



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Gender Equality at Work

A contribution based on the
European Working Conditions Survey

Jorge Cabrita – Research Manager, Working Life

Vse pravice so pridržane. Gradiva ni dovoljeno razmnoževati in razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorja in Ministrstva za delo, družino, socialne zadeve in enake možnosti. Citiranje je v skladu z Zakonom o avtorskih in sorodnih pravicah dovoljeno z navedbo podatkov o viru.



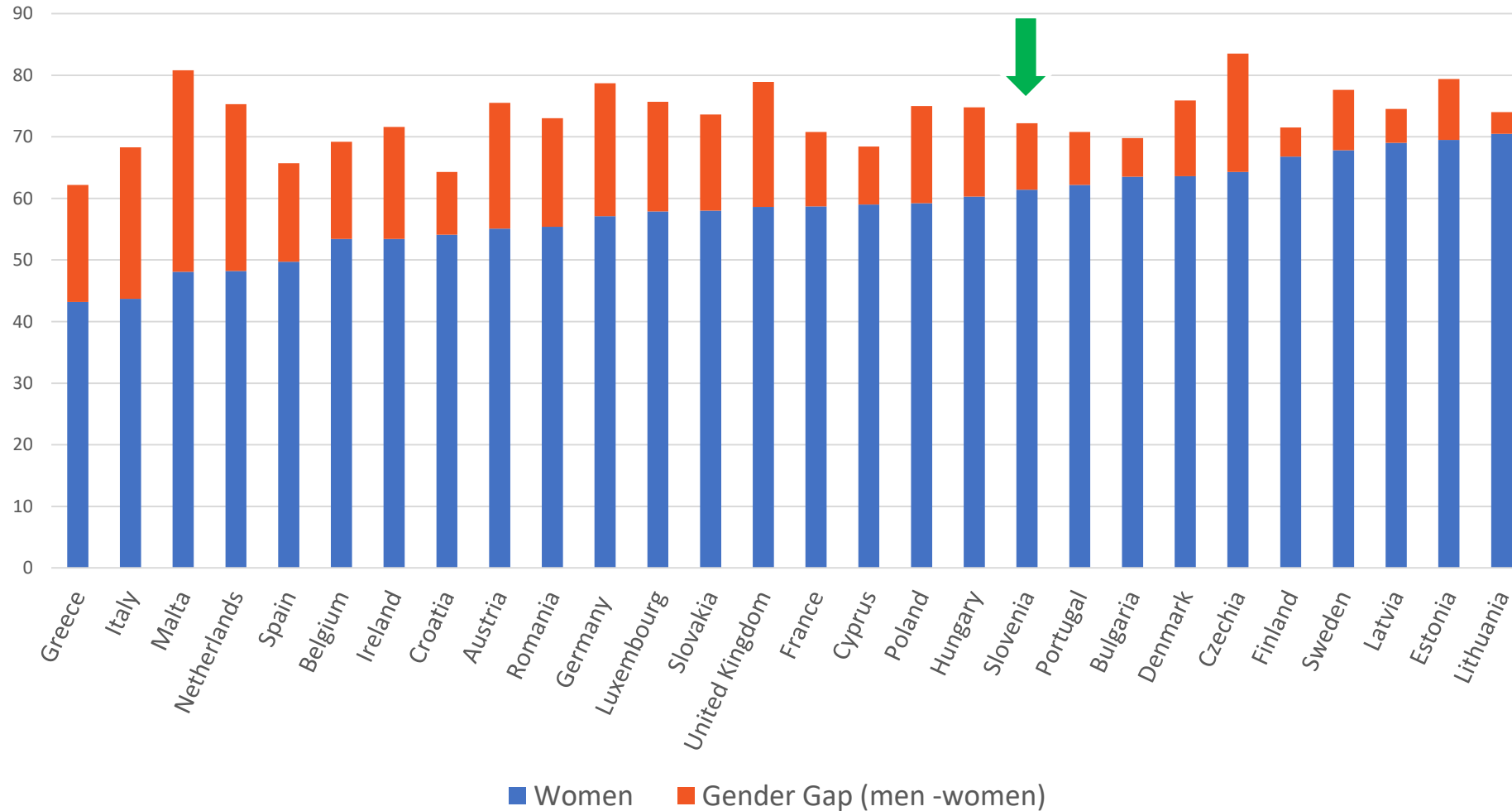
Mind the gap

‘Women and men are employed in different occupations and industries, and under different contracts, their pay is often different and they spend different amounts of time on paid work.’

