender pay gap across the economy (including public administration). However, the latest available figures only go as far as 2014 and there are gaps in earlier years. The 2014 figures show that the overall gender pay gap, at 8.6%, was low in relation to most other countries, although it had increased sharply since 2010.

The main public sector industries all have a gender pay gap which is higher than that in the business sector, which was 10.0% in 2014. The 2014 gender pay gap figures in the public sector are 14.9% for public administration, 12.9% for education and 19.5% for health.

The lack of current figures and the considerable revisions that have been made to past figures make it difficult to assess the development of the gender pay gap over time.

CYPRUS



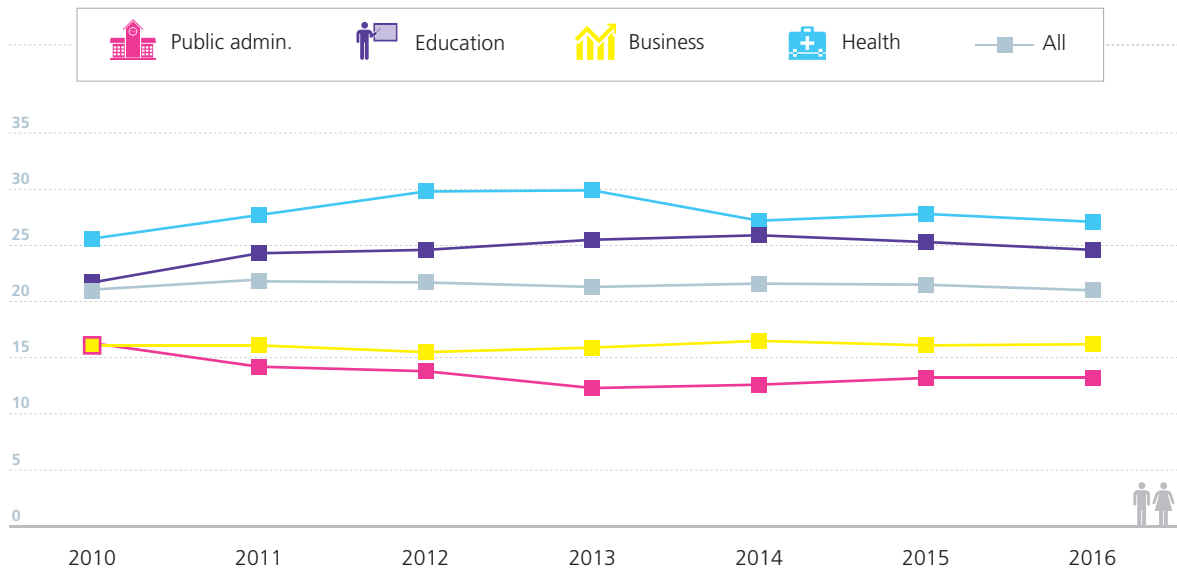
Sector	2010	2011	2012	2013	2014	2015	2016
All	16.6	16.1	15.5	14.9	14.4	14.0	13.7
Business	26.1	24.9	24.3	23.4	22.4	21.8	21.4
Education	11.4	10.3	8.9	7.3	7.0	7.0	7.2
Health	37.6	36.4	24.9	20.1	14.0	12.9	12.9
Public admin.	16.0	16.2	14.5	14.1	13.6	12.6	11.5

Cyprus has figures on the gender pay gap for all the areas examined in this report and the gender pay gap is relatively low overall, at 13.7% in 2016, but relatively high for business, at 21.4% in 2016.

Education has consistently had a smaller gender pay gap than either health or public administration, and, although health still has the largest gender pay gap among the three public sector industries, its figure is now close to that for public administration.

The last six years have seen a narrowing of the gender pay gap in all the areas examined, but while this has been gradual in most case, for health it has been dramatic, falling by almost 25 percentage points from 37.6% in 2010 to 12.9% six years later.

CZECH REPUBLIC



Sector	2010	2011	2012	2013	2014	2015	2016
All	20.9	21.8	21.7	21.3	21.6	21.5	21.0
Business	16.1	16.1	15.5	15.9	16.5	16.1	16.2
Education	21.7	24.3	24.6	25.5	25.9	25.3	24.6
Health	25.6	27.7	29.8	29.9	27.2	27.8	27.1
Public admin.	16.3	14.2	13.8	12.3	12.6	13.2	13.2

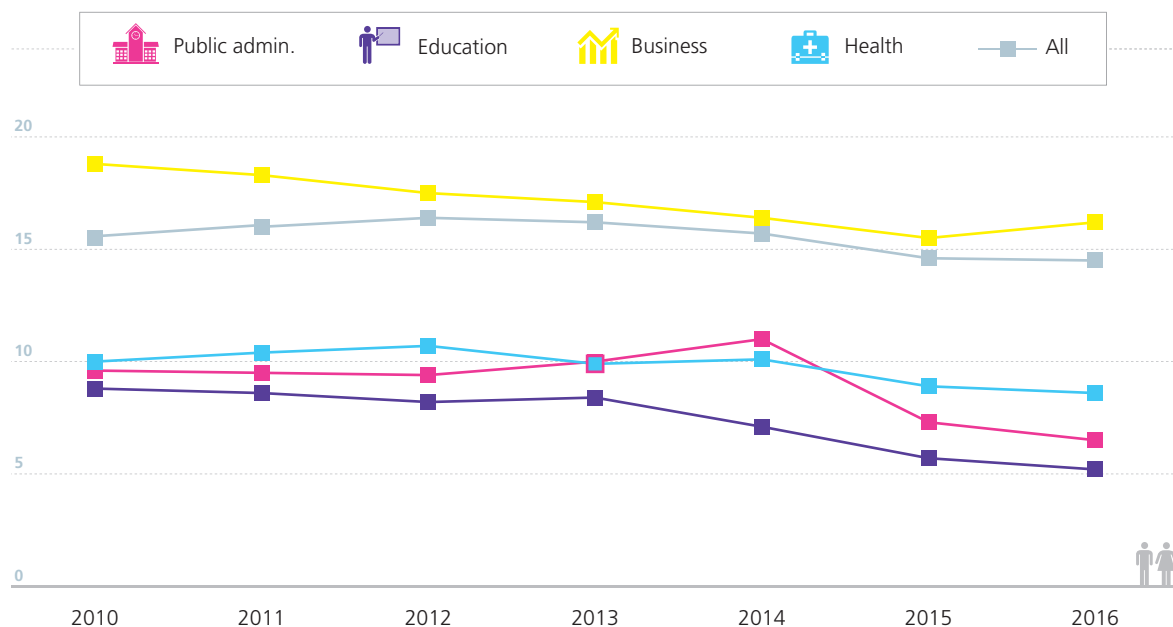
The overall gender pay gap is high in the Czech Republic, at 21.0% for the whole economy in 2016. Among the countries for which there is information in all industries, only Estonia has a bigger gap between the overall pay of women and men. The gender pay gap is higher in some public services than in the business sector, with health at 27.1%, slightly higher than in education, at 24.6%. Public administration has a substantially smaller gap, at 13.2%.

Since 2010 the gender pay gap has grown and then fallen back in education and health, although it is still larger than at the start of the period. In public administration it has declined.

Figures obtained from the Czech Ministry of Labour and Social Affairs by the Czech union confederation ČMKOS and the health union OSZ indicate that in education and health the main reason for the high gender pay gap is the structure of their workforces. In both, women account for the overwhelming majority of (around 80%) employees, and the small number of men employed are often rapidly promoted to senior positions both in health and education, where for example, the majority of (better paid) university lecturers and teacher in professional schools are men. In public administration, the Ministry suggests that the new Civil Service Act, which has more transparent pay structures, may have helped to reduce the gender pay gap.

Finally the Ministry points to the positive impact of collective agreements, noting that research has shown that “at workplaces where the workers are covered by a collective agreement, the gender pay gap is on average 3 % lower than at workplaces without a collective agreement.”

DENMARK

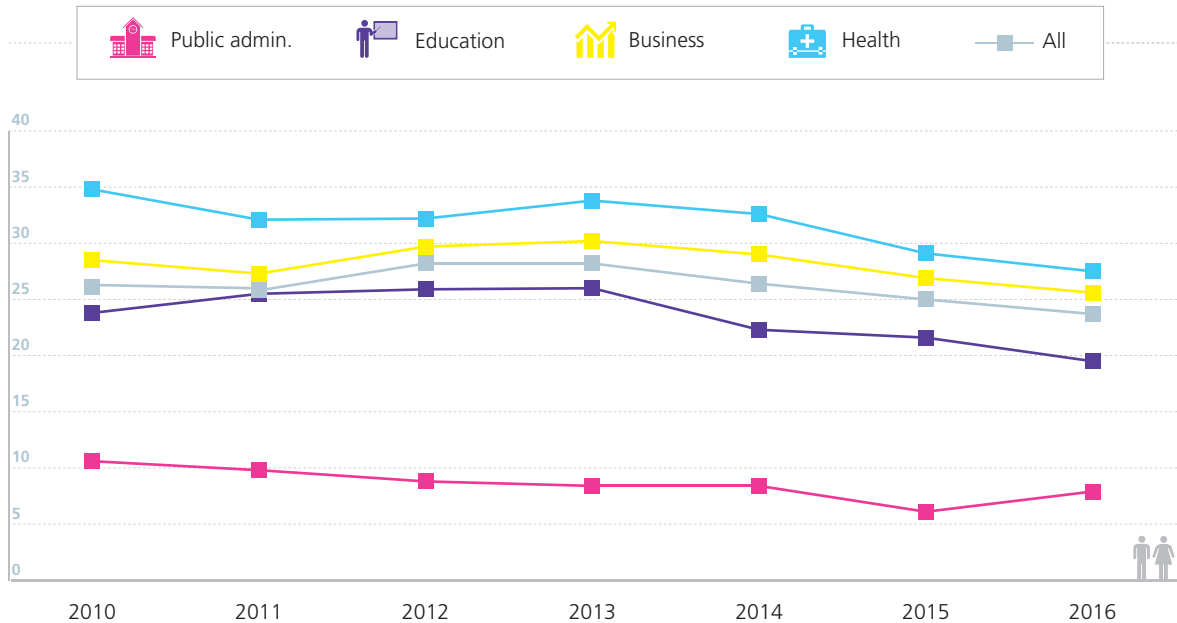


Denmark has figures for the gender pay gap across the whole economy and the overall gender pay gap, at 14.5% in 2016, is more or less in the middle of all the countries providing this figure.

The gender pay gap in the business sector is higher than in the three public services. Among these, the smallest gender pay gap is in education, at 5.2% in 2016, followed by public administration at 6.5% and health at 8.6%. Compared with other countries, the gap between men's and women's pay is in the middle of the range for public administration, smaller than most countries for education and particularly low for health, with only three countries (Romania, Luxembourg and Belgium) having a smaller gender pay gap in health.

The general tendency is for the size of the gender pay gap to decline, although there was an upward spike in public administration in 2013 and 2014.

ESTONIA



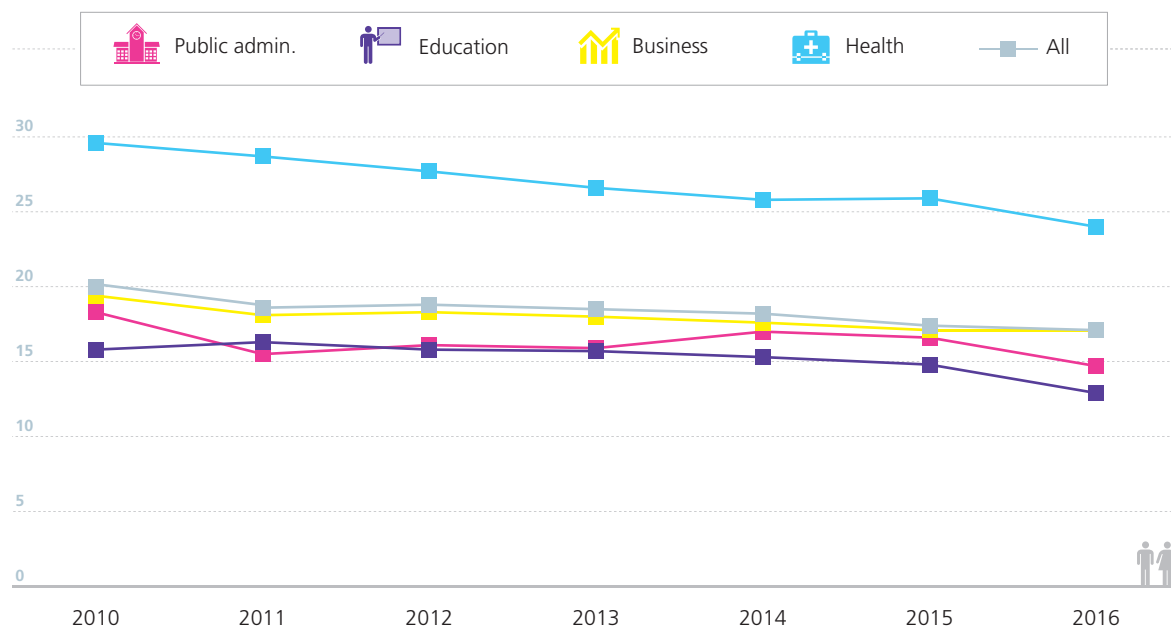
Sector	2010	2011	2012	2013	2014	2015	2016
All	26.1	25.8	28.2	28.2	26.4	25.0	23.7
Business	28.5	27.3	29.7	30.2	29.0	26.9	25.6
Education	23.8	25.5	25.9	26.0	22.3	21.6	19.5
Health	34.8	32.1	32.2	33.8	32.6	29.1	27.5
Public admin.	10.6	9.8	8.8	8.4	8.4	6.1	7.9

Estonia collects figures on the gender pay gap in all areas of the economy and it has the largest overall gender pay gap among the countries which do so. In 2016 women on average earned 23.7% less than men.

