

# Combating gender stereotypes in the world of work

A contribution based on Eurofound research

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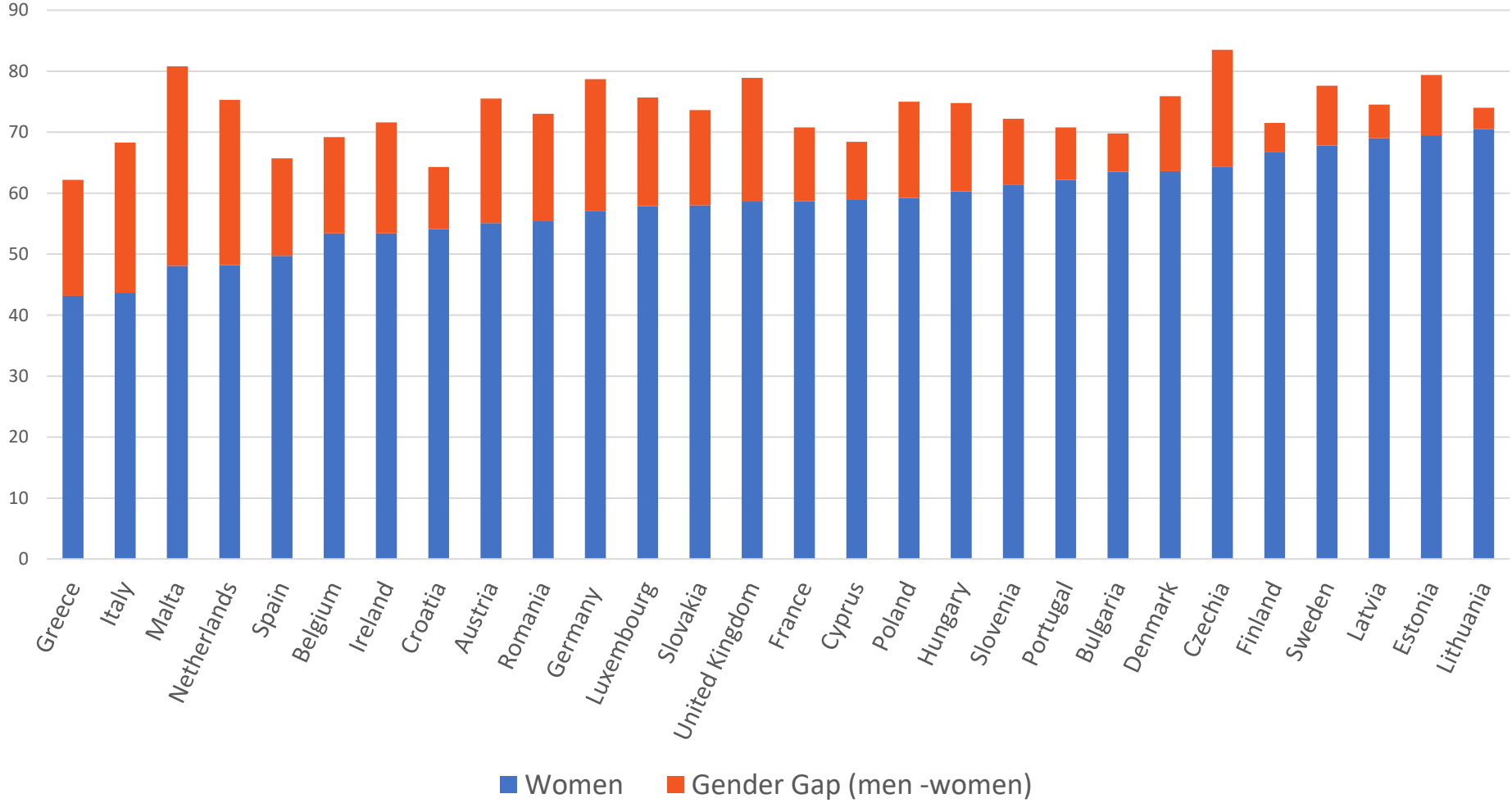
# Mind the gap