Eurofound, 2013

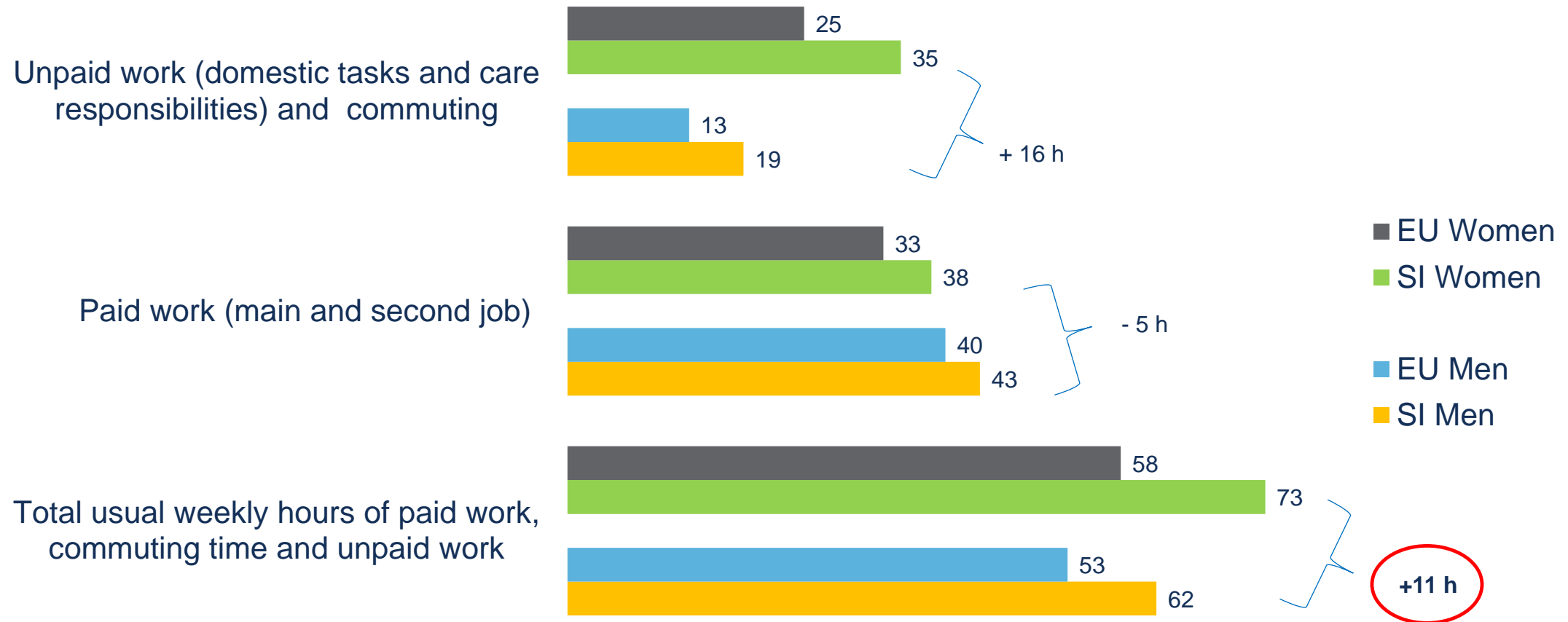


Women's employment rates and gender gap 2015 (full-time equivalents, %, 20-64)