The gender pay gap in the business sector is larger than in education and public administration but smaller than in health, where it was 27.5% in 2016. While Estonia has some of the largest gender pay gaps in education and health, its gender pay gap in public administration was slightly below the mid-point among countries providing this figure in 2016.

The gender pay gap has been falling fairly consistently in public administration since 2010, although it increased slightly in 2016. In education and health the gender pay gap has only been falling since 2013. Investigations by the state and local government union ROTAL suggest that the falling gender pay gap in health and education may be a result of the political decision that minimum salaries in these two areas should increase, aiding the lowest paid, who are typically women. In public administration, it seems that changes in the composition of the workforce, with a loss of lower paid jobs, are the main factors driving a reduction in the gender pay gap.

FINLAND

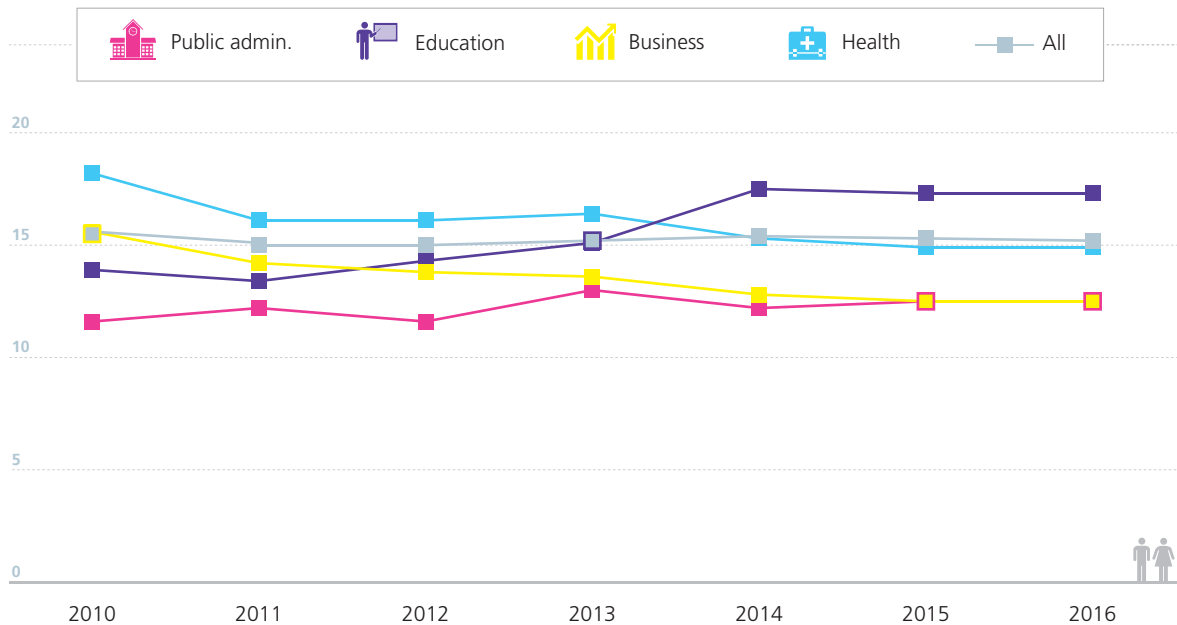


With an overall gender pay gap of 17.1% in 2016, Finland is in the top half of the table among countries providing figures across the whole economy.

The gender pay gap in education and public administration is close to that of business and the overall economy, but in health it is much higher, at 24.0% in 2016. Compared with other countries this means Finland has a relatively large gender pay gap in education and health and it is close to the top of the table for public administration.

The general tendency since 2010 has been for the gender pay gap to fall fairly consistently, although this is less clear in public administration. The health and social care union suggests that one reason for the uneven development of the gender pay gap in public administration may be the outsourcing of some low-paid jobs, where men were over-represented. Nevertheless, in all the areas examined the gender pay gap was smaller in 2016 than in 2010.

FRANCE



Sector	2010	2011	2012	2013	2014	2015	2016
All	15.5	15.0	15.0	15.2	15.4	15.3	15.2
Business	15.6	14.2	13.8	13.6	12.8	12.5	12.5
Education	13.9	13.4	14.3	15.1	17.5	17.3	17.3
Health	18.2	16.1	16.1	16.4	15.3	14.9	14.9
Public admin.	11.6	12.2	11.6	13.0	12.2	12.5	12.5

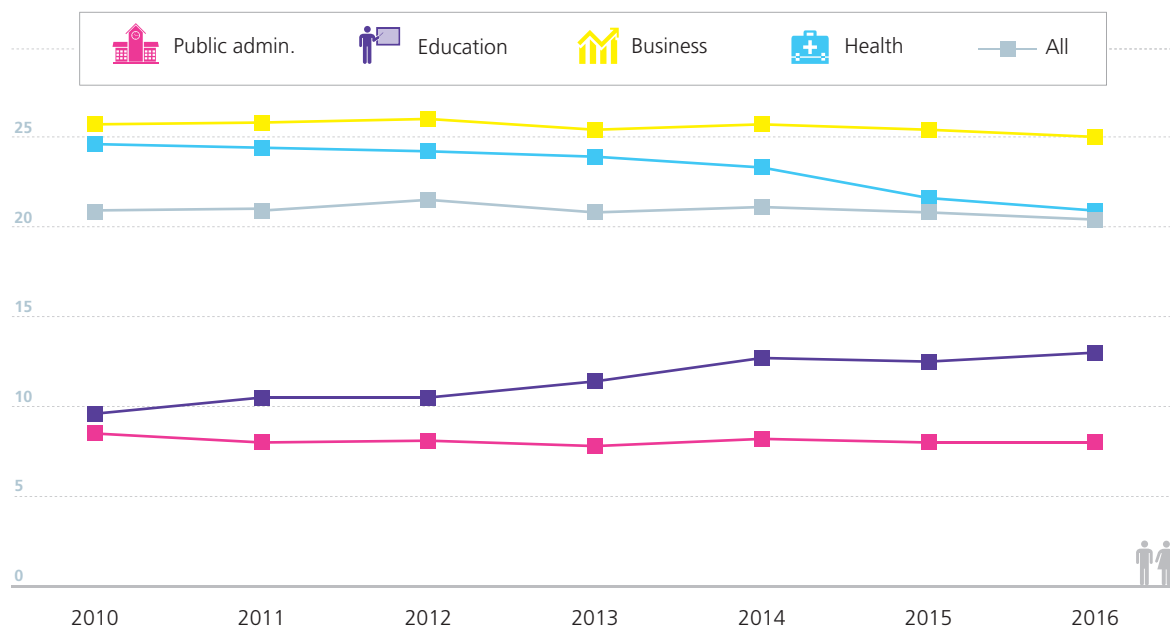
France's overall gender pay gap – 15.2% in 2016 – places the country just in the upper half of the list of countries providing statistics on the gender pay gap in the whole economy. In 2016, the gender pay gap in the business sector, at 12.5%, was smaller than the gender pay gap in both education (17.3%) and health (14.9%), but above the figure for public administration (12.5%). Since 2010, the gender pay gap has fallen fairly steadily in health, increased sharply in education, and fluctuated around a slowly rising trend in public administration.

The latest national figures, which are for 2015, show a gender pay gap of 18.5% across the whole economy. However, these figures are based on net equivalent monthly pay, rather than the gross hourly pay used by Eurostat.⁴ A separate study by DARES, the research body of the Ministry of Labour in 2015, found that because women on average worked fewer hours than men, the monthly difference between women's and men's annual net earnings in 2012 was 25.7% with 16.3% accounted for by the difference in hourly earnings and 9.4% by the difference in working time.⁵ The CGT Santé health federation considers that these annual figures provide a better indication of the real difference between women's and men's pay.

⁴ Écart de salaires entre les hommes et les femmes en 2015, INSEE, November 2017 <https://www.insee.fr/fr/statistiques/2407748#tableau-Donnes>

⁵ Ségrégation professionnelle et écarts de salaires femmes-hommes, DARES Analyses, November 2015 <http://dares.travail-emploi.gouv.fr/IMG/pdf/2015-082.pdf>

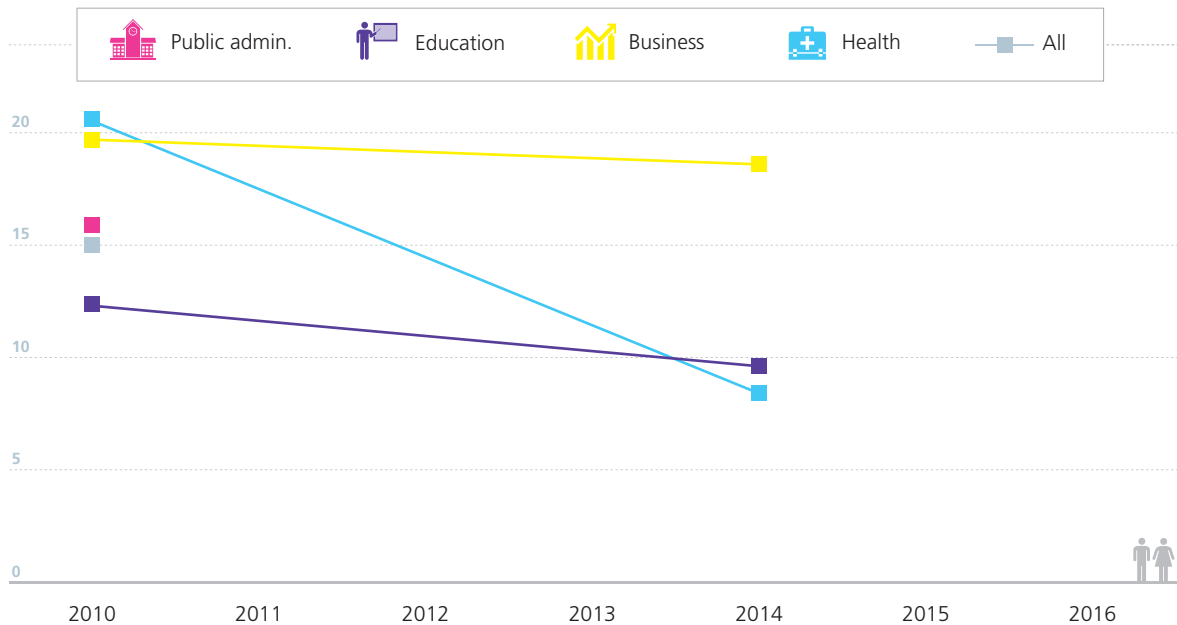
GERMANY



With an overall gender pay gap of 20.4% in 2016, Germany has one of the largest gaps for all sectors of the economy. At 25.0%, the gender pay gap is higher in the business sector than in the three public services, where health, at 20.9%, has the largest gender pay gap. It is much lower in education (13.0%) and public administration (8.0%). The gap has fallen in health since 2010, but risen in education. In public administration, there has been a slight downward trend.

The services union Ver.di suggests a number of reasons for these varying developments. In public administration, it considers that the slight reduction in the gender pay gap may be the result of recently negotiated settlements which resulted in improved pay for some jobs in which women are over-represented. In health, Ver.di sees the key factors at work as being the extension of bargaining to private sector groups, whose pay was previously not negotiated, and the introduction of a legal minimum wage for the care industry. Both these developments led to improved pay for the lowest paid, who are normally women, reducing the gender pay gap. In education, which is a responsibility of the regions (Länder), it is more difficult to identify the reasons for the growing gender pay gap. One possible cause, in Ver.di's view, may be the fact that civil service remuneration (which is set by law rather than through negotiation) is now in the hands of the regions and there is a growing gap between the richer Länder in the West and the poorer Länder in the East.

