



A gender-equal economy

➔ Gender equality in the ONU Agenda 2030

The gender equality and the participation of all human gender in economic field is a crucial element and an essential component for a vibrant and sustainable economy. The gender imbalances in the labour market and in the economy is a element that have a negative impact on the economic and sustainable growth.

The economic empowerment of women is a critical consideration in the Sustainable Development Goals, for these reasons it is the five goal of the ONU Agenda 2030.

The 2030 Agenda for Sustainable Development contains Sustainable Development Goal 5 on the achievement of gender equality and women's empowerment.

In addition, in the 2030 Agenda it is recognized that gender considerations should not be seen in isolation as they are cross-cutting in nature; therefore, gender equality is mainstreamed in the Goals on education, health and poverty, among others.

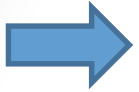
A gender-equal economy

➔ The gender equality in European Union.

According to studies by the International Monetary Fund, for example, a 0.1 reduction in gender inequality as measured by the United Nations' gender inequality index is associated with almost **1 percentage point of higher economic growth.**

The gender inequality in the labor market have an high cost in terms of GDP pro capite and economic growth. For example an estimate research carried out from the McKinsey Global Institute, put in evidence as the women's equality could add \$4.5 trillion to annual gross domestic product (GDP) in 2025 for Asia and the Pacific.

A gender-equal economy



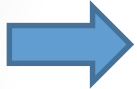
The gender equality in European Union.

To analyse how gender equality measures can contribute to economic growth in the EU, the European Institute for Gender Equality studied the impacts of reducing gender inequalities in areas relevant from a macroeconomic perspective: STEM education, labour market activity and pay.

It also considered the demographic changes that would take place if these gender gaps are reduced and a more equal distribution of unpaid care work between women and men is achieved.

This study is the first of its kind to use a robust econometric model to estimate a broad range of macroeconomic benefits of gender equality at the EU level

A gender-equal economy



The gender equality in European Union.

The results of this study by modelling show that improved gender equality would have a largely positive effect on GDP per capita and on employment of women.

The positive impacts are due to an increase in productivity and an improvement to the potential productive capacity of the economy.

There are still large inequality in the European labor market among woman and men and this has still a negative impact on the sustenible economy.

A gender-equal economy



Where and how are women working in Europe? The Labor market participation.

In the EU labour market women are underrepresented, during the 2021 only 67,7% of women were in employment, whereas men's employment stood at 78.5%. There is still a gender employment gap of 10.8 p.p., which has only slightly decreased in the last 10 years.

In the EU labour market there is a uneven concentration of women and men in different sectors: 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.

So we can observe that there are a persistent gender inequality in the EU economy and in the labour market.

A gender-equal economy



Strategic areas of increasing the employment of women

Actually in the EU women continue to be employed in a narrower range of occupations than men and to be concentrated in lower-paid, insecure and unprotected jobs.

Actually the world is seeing a continuous geographic redistribution of work and the birth of new unpredictable patterns of job creation. New technologies and location-independent production

and labour markets are having a profound impact on the organization of work and the skills required.

Globalization, new technologies, and rapidly changing labour markets and production systems, create both opportunities and challenges for employment

A gender-equal economy

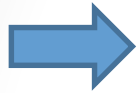


Strategic areas of increasing the employment of women

The technological development and the Artificial Intelligence (AI) are become the most important drivers of economy and development in the EU and in the world, so this can became an opportunity for reducing the gender equality and improve the women employment.

But if from one side the AI can be an opportunity for woman job in an other side the tecnology and the AI can increase the risk to intensify gender inequalities. Algorithms and related machine-learning, if not transparent and robust enough, risk repeating, amplifying or contributing to gender biases that programmers may not be aware of or that are the result of specific data selection.

A gender-equal economy



Strategic areas of increasing the employment of women

For contrasting the labour market gender inequality it is necessary to remove the most important barriers that not help woman to work in some key sectors as digital and Artificial intelligence, renewable energie, Science, Technology, Engineering and Mathematics.

So it is crucial to reduce skills gap in these important fields. A better women participation in these fields this would foster economic growth via both higher productivity and increased labour market activity.