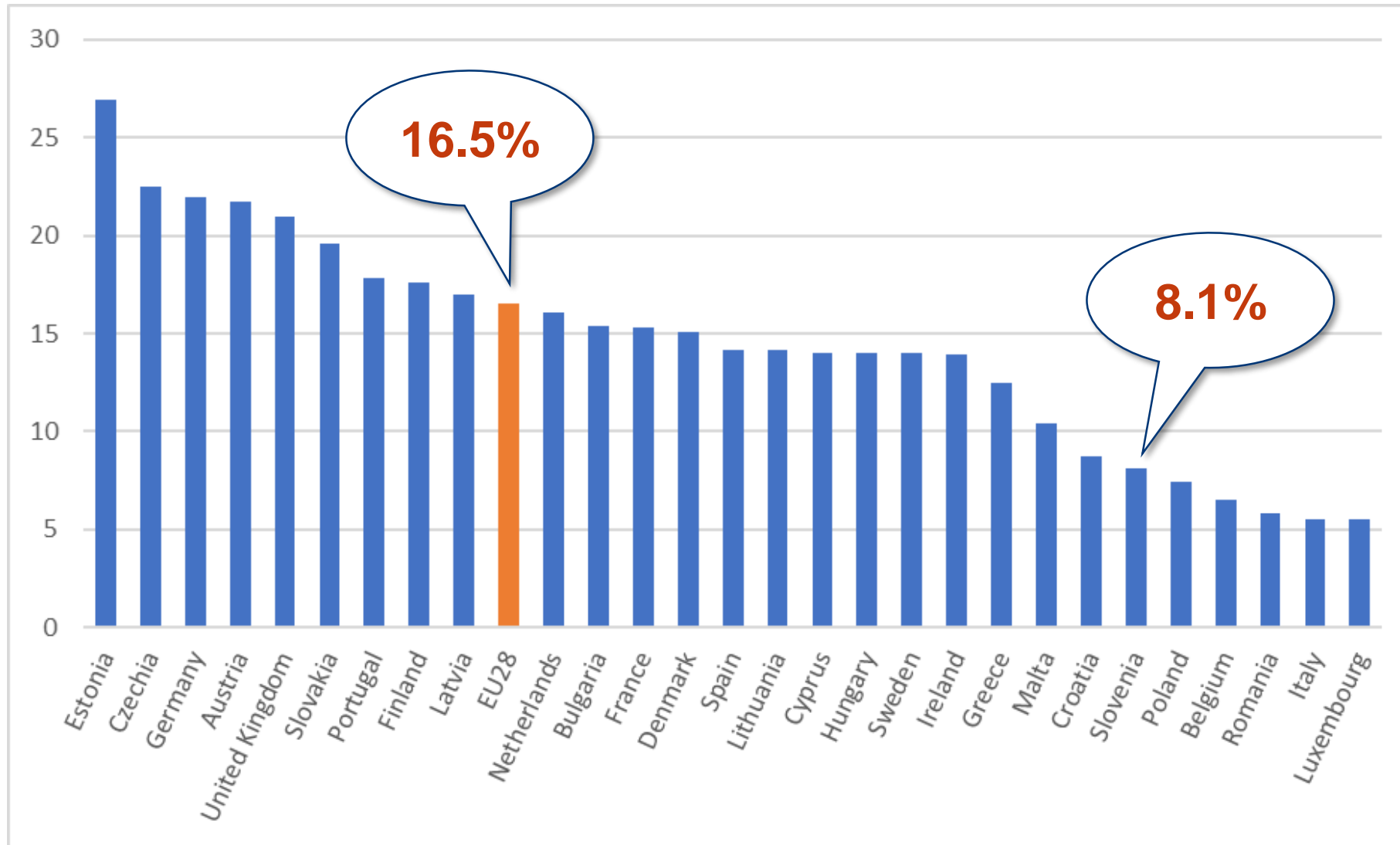


Source: LFS, Eurostat

Paid and unpaid work per week, by