

8 March 2014: International Women's Day

## **In 2012, 40% of young women had completed tertiary education compared with 32% of men**

Who are more likely to leave school early – women or men? What proportion of young women have a degree? Which fields of tertiary education are the most popular among women and which are the least? Are a higher or a lower proportion of women than men in employment? Do women or men more often work part time? What is the difference in earnings between women and men? How have fertility rates changed over the last decade?

Answers to these questions can be found in this News Release, published by **Eurostat, the statistical office of the European Union** on the occasion of International Women's Day on 8 March 2014. The tables in this News Release only show a small part of the large amount of gender based data available at Eurostat. A dedicated section on the topic of gender equality is available on the Eurostat web site<sup>1</sup>.

### **A smaller proportion of early leavers from education and training among women**

There was a smaller proportion of early leavers from education and training among women (10.9%) than among men (14.4%) in the **EU28** in 2012. While the extent of leaving school early differs considerably between Member States, this gender pattern was the same for all except **Bulgaria**. The largest differences between women and men for early leavers from education and training were observed in **Portugal** (14.3% for women and 27.1% for men), **Malta** (17.6% and 27.5%), **Cyprus** (7.0% and 16.5%), **Latvia** (6.3% and 14.7%) and **Spain** (20.8% and 28.8%), and the smallest in **Austria** (7.3% and 7.9%), **Bulgaria** (13.0% and 12.1%), **Croatia** (3.6% and 4.6%), the **Czech Republic** (4.9% and 6.1%) and **Romania** (16.7% and 18.0%).

### **Smallest differences between women and men having completed tertiary education in Austria, Luxembourg and Germany**

A higher proportion of young women than men have a degree in the EU. In 2012, 39.9% of women aged 30 to 34 in the **EU28** had completed a tertiary level of education, compared with 31.5% of men. The largest differences in the rates between women and men were observed in **Estonia** (50.4% for women and 28.1% for men), **Latvia** (48.1% and 26.2%), **Slovenia** (49.6% and 29.5%) and **Denmark** (52.6% and 33.7%), and the smallest in **Austria** (26.6% and 26.0%), **Luxembourg** (48.9% and 50.4%), **Germany** (32.9% and 31.0%) and **Romania** (23.2% and 20.5%).

### **Almost 80% of graduates in education in the EU28 are women, compared with 27% for engineering**

The fields of study chosen within tertiary education vary greatly between women and men. In the **EU28** in 2011, 79.1% of tertiary education graduates in education & training and 76.0% of graduates in health & welfare were women. On the other hand, only 26.6% of graduates in engineering and 40.8% in science & mathematics were female. The share of female graduates in the different fields varied significantly between Member States, ranging from 74.4% in **Denmark** to 95.1% in **Romania** for education & training, from 59.7% in **Cyprus** to 93.7% in **Latvia** for health & welfare, from 25.2% in the **Netherlands** to 60.7% in **Romania** for science & mathematics and from 16.9% in **Ireland** to 50.4% in **Cyprus** for engineering.

