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

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



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## Module 4 - Eliminating gender-based differences in the labour market

1. Differences in employment and wages by sex
2. Women's paid and unpaid work



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## Module 4 - Eliminating gender-based differences in the labour market

### Differences in employment and wages by sex

*«Each Member State ensures the application of the principle of equal pay for male and female workers for the same work or for work of equal value" (art. 157 TFEU).*

In 1957, with the Treaty of Rome, the European Union adopted the principle of equal pay for equal work. Yet, despite the proclamations, Europe is still far from effective gender equality. In fact, according to the latest update of Eurostat data, relating to 2019, the gender pay gap (as gross hourly wages) in the EU27 countries is equal to 14.1%. A highly variable figure within the Union, with some countries in which it exceeds 20% and others in which it is instead lower than 5%.



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On 24 October, the European Institute for Gender Equality (Eige) published the results of the Gender Equality Index, an important tool that has been monitoring the progress of gender equality in the European Union since 2013. Each year, the index gives each country an overall score of its performance, from 1 to 100, in six key domains: work, income, knowledge, time, power and health. A higher score corresponds to a greater equality between women and men.

In this regard, it is essential to clarify that the objective is to detect situations of disparity between genders and that the latter is considered negative whatever the "advantaged" gender. The index shows that the EU is improving, albeit very slowly.



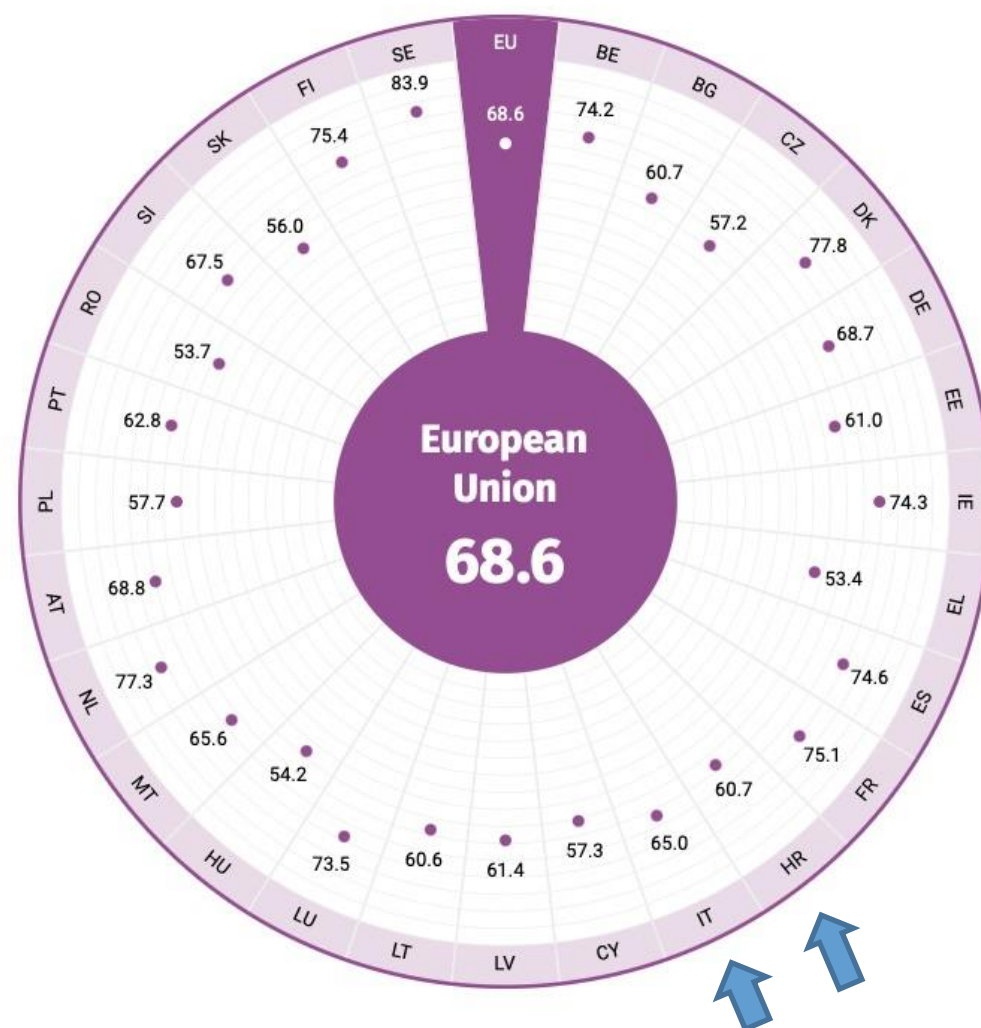
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This year, with a score of 65 out of 100, Italy ranks fourteenth among EU countries, 3.6 points less than the European average (equal to 68.6 points).