‘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

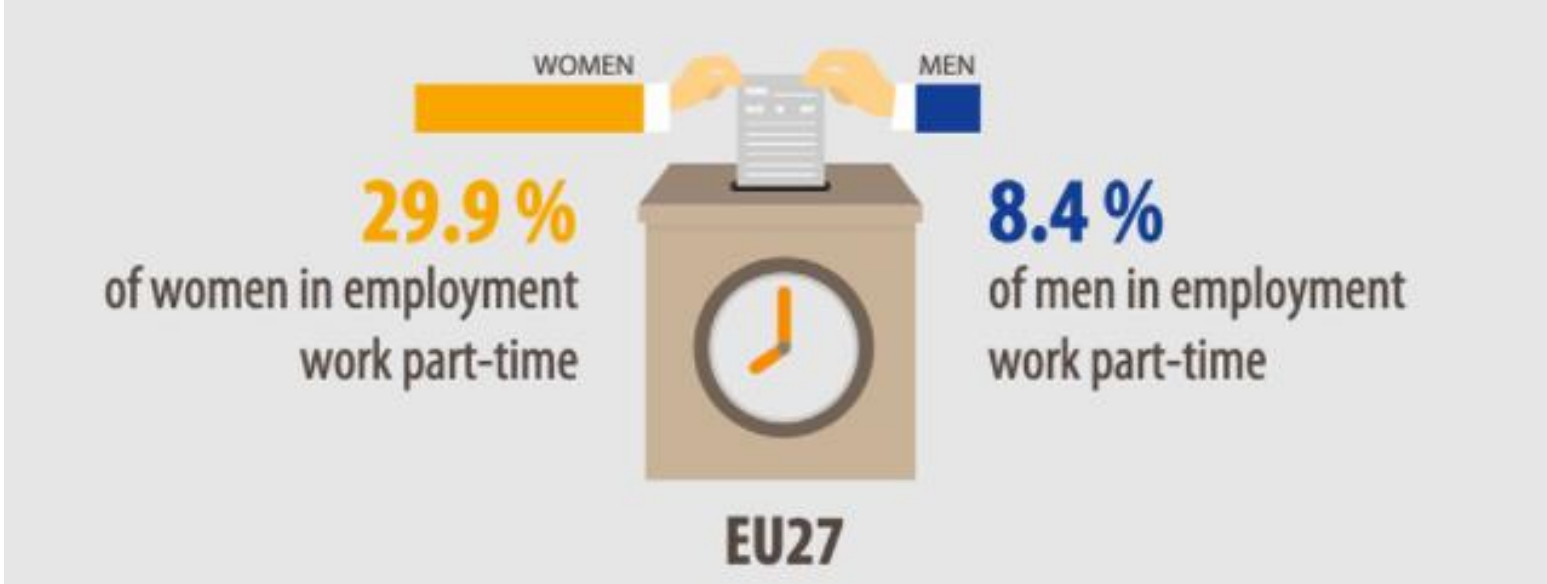


# Women's employment rates and gender gap 2015 (full-time equivalents, %, 20-64)



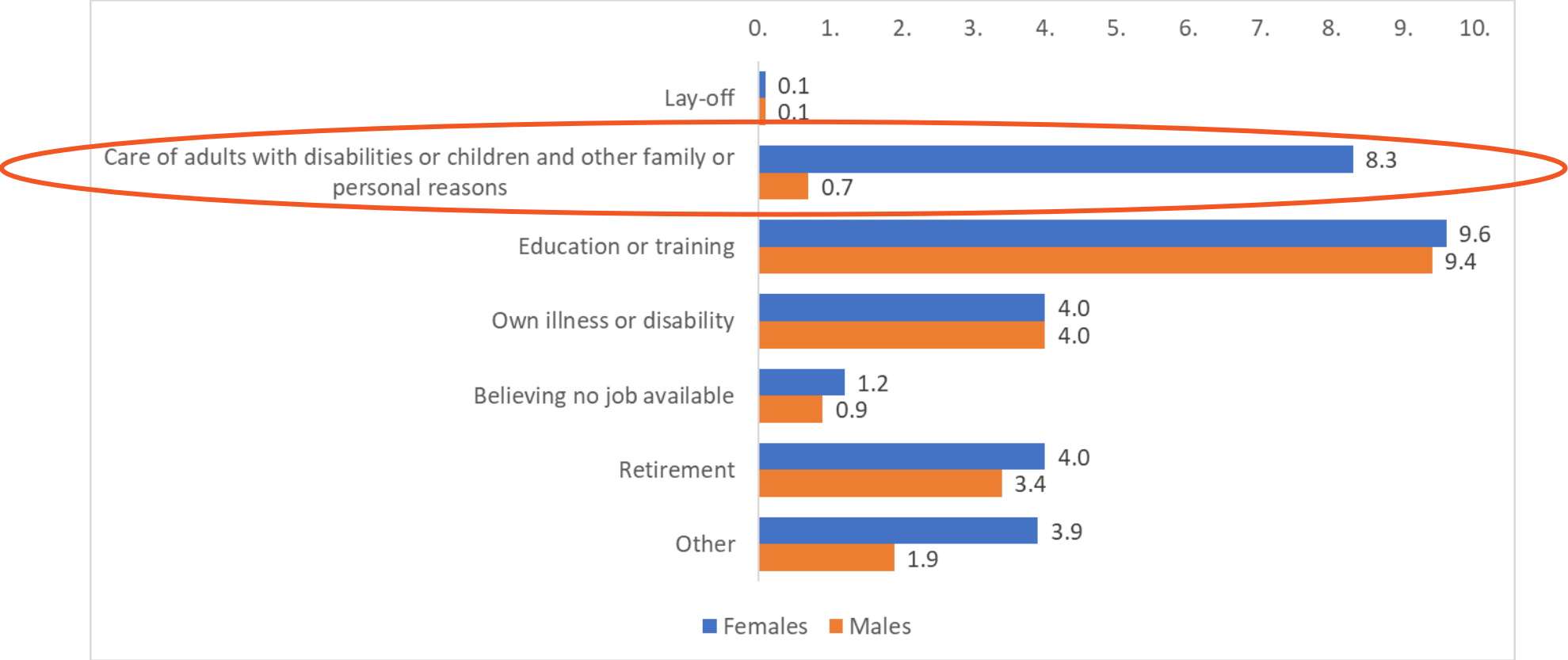
Source: LFS, Eurostat

# Almost a third of women in employment work part-time



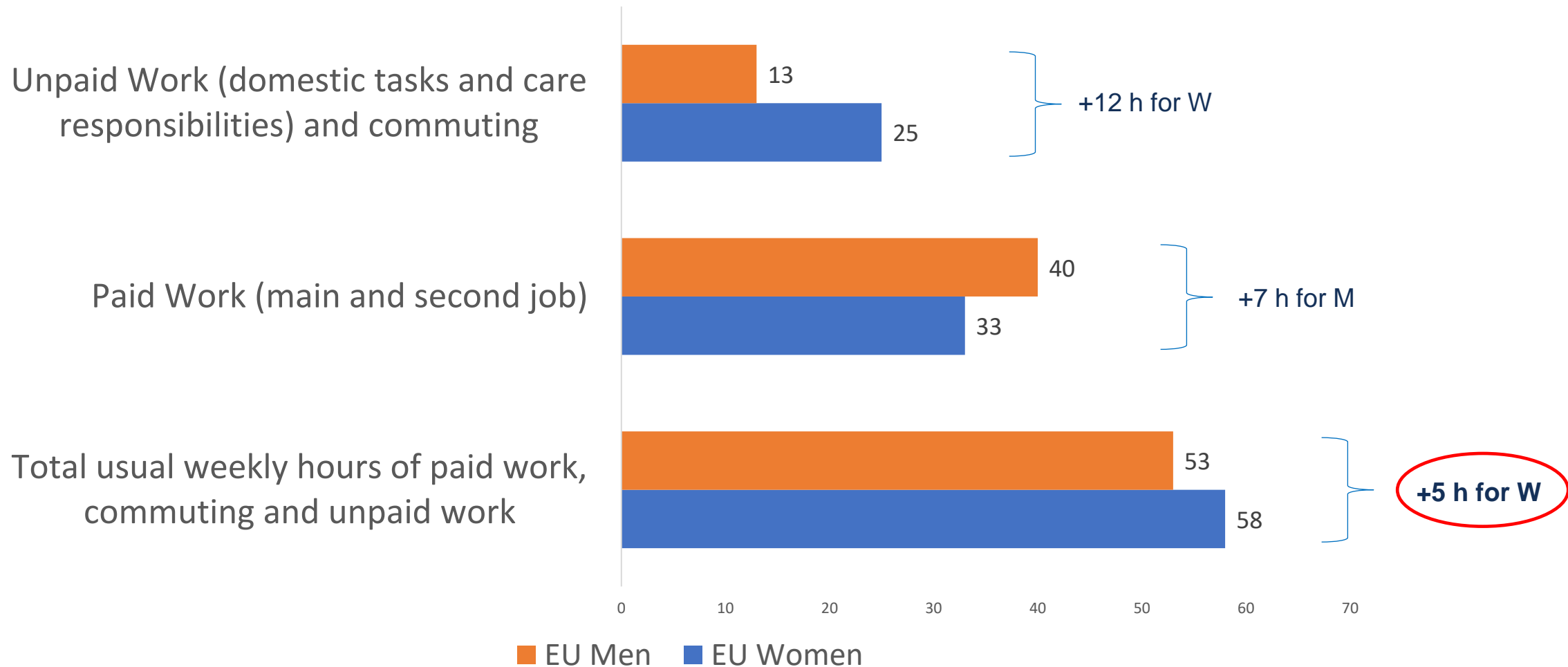
Source: Eurostat (LFSI\_PT\_A), Percentage of total employment, 20 to 64 age group, EU27, 2019