GREECE



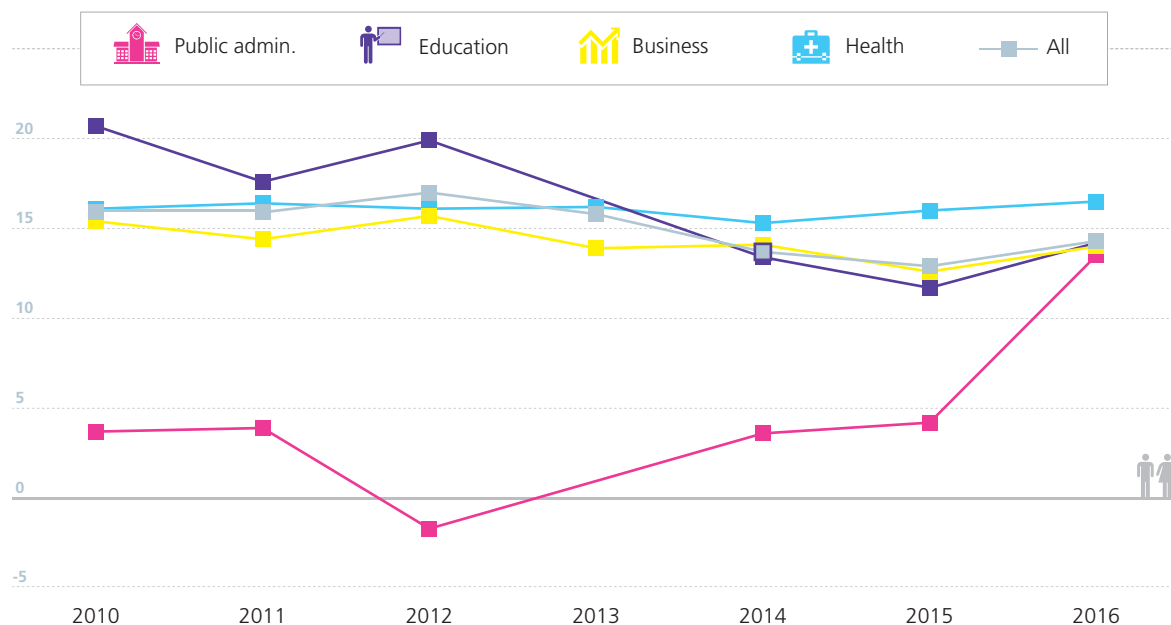
Sector	2010	2011	2012	2013	2014	2015	2016
All	15.0						
Business	19.7				18.6		
Education	12.4				9.6		
Health	20.6				8.4		
Public admin	15.9						

There is only very limited information in Eurostat on the gender pay gap in Greece. There are no figures on the gender pay in public administration and therefore for the whole economy later than 2010. In addition, the latest figures of any sort that are available are for 2014, and they were only published in February 2018. These statistics show that at that point Greece had a gender pay gap that, in the business sector, was in the top half of the table, but was in the bottom half in education and very close to the bottom in health. The Eurostat figures also show a reduction in the gender pay gap, particularly in health.

The public sector union confederation ADEDY reports that a study commissioned by its research body Koinoniko Polykentro in 2017 found that there was an adjusted gender pay gap of 7.7% in the public sector in 2016.⁶ This is the gap between men's and women's net earnings, after taking account of other factors such as age, qualifications, length of service, type of contract, area of work and supervisory responsibilities). The unadjusted gender pay gap, published by Eurostat and the basis of this report, is certain to be much higher.

⁶ Employment, pay and institutional interventions in the public sector in the framework of austerity, Koinoniko Polykentro-ADEDY, 2017 (ΑΓΙΑΣΧΟΛΗΣΗ, ΑΜΟΙΒΕΣ, ΘΕΣΜΙΚΕΣ ΠΑΡΕΜΒΑΣΕΙΣ ΣΤΟ ΔΗΜΟΣΙΟ ΤΟΜΕΑ ΣΤΟ ΠΛΑΙΣΙΟ ΠΕΡΙΟΡΙΣΤΙΚΩΝ ΠΟΛΙΤΙΚΩΝ)

HUNGARY



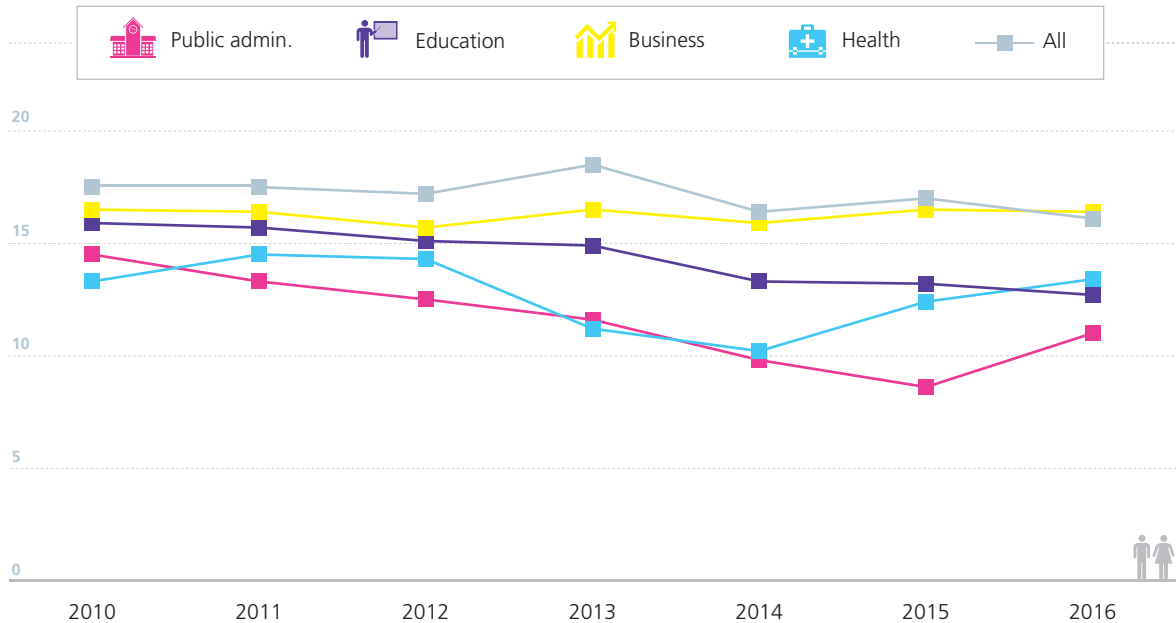
Sector	2010	2011	2012	2013	2014	2015	2016
All	15.9	15.9	17.0	15.8	13.7	12.9	14.3
Business	15.4	14.4	15.7	13.9	14.1	12.6	14.0
Education	20.7	17.6	19.9		13.4	11.7	14.2
Health	16.1	16.4	16.1	16.2	15.3	16.0	16.5
Public admin.	3.7	3.9	-1.7		3.6	4.2	13.5

The overall gender pay gap in Hungary, at 14.3% in 2016, was somewhat smaller than in most of the countries producing pay statistics across the whole economy. In 2016, the gender pay gap in the business sector (14.0%) was very similar to that in both education (14.2%) and public administration (13.5%), but smaller than in health (16.5%).

The figures since 2010 show little change in the gender pay gap in health but a downward movement in education and an upward movement in public administration. In education, the pay gap in 2016 was much lower than in 2010, although a lack of data for 2013 makes it more difficult to interpret the figures. (Following a query as a result of this study, the Hungarian Central Statistical Office has accepted that the published figures for education and public administration are incorrect, and they are now being revised.) In public administration, the gender pay gap turned negative (meaning women were earning more than men) in 2012 but then increased again very sharply.

In the view of the Hungary nursery workers' union BDDSZ, the reduction in the gender pay gap in education between 2012 and 2014 may be the result of the introduction of a pay structure for teachers, which was introduced in September 2013. The growing gender pay gap in public administration, where basic pay has been frozen since 2008, may be caused by use of a new evaluation system TÉR, introduced by the government. This can add between 70% and 150% to basic pay, and it has been criticised for being very subjective.

ICELAND



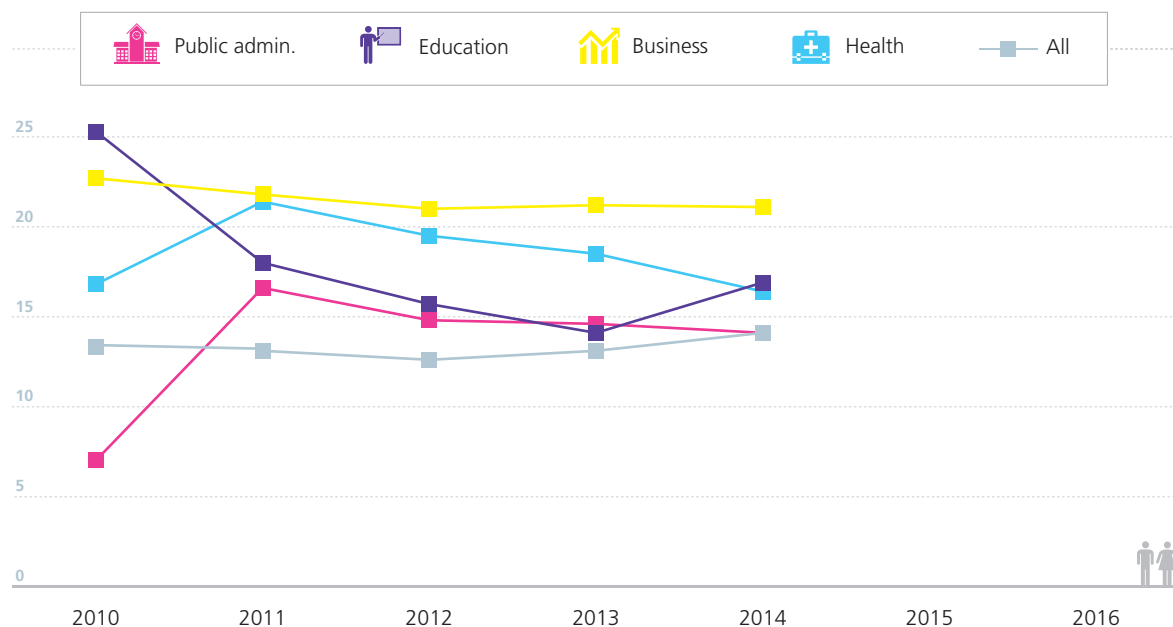
The overall gender pay gap in Iceland, at 16.1% in 2016, is just in the top half of the table for countries publishing figures on the gender pay gap in all sectors of the economy.

The gender pay gap in the business sector (16.4%) is larger than in the public sector industries, and the gap is larger in health (13.4%) than in education (12.7%) and in public administration 11.0%), women earn 8.6% less than men (2015 figures).

Since 2010, the overall trend in the three public sector industries has been for the gender pay gap to decline in size, but in 2015 and 2016 it increased sharply in health going from 10.2% in 2014 to 13.4% in 2016, while in public administration it went up from 8.6% in 2015 to 11.0% in 2016.

It is important to note that these figures predate the new legislation on pay equality in Iceland, which came into force on 1 January 2018. This requires organisations with 25 or more employees to have their equal pay systems and the correct implementation of these systems certified.

IRELAND



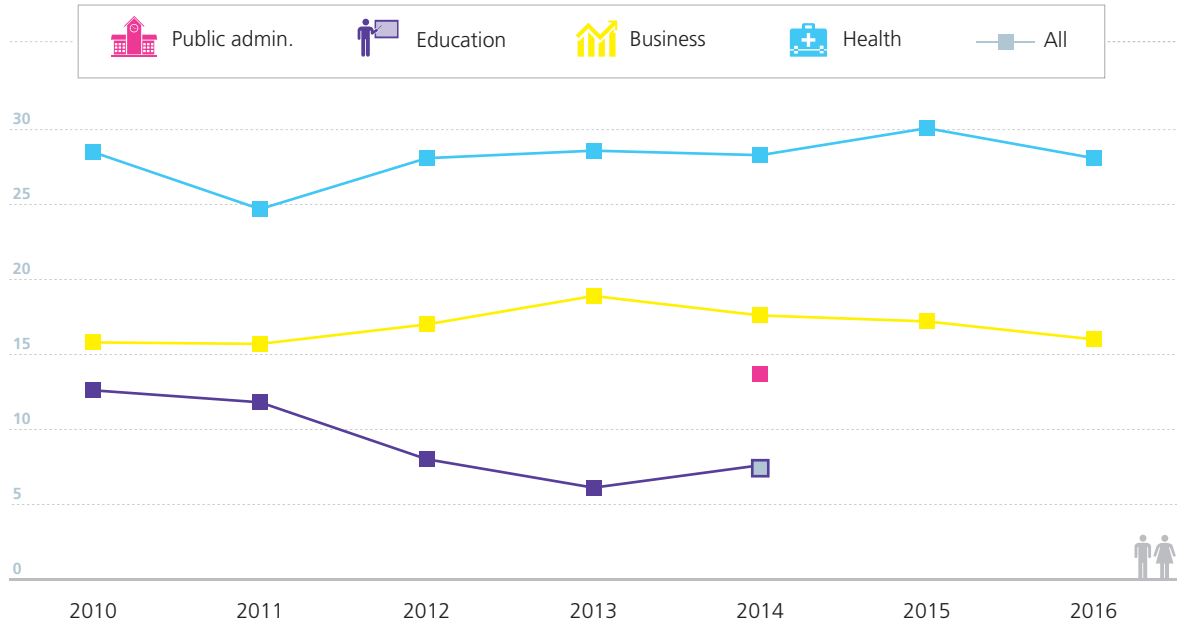
Sector	2010	2011	2012	2013	2014	2015	2016
All	13.3	13.1	12.6	13.1	14.1		
Business	22.7	21.8	21.0	21.2	21.1		
Education	25.3	18.0	15.7	14.1	16.9		
Health	16.8	21.4	19.5	18.5	16.4		
Public admin	7.0	16.6	14.8	14.6	14.1		

Ireland has not produced figures on the gender pay gap for 2015 or 2016. The most recent figures relate to 2014. These place Ireland just in the lower half of the table for the overall gender pay gap.

In 2014, the gender pay gap was substantially higher in the business sector (21.1%) than in the three public sector industries, which by 2014 all had relatively similar gender pay gaps: education (16.9%), health (16.4%) and public administration (14.1%).

There have been contrasting developments in these three industries since 2010. The gender pay gap in education fell sharply between 2010 and 2013, and then rose in 2014. In public administration and health, the gender pay gap increased notably between 2010 and 2011 but then fell steadily over the next three years.

