



Erasmus +



Gender equality and labour
market

PROJECT

ERASMUS+ PROJECT "LEARN TO BE!"

The EU Gender Equality Strategy 2020-2025, what Europe is asking for

- ▶ The new EU Action Plan on Gender Equality 2021-2025 (GAP III) calls for a world with true gender equality;
- ▶ GAP III is complementary to the LGBTIQ Equality Strategy 2020-2025.
- ▶ In this context, the EU's contribution to achieve the SDG will increase across the EU, in external policies and across the 2030 Agenda...

GAP III provides a policy framework for the EU to increase its level of engagement, focuses on five pillars:

- ▶ 1. Making the EU's engagement on gender equality more effective as a cross-cutting priority of EU external action in its policy and programming work. The European Commission and the High Representative reconfirm that by 2025, 85% of all new external actions will contribute to this goal; further gender mainstreaming in all external policies and sectors and a gender transformation, a rights-based and intersectional approach is foreseen;
- ▶ 2. Promote, together with EU Member States, EU strategic engagement at multilateral, regional and country level and jointly step up the implementation of GAP III in each partner country and region, in close cooperation with partner governments , civil society, the private sector and other key stakeholders.
- ▶ This will require more coordination, cooperation and transparency.

The other pillars

- ▶ 3. Focus on key areas of engagement: ensuring freedom from all forms of gender-based violence; promote sexual and reproductive health and rights; strengthen the economic and social rights and empowerment of girls and women; promote equal participation and leadership; implement the peace and security agenda for women, addressing the challenges and exploiting the opportunities offered by green to the digital transition and transformation.
- ▶ 4. Lead by example, by establishing gender-sensitive and gender-balanced leadership at EU policy and management level at the top. This requires leadership consensus, investment in knowledge and resources, and joint action with EU Member States.
- ▶ 5. Reporting and communication of results, putting in place a quantitative, qualitative and inclusive approach with a monitoring system to increase public accountability, ensure transparency and access to information and achieve better EU awareness of the impact of his work worldwide.

Among the concrete actions?

▶ **Defense of women's reproductive and sexual rights:**

- In June 2021, the European Parliament adopted a report urging EU countries to protect and improve women's sexual and reproductive health.
 - The European Parliament wants to ensure universal access to legal and safe abortion, the diffusion of high quality contraceptive systems and the teaching of sex education in primary and secondary schools.
- ▶ • Furthermore, the exemption of VAT on menstrual products has been requested. In March 2022, the European Parliament adopted the EU Action Plan for Gender Equality III, aimed at promoting sexual and reproductive health and women's rights outside the EU and ensuring universal access in EU countries

EU legislation on equality in the workplace requires:

- ▶ Employment rules (including equal pay, social security, working conditions, protection from harassment)
- ▶ **Legislative action**
- ▶ The EU provides a catalogue of legislative bills. They set minimum requirements for EU countries in terms of:
 - ▶ maternity leave.
 - ▶ paternity leave.
 - ▶ parental leave.
 - ▶ carers leave.
 - ▶ right to request flexible working arrangements for parents and carers.

On this regard, 2023 is the European Year of Skills

- ▶ President Ursula von der Leyen proclaimed 2023 as the European Year of Skills: investing in education and vocational training for women and girls is key to improving the position of women in all sectors.
- ▶ In 2022, the Commission proposed minimum EU standards to combat gender-based violence (non-consensual sharing of intimate images, online stalking, online harassment and incitement to violence or hatred online) as with the increase of internet and social media use, gender-based cyber violence is on the rise. Data from a 2022 Eurobarometer show that 16% of women in the EU reported that they know women in their circle of friends and family who have experienced online harassment or cyber-violence.
- ▶ New EU-wide work-life balance rights entered into force;
- ▶ The European assistance strategy was adopted.

Labour Market and gender equality

- ▶ 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.).
- ▶ Even if more women participate in the labour market, the burden of private and care responsibilities, the unpaid work, still rests largely on their backs.
- ▶ Women's increase in working hours doesn't usually lead to more balanced sharing of domestic and caregiving work between women and men.
- ▶ As a result, when combining the amount of time dedicated to unpaid labour (day-to-day, domestic duties, including care), overall, women work more.

The gender pay gap in the EU

- ▶ The gender pay gap in the EU stands at 12.7 % in 2021 and has only changed minimally over the last decade.
- ▶ It means that women earn 13.0 % on average less per hour than men.
- ▶ The gender overall earnings gap, that measures the combined impact of the average hourly earnings, the monthly average of the number of hours paid (before any adjustment for part-time work) and the employment rate, stood at 36.7% in 2018.
- ▶ The gender employment gap stood at 10.8% in 2021, with 67.7 % of women across the EU being employed compared to 78.5% of men (EU27 data).