# Ongoing care responsibilities: a barrier to women's (full-time) employment

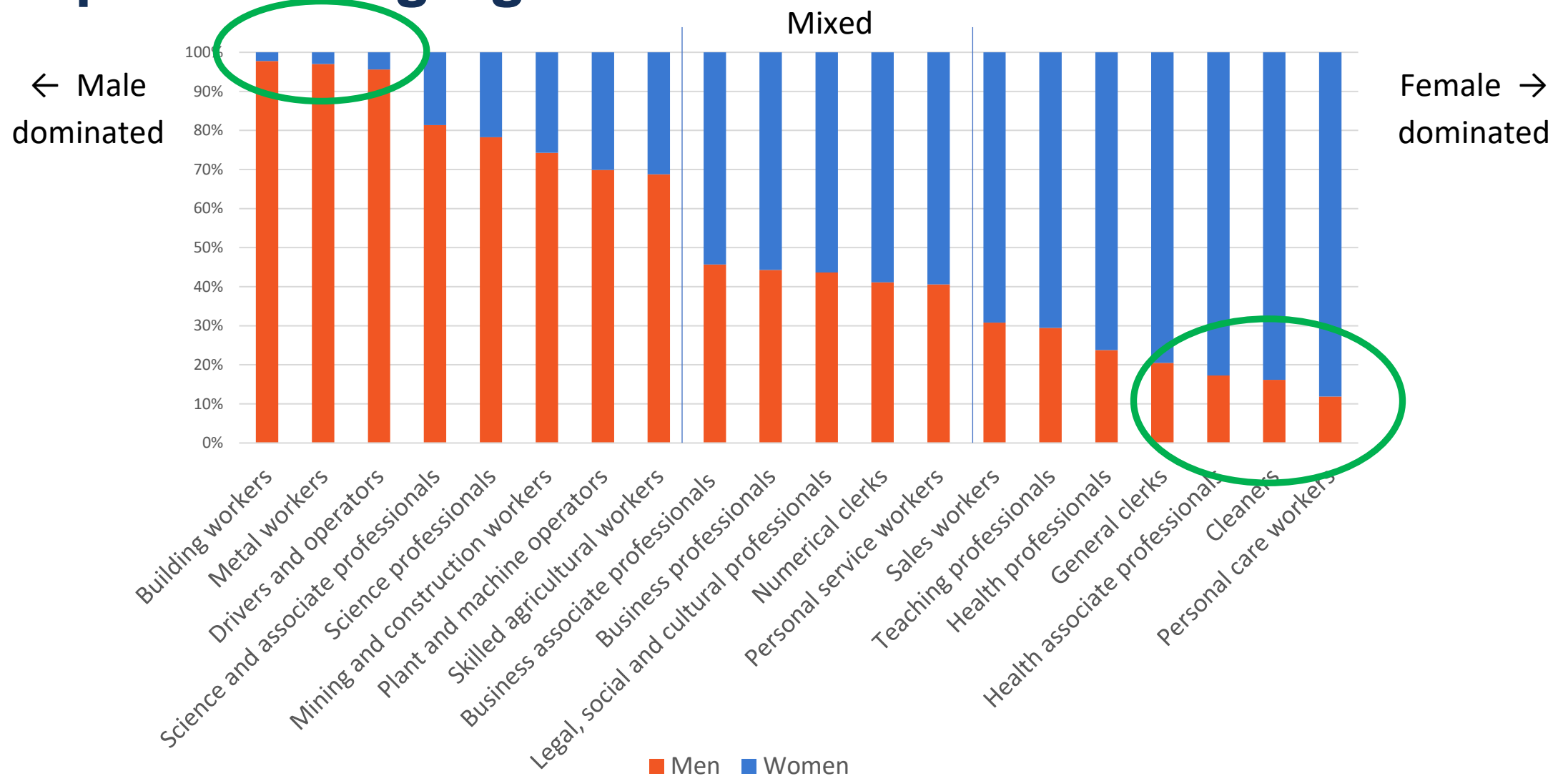


Source: Eurostat (Ifsa\_igar), Inactive population not seeking employment (percentage of total population) by sex and main reason, 15 to 64 age group EU27, 2019

