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# Learn2Be!

**Educating women to increase gender equality in the labour market**

**KA2 - KA210-ADU - Small-scale partnerships in adult education**



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# **Gender stereotypes in labour market**



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## Learn2Be!

Even if employment rates for women have risen, they are still lagging behind those of men. Women work more part time, are paid less and often still carry out the bulk of private domestic and care responsibilities.

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## **Learn2Be!**

Women remain underrepresented in the labour market. In 2021, 67.7% of women were in employment, whereas men's employment stood at 78.5%. In other words, there is still a gender employment gap of 10.8 p.p., which has only slightly decreased in the last 10 years (-1.9 p.p.).



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The economic loss due to the gender employment gap amounts to €370 billion per year. Taking action is both a social and an economic imperative. Improving gender equality could lead to an increase in GDP of up to €3.15 trillion by 2050.



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Overall women on average earn less than men per hour. This gender pay gap stands at 13.0 % for the EU27 in 2020 and declined only by 2.8 pp since 2010. Several factors contribute to this gap: different working patterns of women, often linked to their career breaks or change in working pattern to look after a child or other relatives; gender segregation in low-paid sectors; part-time employment...  
Some women are even paid less than men for the same work.



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## **Gender segregation in the labour market**

The uneven concentration of women and men in different sectors of the labour market is a persistent problem in the EU. 3 in 10 women work in education, health and social work (8% of men), which are traditionally low-paid sectors. On the other hand, almost a third of men is employed in science, technology, engineering and mathematics (7% of women), which are higher-paid sectors.



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## **Stereotypes**

Gender stereotypes in all spheres of life influence very much people's choices of work they do and how they can combine it with private life. They are at the root of occupational, sectoral, time and hierarchical segregation between women and men.

Gender stereotypes related to the division of care responsibilities usually turn out to be detrimental for women and their career paths.



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Women opt for part-time work more often, with consequences for their life-long income, including pension, and with impact on their career possibilities. Likewise, stereotypical masculinity norms hinder men from fully participating in parenthood, and in caregiving in a wider sense.

We need to build a future Europe where girls and boys can choose freely their education and profession.



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## **Documents**

### **I. Communication on the European Care strategy**

**(07.Sept.2022)**

### **I. Proposal for a Council Recommendation on the revision of the Barcelona targets**

**(07.Sept.2022)**



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## Usefull links and information:

<https://eige.europa.eu/gender-equality-index/2019/domain/work>

Communication on the European Care strategy

Proposal for a Council Recommendation on the revision of  
the Barcelona targets



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