Why do women earn less?

- ▶ The gender pay gap measures a broader concept than pay discrimination and comprehends a large number of inequalities women face in access to work, progression and rewards.

They are:

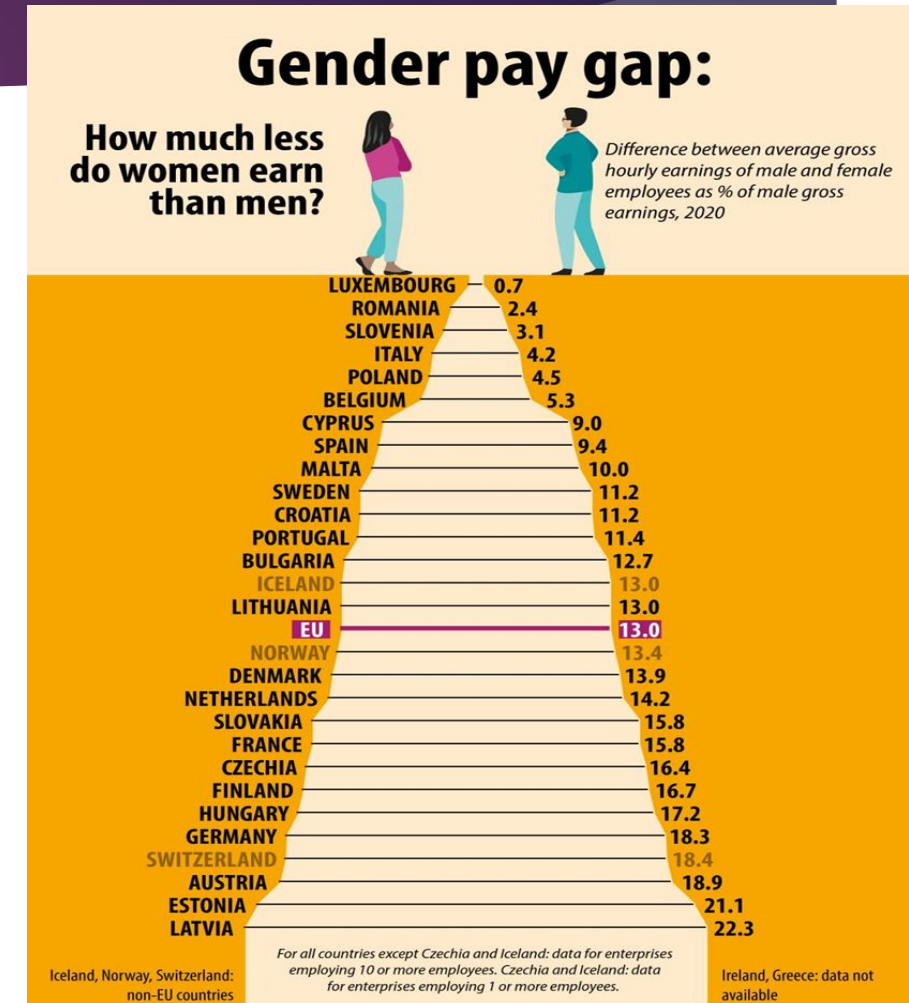
- ▶ **Sectoral segregation:** Around 24% of the gender pay gap is related to the over representation of women in relatively low-paying sectors, such as care, health and education. Highly feminised jobs tend to be systematically undervalued.
- ▶ **Unequal share of paid and unpaid work:** Women have more work hours per week than men but they spend more hours on unpaid work, a fact that might also affect their career choices. This is why the EU promotes equal sharing of parental leaves, an adequate public provision of childcare services and adequate company policies on flexible working time arrangements.
- ▶ **The glass ceiling:** The position in the hierarchy influences the level of pay: less than 8% of top companies' CEOs are women. Nevertheless, the profession with the largest differences in hourly earnings in the EU were managers: 23 % lower earnings for women than for men.
- ▶ **Pay discrimination:** In some cases, women earn less than men for doing equal work or work of equal value even if the principle of equal pay is enshrined in the European Treaties (article 157 TFEU) since 1957.