# Paid and unpaid work, hours per week, by gender, EU28, 2015

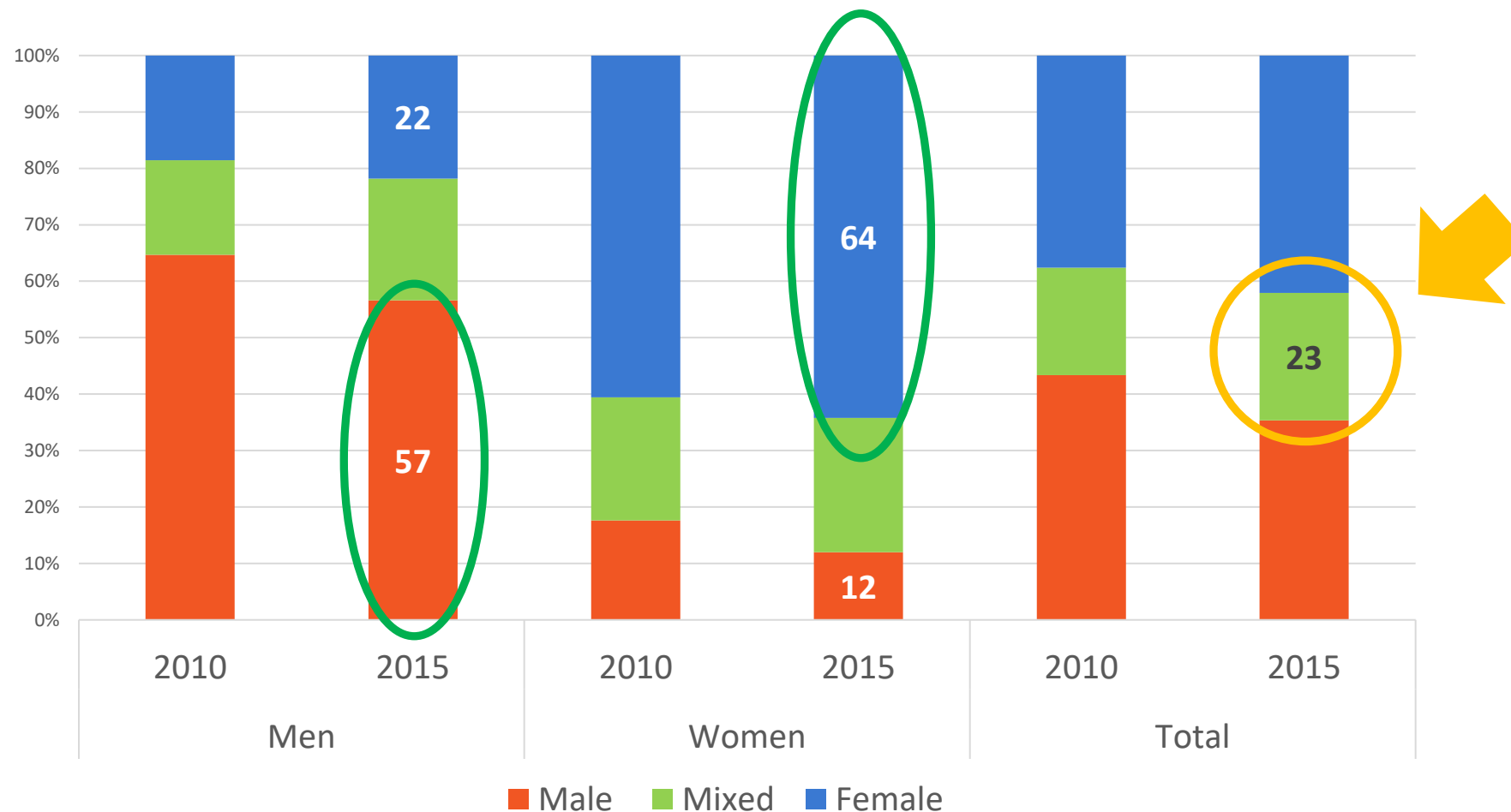


# Occupational segregation



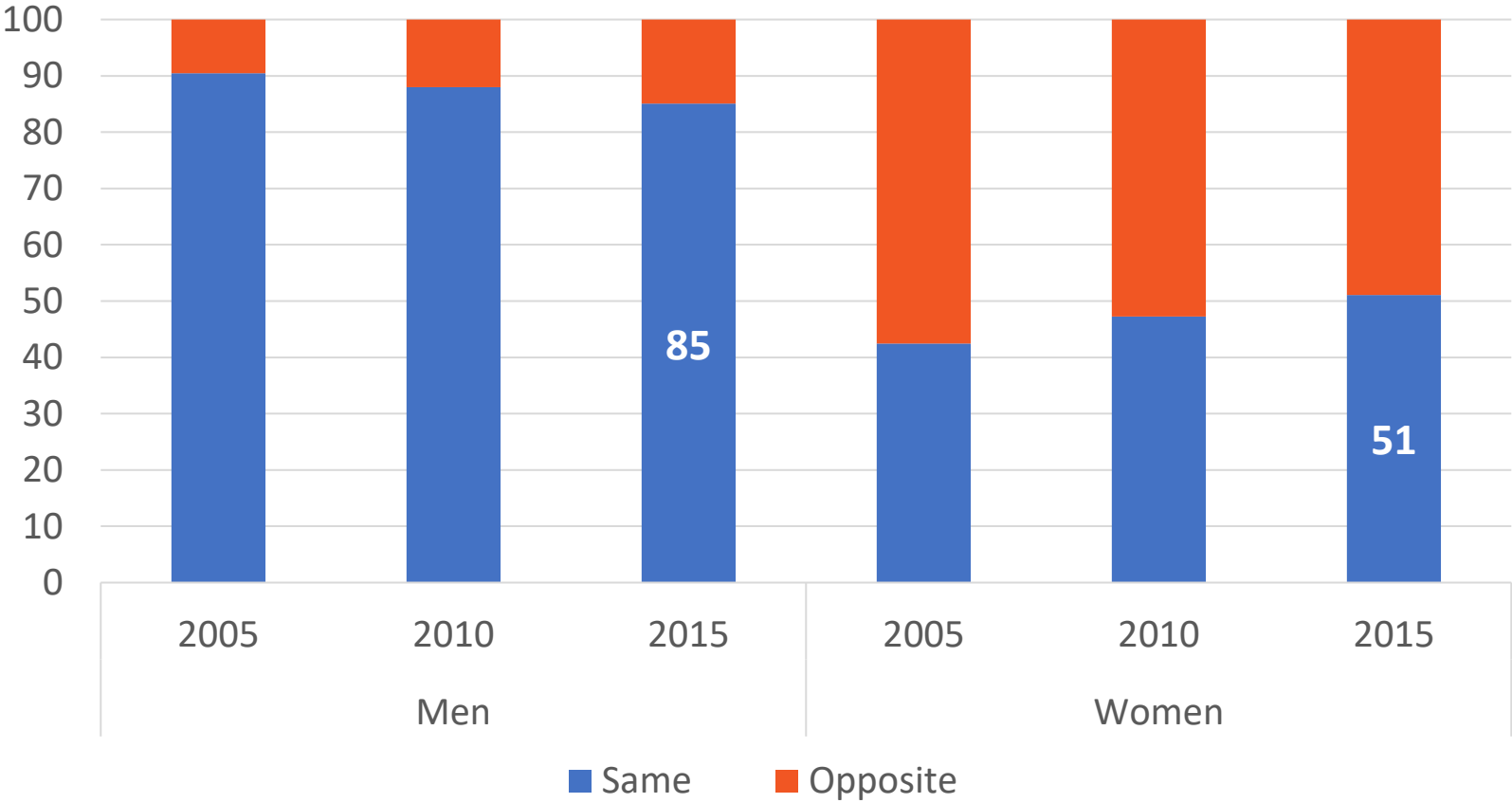
# Less than a quarter in gender-balanced occupations

