Gender Equality at Work
A contribution based on the European Working Conditions Survey

On the road to gender equality: Gender balance in the EESC
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Mind the gap

‘Women and men are employed in different occupations and industries, and under different contracts, their pay is often different and they spend different amounts of time on paid work.’

Eurofound, 2013
Women’s employment rates and gender gap 2015 (full-time equivalents %, 20-64)


Source: LFS, Eurostat
Hours of paid and unpaid work per week by gender
EU28, 2015

Unpaid work (domestic tasks and care responsibilities) and commuting

EU Women: 25 hours
EU Men: 13 hours

Paid work (main and second job)

EU Women: 33 hours
EU Men: 40 hours

Total usual weekly hours of paid work, commuting time and unpaid work

EU Women: 58 hours
EU Men: 53 hours

Source: Eurofound European Working Conditions Survey 2015
Gender pay gap 2015 (unadjusted form)

16.5% (16% in 2017)

Source: Eurostat
Occupational segregation

Source: Eurofound European Working Conditions Survey 2015
Less than a quarter in mixed occupations

Source: Eurofound European Working Conditions Survey 2015
Gender of the immediate boss

Source: Eurofound European Working Conditions Survey 2015
Gender differences go beyond employment, pay and working hours…
Work intensity

Mean scores (0 to 100)

Source: Eurofound European Working Conditions Survey 2015
Emotional demands

✓ Handling angry clients, pupils, patients, etc.

✓ Job requires hiding feelings

✓ Being in emotionally disturbing situations
Exposure to emotional demands

Shares of employees exposed to emotional demands

27% M
34% W

Source: Eurofound European Working Conditions Survey 2015
Social environment - Adverse social behaviour

Exposure to:
✓ verbal abuse
✓ unwanted sexual attention
✓ threats
✓ humiliating behaviours
✓ physical violence
✓ sexual harassment
✓ bullying/harassment
Adverse social behaviour

Share of employees exposed to adverse social behaviour

Source: Eurofound European Working Conditions Survey 2015
Skills and discretion – Access to training

Training index scores (0-100)
Includes: Training provided or paid by employer & On-the-job training

Source: Eurofound European Working Conditions Survey 2015
Women in blue-collar occupations with limited access to training

Source: Eurofound European Working Conditions Survey 2015
Career prospects

Employability over time by age group and gender, EU28

Good prospects for career advancement by age and gender, EU28

Source: Eurofound European Working Conditions Survey 2015
Earnings related aspects – (Un)fair pay

Share of employees disagreeing that they are paid appropriately, given all their efforts and achievements

Source: Eurofound European Working Conditions Survey 2015
Earnings related aspects – Variable pay

### Piece rate / Productivity

- **Men**
- **Women**

### Company performance

- **Men**
- **Women**

### Shares in the company

- **Men**
- **Women**

### Other advantages

- **Men**
- **Women**

Source: Eurofound European Working Conditions Survey 2015
Concluding remarks

✓ Gender differences go beyond employment, pay and working time

✓ Improvements in physical risks, skills use and discretion and employability have led to reduction of gender gaps – but still small: More can be done

✓ Psychosocial risks (work related adverse social behaviours and emotional demands) are on the increase: We must keep talking and take action

✓ Mixed occupations have better job quality but only comprise ¼ of the workforce: Break stereotypes and develop job quality strategies favouring gender mainstreaming

✓ (Under)valuation of work must be addressed: Unpaid work, female work, etc.
‘It is time to stop trying to change women, and start changing the systems that prevent them from achieving their potential.’

United Nations Secretary-General António Guterres in his speech on "Women in Power“, 27 February 2020
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