



HELLENIC REPUBLIC
HELLENIC STATISTICAL AUTHORITY

Piraeus, 30 January 2026

Gender Pay Gap Statistics

Reference year: 2024

Timeseries 2022-2024

The Hellenic Statistical Authority (ELSTAT) announces, for the first time, statistics on the Gender Pay Gap for the year 2024 and the timeseries 2022-2024.

This Announcement presents statistical data on the Gender Pay Gap (GPG), which is used to monitor the imbalances in earnings between men and women.

The Gender Pay Gap is defined as the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.

The data are collected from enterprises with 10 or more employees having activity in sections B-S, excluding section O (Public administration and defense, compulsory social security) according to the NACE Rev. 2 nomenclature.

The Gender Pay Gap results for the year 2022 are derived directly from the 4-year Structure of Earnings Survey of the same reference year. The results for the years 2023 and 2024 were calculated using data from administrative sources, having as benchmark Structure of Earnings Survey 2022.

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I. Gender Pay Gap by section of economic activity

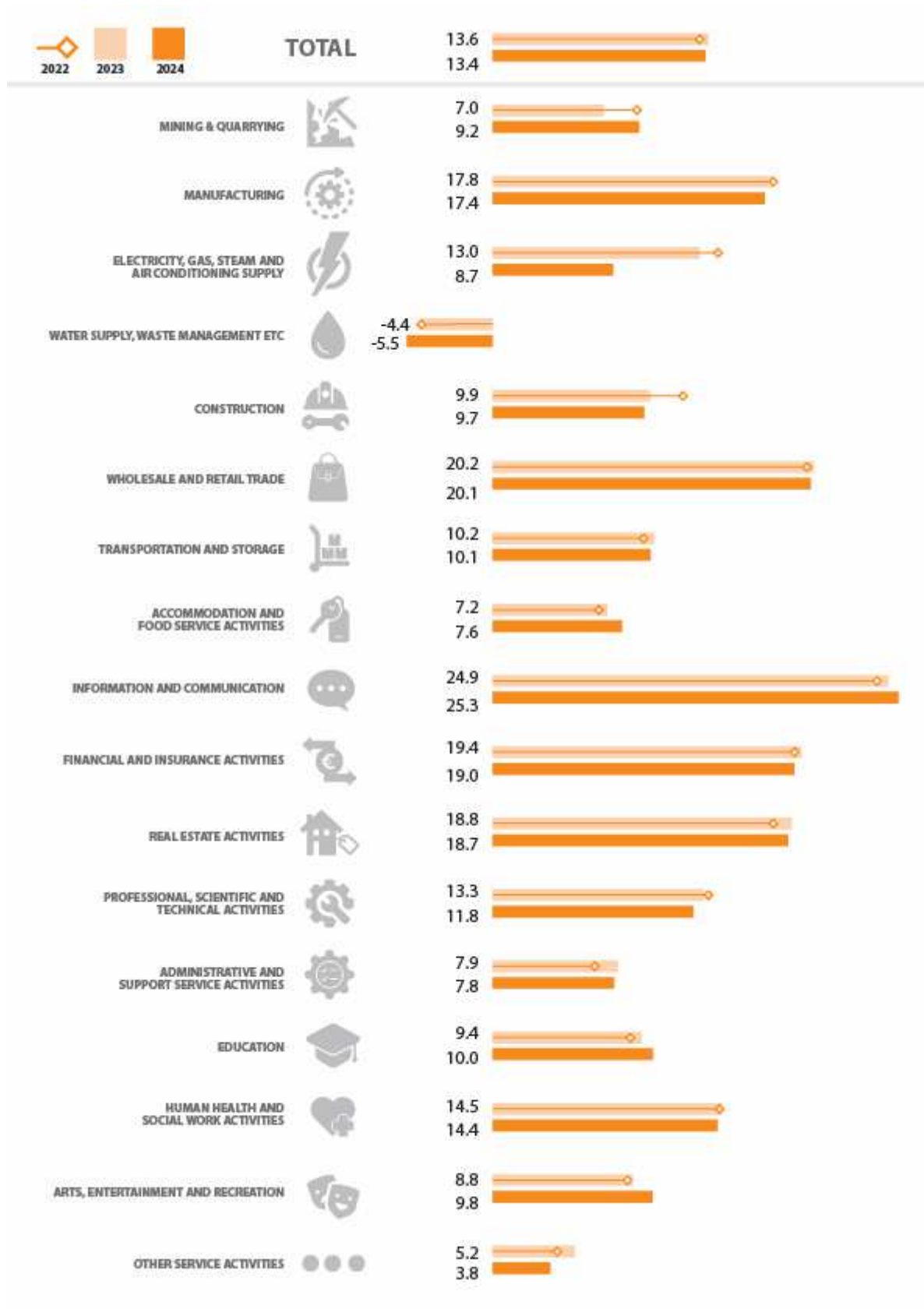
For the years 2022, 2023 and 2024, GPG (i.e. the percentage by which the gross hourly earnings of men exceed those of women) remains relatively stable for the total economy at 13.4% in 2022 and 2024 while in 2023 it was 13.6 %.