With 60.7 out of 100 points, Croatia ranks 19th in the EU on the Gender Equality Index. Its score is 7.9 points below the EU's score.





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This percentage refers to various areas, but we will focus on the world of work

The domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions. The sub-domain of participation combines two indicators: participation in rates of full-time equivalent (FTE) employment and the duration of working life.

The FTE employment rate takes into account the higher incidence of part-time employment among women and is obtained by comparing each worker's average number of hours worked with the average number of hours worked by a full-time worker.

Gender segregation and quality of work are included in the second sub-domain. Sectorial segregation is measured through the participation of women and men in the sectors of education, human health and social work activities.

The quality of work is measured by flexible working time arrangements and job prospects. Flexibility of work is captured by the ability of women and men to take an hour or two off during their working time to take care of personal or family matters.

The Career Prospects Index captures continuity of employment, defined in relation to type of employment contract, job security (the possibility of losing a job in the next six months), career advancement prospects and development of the workplace in terms of the number of employees. It is measured on a scale between 0 and 100 points, where 100 is the maximum and indicates the best job prospects.



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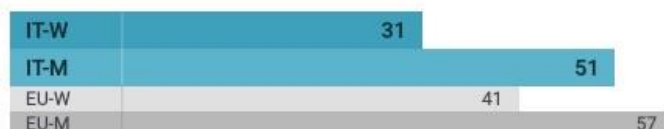
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Italia:



**FTE employment rate (%)**



Source: Eurostat, EU LFS, 2020.

**Duration of working life (years)**



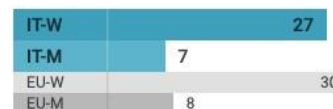
Source: Eurostat, EU LFS, 2020. Ifsi\_dwL.a.



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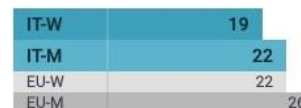


**Employed people in education, human health and social work activities (%)**



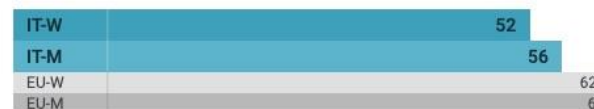
Source: Eurostat, EU LFS, 2020. Ifsa\_egan2, Ifsa\_egana.

**Ability to take one hour or two off during working hours to take care of personal or family matters (%)**



Source: Eurofound, EWCS, 2015. EIGE's calculation with microdata.

**Career Prospects Index (points, 0-100)**



Source: Eurofound, EWCS, 2015. Calculated by Eurofound.



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### Croatia



#### FTE employment rate (%)

HR-W	40
HR-M	53
EU-W	41
EU-M	57

Source: Eurostat, EU LFS, 2020.

#### Duration of working life (years)

HR-W	30
HR-M	35
EU-W	33
EU-M	38

Source: Eurostat, EU LFS, 2020. Ifsi\_dwLa.



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#### Employed people in education, human health and social work activities (%)

HR-W	26
HR-M	6
EU-W	30
EU-M	8

Source: Eurostat, EU LFS, 2020. Ifsa\_egan2, Ifsa\_egana.

#### Ability to take one hour or two off during working hours to take care of personal or family matters (%)

HR-W	25
HR-M	29
EU-W	22
EU-M	26

Source: Eurofound, EWCS, 2015. EIGE's calculation with microdata.

#### Career Prospects Index (points, 0-100)

HR-W	60
HR-M	61
EU-W	62
EU-M	63

Source: Eurofound, EWCS, 2015. Calculated by Eurofound.





