

Gender Inequality in the Labour Market

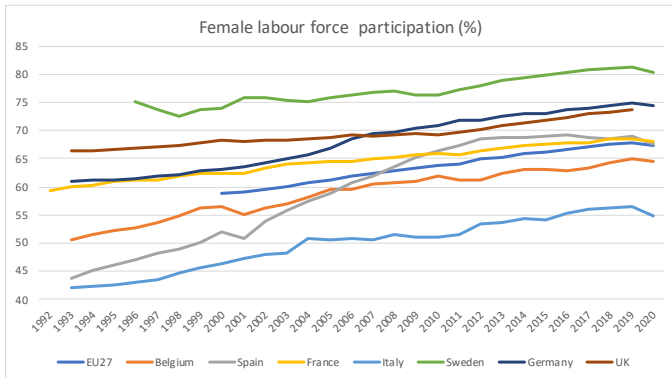
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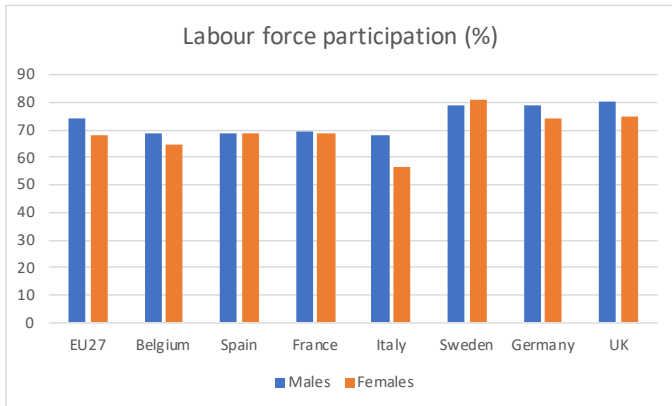
Overview

- ▶ Even though there have been improvements in gender equality large gender gaps persist
- ▶ Important gender gaps still exist in the labour market activity rates, working conditions, wages and incomes.
- ▶ Addressing these gaps is important for reasons of social justice and fairness but also crucial to achieve sustainable and inclusive economic growth
- ▶ The economic loss due to the gender employment gap amounts to €370 billion per year. Improving gender equality could lead to an increase in GDP of up to €3.15 trillion by 2050.

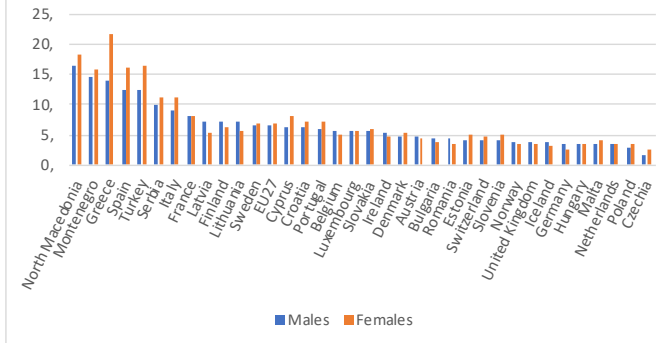
Female employment

- ▶ Women remain underrepresented in the labour market.
- ▶ In 2021, 67.7% of women were in employment, whereas men's employment stood at 78.5%.
- ▶ A gender employment gap of 10.8 p.p., which has only slightly decreased in the last 10 years (-1.9 p.p.).



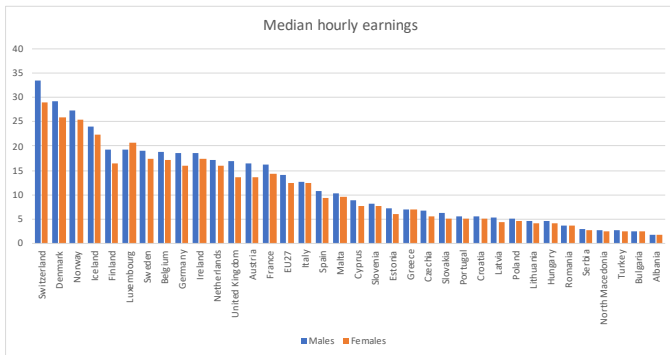


Unemployment rate 2019 (%)

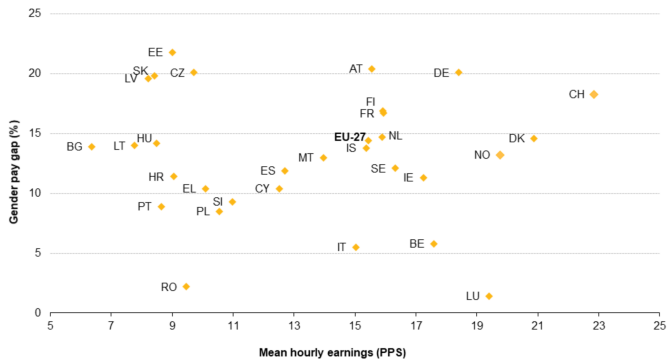


Gender pay gap

- ▶ Overall women on average earn less than men per hour.
- ▶ This gender pay gap stands at 13.0% for the EU27 in 2020
- ▶ The gender pay gap declined only by 2.8 pp since 2010.