gender, EU28, 2015

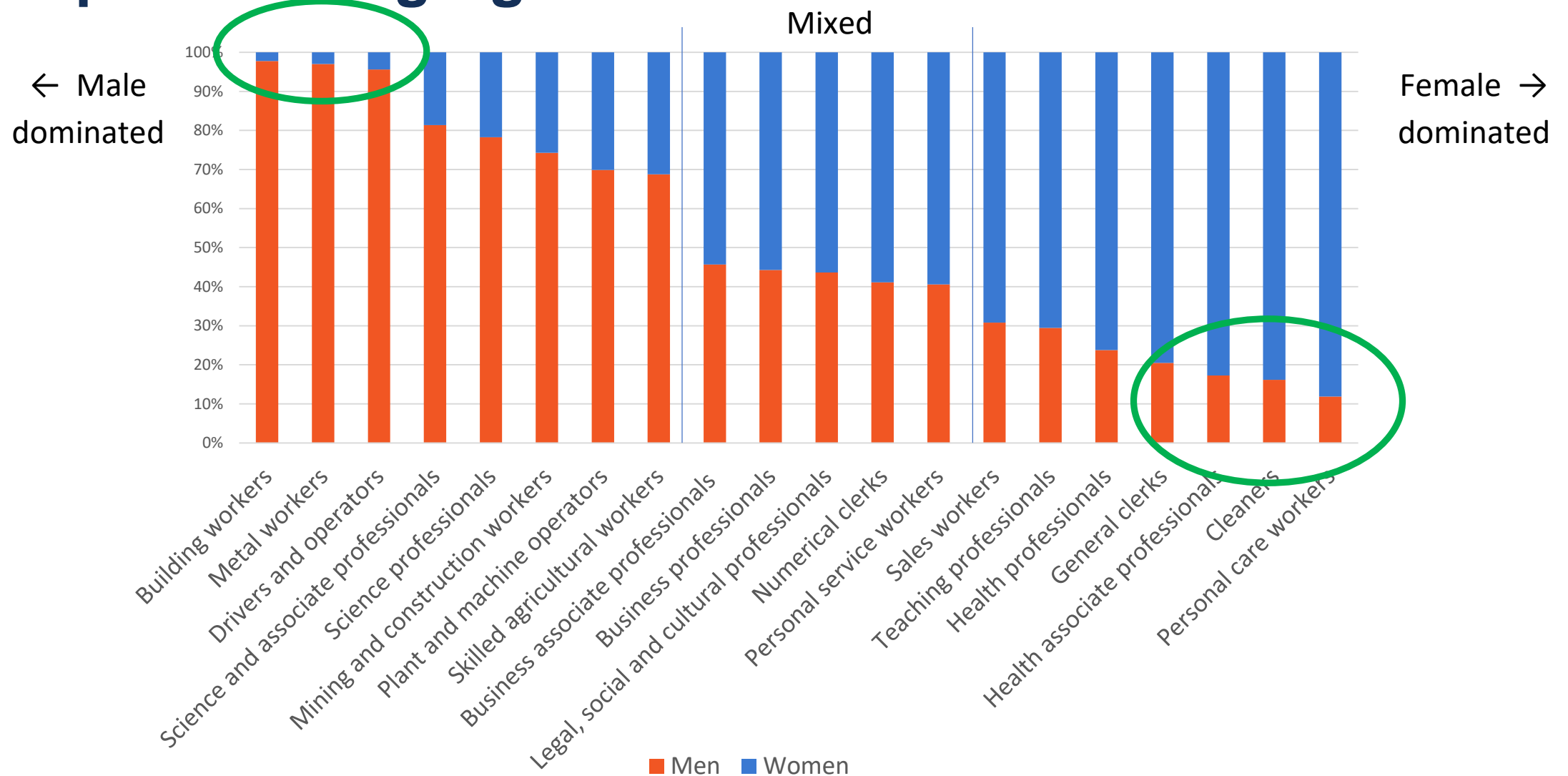


Gender pay gap 2015 (unadjusted form)



