Challenging gender stereotypes in the world of work
EU policies and actions

Joint Social Dialogue Seminar
27 October 2021
Gender stereotypes in the world of work

- Social norms and expectations about roles and behaviour of women and men.
- Limit the aspirations, choices and freedom of women and girls, but also of men and boys; a root cause of gender inequality.
- Have an impact in all areas of society, in particular in the world of work.
Gender stereotypes influence:

- Career choices of women and men
- Gender pay gap; through both horizontal segregation and pay discrimination
- Gender employment gap: unequal sharing of care duties between parents
- Gender gap in leadership: glass ceiling

EU combats stereotypes through policies and concrete actions
Gender Equality Strategy 2020-2025

Roadmap for achieving a *Union of Gender Equality*

Targeted action:

*EU-wide communication campaign to combat gender stereotypes*; will tackle all spheres of life, with an intersectional approach and a focus on youth.
Stereotypes play a role for education and training choices, which lead to horizontal gender segregation in labour market.

Digital Education Action Plan 2021-2027: measures to encourage women's participation in STEM

Updated European Skills Agenda: promote gender-balanced participation in ICT-related occupations
Stereotypes and employment\&pay gap

*Stereotypes* play a role in unequal *division of care responsibilities* between parents, contributing to the *gender employment gap*;

Stereotypes can be reflected in *pay settings*; contributing to the *gender pay gap*

-----

Proposal for a *Pay Transparency Directive*
Implementation of the *Work-Life Balance Directive*
Stereotypes and the gap in leadership

Stereotypes contribute to the glass ceiling; less than 30% of board members in large EU companies are women.

- Continued efforts to adopt the Directive on Gender balance in Corporate Boards
- Funding to promote women in leadership positions under CERV (upcoming call)
Thank you for your attention