Among sections of economic activity, the highest GPG is recorded in the Information and Communication section: For the years 2022, 2023 and 2024 women's gross hourly earnings are lower than men's by 24.5%, 24.9% and 25.3 respectively. The lowest GPG with negative sign (i.e. gross hourly earnings of men are lower than gross hourly earnings of women) is recorded in the Water Supply, Sewerage, Waste management and Remediation activities section, by -4.8%, -4.4% and -5.5 for the years 2022, 2023 and 2024 respectively. (Table 1, Graph 1).

Table 1: Gender Pay Gap by section of economic activity 2022, 2023, 2024

SECTION OF ECONOMIC ACTIVITY (Nace rev.2)	GPG %		
	2022	2023	2024
Total	13.4	13.6	13.4
B-Mining & Quarrying	9.4	7.0	9.2
C-Manufacturing	18.0	17.8	17.4
D-Electricity, gas, steam and air conditioning supply	14.5	13.0	8.7
E-Water supply, waste management etc	-4.8	-4.4	-5.5
F-Construction	12.3	9.9	9.7
G-Wholesale and retail trade	20.1	20.2	20.1
H-Transportation and storage	9.8	10.2	10.1
I-Accommodation and food service activities	7.0	7.2	7.6
J-Information and communication	24.5	24.9	25.3
K-Financial and insurance activities	19.3	19.4	19.0
L-Real estate activities	18.0	18.8	18.7
M-Professional scientific and technical activities	13.9	13.3	11.8
N-Administrative and support service activities	6.8	7.9	7.8
P-Education	9.0	9.4	10.0
Q-Human health and social work activities	14.6	14.5	14.4
R-Arts, entertainment and recreation	8.8	8.8	9.8
S-Other service activities	4.4	5.2	3.8