ITALY

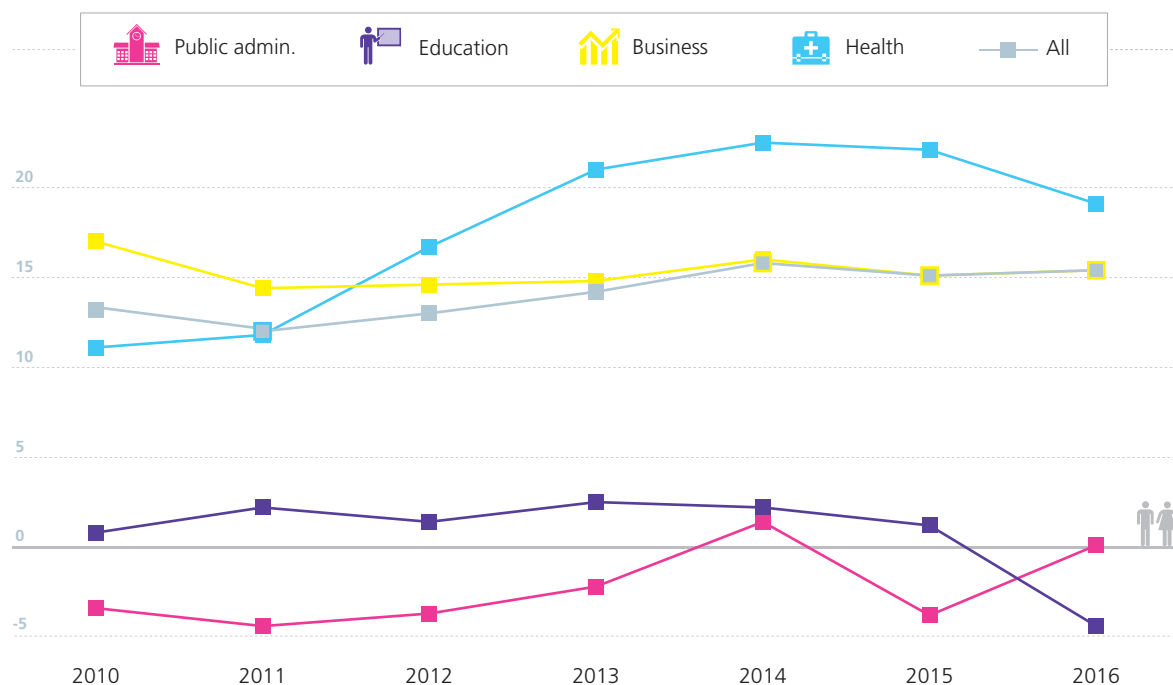


Sector	2010	2011	2012	2013	2014	2015	2016
All					7.4		
Business	15.8	15.7	17.0	18.9	17.6	17.2	16.0
Education	12.6	11.8	8.0	6.1	7.6		
Health	28.5	24.7	28.1	28.6	28.3	30.1	28.1
Public admin.					13.7		

The figures for the gender pay gap in Italy are incomplete. There are only figures for public administration, and therefore for the whole economy for 2014, and there are no figures for education in 2015 or 2016. The two sets of figures available for all five years (business and health), place Italy broadly in the middle of the table in terms of the gender pay gap for business, but among the countries with the largest gender pay gap for health.

The available figures since 2010 show the gender pay gap broadly constant in health, after dipping in 2011, but falling in education.

LATVIA



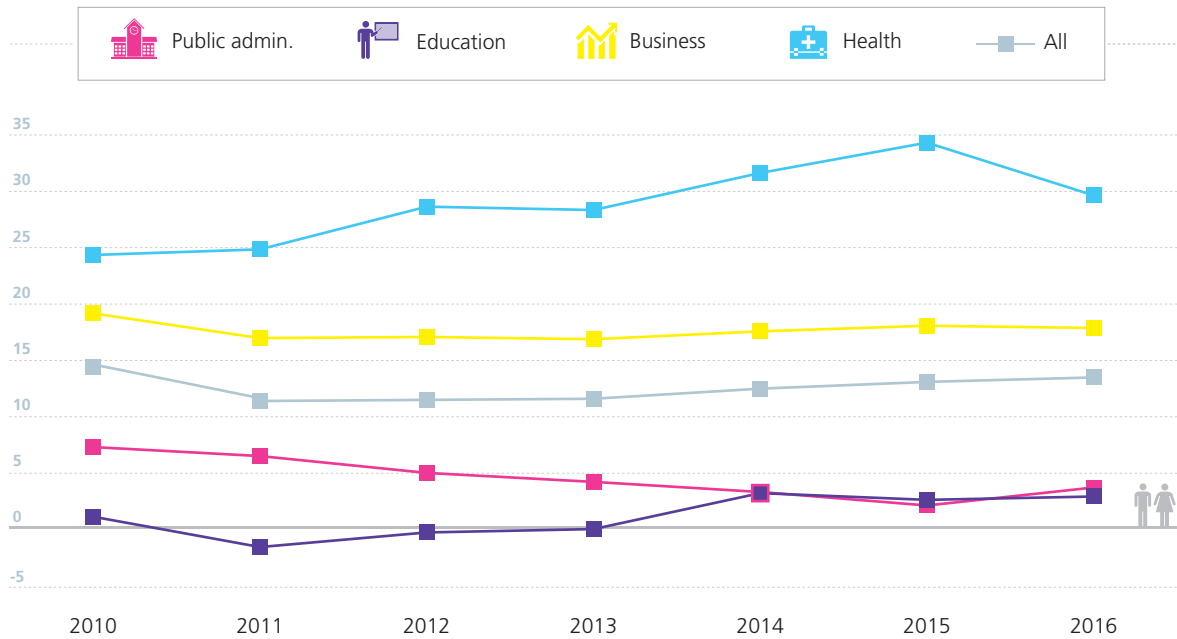
Sector	2010	2011	2012	2013	2014	2015	2016
All	13.2	12.0	13.0	14.2	15.8	15.1	15.4
Business	17.0	14.4	14.6	14.8	16.0	15.1	15.4
Education	0.8	2.2	1.4	2.5	2.2	1.2	-4.4
Health	11.1	11.8	16.7	21.0	22.5	22.1	19.1
Public admin.	-3.4	-4.4	-3.7	-2.2	1.4	-3.8	0.1

With an overall gender pay gap of 15.4% in 2016, Latvia is in the middle of the table of countries producing statistics on the gender pay gap across the economy, and the overall figure matches the figure for the gender pay gap in the business sector.

The gender pay gap in health is higher than the overall figure, at 19.1% but the gender pay gaps in both education and public administration are much lower. In 2016, it was negative in education (-4.4%) meaning women earned more than men, and almost non-existent in public administration (0.1%). Latvia is the only country to have a negative gender pay gap in education and it has the smallest gender pay gap in public administration of all the countries providing information.

Developments since 2010 show the negative gender pay gap gradually diminishing in public administration (as men's pay gets closer to women's), while it has emerged in education in 2016. In health the gender pay gap has closed somewhat since 2014, but it is still much larger than in 2010.

LITHUANIA

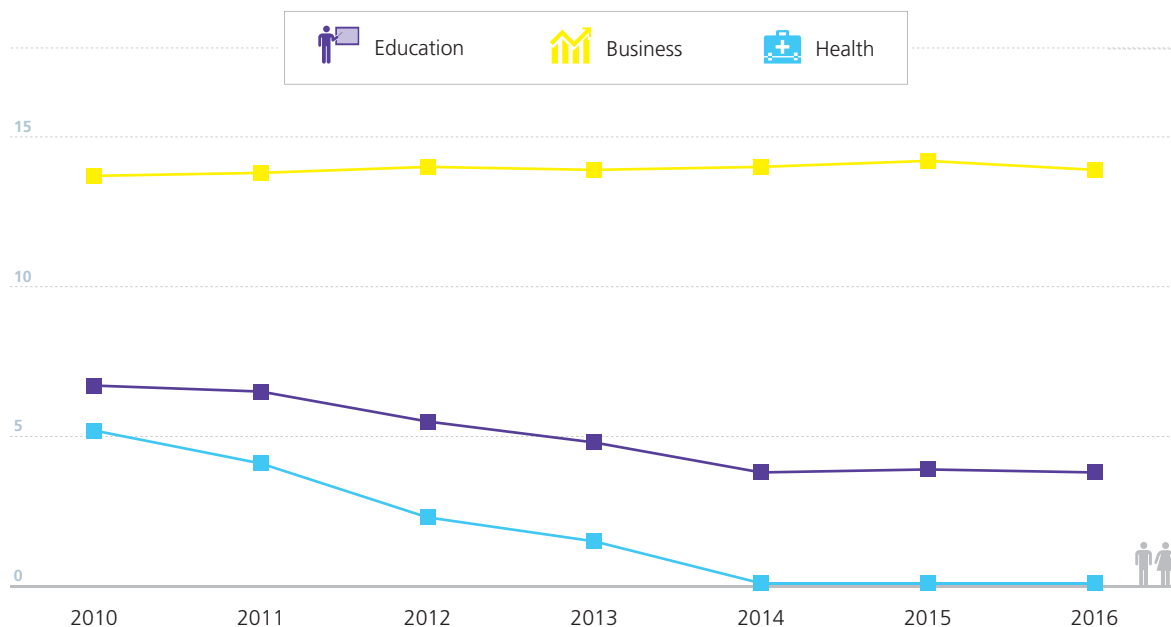


The overall gender pay gap in Lithuania was 13.4% in 2016, placing Lithuania in the bottom half of the table of countries providing details across the whole economy.

The gender pay gap in the business sector at 17.8% in 2016 is far bigger than the gender pay gaps in education and health, which are both very small, relative to other countries. However, the gender pay gap in health (29.6%) is much larger than that in the business sector and is the second highest of the countries examined. Only Bulgaria has a bigger gender pay gap in health.

The trend since 2010 has been for the gender pay gap to fall in public administration and to rise in health. In education, after being negative for three years, meaning that women earned more than men, it has been slightly positive since 2014.

LUXEMBOURG



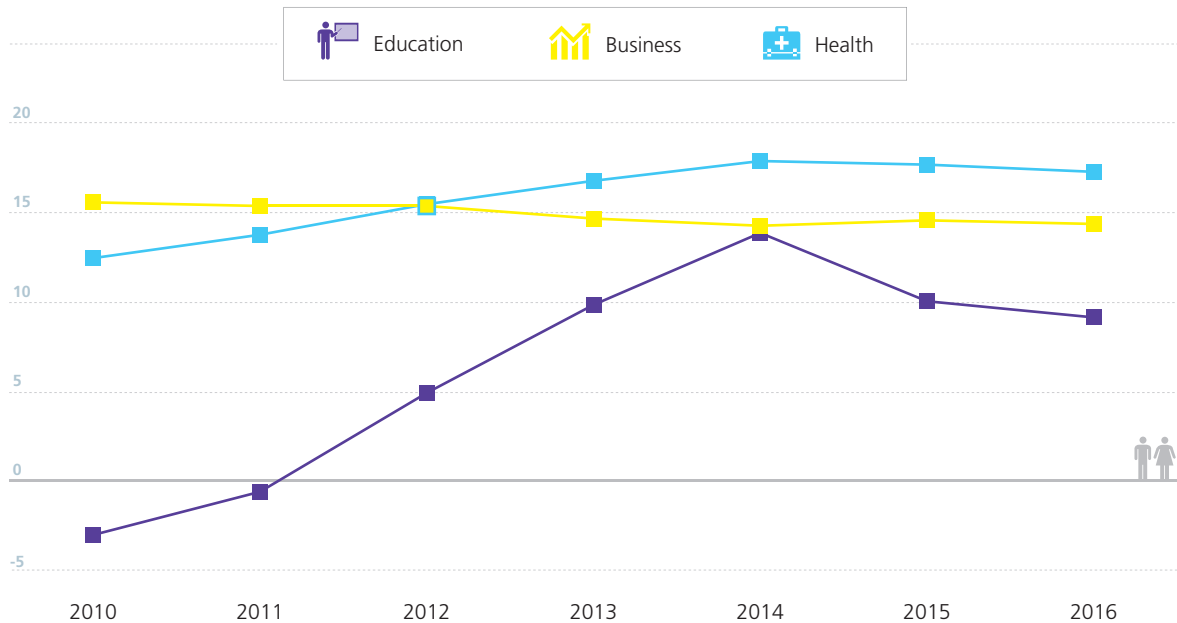
Sector	2010	2011	2012	2013	2014	2015	2016
All							
Business	13.7	13.8	14.0	13.9	14.0	14.2	13.9
Education	6.7	6.5	5.5	4.8	3.8	3.9	3.8
Health	5.2	4.1	2.3	1.5	0.1	0.1	0.1
Public admin							

Luxembourg only provides limited figures on the gender pay gap. There are no figures for public administration and therefore for the whole economy.

The gender pay gap in the business sector, at 13.9% in 2016, is smaller than in many other countries, and the gender pay gaps in education and health are among the lowest in the countries examined.

While the gender pay gap in business has remained stable, it has fallen fairly steadily in education and health and has been effectively eliminated in health since 2014.