Work is the best way to empower women

- ▶ Work is the best way to empower women economically. It is therefore necessary to increase women's labour market participation.
- ▶ Economic impact of the gender employment gap.
- ▶ The economic loss due to the gender employment gap amounts to €370 billion per year

Gender equality gap in EU countries; Differences between the EU countries

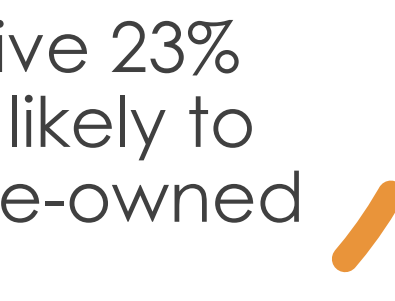
- ▶ There are considerable differences between EU countries. The gender pay gap ranges from less than 5% in Luxembourg, Romania, Slovenia, Italy and Poland to more than 18% in Germany, Austria, Estonia and Latvia.
- ▶ In most countries, the gender pay gap has decreased over the last ten years.
- ▶ However, a lower gender pay gap in certain countries does not necessarily mean that the labour market in that country is more gender equal.
- ▶ A lower gender pay gap can occur in countries with a lower employment rate of women where mostly women with higher earning potential (e.g. better educated) enter the labour market.



Digital transition and gender equality


- ▶ Today, digital transformation offers new avenues for women's economic empowerment and can contribute to greater gender equality.
- ▶ digital platforms, mobile phones and digital financial services offer "quantum leap" opportunities for all.
- ▶ Digital financial services offer "quantum leap" opportunities for all and can help bridge the gap by empowering women to earn additional income, increase their job opportunities and access general knowledge and information.

The road ahead is uphill:

- ▶ Today, around 327 million fewer women than men in the world own a smartphone and can access the mobile Internet.
 - ▶ Women are under-represented in ICT jobs, top management and academic careers.
 - ▶ At the age of 15, on average, only 0.5% of girls want to become an ICT professional, compared to 5% of boys.
 - ▶ Female-owned startups receive 23% less funding and are 30% less likely to have a positive exit than male-owned businesses.
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BUT...

- ▶ To shed light on the existence of a digital gender gap and support the implementation of policies to reduce it, it is necessary to better understand whether and to what extent girls and women are equipped with the necessary skills to adapt and excel in the digital economy and, consequently, how they can contribute to making digital societies more inclusive
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the digital strategy in Europe

- ▶ The strategy of the European Commission has placed people increasingly at the center of the digital transition and thus the issue of digital skills, fundamental for European growth and for an aware and mature citizenry, necessary for the harmonious development of the online society.
- ▶ This accent is underlined, in the European strategy, in particular by the push towards the goal of 80% of people with basic digital skills by 2030: "In this way a society can be built that can trust digital products and online services, identify misinformation and fraud attempts, protect against cyberattacks, scams and online fraud, and where children learn to understand and navigate through the myriad of information they are exposed to online".
- ▶ In the field of digital skills, the objectives indicated can be distinguished between enabling factors and results obtained in the path of the digital transition. In fact, the percentage of 80% of the population with at least basic digital skills is objective on enabling factors and they are objective on the results of the actions (on digital skills together with specific interventions on connectivity, digital transformation of companies and the PA):
 - ▶ 20 million ICT specialists with gender convergence;
 - ▶ 75% of EU companies using Cloud/AI/Big Data;
 - ▶ over 90% of SMEs achieving at least a basic level of digital intensity;
 - ▶ 100% of citizens having access to medical records;
 - ▶ 80% of citizens using the digital ID.

The DESI 2021 report

- ▶ The report mostly presents data from the first or second quarter of 2020 and provides some insight into key developments in the digital economy and society during the first year of the COVID-19 pandemic.
- ▶ All EU Member States have made progress in the area of digitalization, but the overall picture between Member States is mixed and, despite some convergence, the gap between the leading EU countries in terms of digital maturity and those with the lowest DESI scores it remains broad and in general the values are far from the targets of the Digital Compasses

And the women??

- ▶ The overall delay in the number of ICT specialists is associated with a particularly serious shortage relating to the female presence, with a very significant gender gap, so much so that only 19% of ICT specialists (with a progression of just over 2% in the last four years and with no country over 30%) and about a third of science, technology, engineering and mathematics graduates are women.
- ▶ Data on connectivity show an improvement in "very high capacity networks" (VHCN), in particular that it is available in 59% of households in the EU, compared to 50% a year ago, and also on the diffusion side, which has a clear correlation also with the level of digital skills, for which 34% of households have a 100Mbps connection, with an increase of 3% over the previous year, but unfortunately the average result of a very high gap between the countries with Sweden and Portugal well over 60% and countries like Greece at 3%.

In short

- ▶ The data are not positive and the known critical issues remain (low diffusion of adequate digital skills, insufficient presence of ICT specialists, digital backwardness of SMEs, high gender gap), for which no significant progress has been recorded. However, the new context is determined on the one hand by the presence of the investments envisaged in the national recovery and resilience plans (Italy allocates, for example, 7 billion to human capital), on the other by the recent launch of a European strategy , which pushes the DESI to be increasingly a monitoring tool correlated with the improvement process and with the objectives set for 2030.



Thanks for the
attention!!

And for now let's stop
here....