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



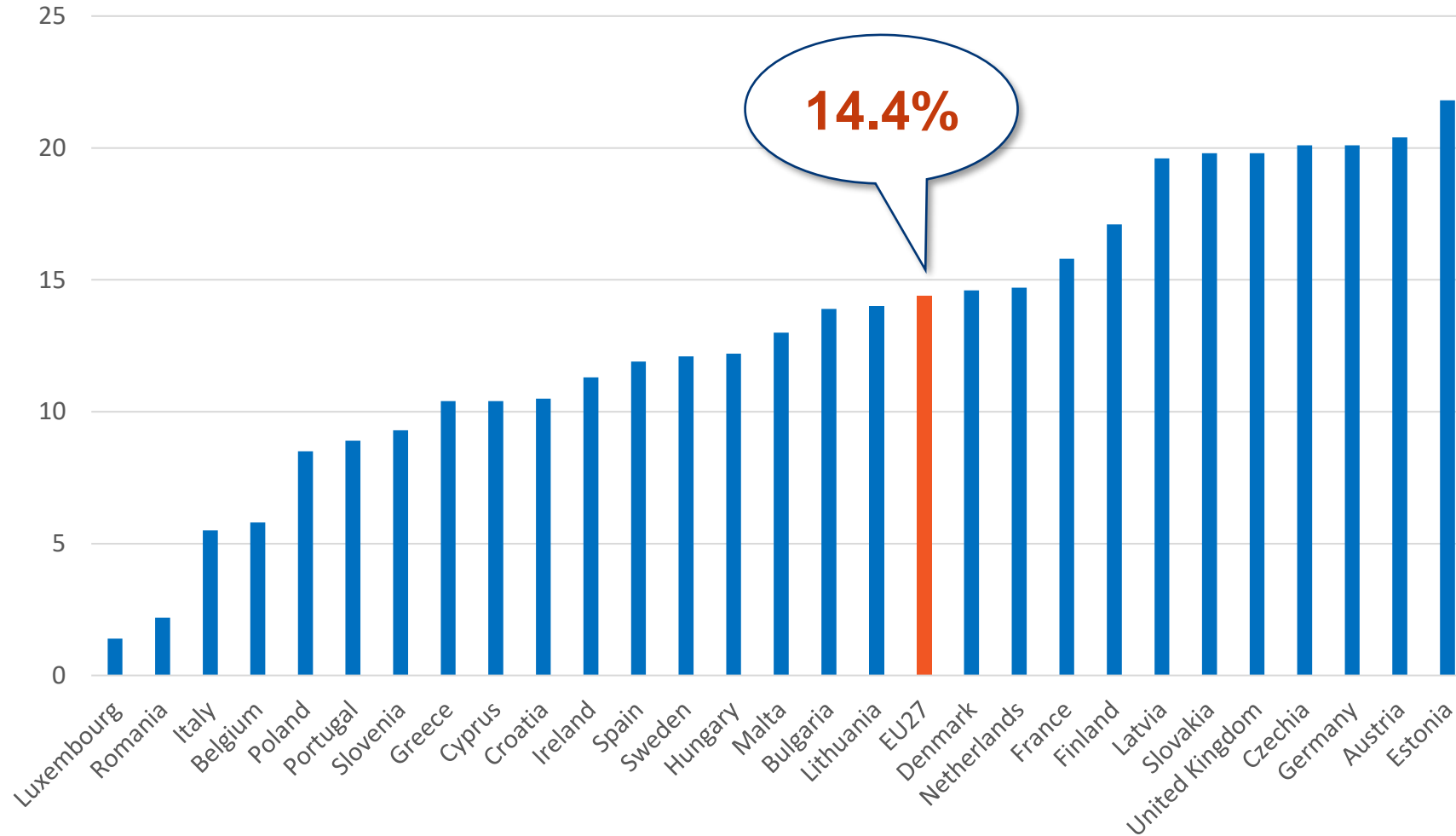


# (Very) Few men have a female boss

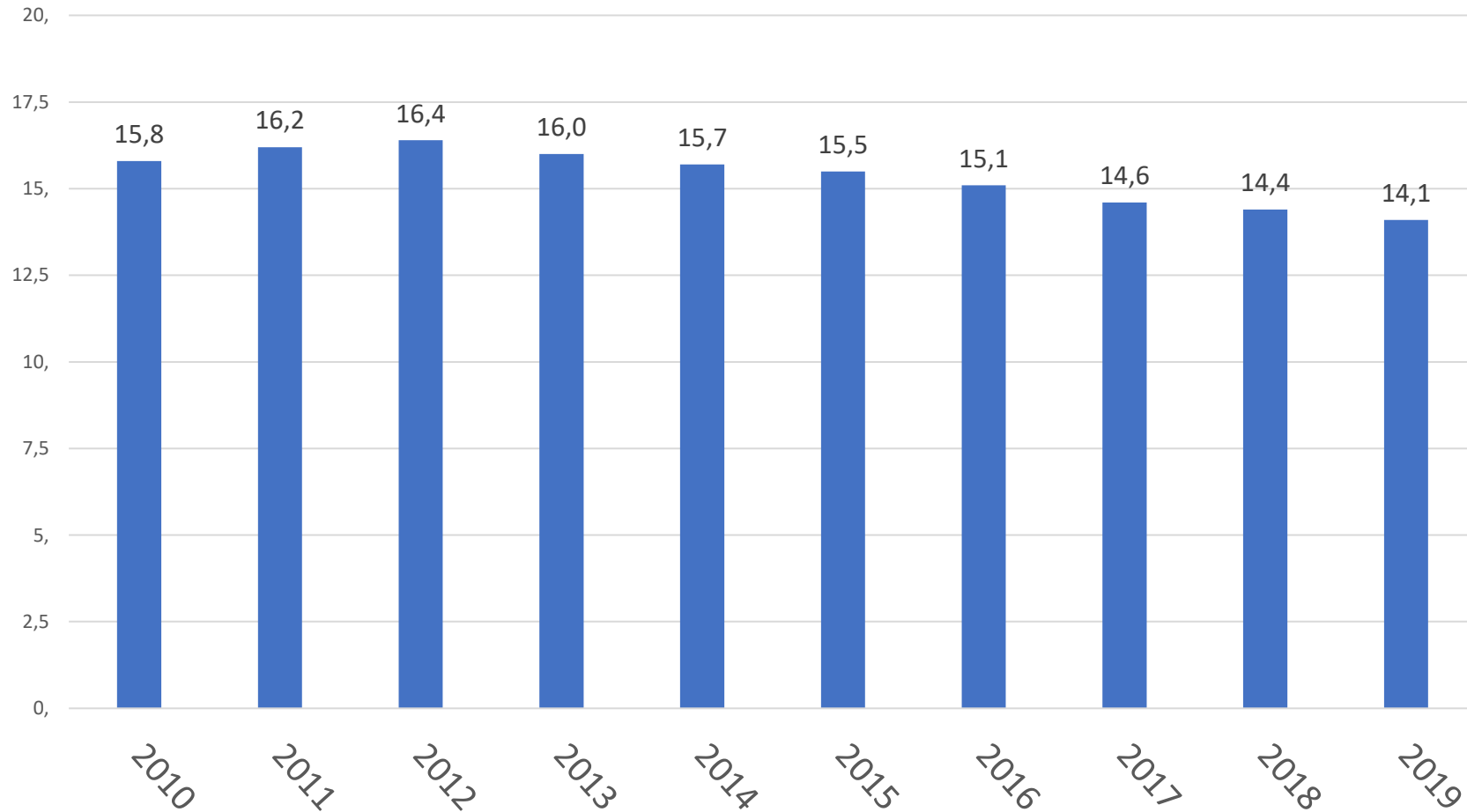


Source: EWCS 2015

# Gender pay gap 2018 (unadjusted form)



# 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...



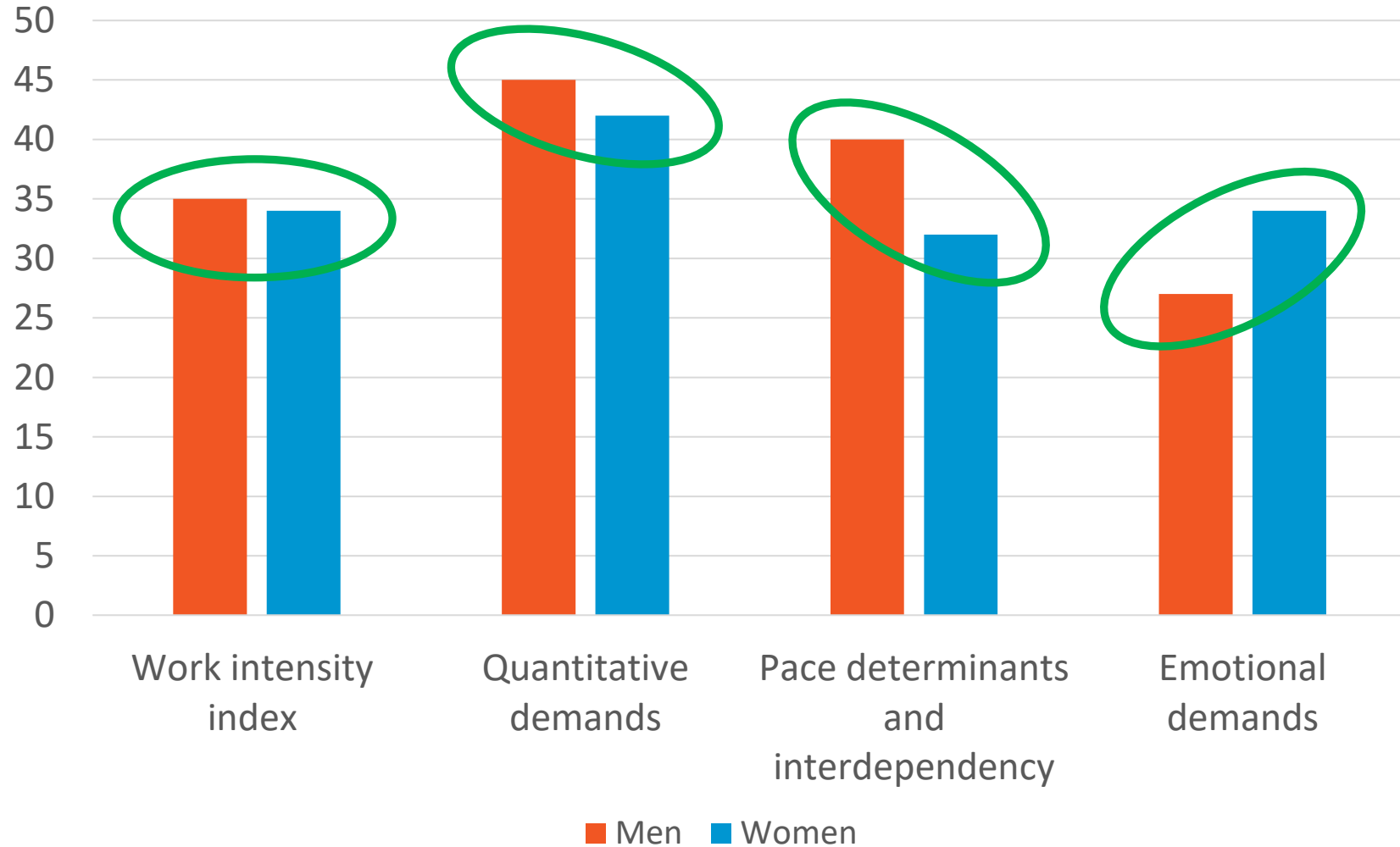
# Job quality scores by gender

Mean scores  
(0 to 100)



# Work intensity (mean scores)

Mean scores  
(0 to 100)



