



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 and career choices

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