Combatting gender stereotypes in the world of work

A contribution based on Eurofound research

Jorge Cabrita – Research Manager, Working Life
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
Almost a third of women in employment work part-time

Source: Eurostat (LFSI_PT_A), Percentage of total employment, 20 to 64 age group, EU27, 2019
Ongoing care responsibilities: a barrier to women’s (full-time) employment

Source: Eurostat (lfsa_igar), Inactive population not seeking employment (percentage of total population) by sex and main reason, 15 to 64 age group EU27, 2019
Total usual weekly hours of paid work, commuting and unpaid work

- EU Men: 58
- EU Women: 53

Additional hours:
- +12 h for W
- +7 h for M
- +5 h for W

Source: EWCS 2015
Occupational segregation

Source: EWCS 2015
Less than a quarter in gender-balanced occupations

Distribution of workers according to the predominant sex in occupation, EU28

Source: EWCS 2015
(Very) Few men have a female boss

Source: EWCS 2015
Gender pay gap 2018 (unadjusted form)

Source: Eurostat.
Slow progress with the gender gap

Source: Eurostat; EU27; difference between average gross hourly earnings of male paid employees and of female paid employees percentage of average gross hourly earnings of male paid employees.
Gender differences go beyond employment, pay and working hours...
Job quality scores by gender

Source: EWCS 2015
Work intensity (mean scores)

Mean scores (0 to 100)
Social environment - Emotional demands

✓ Handling angry clients, pupils, patients, etc.

✓ Hiding feelings

✓ Being in emotionally disturbing situations
Women are more exposed to emotional demands at work

Shares of employees exposed to emotional demands

Source: EWCS 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: EWCS 2015
Skills and discretion – access to training

Share of employees who received training paid by their employer

Source: EWCS 2015
Skills and discretion – access to training

Source: EWCS 2015
Being paid appropriately

Share of employees stating *not being paid appropriately*

Source: EWCS 2015
Variable pay more common among male workers

**Source:** EWCS 2015
Summing up…

✓ Repercussions of gender stereotypes go beyond employment, pay and working time and affect aspects such as work intensity, work-related social environment or access to training;

✓ Psychosocial risks (work related Adverse Social Behaviour and Emotional Demands) are on the increase: monitoring and follow-up is essential

✓ Mixed occupations have better job quality: favouring gender mainstreaming while developing job quality strategies can help break stereotypes

✓ (Under)valuation of work must be addressed: unpaid work, female work, etc.

✓ Gender stereotypes manifest in all areas of life: combatting them requires a comprehensive approach including interventions in the areas of education and training, employment policies and job quality.
Visit Eurofound’s website:

www.eurofound.europa.eu

Contact me:

jorge.cabrita@eurofound.europa.eu

linkedin.com/in/jorgecabrita