The increase of the gender equality in the labour market will be an important driver for boosting in economy competitiveness. Gender equality measures could lead to an increase in the productive capacity of the economy and lower prices. Following these developments, the EU would be able to produce more goods and services domestically and also become more competitive in international markets

A gender-equal economy



Strategic areas of increasing the employment of women

The increase of the gender equality in the labour market It would lead to improvements in the trade balance, where EU exports would increase by 1.6% to 2.3% and imports would decrease by 0.4% to 0.7% in 2050.

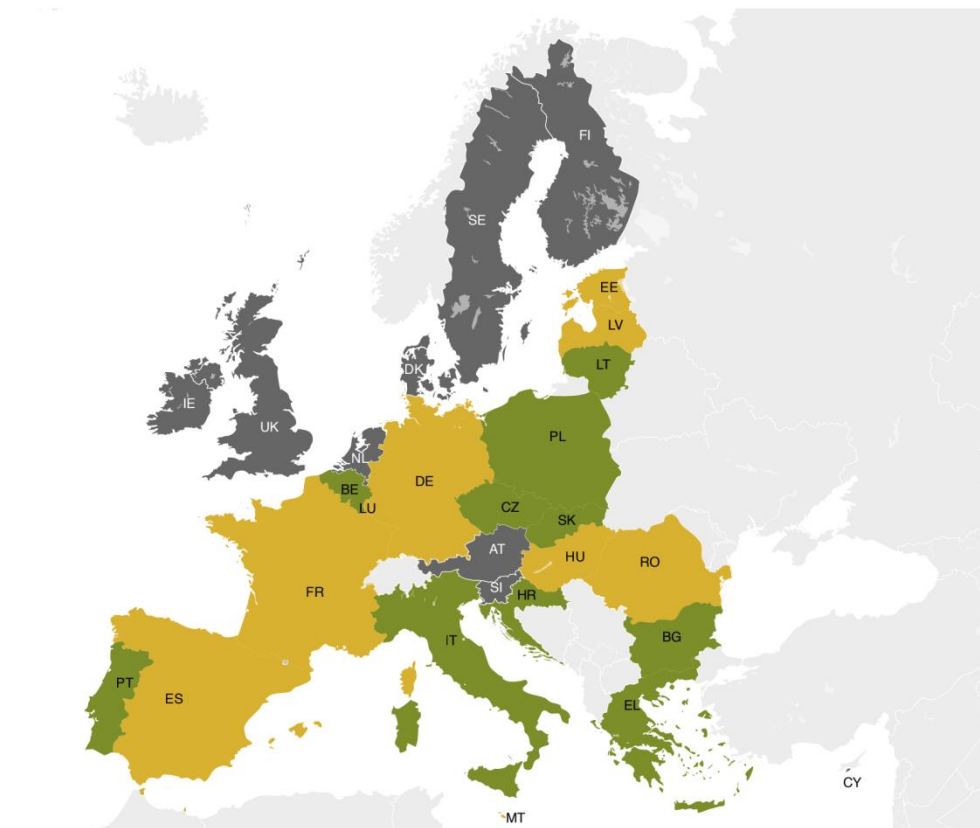
The gender equality rate in the labour market is different among the EU member states. Countries with a lot of room for improvement can achieve substantial economic improvements as a result of more gender equality.

On average, increased gender equality in these countries is expected to lead to an increase in GDP of about 12% by 2050.

A gender-equal economy

➔ Impacts of gender equality: differences across member states in GDP in 2050.

Figure 3. Impact of gender equality: differences across Member States in GDP in 2030