MALTA



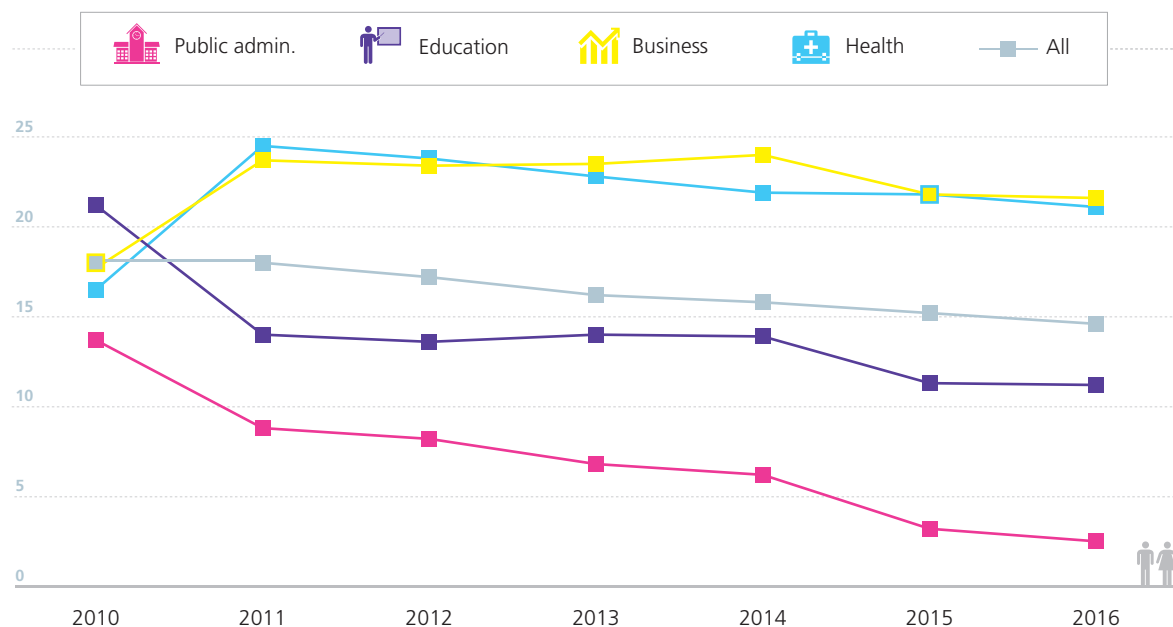
Sector	2010	2011	2012	2013	2014	2015	2016
All							
Business	15.5	15.3	15.3	14.6	14.2	14.5	14.3
Education	-3.0	-0.6	4.9	9.8	13.8	10.0	9.1
Health	12.4	13.7	15.4	16.7	17.8	17.6	17.2
Public admin							

Malta provides only limited data on the gender pay gap. There are no figures on the pay gap in public administration and, as a result, none for the whole economy.

The figures that are published show a 14.3% gender pay gap in the business sector in 2016, lower than most countries. The figure for health is higher at 17.2% and for education it is 9.1%. This places Malta in the lower half of the table for both education and health.

The gender pay gap in health has grown constantly between 2010 and 2014, but it rocketed upwards in education from -3.0% in 2010 to 13.8 in 2014, before falling back to 9.1% in 2016.

NETHERLANDS



Sector	2010	2011	2012	2013	2014	2015	2016
All	18.0	18.0	17.2	16.2	15.8	15.2	14.6
Business	17.7	23.7	23.4	23.5	24.0	21.8	21.6
Education	21.2	14.0	13.6	14.0	13.9	11.3	11.2
Health	16.5	24.5	23.8	22.8	21.9	21.8	21.1
Public admin.	13.7	8.8	8.2	6.8	6.2	3.2	2.5

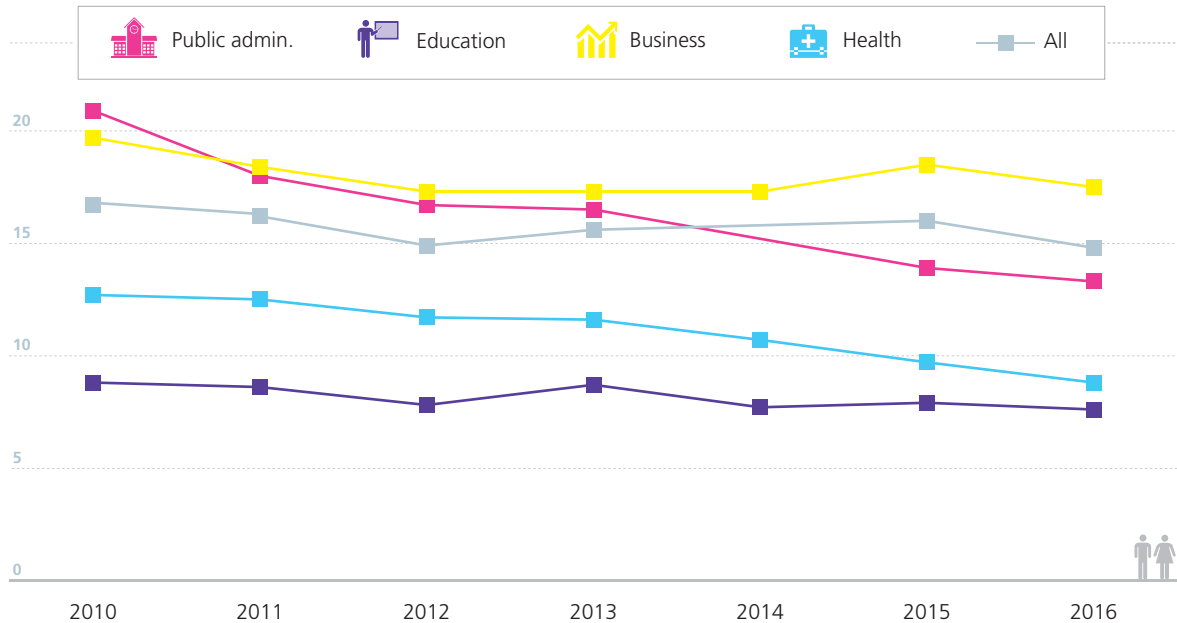
The overall gender pay gap in the Netherlands is 14.6%. This places the Netherlands at close to the half-way point in the table of countries providing details of the gender pay gap across the economy.

The gender pay gap in the business sector, at 21.6% in 2016, is similar to that in health but around twice the level in education (11.2%) and much higher than in public administration (2.5%).

The gender pay gap has fallen steadily in education and public administration, with a particularly sharp drop in both industries between 2010 and 2011. However, in health, 2010 to 2011 produced a big increase in the gender pay gap, although it has fallen back slightly since then.

The FNV union confederation suggests that the increasing number of women in senior positions in schools is one reason why the gender pay gap has fallen in education. In health, the FNV explains that the large pay gap is a result of the fact that the relatively small number of men working in this industry are generally in more senior positions.

NORWAY



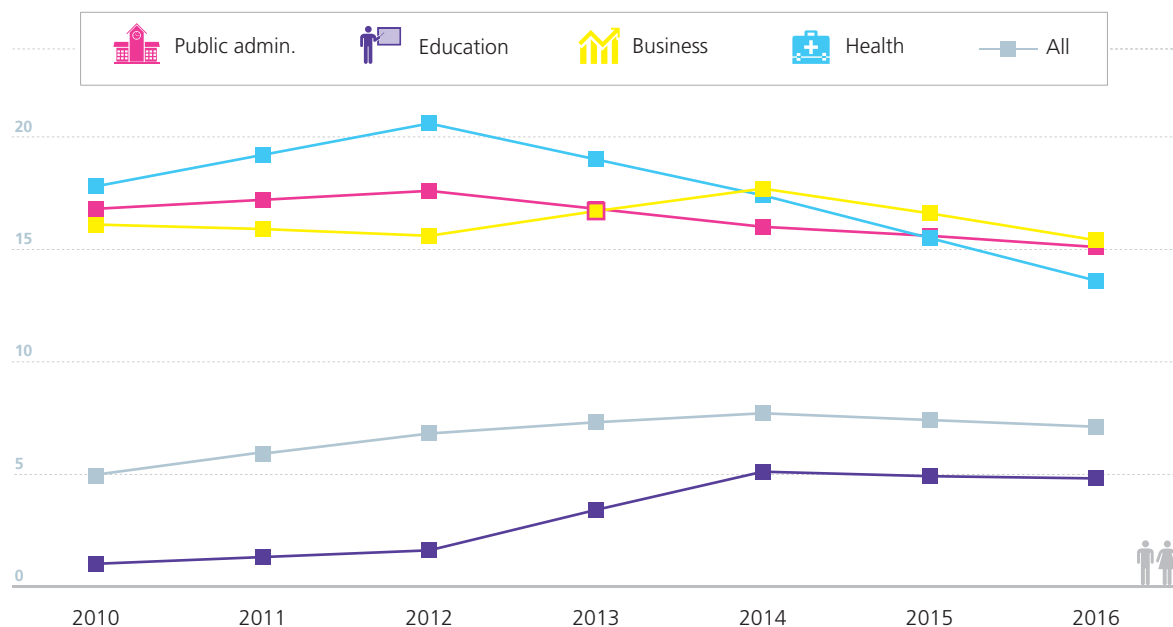
Sector	2010	2011	2012	2013	2014	2015	2016
All	16.7	16.2	14.9	15.6	16.0	16.0	14.8
Business	19.7	18.4	17.3	17.3	17.3	18.5	17.5
Education	8.8	8.6	7.8	8.7	7.7	7.9	7.6
Health	12.7	12.5	11.7	11.6	10.7	9.7	8.8
Public admin.	20.9	18.0	16.7	16.5	13.9	13.9	13.3

Norway provides details of the gender pay gap across the economy (including public administration), although the figures for 2014 are incomplete. The 2016 figures show an overall gender pay gap of 14.8% which places Norway more or less in the middle of the table of countries providing details across the economy.

The gender pay gap in the business sector, at 17.5%, is higher than in any of the three main public sector industries, and unusually public administration (13.3%) has a larger gender pay gap than either health (8.8%) or education (7.6%).

The gender pay gap in public administration has, however, fallen greatly since 2010, dropping from 20.9% to 13.3%. The reductions have been much smaller in health and education, although the gender pay gap in these two industries was also much smaller than in public administration at the start of the period.

POLAND



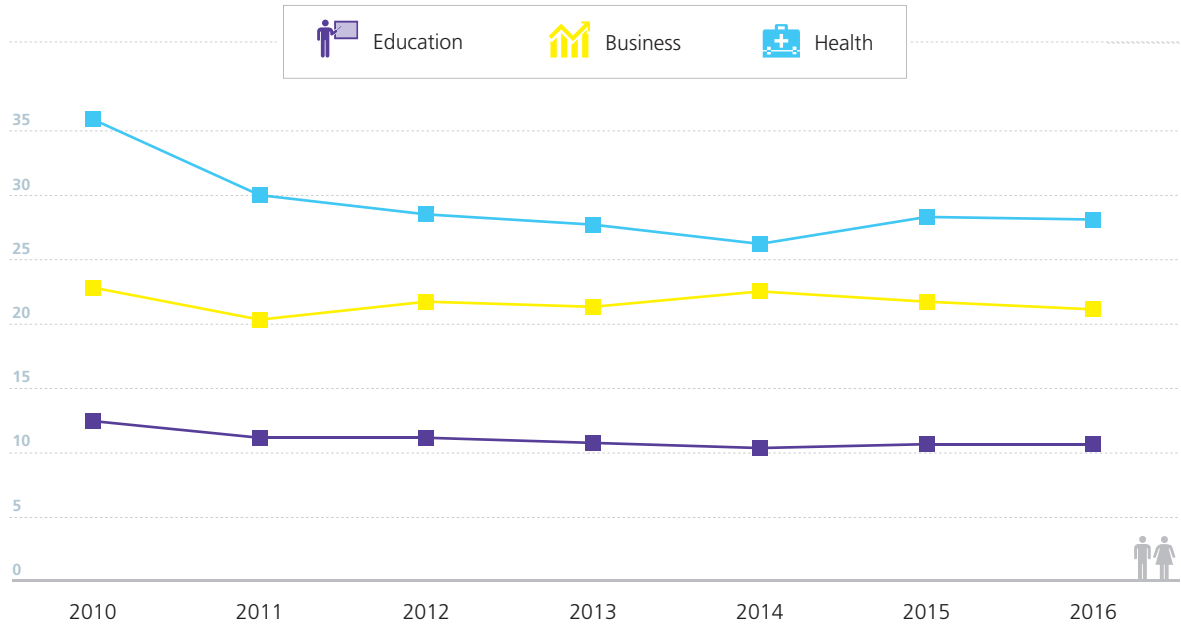
Sector	2010	2011	2012	2013	2014	2015	2016
All	4.9	5.9	6.8	7.3	7.7	7.4	7.1
Business	16.1	15.9	15.6	16.7	17.7	16.6	15.4
Education	1.0	1.3	1.6	3.4	5.1	4.9	4.8
Health	17.8	19.2	20.6	19.0	17.4	15.5	13.6
Public admin.	16.8	17.2	17.6	16.8	16.0	15.6	15.1

Poland provides figures on the gender pay gap across the whole economy, including public administration. The overall gender pay gap at 7.1% is one of the lowest among the countries providing this information – only Romania has a lower figure. However, the overall gender pay gap has increased since 2010, when it was 4.9%.

The business sector, at 15.4% has a slightly larger gender pay gap than public administration (15.1%) and health (13.6%), and a much larger gap than in education (4.8%). The Polish gender pay gap in education is one of the lowest among the countries providing details.

Since 2010, the gender pay gap in health and public administration has trended downwards, although with an upturn in both between 2010 and 2012. In education, however, the gender pay gap has grown.