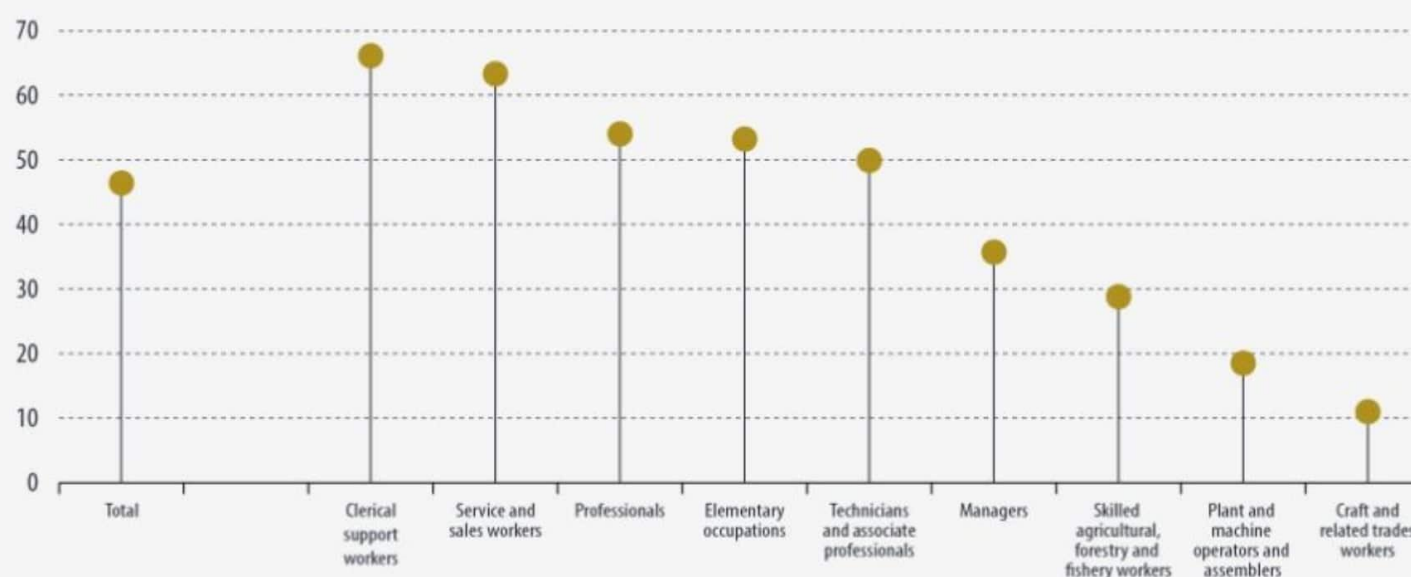
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The lowest percentage of female workers (1% of the total) is recorded in the construction sector. The mechanics and repairs sector is not doing better, as are the installation of electrical tools and repairs (with the last two at 3%). As a macro-sector, which includes those mentioned, it is in fact that of "handicrafts and related trades" that sees the lowest female presence, at 11% of the total. Conversely, women account for 93% of the European workforce in childcare and ancillary teaching, 89% in nursing and midwifery and 88% in primary or secondary school teaching. of childhood. Many women also among office secretaries (66%), in sales services (63%) and in professional figures such as scientists and teachers (54%).

Female employment by major group of occupations, EU, Q3 2022

(in % of total employment aged 15-64)



Major group of occupations: ISCO 08 1-digit level.  
Armed forces and non-response categories were excluded due to low data reliability.