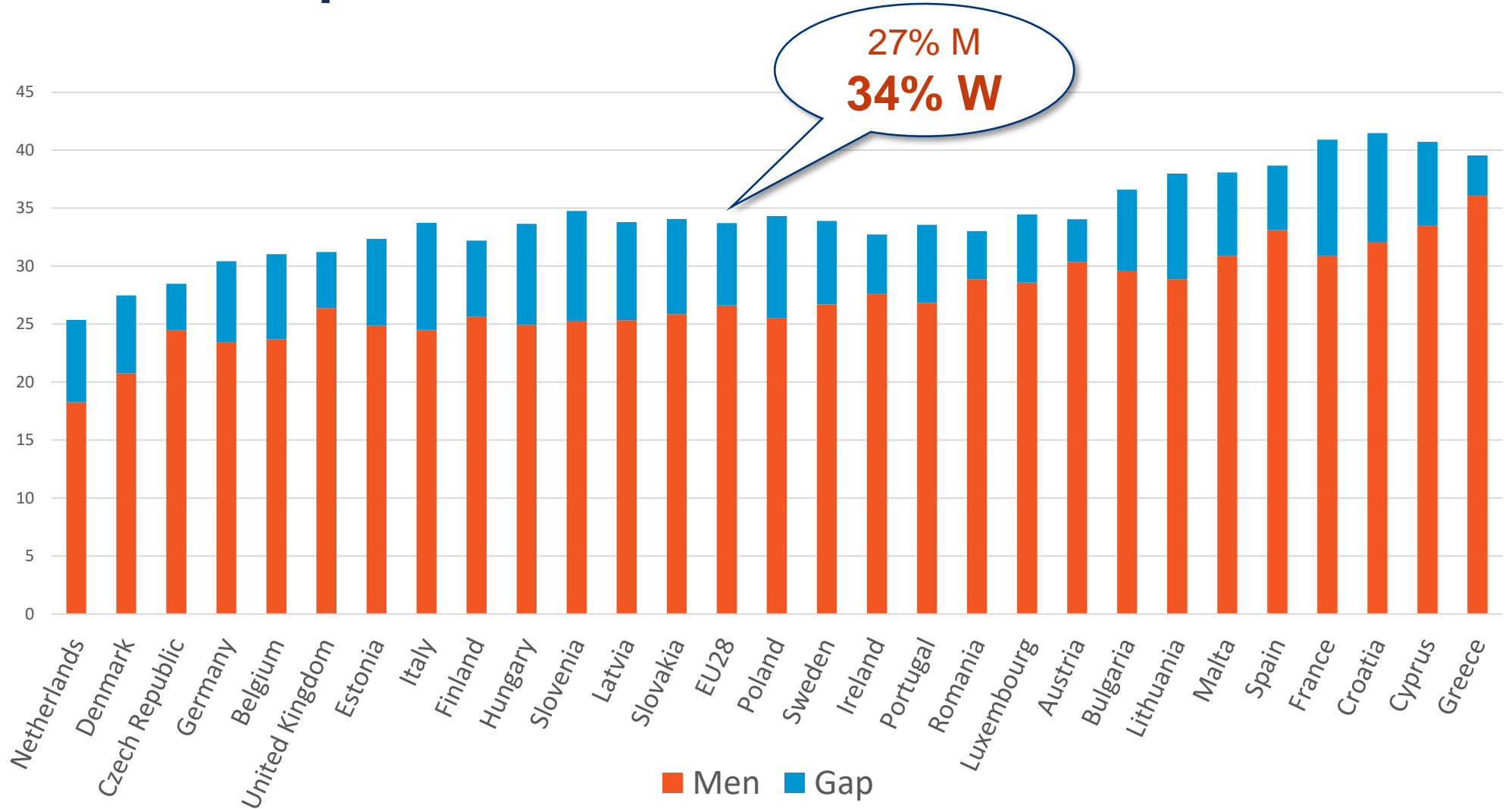
# Social environment - Emotional demands

- ✓ 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





# Social environment - Adverse social behaviour

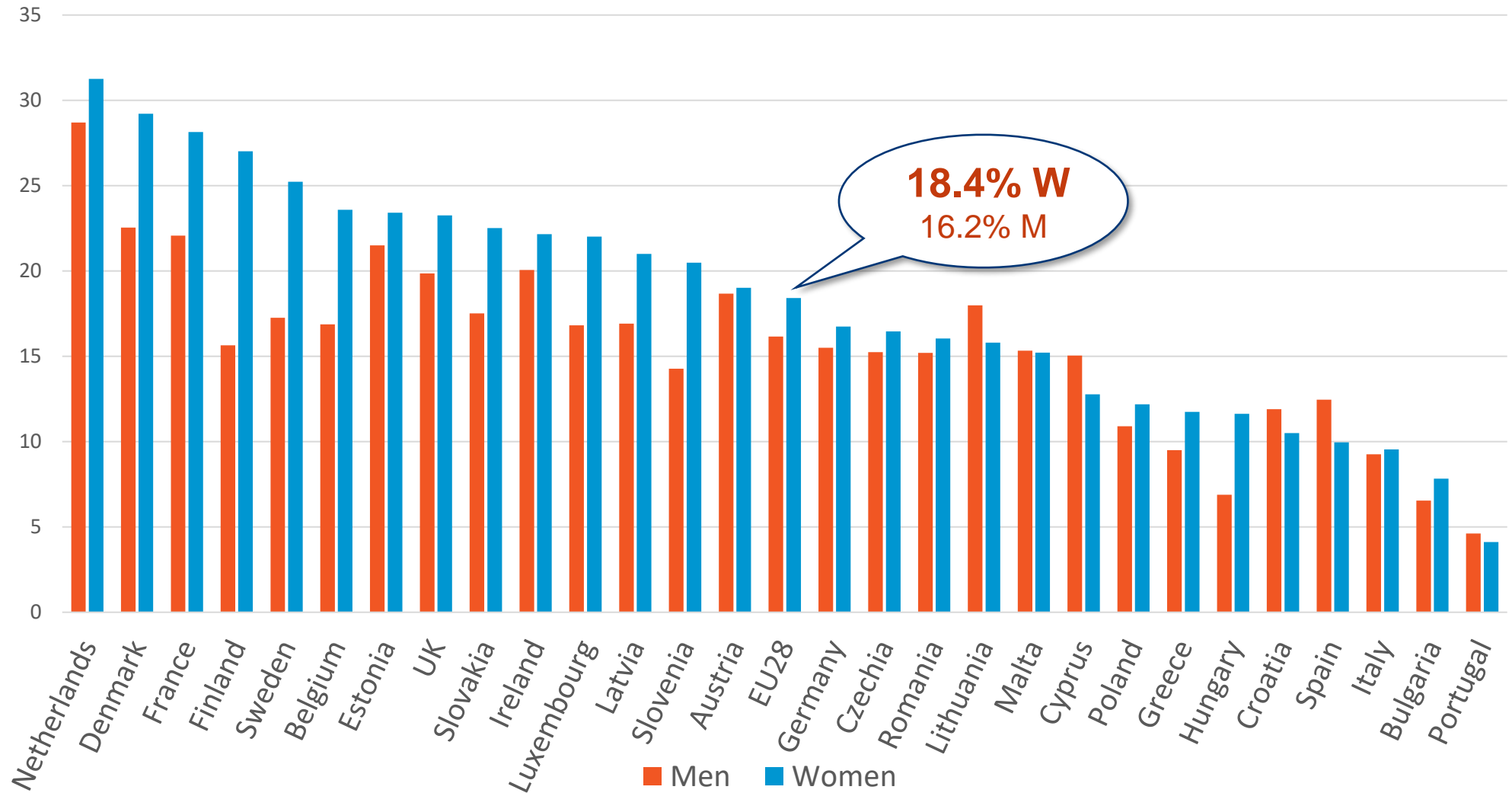
## Exposure to:

- ✓ verbal abuse
- ✓ unwanted sexual attention
- ✓ threats
- ✓ humiliating behaviours
- ✓ physical violence
- ✓ sexual harassment
- ✓ bullying/harassment