PORTUGAL

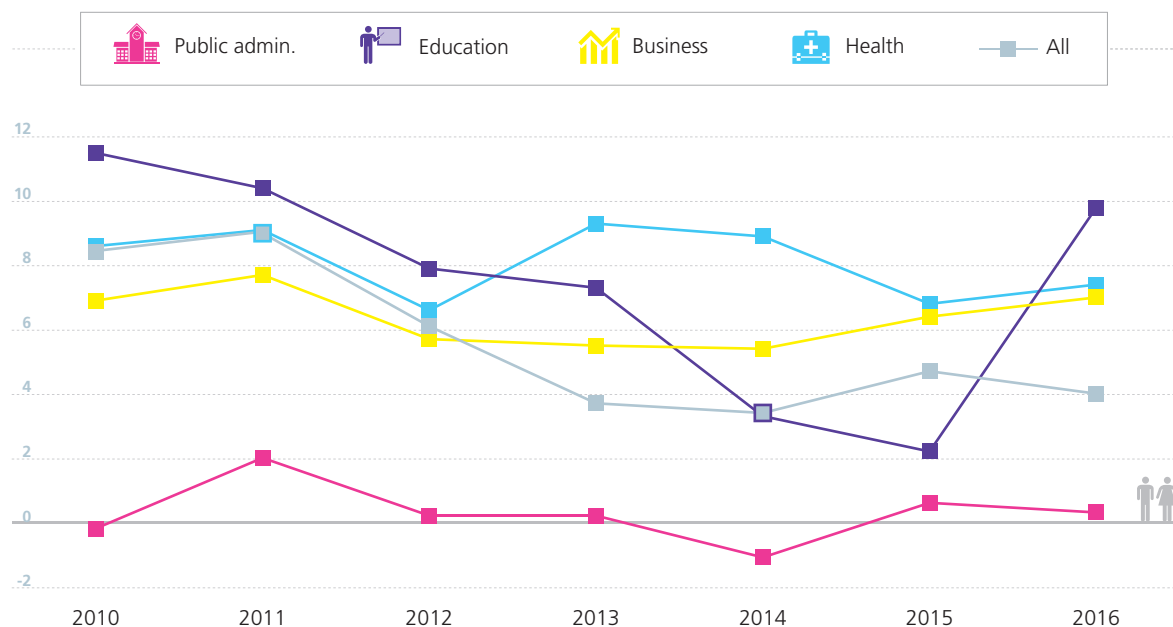


Sector	2010	2011	2012	2013	2014	2015	2016
All							
Business	22.8	20.3	21.7	21.3	22.5	21.7	21.1
Education	12.4	11.1	11.1	10.7	10.3	10.6	10.6
Health	35.9	30.0	28.5	27.7	26.2	28.3	28.1
Public admin							

Portugal does not provide figures for the gender pay gap in public administration and so there are no figures for the economy as a whole. The figures that are available show Portugal in the top half of the table in terms of the gender pay gap in the business sector (21.1% in 2016), and health (28.1%), but around the middle for education (10.6%).

The gender pay gap has fallen slightly in education, but more substantially in health, although with an upturn in 2015.

ROMANIA



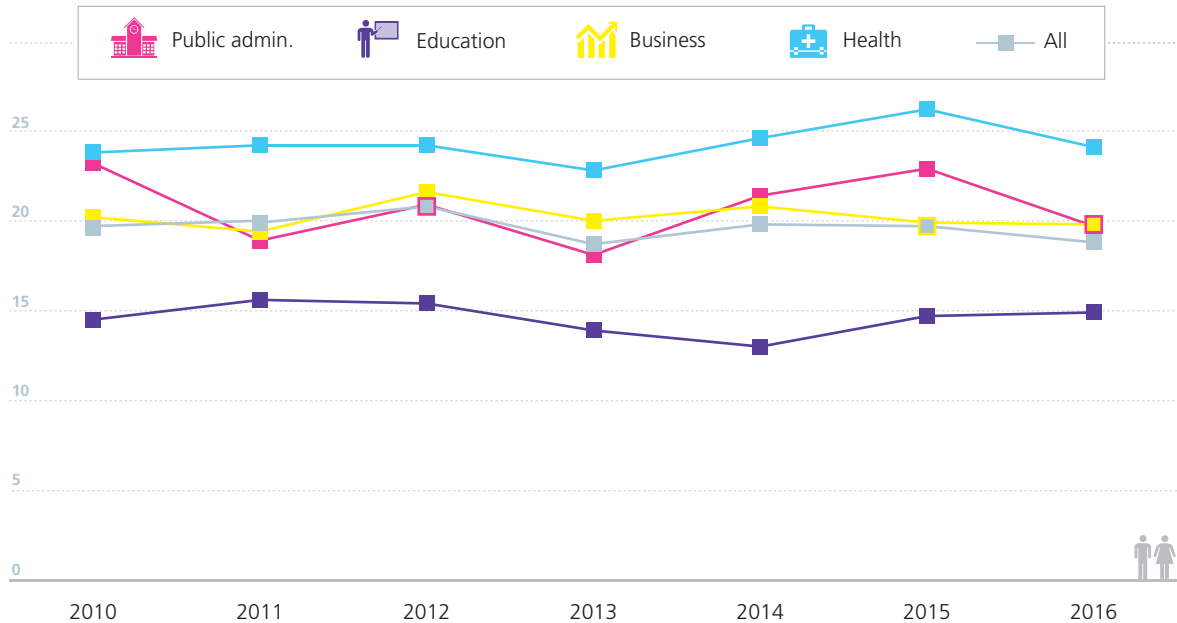
Sector	2010	2011	2012	2013	2014	2015	2016
All	8.4	9.0	6.1	3.7	3.4	4.7	4.0
Business	6.9	7.7	5.7	5.5	5.4	6.4	7.0
Education	11.5	10.4	7.9	7.3	3.3	2.2	9.8
Health	8.6	9.1	6.6	9.3	8.9	6.8	7.4
Public admin.	-0.2	2.0	0.2	0.2	-1.1	0.6	0.3

Romania provides information on the gender pay gap across the economy (including public administration) and it has the lowest overall gender pay gap (4.0% in 2016) of all the countries examined. The overall gender pay gap has also fallen since 2010, when it was 8.4%, although it grew between 2014 and 2015.

Compared with the business sector, where the gender pay gap is 7.0%, health has a slightly larger gender pay gap, at 7.4%, but public administration (0.3%) has a smaller gap between women's and men's earnings. In education, the gender pay gap is larger at 9.8%.

Developments in the gender pay gap since 2010 have varied across the public sector. While it fell sharply and consistently in education between 2010 and 2015 (from 11.5% to 2.2%), it shot up again to 9.8% in 2016. In health, it has fluctuated year on year but with a slight downward trajectory. In public administration, the trend is less clear, but for most of the period it has been very close to zero.

SLOVAKIA

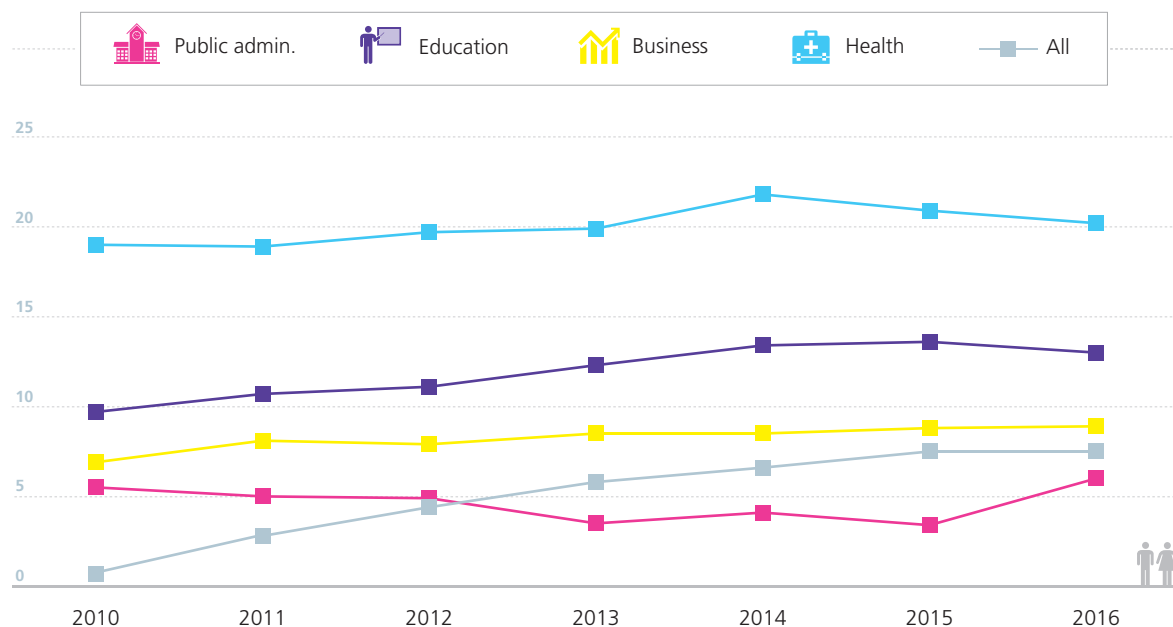


Slovakia provides information on the gender pay gap in public administration and therefore in the economy as a whole. The overall gender pay gap in Slovakia was 18.8% in 2016 and it has changed by less than one percentage point since 2010. This makes Slovakia one of the countries with largest overall gender pay gaps.

The 2016 gender pay gap in health (24.1%) is larger than in the business sector, and Slovakia has the largest gender pay gap in public administration (19.7%) of any country examined. The gender pay gap in education is lower (14.9%) but this still places Slovakia in the top half of the table in terms of the gender pay gap in education.

Since 2010, the gender pay gap has been broadly stable in education, while falling slightly in public administration and growing slightly in health.

SLOVENIA



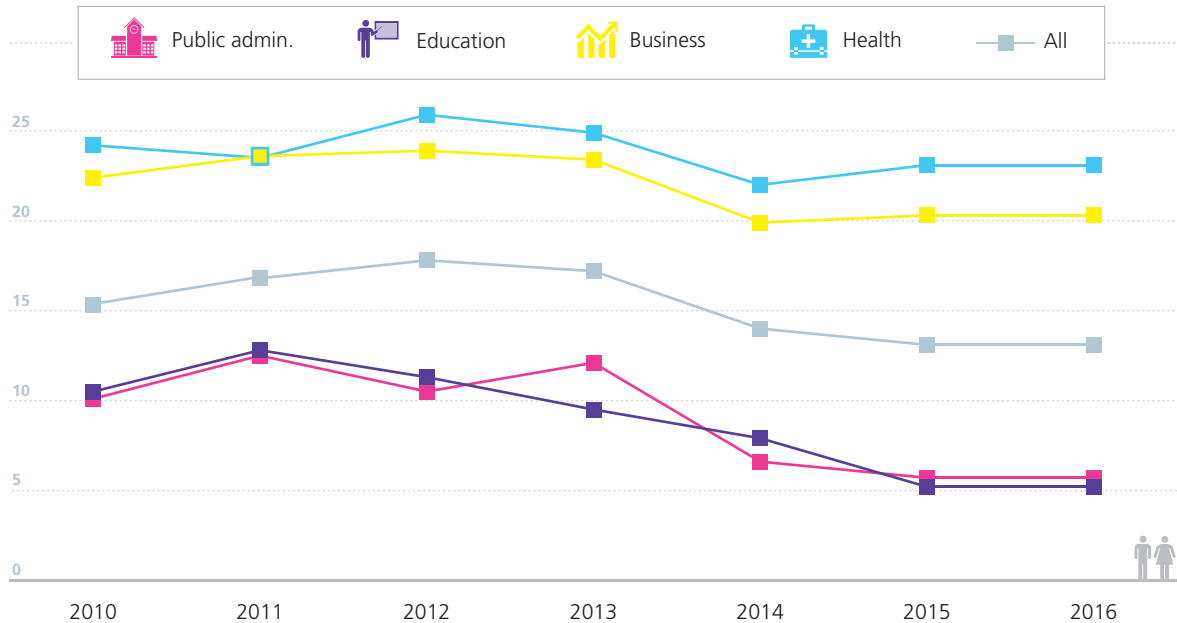
Sector	2010	2011	2012	2013	2014	2015	2016
All	0.7	2.8	4.4	5.8	6.6	7.5	7.5
Business	6.9	8.1	7.9	8.5	8.5	8.8	8.9
Education	9.7	10.7	11.1	12.3	13.4	13.6	13.0
Health	19.0	18.9	19.7	19.9	21.8	20.9	20.2
Public admin.	5.5	5.0	4.9	3.5	4.1	3.4	6.0

Slovenia has one of the smallest overall gender pay gaps among all the countries providing details across the economy. Romania and Poland are the only countries where the gender pay gap is smaller. However, over the last five years the gender pay gap has grown year by year from 0.7% in 2010 to 7.5% in 2016.

In 2016, the gender pay gap in both health (20.2%) and education (13.0%) was considerably higher than in the business sector (8.9%) but the gender pay gap in public administration (6.0%) was lower.

Since 2010, the gender pay gap has grown slightly in education and more strongly in health. In public administration, it fell between 2010 and 2015 but increased in 2016.