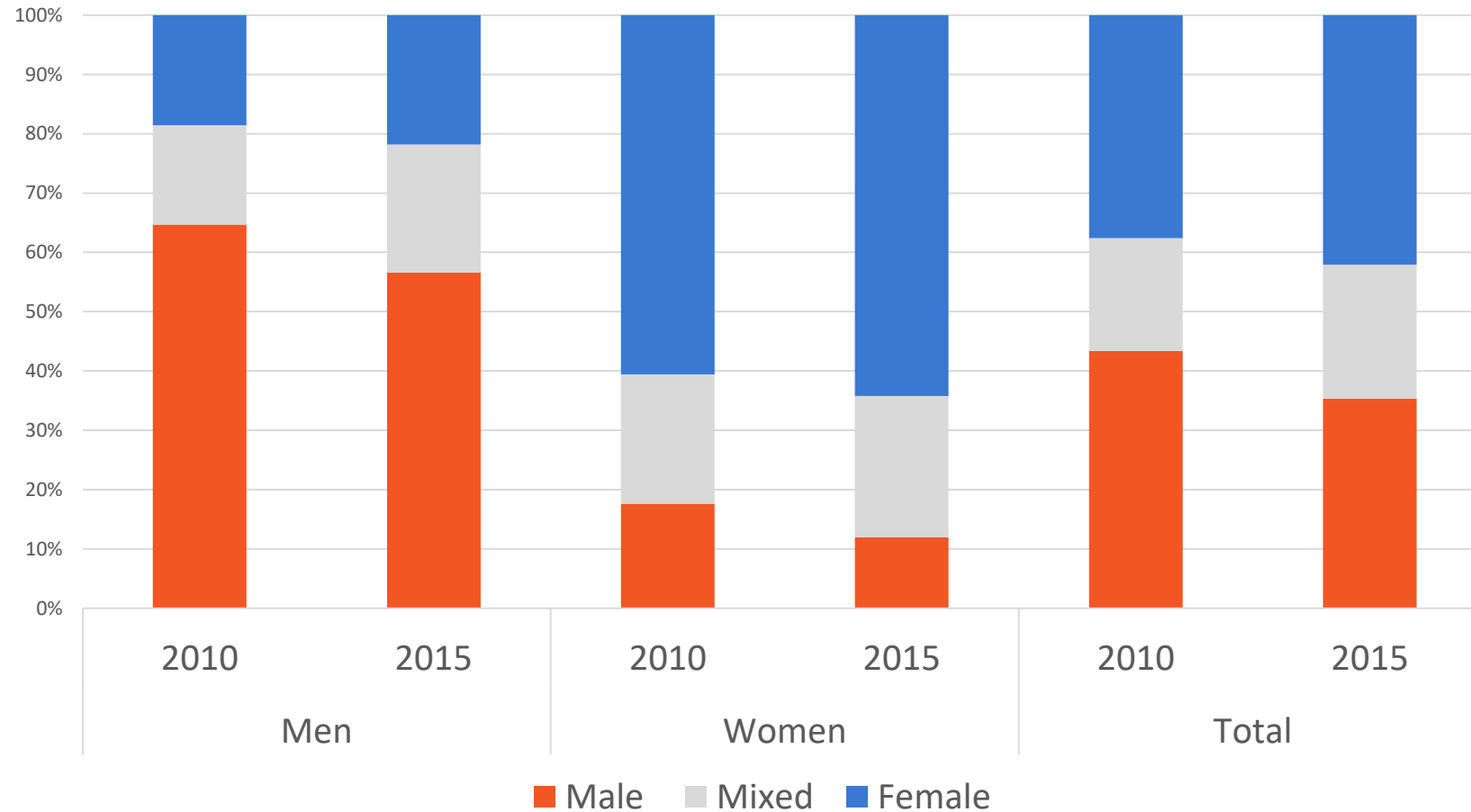
Source: Eurostat

Occupational segregation

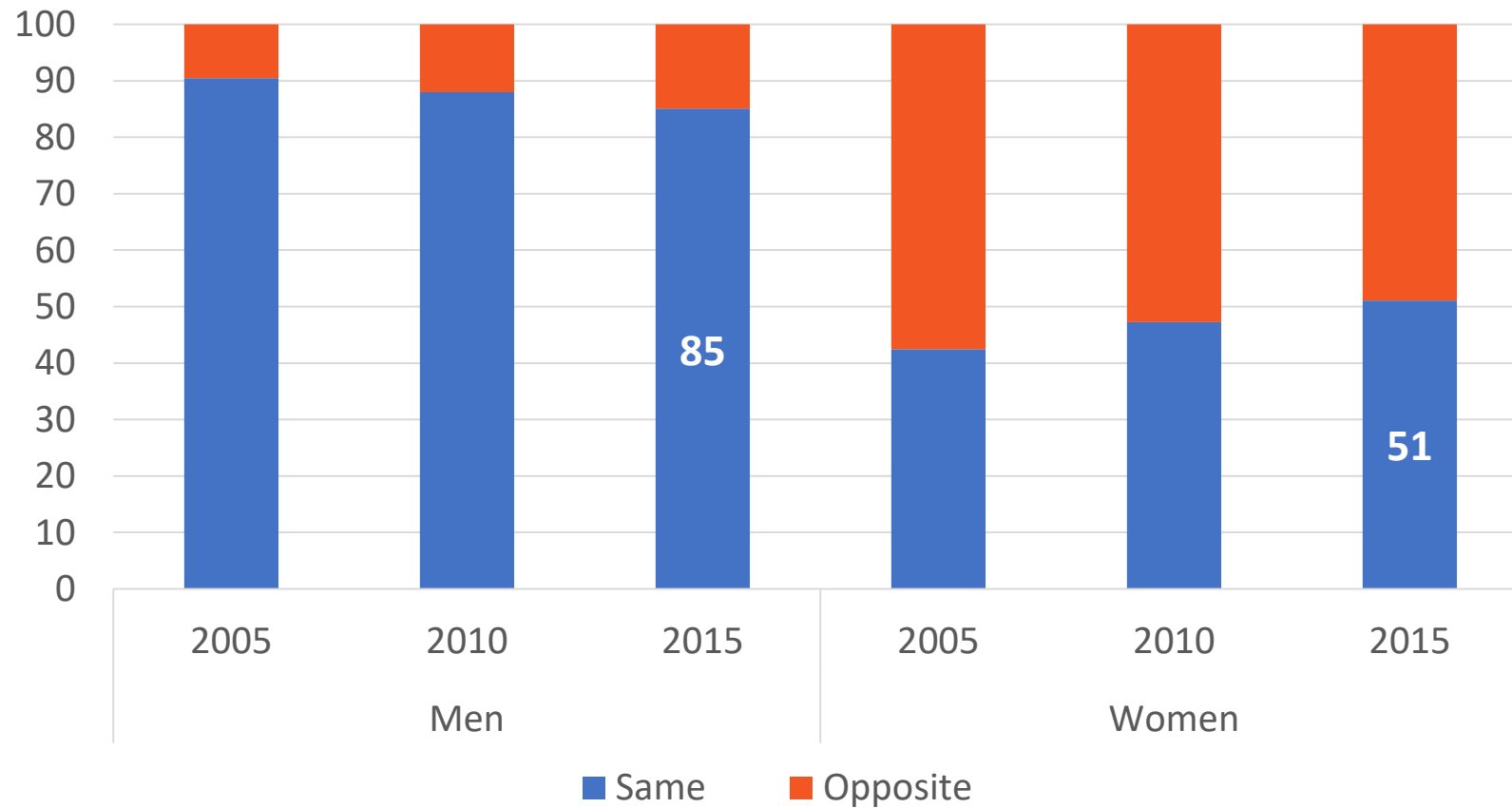


Occupational segregation

Distribution of workers according to the predominant sex in occupation, EU28



Gender of the boss



Gender differences go beyond employment, pay and working hours...