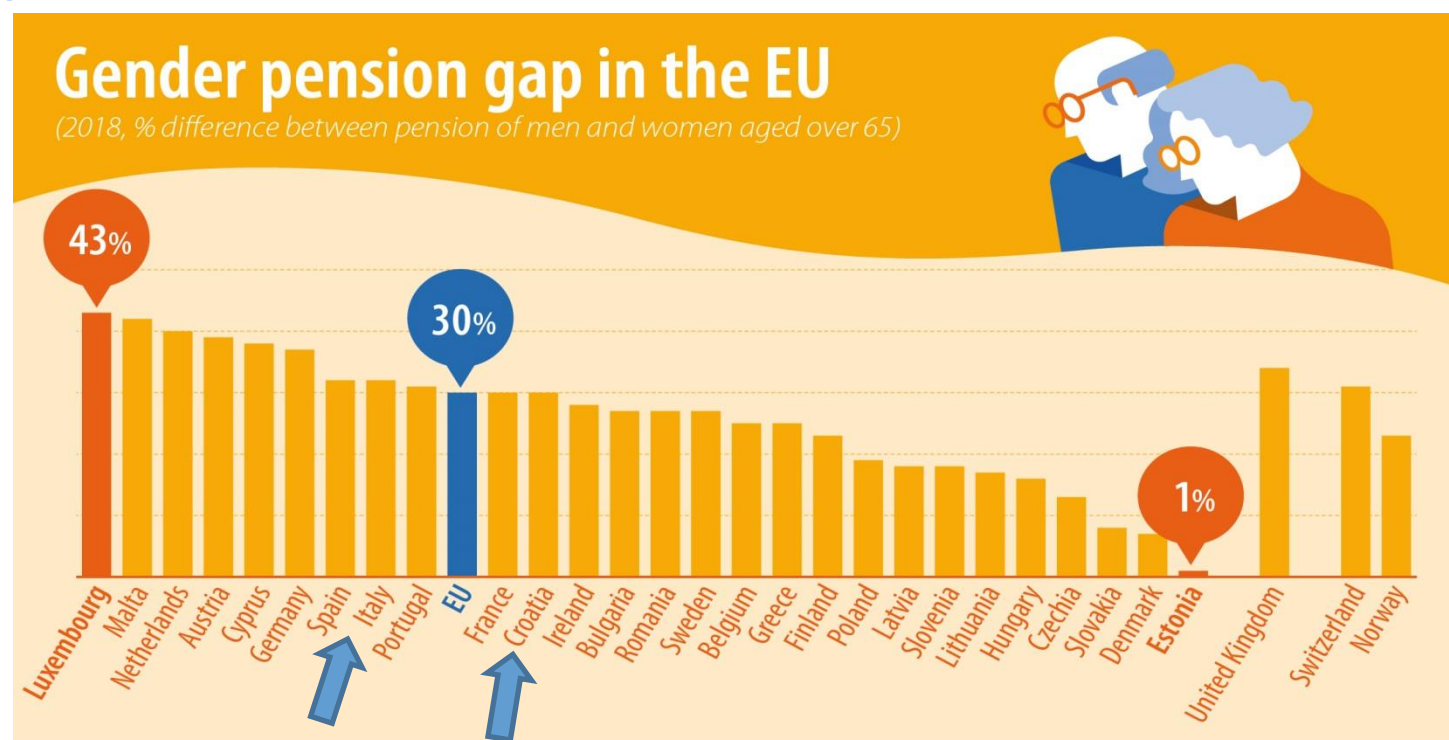
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In 2018, women in the European Union (EU) aged over 65 received a pension that was on average 30% lower than that of men. However, over time the gender pension gap has been decreasing and is now 4 percentage points (pp) less compared with 2010 (34%).

Although women received lower pensions in all EU Member States, the extent of the gap varies widely.



ec.europa.eu/eurostat



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## **Modulo 4: Eliminating gender-based differences in the labour market** ***Women's paid and unpaid work***

Across the European Union (EU), gender disparities in unpaid care work are staggering. Women, whether employed or not, do most of the unpaid care work in the household. Looking at the EU population as a whole, data show that 92 % of women in the EU are regular carers — meaning they provide unpaid care at least several days a week — compared to 68 % of men.

Every day, 81% of women and 48% of men provide care. This percentage rises to 88% for mothers and 64% for fathers of children under 18.

The same pattern of uneven care delivery also emerges among workers. Almost all working women in the EU (94%) are involved in unpaid care several times a week, compared to 70% of working men.