SPAIN



Sector	2010	2011	2012	2013	2014	2015	2016
All	15.3	16.8	17.8	17.2	14.0	13.1	13.1
Business	22.4	23.6	23.9	23.4	19.9	20.3	20.3
Education	10.5	12.8	11.3	9.5	7.9	5.2	5.2
Health	24.2	23.5	25.9	24.9	22.0	23.1	23.1
Public admin.	10.1	12.5	10.5	12.1	6.6	5.7	5.7

Spain provides information on the gender pay gap in all sectors of the economy and the overall figure – 13.1% in 2016 – puts Spain clearly in the bottom half of the table.

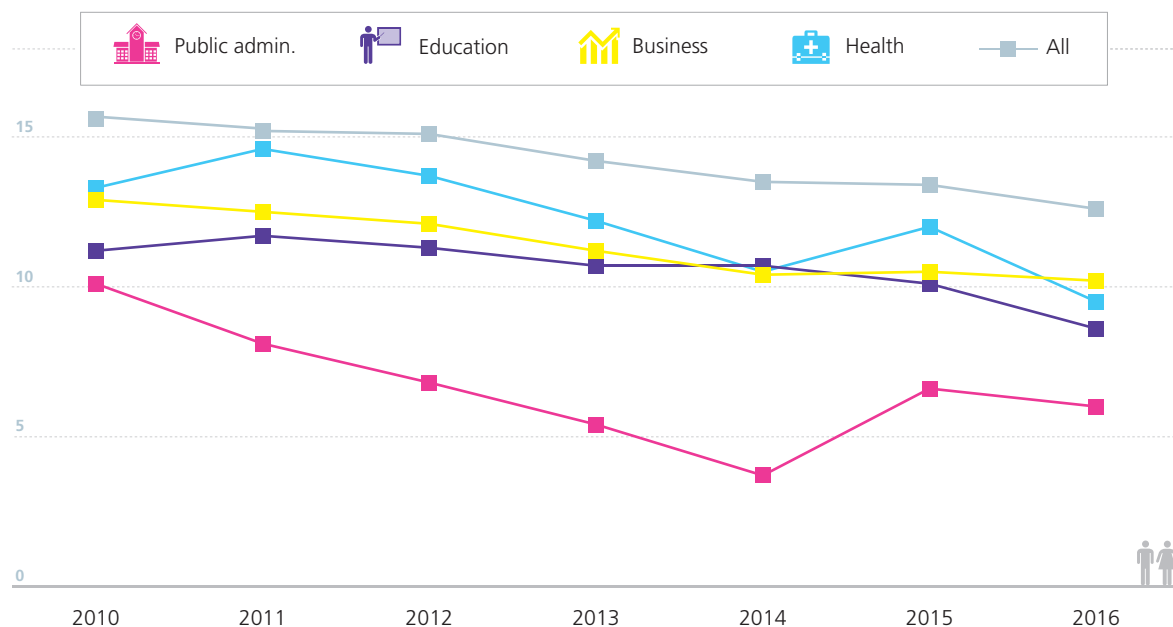
The gender pay gap in the business sector (20.3% in 2016) is below that for health (23.1%) but well above that for education (5.2%) and public administration (5.7%).

It should also be noted that in all cases the 2016 figures, which are provisional, are the same as the 2015 figures. It is likely that they will change when the final figures are published.

Since 2010, the gender pay gap has fallen in all three public sector industries, although there have been variations along the way, particularly in public administration.

The FSC-CCOO services union believes that one reason for the reduction in the gender pay gap in public administration after 2013 may be the changes in labour law introduced in 2012. These made it easier to dismiss employees, and large numbers of low paid women lost their jobs, altering the composition of the workforce.

SWEDEN



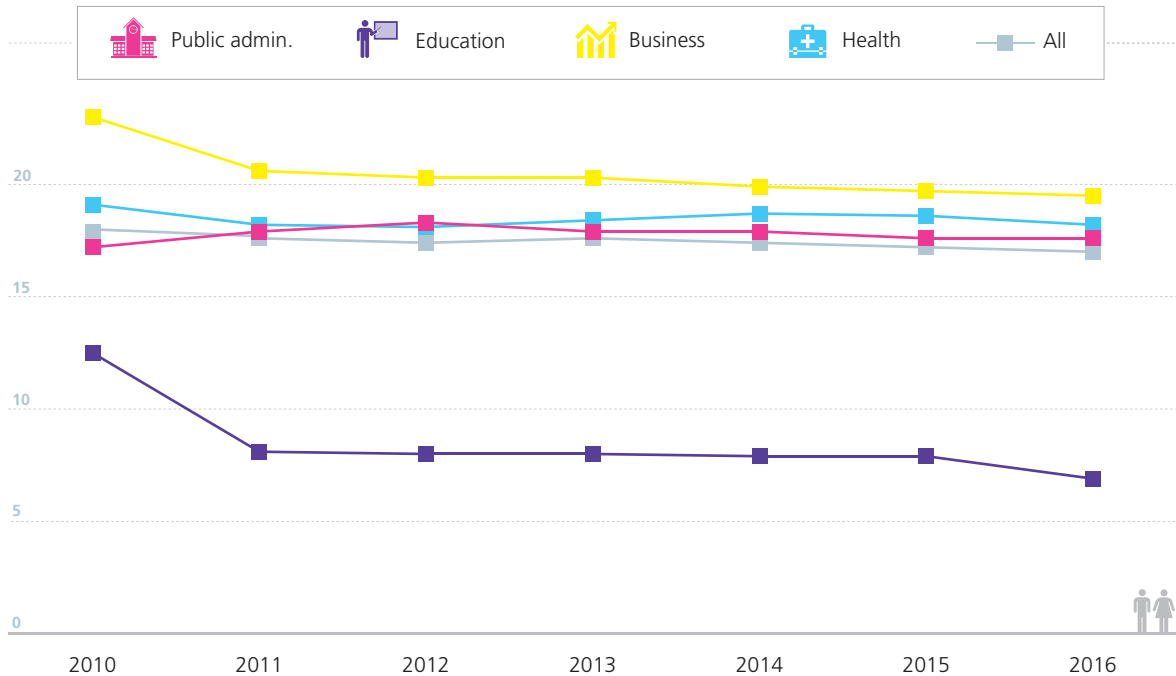
Sector	2010	2011	2012	2013	2014	2015	2016
All	15.6	15.2	15.1	14.2	13.5	13.4	12.6
Business	12.9	12.5	12.1	11.2	10.4	10.5	10.2
Education	11.2	11.7	11.3	10.7	10.7	10.1	8.6
Health	13.3	14.6	13.7	12.2	10.5	12.0	9.5
Public admin.	10.1	8.1	6.8	5.4	3.7	6.6	6.0

The overall gender pay gap in Sweden was 12.6%, close to the bottom of the table among countries providing information across the economy, and the overall figure has been falling steadily since 2010.

The gender pay gap in the business sector (10.2%) is higher than in health (9.5%) education (8.6%) and public administration (6.0%).

Since 2010, there has been a reduction of the gender pay gap in health, education and public administration, but while this trend has been fairly consistent for education, the figures for health and public administration show a noticeable upturn between 2014 and 2015, with the downward trend resuming in 2016.

SWITZERLAND



Sector	2010	2011	2012	2013	2014	2015	2016
All	17.9	17.6	17.4	17.6	17.4	17.2	17.0
Business	23.0	20.6	20.3	20.3	19.9	19.7	19.5
Education	12.5	8.1	8.0	8.0	7.9	7.9	6.9
Health	19.1	18.2	18.1	18.4	18.7	18.6	18.2
Public admin	17.2	17.9	18.3	17.9	17.9	17.6	17.6

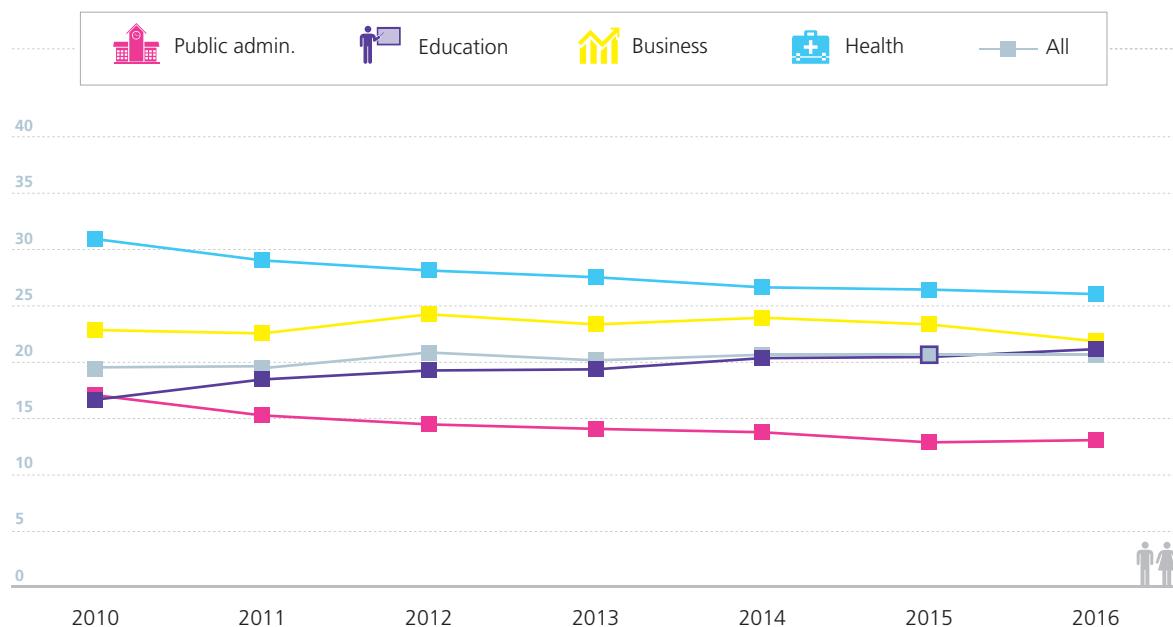
Switzerland provides information on the gender pay gap across the economy (including public administration). The 2016 figures show an overall gender pay gap of 17.0% which places Switzerland in the top half of the table.

The 2016 gender pay gap in the business sector (19.5%) is somewhat above that both for health (18.2%) and public administration (17.6%), but almost three times the gap in education (6.9%). While the figures for health and education place Switzerland in the middle of the gender pay gap table for these sectors, the gender pay gap in public administration is the second highest among the countries examined. While there has been a clear downward trend in education, the figures for health and public administration show very little change over the period.

The Eurostat figures are broadly in line with national figures for 2014 produced by the Swiss Federal Office for Statistics (BFS) for 2014 (as the Swiss public service union VPOD points out). These are based on standardised monthly earnings, rather than hourly earnings as used by Eurostat, and they show an 18.1% unadjusted gender pay gap in the economy as a whole, with a 19.1% gap in the private sector and 16.6% gap in the public sector.⁷

⁷ Analyse der Löhne von Frauen und Männern anhand der Lohnstrukturerhebung 2014: Schlussbericht, BFS 2017

UK



Sector	2010	2011	2012	2013	2014	2015	2016
All	19.3	19.4	20.8	20.1	20.6	20.6	20.6
Business	22.8	22.5	24.2	23.3	23.9	23.3	21.8
Education	16.6	18.4	19.2	19.3	20.3	20.4	21.1
Health	30.9	29.0	28.1	27.5	26.6	26.4	26.0
Public admin.	17.0	15.2	14.4	14.0	13.7	12.8	13.0

The overall gender pay gap in the UK, at 20.6% in 2016, is one of the highest among those countries providing details across the economy. Only Estonia and the Czech Republic have a higher figure.

The business sector has a slightly larger gender pay gap, at 21.8% in 2016, than education (21.1%) and a much larger gender pay gap than public administration (13.0%). But the gender pay gap in health, at 26.0% is larger.

Since 2010, the gender pay gap has been getting smaller in health and public administration, but larger in education.