Graph 1: Gender Pay Gap by section of economic activity 2022, 2023, 2024



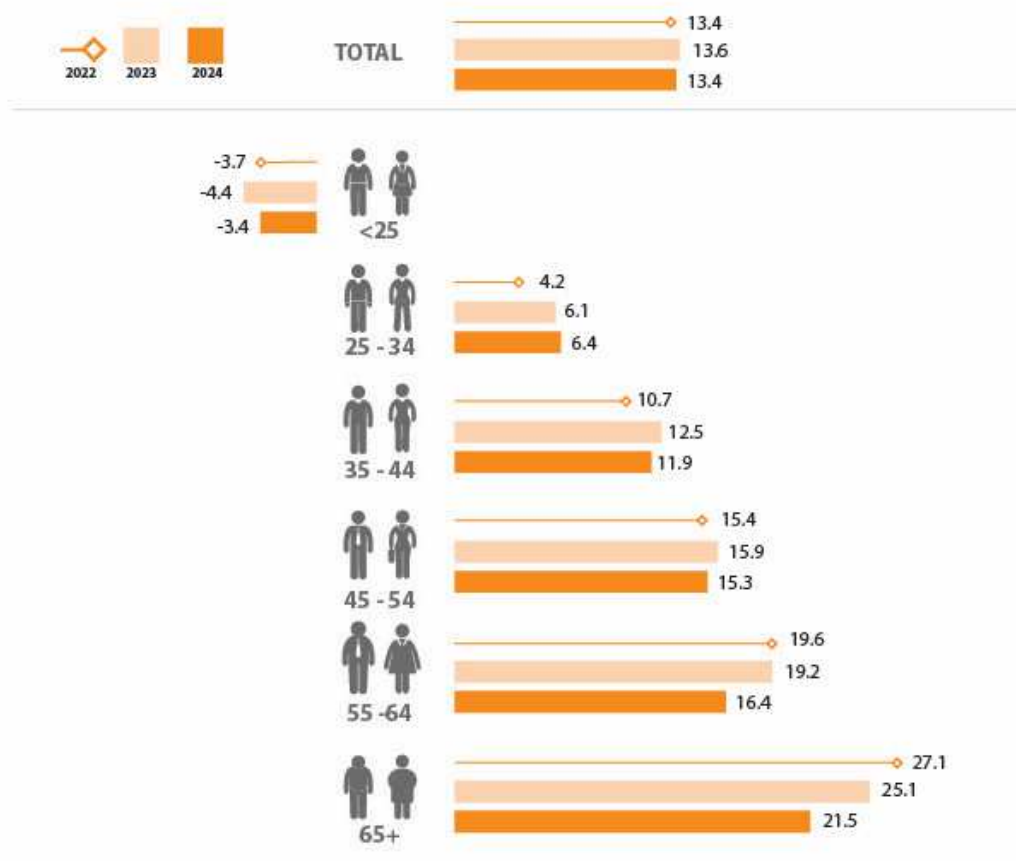
II. Gender Pay Gap by age groups

The highest GPG is observed in the age group 65+, by 27.1%, 25.1% and 21.5% for the years 2022, 2023 and 2024 respectively. The lowest GPG with negative sign (i.e. gross hourly earnings of men are lower than those of women) is recorded in the under-25 age group, by -3.7%, -4.4% and -3.4% for the years 2022, 2023 and 2024 respectively. (Table 2, Graph 2)

Table 2: Gender Pay Gap by age groups 2022, 2023, 2024

Age groups	GPG %		
	2022	2023	2024
<25	-3.7	-4.4	-3.4
25-34	4.2	6.1	6.4
35-44	10.7	12.5	11.9
45-54	15.4	15.9	15.3
55-64	19.6	19.2	16.4
65+	27.1	25.1	21.5
TOTAL	13.4	13.6	13.4