## Education

	Early leavers from education and training, 2012 (% of women and % of men aged 18 to 24)		Tertiary education attainment, 2012 (% of women and % of men aged 30 to 34)		Female tertiary education graduates by field of study, 2011 (% of graduates in the field)*			
	Women	Men	Women	Men	Education & training	Health & welfare	Science, mathematics & computing	Engineering
<b>EU28</b>	<b>10.9</b>	<b>14.4</b>	<b>39.9</b>	<b>31.5</b>	<b>79.1</b>	<b>76.0</b>	<b>40.8</b>	<b>26.6</b>
<b>Belgium</b>	9.5	14.4	50.7	37.1	75.4	76.1	30.1	21.4
<b>Bulgaria</b>	13.0	12.1	33.6	20.5	79.5	72.9	51.0	33.4
<b>Czech Republic</b>	4.9	6.1	29.1	22.4	82.0	83.1	39.4	26.9
<b>Denmark</b>	7.4	10.8	52.6	33.7	74.4	81.0	36.9	38.7
<b>Germany</b>	9.9	11.3	32.9	31.0	76.2	78.2	43.6	18.2
<b>Estonia</b>	7.1	14.0	50.4	28.1	93.3	92.5	45.4	31.1
<b>Ireland</b>	8.2	11.2	57.9	44.0	76.2	79.4	40.4	16.9
<b>Greece</b>	9.1	13.7	34.2	27.6	76.4	72.7	46.7	32.7
<b>Spain</b>	20.8	28.8	45.3	35.0	77.2	76.1	36.2	27.2
<b>France</b>	9.8	13.4	48.6	38.5	78.4	73.3	36.2	25.5
<b>Croatia</b>	3.6	4.6	28.8	19.4	94.0	76.2	52.6	28.1
<b>Italy</b>	14.5	20.5	26.3	17.2	87.6	67.6	53.9	33.0
<b>Cyprus</b>	7.0	16.5	55.5	43.6	83.5	59.7	46.0	50.4
<b>Latvia</b>	6.3	14.7	48.1	26.2	90.0	93.7	35.3	25.8
<b>Lithuania</b>	4.6	8.1	56.7	40.3	79.4	85.2	39.8	23.2
<b>Luxembourg</b>	5.5	10.7	48.9	50.4	66.8	68.2	33.6	22.2
<b>Hungary</b>	10.7	12.2	35.5	24.7	80.7	79.1	33.3	22.9
<b>Malta</b>	17.6	27.5	24.0	20.7	79.6	72.3	50.7	29.2
<b>Netherlands</b>	7.3	10.2	44.6	39.8	79.9	74.8	25.2	20.0
<b>Austria</b>	7.3	7.9	26.6	26.0	79.3	70.3	35.4	19.6
<b>Poland</b>	3.5	7.8	46.5	31.9	81.7	76.0	44.8	33.9
<b>Portugal</b>	14.3	27.1	30.1	24.3	81.5	78.9	55.1	31.2
<b>Romania</b>	16.7	18.0	23.2	20.5	95.1	71.7	60.7	35.4
<b>Slovenia</b>	3.2	5.4	49.6	29.5	87.0	81.8	39.9	24.4
<b>Slovakia</b>	4.6	6.0	28.2	19.4	77.4	83.1	42.5	30.5
<b>Finland</b>	8.1	9.8	55.4	36.7	81.2	85.3	44.7	22.4
<b>Sweden</b>	6.3	8.5	53.7	42.4	79.3	82.5	40.0	29.7
<b>United Kingdom</b>	12.4	14.7	50.2	44.0	75.5	76.8	36.7	21.4
<b>Iceland</b>	16.5	23.6	51.2	34.5	82.7	87.6	47.4	40.3
<b>Norway</b>	11.9	17.6	55.9	39.9	74.5	83.4	33.7	26.5
<b>Switzerland</b>	5.3	5.7	40.5	47.2	69.8	71.3	31.2	13.0
<b>Former Yug. Rep. of Macedonia</b>	12.3	11.1	22.6	20.8	70.4	73.4	44.1	33.4
<b>Turkey</b>	43.0	36.1	16.2	19.8	59.9	60.4	46.1	24.5

Infographics. [http://www.flickr.com/photos/eu\\_eurostat/12947816214/](http://www.flickr.com/photos/eu_eurostat/12947816214/)

\* Data for 2012 for Belgium, Bulgaria, Cyprus, Lithuania, Romania, Slovenia and the Former Yugoslav Republic of Macedonia and for 2010 for Croatia and Iceland.

Data are presented for the fields education & training and health & welfare, which have the highest shares for women and for science, mathematics & computing and engineering, which have the lowest shares for women.

### Smallest differences in female and male employment rates in Lithuania, Finland, Latvia and Sweden

Across the EU, fewer women aged 15 to 64 than men were in employment. The employment rate<sup>2</sup> for women in the **EU28** in 2012 was 58.5%, compared with 69.6% for men. The rates for women were lower than for men in all Member States, with the largest differences in **Malta** (44.2% for women and 73.3% for men), **Italy** (47.1% and 66.5%), **Greece** (41.9% and 60.6%) and the **Czech Republic** (58.2% and 74.6%), and the smallest in **Lithuania** (61.8% and 62.2%), **Finland** (68.2% and 70.5%), **Latvia** (61.7% and 64.4%) and **Sweden** (71.8% and 75.6%).

## Part-time work: 32% of women and 8% of men in employment in the EU28

The proportion of women in employment working part-time in the **EU28** in 2012 was 31.9%, compared with 8.4% for men. The largest differences between women and men working part time were registered the **Netherlands** (76.9% for women and 24.9% for men), **Austria** (44.4% and 7.8%), **Germany** (45.0% and 9.1%) and **Belgium** (43.5% and 9.0%), and the smallest in **Bulgaria** (2.5% and 2.0%), **Romania** (9.7% and 8.6%), **Croatia** (7.5% and 5.2%) and **Slovakia** (5.5% and 2.8%).