Eurofound Job Quality framework

Physical environment

- Posture-related
- Ambient
- Biological and chemical

Social environment

- Adverse social behaviour
- Social support
- Management quality

Work intensity

- Quantitative demands
- Pace determinants and interdependency
- Emotional demands

Skills and discretion

- Cognitive dimension inc. computer use
- Decision latitude
- Organisational participation
- Training

Working time quality

- Duration
- Atypical working time
- Working time arrangements
- Flexibility

Prospects

- Career prospects
- Employment status
- Job security
- Downsizing

Earnings

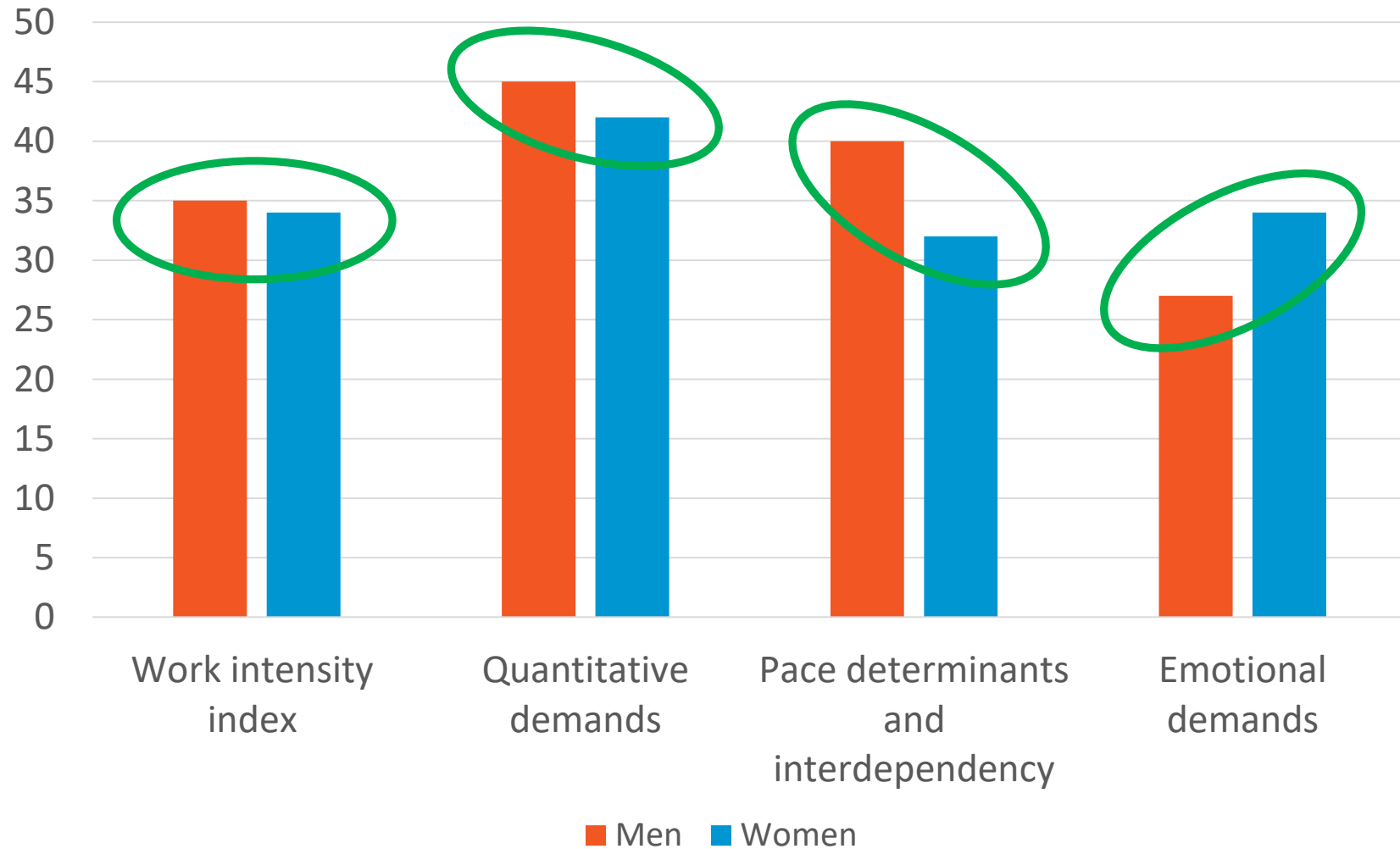
Job quality scores by gender

Mean scores
(0 to 100)



Work intensity (mean scores)

Mean scores
(0 to 100)

