

Facts About the Gender Pay Gap



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18.9%

Average gender pay gap across the economy in the Czech Republic by average hourly wage in 2019.

Source: Eurostat, <https://ec.europa.eu/eurostat/databrowser/view/tesem180/default/table?lang=en>

Displayed on 25 February 2021

14.1%

Average gender pay gap across the economy
in all EU Member States
by average hourly earnings in 2019.

Source: Eurostat, <https://ec.europa.eu/eurostat/databrowser/view/tesem180/default/table?lang=en>

Accessed on 25 February 2021

10%

Gender pay gap for women and men who perform the same job, i.e. who are in the same work position according to the CZ-ISCO occupational classification with the same employer.

The difference is calculated on the basis of hourly pay.

Source: Average Earnings Information System, 2016 In: Gender Pay Gap in the Czech Republic: Workplace, occupation, equal work and factor analysis, 2018, p. 53, chart 11

38%

The average percentage of the gender pay gap in the financial sector, i.e. the banking and insurance sector in 2019.

This is the highest gap by sector as per the NACE classification.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019

24%

The average percentage of gender pay gap in wages for women and men working in caring occupations, i.e. in the health and social care sector, where women are statistically predominant, in 2019.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019

22%

Average percentage difference in wages between women and men working in 2019 in the education sector, where women predominate in numbers.

In sectors where women are highly represented, the so-called glass escalator phenomenon contributes to the gender wage gap. This means that men working in these industries rise more quickly to higher positions which allows them to advance their careers faster, and they also see their wages rise faster compared to women.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019

36%

Average percentage difference in wages between women and men working in top management positions.

The representation of women in this job category is very low, with one of the largest gender wage gaps. The GPG in managerial positions is also affected by the “glass ceiling”, the invisible barrier system that prevents women from reaching senior positions.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019

26%

Average percentage difference in wages between university-educated women and men.

This is the highest gap by education group. The wage gap between university-educated women and men is a combination of many factors: the so-called glass ceiling which prevents women from accessing senior positions, the challenges of balancing work and family care, and the undervaluation of female-dominated fields.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019

17%

Average difference in old-age pension levels between men and women.

Lower earnings during women's working careers have consequences even after they end their careers. Inequalities that occur in the labour market (low proportion of women in managerial positions, in technical fields, etc.) and in private life (greater care commitments, long periods out of the labour market), result in lower pensions for women compared to men.

Source: CZSO, Focus on women and men
2020 Displayed on 25 February 2021

25%

Average percentage wage gap between women and men in the 40-44 age group.

This is the highest gap by age group, as it is primarily in this age group that women are most burdened with caring for young children or returning to the labour market after parental leave.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019

10 March 2021

Equal Pay Day (EPD) is a day when women symbolically earn the same as men did for the entire previous year. This means that Czech women would have to work 69 days longer than men on average to earn the same as men in 2020.

Source: Czech Statistical Office (CZSO), Wage structure of employees, 2019