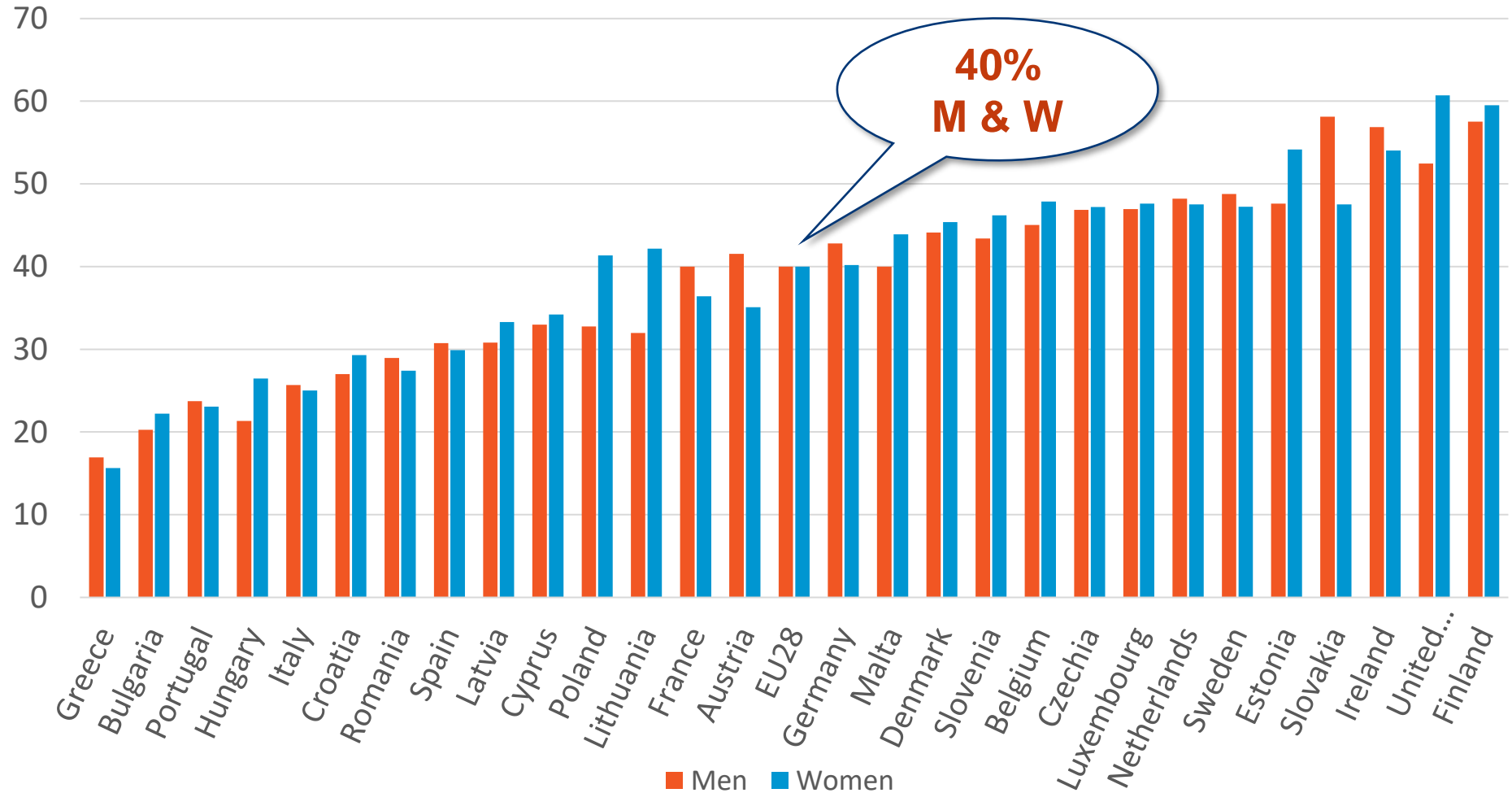
# Adverse social behaviour

Share of employees exposed to adverse social behaviour

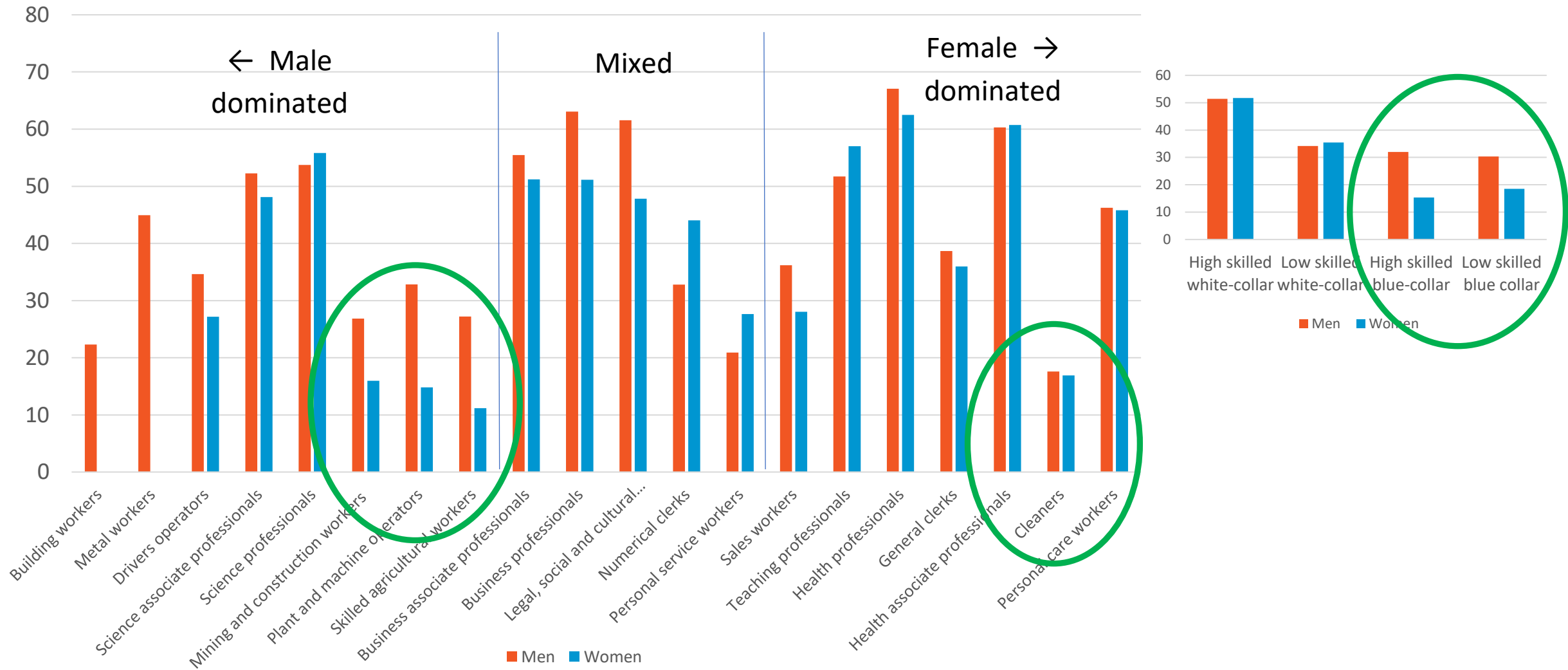


# Skills and discretion – access to training

Share of employees who **received training** paid by their employer

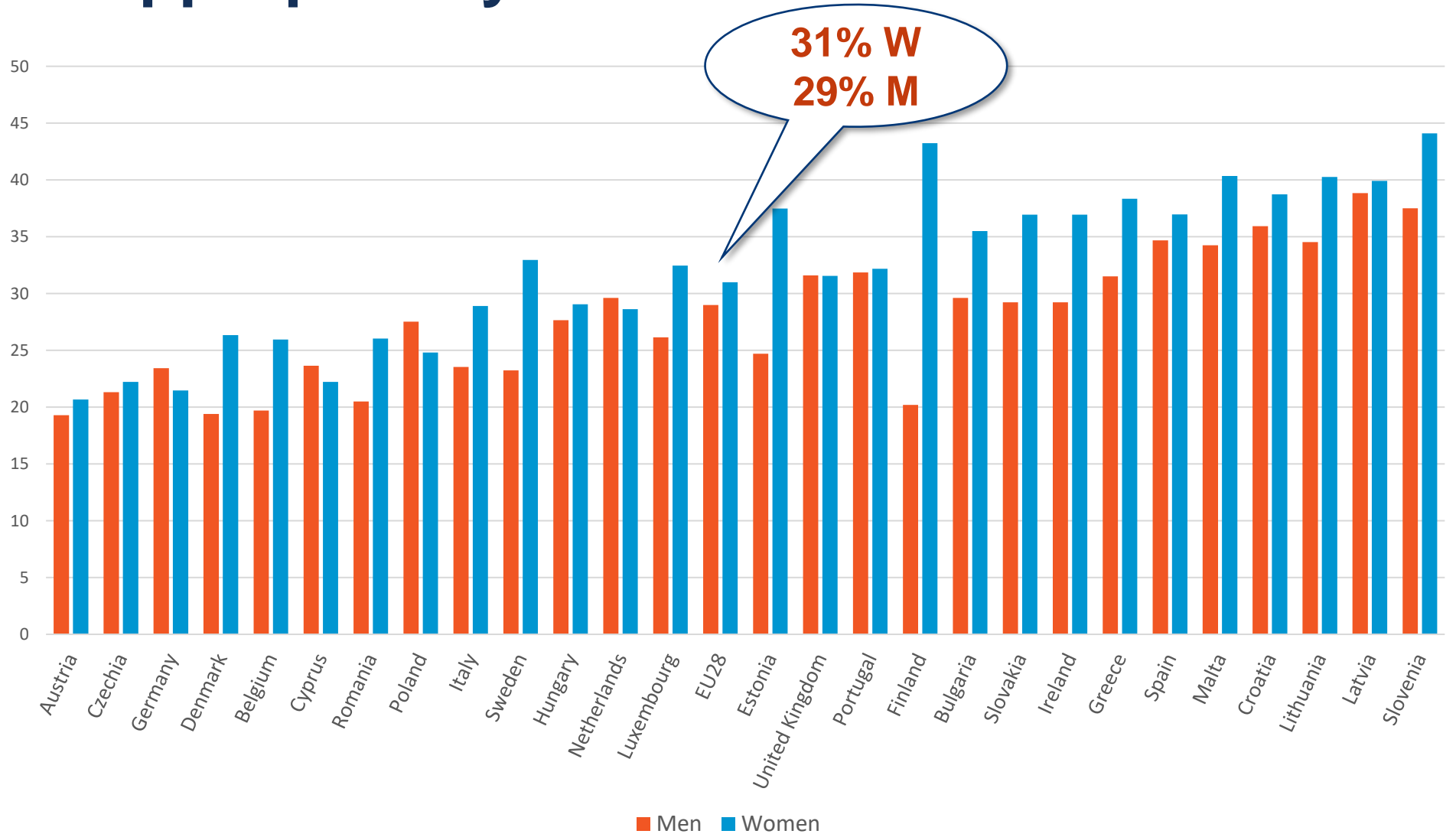