## Largest gender pay gaps in Estonia, Austria and Germany

The gender pay gap, meaning the difference between the average earnings of male and female employees as a share of male earnings, was 16.4% in the **EU28** in 2012. There were considerable differences between Member States, with the largest gender pay gaps in **Estonia** (30.0%), **Austria** (23.4%), **Germany** (22.4%), the **Czech Republic** (22.0%), **Slovakia** (21.5%) and **Hungary** (20.1%), and the smallest in **Slovenia** (2.5%), **Malta** (6.1%), **Poland** (6.4%), **Italy** (6.7%) and **Luxembourg** (8.6%).

## Employment, 2012

	Employment rates <sup>2</sup> (population aged 15-64)		Part-time employment (% of women and % of men in employment aged 15-64)		Gender pay gap*
	Women	Men	Women	Men	
<b>EU28</b>	<b>58.5</b>	<b>69.6</b>	<b>31.9</b>	<b>8.4</b>	<b>16.4</b>
<b>Belgium</b>	56.8	66.9	43.5	9.0	10.0
<b>Bulgaria</b>	56.3	61.3	2.5	2.0	14.7
<b>Czech Republic</b>	58.2	74.6	8.6	2.2	22.0
<b>Denmark</b>	70.0	75.2	35.8	14.8	14.9
<b>Germany</b>	68.0	77.6	45.0	9.1	22.4
<b>Estonia</b>	64.7	69.7	13.2	5.1	30.0
<b>Ireland</b>	55.1	62.7	34.9	13.3	14.4
<b>Greece</b>	41.9	60.6	11.8	4.7	15.0
<b>Spain</b>	50.6	60.2	24.4	6.5	17.8
<b>France</b>	60.0	68.0	30.0	6.4	14.8
<b>Croatia</b>	46.2	55.1	7.5	5.2	18.0
<b>Italy</b>	47.1	66.5	31.0	6.7	6.7
<b>Cyprus</b>	59.4	70.4	13.1	6.4	16.2
<b>Latvia</b>	61.7	64.4	11.0	6.7	13.8
<b>Lithuania</b>	61.8	62.2	10.7	6.9	12.6
<b>Luxembourg</b>	59.0	72.5	36.1	4.7	8.6
<b>Hungary</b>	52.1	62.5	9.3	4.3	20.1
<b>Malta</b>	44.2	73.3	26.0	5.7	6.1
<b>Netherlands</b>	70.4	79.7	76.9	24.9	16.9
<b>Austria</b>	67.3	77.8	44.4	7.8	23.4
<b>Poland</b>	53.1	66.3	10.6	4.5	6.4
<b>Portugal</b>	58.7	64.9	14.1	8.2	15.7
<b>Romania</b>	52.6	66.5	9.7	8.6	9.7
<b>Slovenia</b>	60.5	67.4	12.2	6.3	2.5
<b>Slovakia</b>	52.7	66.7	5.5	2.8	21.5
<b>Finland</b>	68.2	70.5	19.4	9.1	19.4
<b>Sweden</b>	71.8	75.6	38.6	12.5	15.9
<b>United Kingdom</b>	65.1	75.2	42.3	11.5	19.1
<b>Iceland</b>	77.8	81.5	31.4	10.9	18.7
<b>Norway</b>	73.8	77.6	41.5	14.3	15.1
<b>Switzerland</b>	73.6	85.2	60.1	12.8	17.9
<b>Former Yug. Rep. of Macedonia</b>	35.3	52.4	6.9	5.6	:
<b>Turkey</b>	28.7	69.2	23.8	6.3	:

Infographics. [http://www.flickr.com/photos/eu\\_eurostat/12947560963/](http://www.flickr.com/photos/eu_eurostat/12947560963/)

\* The gender pay gap represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. Switzerland: 2011 data, Greece: 2010 data.

: Data not available

## Highest fertility rates in Ireland, France and the United Kingdom

The fertility rate<sup>3</sup>, meaning the number of children per woman, in the **EU28** rose from 1.46 in 2001 to 1.61 in 2010, and then fell slightly to 1.58 in 2012. This rate increased in twenty two Member States between 2001 and 2012, with the largest increases in **Slovenia** (from 1.21 in 2001 to 1.58 in 2012), **Sweden** (from 1.57 to 1.91), **Lithuania** (from 1.29 to 1.60), the **Czech Republic** (from 1.15 to 1.45), **Bulgaria** (from 1.21 to 1.50) and the **United Kingdom** (from 1.63 to 1.92). In 2012, the highest fertility rates were observed in **Ireland** and **France** (both 2.01), the **United Kingdom** (1.92) and **Sweden** (1.91), and the lowest in **Portugal** (1.28), **Poland** (1.30) and **Spain** (1.32).