Graph 2: Gender Pay Gap by age groups 2022, 2023, 2024

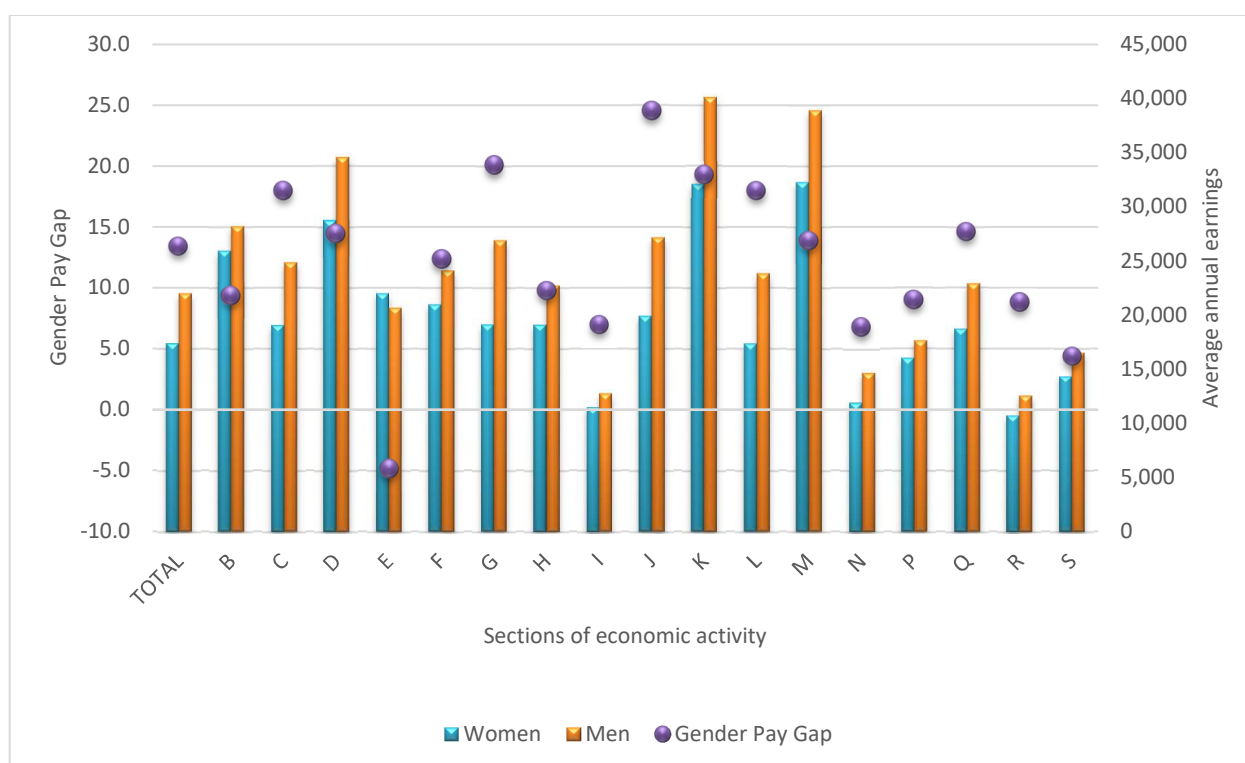


III. Gender Pay Gap and average annual earnings by section of economic activity

The following graph presents comparative data on earnings and GPG from the four-year Structure of Earnings Survey of the year 2022.

Specifically, it illustrates GPG as a percentage (calculated from the average hourly earnings of men and women) by section of economic activity, compared to the corresponding average annual earnings of men and women.

Graph 3: Gender Pay Gap and average annual earnings by section of economic activity, 2022



EXPLANATORY NOTES

Gender Pay Gap As an unadjusted indicator, GPG gives an overall picture of the differences between men and women in terms of pay and measures a concept which is broader than the concept of equal pay for equal work. A part of the earnings difference can be explained by individual characteristics of employed men and women and by sectoral and occupational gender segregations.

The Gender Pay Gap is defined as the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.

Reference period Annual

Legal framework The GPG data collection is based only on a gentlemen's agreement at EU level and Regulation (EC) No 530/1999.

Classification System For economic activity, the statistical classification of economic activities NACE Rev.2 is used.

Coverage The survey covers sections B-S (excluding O) of NACE Rev.2

Statistical Population The statistical population is the total of the enterprises having at least 10 employees and belonging to sections B-S (excluding O) of NACE Rev.2

Methodology The unadjusted gender pay gap between men and women is calculated from the quadrennial Structure of Earnings Survey (SES) in accordance with Regulation (EC) No 530/1999, with most recent that of reference year 2022. For the years for which no results of the Structure of Earnings Survey are available, GPG is calculated using administrative data at employee level, having as benchmark Structure of Earnings Survey 2022.