# Skills and discretion – access to training

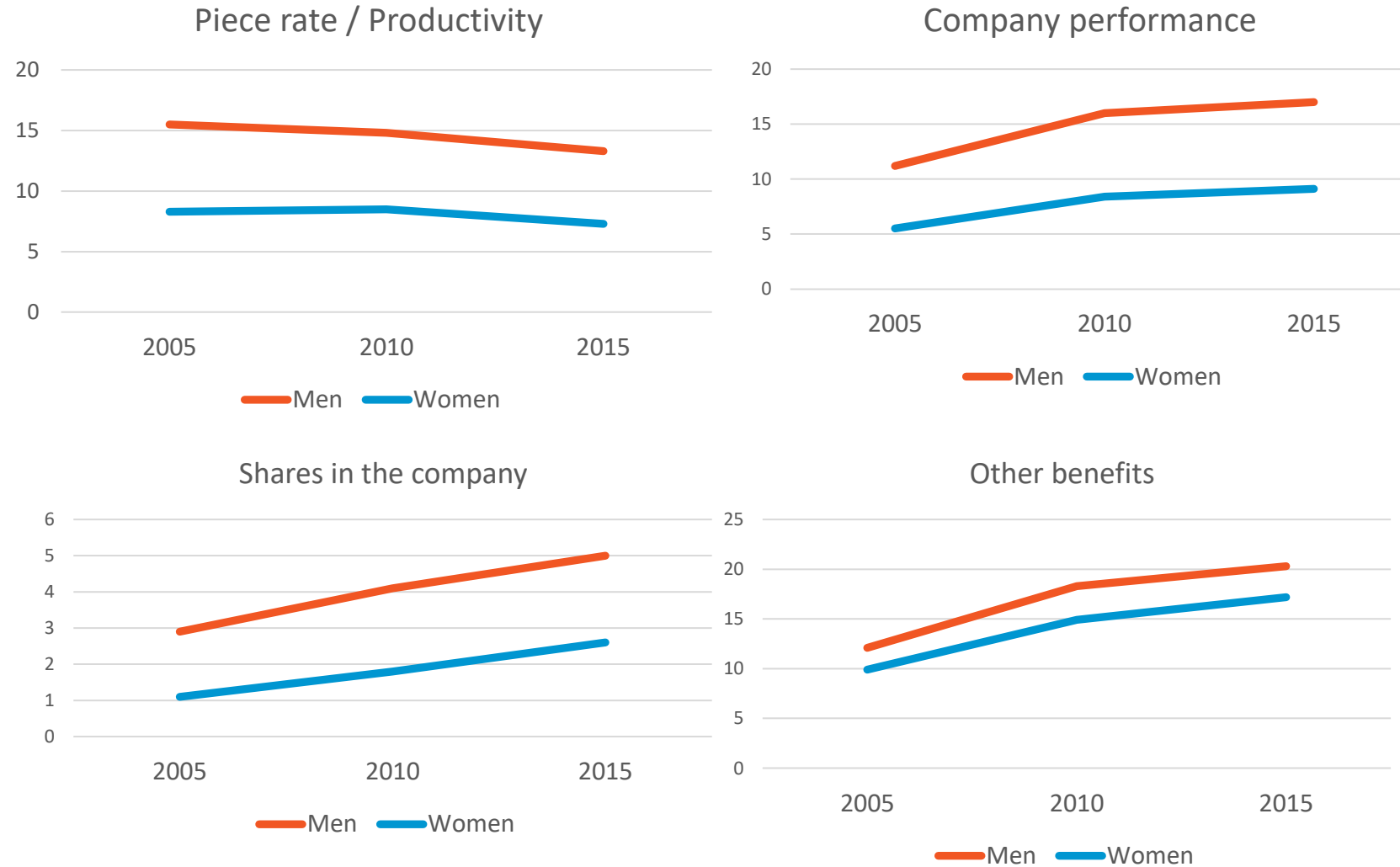


# Being paid appropriately

Share of employees stating *not being paid appropriately*



# Variable pay more common among male workers



# 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.

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