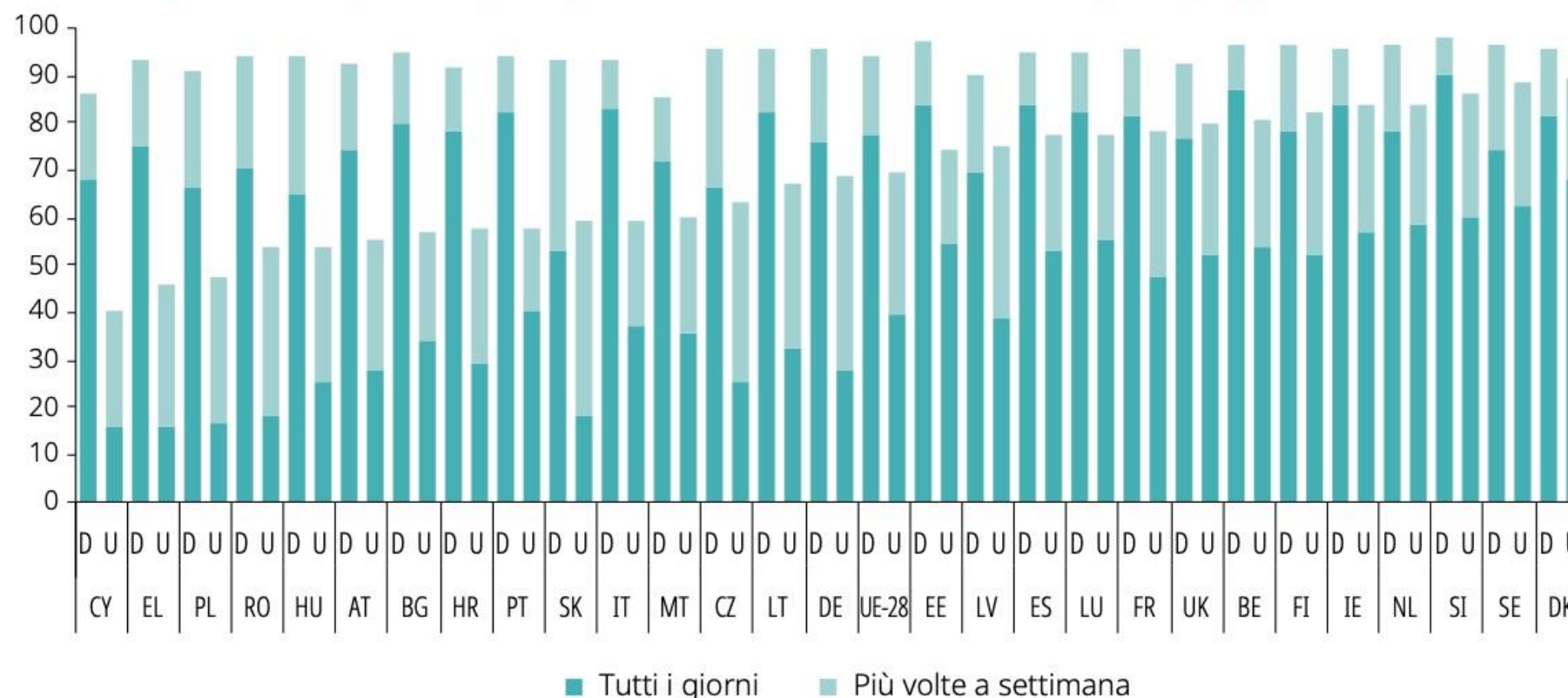
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Grafico 1. Popolazione occupata che partecipa al lavoro di assistenza non retribuito, ripartita per genere (% , 15+, UE-28, 2015)



Fonte: elaborazione dell'Istituto europeo per l'uguaglianza di genere (EIGE) basata sulla *Sesta indagine europea sulle condizioni di lavoro: 2015*, di Eurofound.  
NB: scarsa affidabilità per gli uomini in Grecia, Cipro, Polonia e Slovacchia.





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Employment status also affects gender disparities in unpaid care work and pay. Women working part-time spend one hour more a day on unpaid care than women working full-time, while men working part-time do not .

Women and men with caring responsibilities are more likely to work in precarious and informal jobs. Women in temporary jobs, or without a formal contract, spend twice as much time on unpaid care as women in permanent jobs. The

Gender disparities in care work are greater for workers in atypical jobs than for permanent jobs. Low-skilled women spend more time on day-to-day care than women in highly skilled jobs.

Women often use part-time work as a strategy to balance work and family responsibilities. Yet this negatively affects their earnings and their future pensions, not only because it means fewer hours worked, but also because the hourly wage is lower than that of an equivalent full-time job. In addition to this, women are also more likely to take breaks in their career due to caring responsibilities. In the EU, 29% of women say the main reason they work part-time is due to caring responsibilities, compared to only 6% of men.



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In many cases, people talk about an equal share of caregiving activities in their household, but if you look closely at the type of household tasks, they follow clear gender roles. In many households, women usually do household chores and provide personal care (for children, the elderly and people with disabilities), while men usually do gardening, home improvement and more intense outdoor activities since physical point of view.

The couples also report that women still tend to take the mental load of organizing care, using their skills and efficiency as the main arguments to justify this assignment of responsibilities.



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