Gender pay gap (%): league tables (largest to smallest in 2016)

All economy (including public administration)

Country	2010	2011	2012	2013	2014	2015	2016
Estonia	26.1	25.8	28.2	28.2	26.4	25.0	23.7
Czech Republic	20.9	21.8	21.7	21.3	21.6	21.5	21.0
United Kingdom	19.3	19.4	20.8	20.1	20.6	20.6	20.6
Germany	20.8	20.9	21.5	20.8	21.1	20.8	20.4
Slovakia	19.6	19.9	20.8	18.7	19.8	19.7	18.8
Finland	20.0	18.6	18.8	18.5	18.2	17.4	17.1
Switzerland	17.9	17.6	17.4	17.6	17.4	17.2	17.0
Iceland	17.5	17.5	17.2	18.5	16.4	17.0	16.1
Latvia	13.2	12.0	13.0	14.2	15.8	15.1	15.4
France	15.5	15.0	15.0	15.2	15.4	15.3	15.2
Norway	16.7	16.2	14.9	15.6		16.0	14.8
Netherlands	18.0	18.0	17.2	16.2	15.8	15.2	14.6
Denmark	15.5	16.0	16.4	16.2	15.7	14.6	14.5
Hungary	15.9	15.9	17.0	15.8	13.7	12.9	14.3
Cyprus	16.6	16.1	15.5	14.9	14.4	14.0	13.7
Lithuania	14.3	11.3	11.4	11.5	12.4	13.0	13.4
Bulgaria	12.3	12.2	14.0	12.7	12.9	14.2	13.2
Spain	15.3	16.8	17.8	17.2	14.0	13.1	13.1
Sweden	15.6	15.2	15.1	14.2	13.5	13.4	12.6
Slovenia	0.7	2.8	4.4	5.8	6.6	7.5	7.5
Poland	4.9	5.9	6.8	7.3	7.7	7.4	7.1
Romania	8.4	9.0	6.1	3.7	3.4	4.7	4.0
No 2016 figures							
Ireland	13.3	13.1	12.6	13.1	14.1		
Croatia	5.5			8.8	8.6		
Italy					7.4		
Greece	15.0						
EU + 3 average*	15.2	15.5	15.8	15.3	14.7	15.3	14.9

* The figures are unweighted and, in each year, include all the countries for which information is available
Source: Eurostat [earn_gr_gpgr2]

Health and social work

Country	2010	2011	2012	2013	2014	2015	2016
Bulgaria	27.2	25.3	29.2	28.5	29.2	31.7	30.2
Lithuania	24.3	24.8	28.6	28.3	31.6	34.3	29.6
Italy	28.5	24.7	28.1	28.6	28.3	30.1	28.1
Portugal	35.9	30.0	28.5	27.7	26.2	28.3	28.1
Estonia	34.8	32.1	32.2	33.8	32.6	29.1	27.5
Czech Republic	25.6	27.7	29.8	29.9	27.2	27.8	27.1
United Kingdom	30.9	29.0	28.1	27.5	26.6	26.4	26.0
Slovakia	23.8	24.2	24.2	22.8	24.6	26.2	24.1
Finland	29.6	28.7	27.7	26.6	25.8	25.9	24.0
Spain	24.2	23.5	25.9	24.9	22.0	23.1	23.1
Netherlands	16.5	24.5	23.8	22.8	21.9	21.8	21.1
Germany	24.6	24.4	24.2	23.9	23.3	21.6	20.9
Slovenia	19.0	18.9	19.7	19.9	21.8	20.9	20.2
Latvia	11.1	11.8	16.7	21.0	22.5	22.1	19.1
Switzerland	19.1	18.2	18.1	18.4	18.7	18.6	18.2
Malta	12.4	13.7	15.4	16.7	17.8	17.6	17.2
Hungary	16.1	16.4	16.1	16.2	15.3	16.0	16.5
France	18.2	16.1	16.1	16.4	15.3	14.9	14.9
Poland	17.8	19.2	20.6	19.0	17.4	15.5	13.6
Iceland	13.3	14.5	14.3	11.2	10.2	12.4	13.4
Cyprus	37.6	36.4	24.9	20.1	14.0	12.9	12.9
Austria	12.0				12.8	12.7	11.5
Sweden	13.3	14.6	13.7	12.2	10.5	12.0	9.5
Norway	12.7	12.5	11.7	11.6	10.7	9.7	8.8
Denmark	10.0	10.4	10.7	9.9	10.1	8.9	8.6
Romania	8.6	9.1	6.6	9.3	8.9	6.8	7.4
Luxembourg	5.2	4.1	2.3	1.5	0.1	0.1	0.1
Belgium	9.3	6.8	4.5	1.9	-0.5	-0.6	-0.8
No 2016 figures							
Croatia	24.3	23.2	24.4	25.6	26.5		
Ireland	16.8	21.4	19.5	18.5	16.4		
Greece	20.6				8.4		
EU + 3 average*	20.1	20.1	20	19.6	18.4	18.8	17.9

* The figures are unweighted and, in each year, include all the countries for which information is available
Source: Eurostat [earn_gr_gpgr2]

Public administration

Country	2010	2011	2012	2013	2014	2015	2016
Slovakia	23.2	18.9	20.9	18.1	21.4	22.9	19.7
Switzerland	17.2	17.9	18.3	17.9	17.9	17.6	17.6
Poland	16.8	17.2	17.6	16.8	16.0	15.6	15.1
Finland	18.3	15.5	16.1	15.9	17.0	16.6	14.7
Hungary	3.7	3.9	-1.7		3.6	4.2	13.5
Norway	20.9	18.0	16.7	16.5		13.9	13.3
Czech Republic	16.3	14.2	13.8	12.3	12.6	13.2	13.2
United Kingdom	17.0	15.2	14.4	14.0	13.7	12.8	13.0
France	11.6	12.2	11.6	13.0	12.2	12.5	12.5
Cyprus	16.0	16.2	14.5	14.1	13.6	12.6	11.5
Iceland	14.5	13.3	12.5	11.6	9.8	8.6	11.0
Germany	8.5	8.0	8.1	7.8	8.2	8.0	8.0
Estonia	10.6	9.8	8.8	8.4	8.4	6.1	7.9
Denmark	9.6	9.5	9.4	10.0	11.0	7.3	6.5
Slovenia	5.5	5.0	4.9	3.5	4.1	3.4	6.0
Sweden	10.1	8.1	6.8	5.4	3.7	6.6	6.0
Spain	10.1	12.5	10.5	12.1	6.6	5.7	5.7
Bulgaria	12.5	9.5	9.2	3.7	5.2	6.3	4.9
Lithuania	7.2	6.4	4.9	4.1	3.2	2.0	3.6
Netherlands	13.7	8.8	8.2	6.8	6.2	3.2	2.5
Romania	-0.2	2.0	0.2	0.2	-1.1	0.6	0.3
Latvia	-3.4	-4.4	-3.7	-2.2	1.4	-3.8	0.1
No 2016 figures							
Ireland	7.0	16.6	14.8	14.6	14.1		
Italy					13.7		
Croatia	9.0			20.8	14.9		
Greece	15.9						
EU + 3 average*	11.7	11.1	10.3	10.2	9.9	8.9	9.4

* The figures are unweighted and, in each year, include all the countries for which information is available
Source: Eurostat [earn_gr_gpgr2]

Education

Country	2010	2011	2012	2013	2014	2015	2016
Czech Republic	21.7	24.3	24.6	25.5	25.9	25.3	24.6
Austria	27.8				24.3	24.2	24.3
United Kingdom	16.6	18.4	19.2	19.3	20.3	20.4	21.1
Estonia	23.8	25.5	25.9	26.0	22.3	21.6	19.5
France	13.9	13.4	14.3	15.1	17.5	17.3	17.3
Slovakia	14.5	15.6	15.4	13.9	13.0	14.7	14.9
Hungary	20.7	17.6	19.9		13.4	11.7	14.2
Germany	9.6	10.5	10.5	11.4	12.7	12.5	13.0
Slovenia	9.7	10.7	11.1	12.3	13.4	13.6	13.0
Finland	15.8	16.3	15.8	15.7	15.3	14.8	12.9
Iceland	15.9	15.7	15.1	14.9	13.3	13.2	12.7
Bulgaria	13.2	11.3	13.9	12.4	15.6	15.5	11.3
Netherlands	21.2	14.0	13.6	14.0	13.9	11.3	11.2
Portugal	12.4	11.1	11.1	10.7	10.3	10.6	10.6
Romania	11.5	10.4	7.9	7.3	3.3	2.2	9.8
Malta	-3.0	-0.6	4.9	9.8	13.8	10.0	9.1
Sweden	11.2	11.7	11.3	10.7	10.7	10.1	8.6
Norway	8.8	8.6	7.8	8.7	7.7	7.9	7.6
Cyprus	11.4	10.3	8.9	7.3	7.0	7.0	7.2
Switzerland	12.5	8.1	8.0	8.0	7.9	7.9	6.9
Denmark	8.8	8.6	8.2	8.4	7.1	5.7	5.2
Spain	10.5	12.8	11.3	9.5	7.9	5.2	5.2
Poland	1.0	1.3	1.6	3.4	5.1	4.9	4.8
Luxembourg	6.7	6.5	5.5	4.8	3.8	3.9	3.8
Belgium	3.4	3.3	3.3	3.1	2.9	3.0	2.9
Lithuania	1.0	-1.7	-0.4	-0.1	3.1	2.5	2.8
Latvia	0.8	2.2	1.4	2.5	2.2	1.2	-4.4
No 2016 figures							
Croatia	19.1			11.5	12.9		
Ireland	25.3	18.0	15.7	14.1	16.9		
Italy	12.6	11.8	8.0	6.1	7.6		
Greece	12.4				9.6		
EU + 3 average*	12.6	11.3	11.2	10.9	11.6	11.0	10.7

* The figures are unweighted and, in each year, include all the countries for which information is available
Source: Eurostat [earn_gr_gpgr2]

Business sector

Country	2010	2011	2012	2013	2014	2015	2016
Estonia	28.5	27.3	29.7	30.2	29.0	26.9	25.6
Germany	25.7	25.8	26.0	25.4	25.7	25.4	25.0
United Kingdom	22.8	22.5	24.2	23.3	23.9	23.3	21.8
Austria	25.2	24.7	24.3	23.8	23.8	23.2	21.7
Netherlands	17.7	23.7	23.4	23.5	24.0	21.8	21.6
Cyprus	26.1	24.9	24.3	23.4	22.4	21.8	21.4
Portugal	22.8	20.3	21.7	21.3	22.5	21.7	21.1
Spain	22.4	23.6	23.9	23.4	19.9	20.3	20.3
Slovakia	20.2	19.4	21.6	20.0	20.8	19.9	19.8
Switzerland	23.0	22.8	22.1	22.1		20.0	19.5
Lithuania	19.1	16.9	17.0	16.8	17.5	18.0	17.8
Norway	19.7	18.4	17.3	17.3	17.3	18.5	17.5
Finland	19.4	18.1	18.3	18.0	17.6	17.1	17.1
Iceland	16.5	16.4	15.7	16.5	15.9	16.5	16.4
Czech Republic	16.1	16.1	15.5	15.9	16.5	16.1	16.2
Denmark	18.8	18.3	17.5	17.1	16.4	15.5	16.2
Italy	15.8	15.7	17.0	18.9	17.6	17.2	16.0
Latvia	17.0	14.4	14.6	14.8	16.0	15.1	15.4
Poland	16.1	15.9	15.6	16.7	17.7	16.6	15.4
Malta	15.5	15.3	15.3	14.6	14.2	14.5	14.3
Bulgaria	14.1	13.7	15.1	14.8	14.3	15.1	14.1
Hungary	15.4	14.4	15.7	13.9	14.1	12.6	14.0
Luxembourg	13.7	13.8	14.0	13.9	14.0	14.2	13.9
France	15.6	14.2	13.8	13.6	12.8	12.5	12.5
Belgium	15.1	14.1	13.0	12.1	11.0	10.9	10.7
Sweden	12.9	12.5	12.1	11.2	10.4	10.5	10.2
Slovenia	6.9	8.1	7.9	8.5	8.5	8.8	8.9
Romania	6.9	7.7	5.7	5.5	5.4	6.4	7.0
No 2016 figures							
Ireland	22.7	21.8	21.0	21.2	21.1		
Croatia				9.4	10.0		
Greece	19.7				18.6		
EU + 3 average*	18.4	18.0	18.0	17.6	17.3	17.2	16.8

* The figures are unweighted and, in each year, include all the countries for which information is available
Source: Eurostat [earn_gr_gpgr2]

Overall economy without public administration

Country	2010	2011	2012	2013	2014	2015	2016
European Union (28)	16.4	16.8	17.2	16.7	16.6	16.2	16.2
Estonia	27.7	27.3	29.9	29.8	28.1	26.9	25.3
Czech Republic	21.6	22.6	22.5	22.3	22.5	22.5	21.8
Germany	22.3	22.4	22.7	22.1	22.3	22.0	21.5
United Kingdom	19.5	19.7	21.2	20.5	20.9	21.0	21.0
Austria	24.0	23.5	22.9	22.3	22.2	21.7	20.1
Slovakia	19.6	20.1	20.8	18.8	19.7	19.6	19.0
Portugal	12.8	12.9	15.0	13.3	14.9	17.8	17.5
Finland	20.3	19.1	19.2	18.8	18.4	17.6	17.4
Latvia	15.5	14.1	14.9	16.0	17.3	17.0	17.0
Switzerland	17.8	17.6	17.4	17.6	17.4	17.2	17.0
Iceland	17.7	17.8	17.7	19.0	16.7	17.5	16.3
Netherlands	17.8	18.6	17.6	16.5	16.1	16.1	15.6
France	15.6	15.7	15.6	15.5	15.5	15.3	15.2
Denmark	15.9	16.4	16.8	16.5	16.0	15.1	15.0
Norway	16.1	15.7	14.7	15.5	14.5	16.2	14.9
Bulgaria	13.0	13.2	15.1	14.1	14.2	15.4	14.4
Lithuania	14.6	11.5	11.9	12.2	13.3	14.2	14.4
Spain	16.2	17.6	18.7	17.8	14.9	14.2	14.2
Hungary	17.6	18.0	20.1	18.4	15.1	14.0	14.0
Cyprus	16.8	16.1	15.6	14.9	14.2	14.0	13.9
Sweden	15.4	15.6	15.5	14.6	13.8	14.0	13.3
Malta	7.2	7.7	9.5	9.7	10.6	10.4	11.0
Slovenia	0.9	3.3	4.5	6.3	7.0	8.1	7.8
Poland	4.5	5.5	6.4	7.1	7.7	7.4	7.2
Belgium	10.2	9.4	8.3	7.5	6.6	6.5	6.1
Luxembourg	8.7	7.9	7.0	6.2	5.4	5.5	5.5
Italy	5.3	5.7	6.5	7.0	6.1	5.5	5.3
Romania	8.8	9.6	6.9	4.9	4.5	5.8	5.2
No 2016 figures							
Ireland	13.9	12.7	12.2	12.9	13.9		
Greece	15.0				12.5		
Croatia	5.7			7.7	8.7		



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