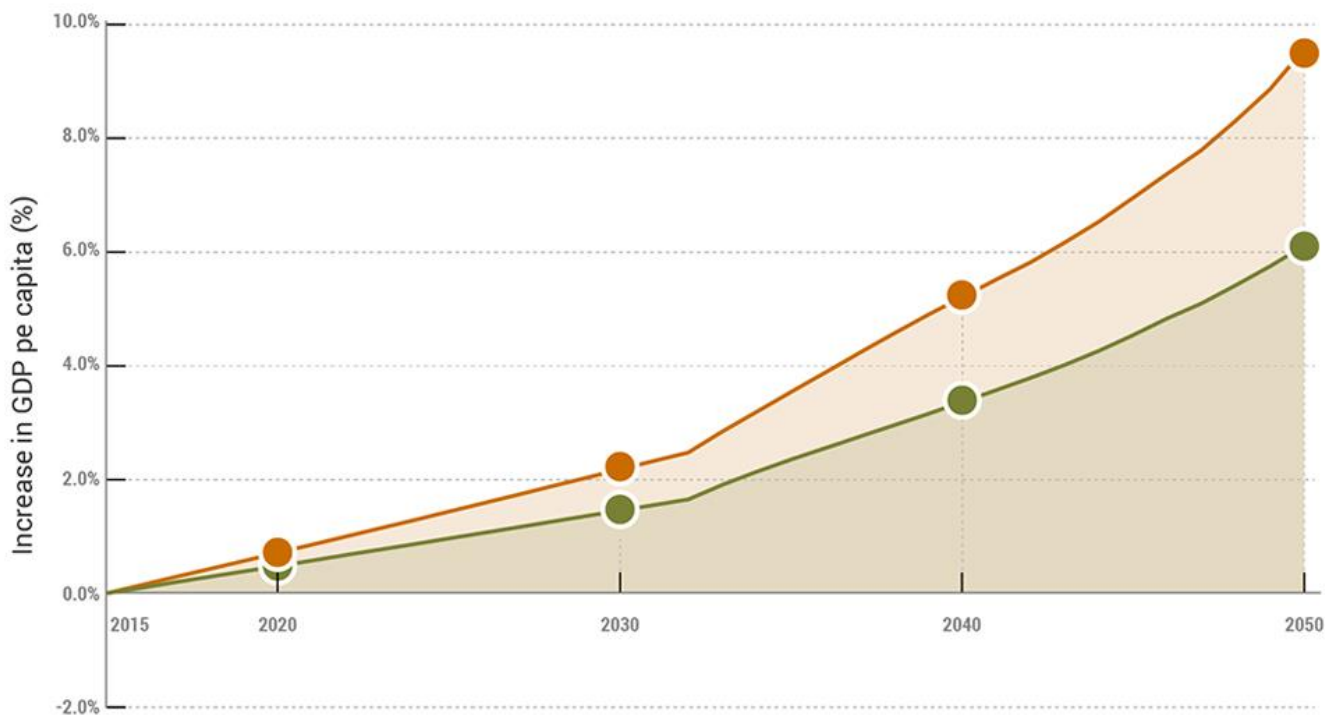


- Group 1: high impacts of gender equality
- Group 2: moderate impacts of gender equality
- Group 3: slight impacts of gender equality

A gender-equal economy

➔ Impacts of gender equality: differences across member states in GDP in 2050.

Gdp per capita graph chart



A gender-equal economy



Strategic areas of increasing the employment of women

For achieve an increase in GDP of about 12% by 2050 it is necessary:

- To Reduce the gender gap in Science, Technology, Engineering and Mathematics (STEM) education areas. This could help reduce skills gap, increase employment and productivity of women and reduce occupational segregation. Ultimately this would foster economic growth via both higher productivity and increased labour market activity. Closing the gender gap in STEM would contribute to an increase in EU GDP per capita by 2.2 to 3.0% in 2050. In monetary terms, closing the STEM gap leads to an improvement in GDP by €610 - €820 billion in 2050.
- To reduce the unequal division of unpaid responsibilities within the household;
- To reduce the Women's over-representation in part-time work affects not only their labour market involvement but also their risk of poverty or social exclusion.
- To increase the legislation for gender equality in the labour market and about the theme of work life balance.

A gender-equal economy

CONCLUSION

Closing gender gaps benefits countries as a whole, not just women.

An economic study carried out from the European Institute for Gender Equality (EIGE) put in evidence that the gender equality generate economic benefits. This study recognises the costs of non-equality and starts viewing gender equality as an investment – a productive factor that can be leveraged to exploit the full productive potential of the labour force, a precondition for sustainable demographic development, and an increase in net contributions to fiscal systems, thus providing financial gains to states.

A gender-equal economy

CONCLUSION

Closing gender gaps benefits countries as a whole, not just women.

This study focuses on three potential future gender equality improvements:

- **more women graduating with degrees in science, technology, engineering and mathematics (STEM graduates);**
- **more women actively participating in the labour market;**
- **reduced gender pay gaps.**

The study demonstrates that there is a clear need to introduce gender equality measures as soon as possible in the key policy areas of education and employment in order to achieve the socio-economic goals of the EU.