It should be noted that among the ten Member States showing fertility rates above or at the **EU28** average, eight of them (**Denmark, France, Lithuania, the Netherlands, Slovenia, Finland, Sweden** and the **United Kingdom**) also had employment rates of women above the **EU28** average and two of them (**Belgium** and **Ireland**) employment rates close to the average.

### Fertility rates

	2001	2005	2010	2011	2012
<b>EU28</b>	<b>1.46</b>	<b>1.51</b>	<b>1.61</b>	<b>1.58</b>	<b>1.58</b>
<b>Belgium</b>	<i>1.67</i>	<i>1.76</i>	<i>1.86</i>	1.81	1.79
<b>Bulgaria</b>	1.21	1.32	1.57	1.51	1.50
<b>Czech Republic</b>	1.15	1.29	1.51	1.43	1.45
<b>Denmark</b>	1.74	1.80	1.87	1.75	1.73
<b>Germany</b>	1.35	1.34	1.39	1.36	1.38
<b>Estonia</b>	1.32	1.52	1.72	1.61	1.56
<b>Ireland</b>	1.94	1.86	2.07	2.03	2.01
<b>Greece</b>	1.25	1.32	1.51	1.39	1.34
<b>Spain</b>	1.24	1.33	1.37	1.34	1.32
<b>France</b>	1.90	1.94	2.03	2.01	2.01
<b>Croatia</b>	1.46	1.50	1.55	1.48	1.51
<b>Italy</b>	1.25	1.34	1.46	1.44	1.43
<b>Cyprus</b>	1.57	1.48	1.44	1.35	1.39
<b>Latvia</b>	1.22	1.39	1.36	1.33	1.44
<b>Lithuania</b>	1.29	1.29	1.50	1.55	1.60
<b>Luxembourg</b>	<i>1.66</i>	<i>1.63</i>	<i>1.63</i>	<i>1.52</i>	<i>1.57</i>
<b>Hungary</b>	<i>1.31</i>	<i>1.31</i>	<i>1.25</i>	<i>1.26</i>	<i>1.34</i>
<b>Malta</b>	1.48	1.38	1.36	1.45	1.43
<b>Netherlands</b>	1.71	1.71	1.79	1.76	1.72
<b>Austria</b>	1.33	1.41	1.44	1.43	1.44
<b>Poland</b>	<i>1.31</i>	<i>1.24</i>	<i>1.38</i>	1.30	1.30
<b>Portugal</b>	1.45	1.41	1.39	1.35	1.28
<b>Romania</b>	1.27	1.39	1.54	1.46	1.53
<b>Slovenia</b>	1.21	1.26	1.57	1.56	1.58
<b>Slovakia</b>	1.20	1.27	1.43	1.45	1.34
<b>Finland</b>	1.73	1.80	1.87	1.83	1.80
<b>Sweden</b>	1.57	1.77	1.98	1.90	1.91
<b>United Kingdom</b>	1.63	1.76	1.92	1.91	1.92
<b>Iceland</b>	1.95	2.05	2.20	2.02	2.04
<b>Liechtenstein</b>	1.52	1.49	1.40	1.69	1.51
<b>Norway</b>	1.78	1.84	1.95	1.88	1.85
<b>Switzerland</b>	<i>1.38</i>	<i>1.42</i>	<i>1.52</i>	<i>1.52</i>	<i>1.52</i>
<b>Montenegro</b>	:	<i>1.60</i>	1.69	1.65	1.71
<b>Former Yug. Rep. of Macedonia</b>	1.73	1.46	1.56	1.46	1.51
<b>Serbia</b>	<i>1.58</i>	<i>1.45</i>	<i>1.40</i>	1.40	1.45
<b>Turkey</b>	:	:	2.04	2.03	2.09

Data in italics are not fully comparable due to breaks in the series.

: Data not available

1. [http://epp.eurostat.ec.europa.eu/portal/page/portal/employment\\_social\\_policy\\_equality/equality](http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_social_policy_equality/equality), where many gender based indicators are presented, as well as links to the website of the European Commission Directorate General for Justice and to the European Institute for Gender Equality. Infographics illustrating the tables in this News Release can be found at: [http://www.flickr.com/photos/eu\\_eurostat/](http://www.flickr.com/photos/eu_eurostat/).
2. The employment rate is calculated by dividing the number of persons aged 15 to 64 in employment by the total population of the same age group.
3. The mean number of children that would be born alive to a woman during her childbearing years if she were to conform to the age-specific fertility rates of a given year.

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