Mean hourly earnings and gender pay gap, 2018



Source: Eurostat (online data codes: [earn_ses_hourly](#), [earn_gr_gpr2](#))

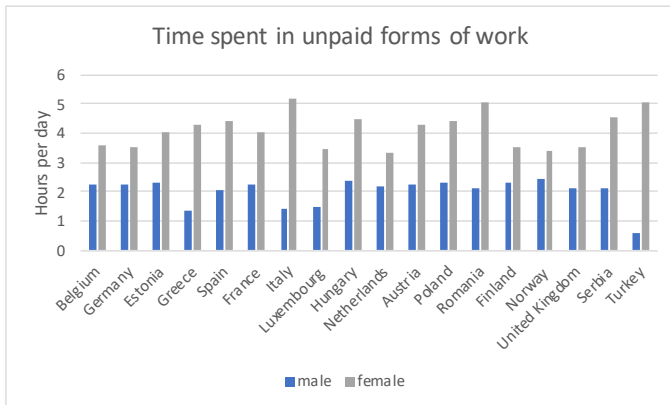
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Structural sources of gender inequalities

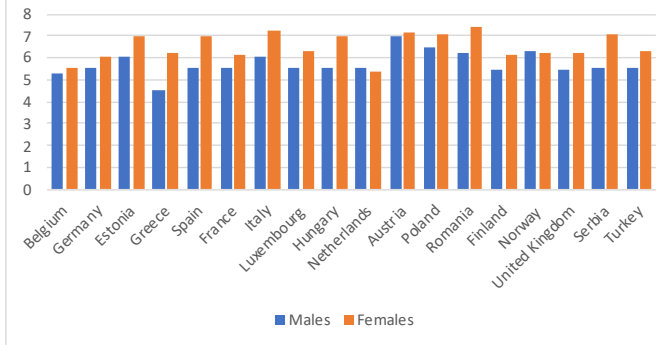
- ▶ Different working patterns of women are often linked to their career breaks or change in working pattern to look after a child or other relatives
- ▶ Gender stereotypes and social/cultural norms about division of care responsibilities often play a crucial role in amplifying gender gaps
- ▶ Gender segregation in low-paid sectors and part-time employment;
- ▶ Some women are even paid less than men for the same work (gender discrimination)

The gender division of labor and unpaid care work

- ▶ Many economic activities do not involve market exchanges.
- ▶ The non-market and unpaid production of services in families, households, and communities represents a significant economic activity, involving childcare, preparation of food, personal services, care of the sick and elderly, volunteer and community work....
- ▶ Women typically spend more time working in non-market activities than men. The gender division of labor between paid work and non-market, unpaid work represents a significant structural source of gender inequality.
- ▶ When combining the amount of time dedicated to unpaid labour (day-to-day, domestic duties, including care), overall, women work more.



Time spent in total work (paid and unpaid work)



Segmented labor markets

- ▶ Women tend to be concentrated in more precarious, informal forms of employment – often with lower and less stable earnings.
- ▶ Women opt for part-time work more often, with consequences for their life-long income, pension, and career possibilities.
- ▶ Women who are engaged in paid employment typically work in lower quality jobs than men, given similar productive characteristics.
- ▶ This represents a structural source of gender inequality in that it further limits the choices and options available to women.

Segmented labor markets

- ▶ The uneven concentration of women and men in different sectors of the labour market is a persistent problem.
- ▶ In the EU 3 in 10 women work in education, health and social work (8% of men), which are traditionally low-paid sectors.
- ▶ On the other hand, almost a third of men is employed in science, technology, engineering and mathematics (7% of women), which are higher-paid sectors.

Work-life balance and care responsibilities

- ▶ Although more and more women are employed and increase their working hours, they still assume the bulk of private domestic and care work
- ▶ In order for both men and women to engage equally in the labour market, caring responsibilities have to be shared equally.
- ▶ Working arrangements need to allow for a better reconciliation between work and private life.
- ▶ The availability of affordable and high quality care services (e.g. childcare and long-term care) is crucial to facilitate women's engagement in paid work.

Work-life balance and care responsibilities

- ▶ Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents.
- ▶ High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.
- ▶ Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work can make it easier to balance work and family life.

Conclusions

- ▶ Persistent gender gaps in many important economic domains
- ▶ In the labour market - lower participation rates and persisting gender pay gap
- ▶ The outcome is a gender unequal economic structure
- ▶ Design policies to address the structural sources of inequality particularly parental leaves schemes, high quality care services and flexible working arrangements.

Thank you!