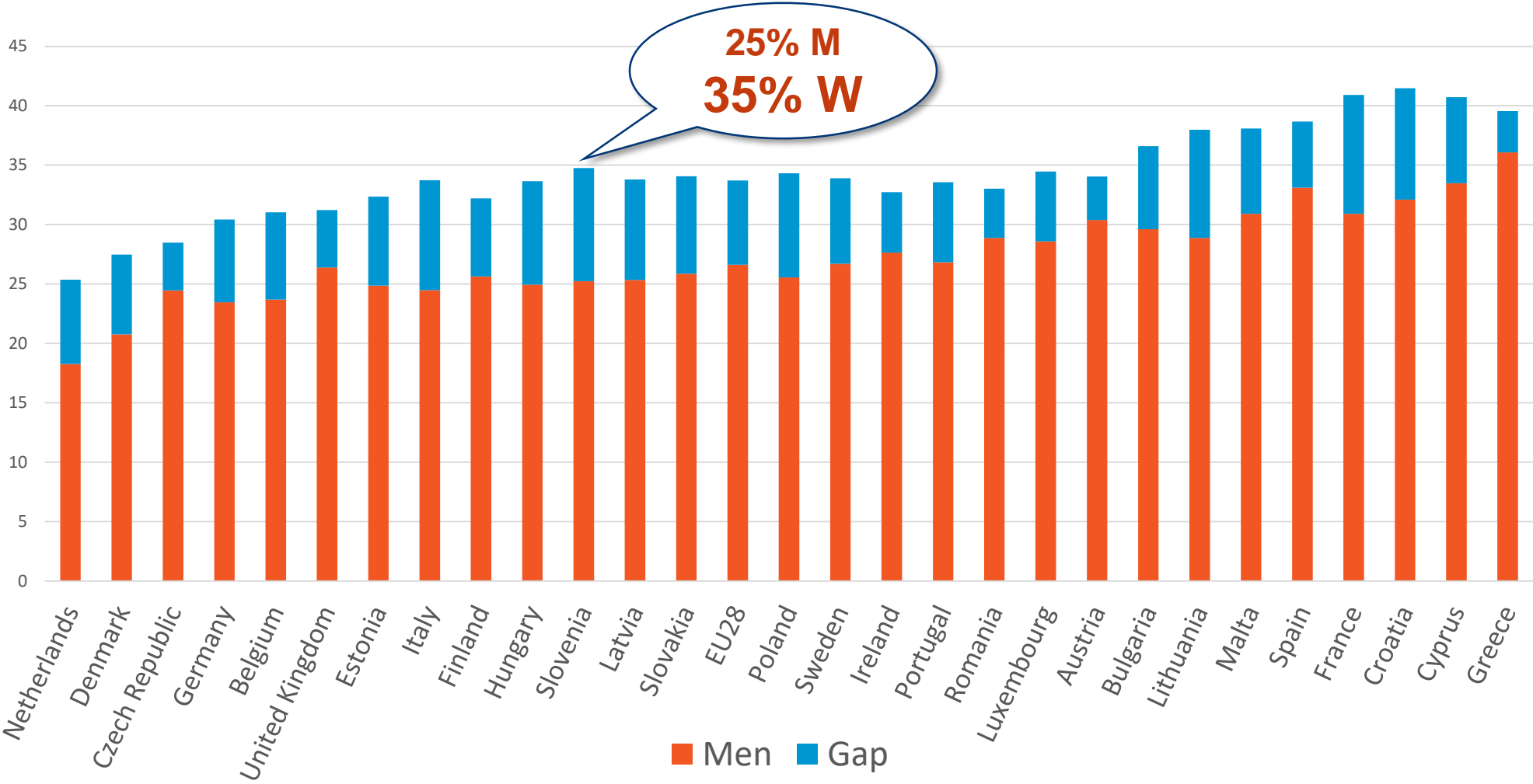


Emotional demands

- ✓ **Handling angry clients, pupils, patients, etc.**
- ✓ **Hiding feelings**
- ✓ **Being in emotionally disturbing situations**

Exposure to emotional demands

Shares of employees exposed to emotional demands



Social environment - Adverse social behaviour

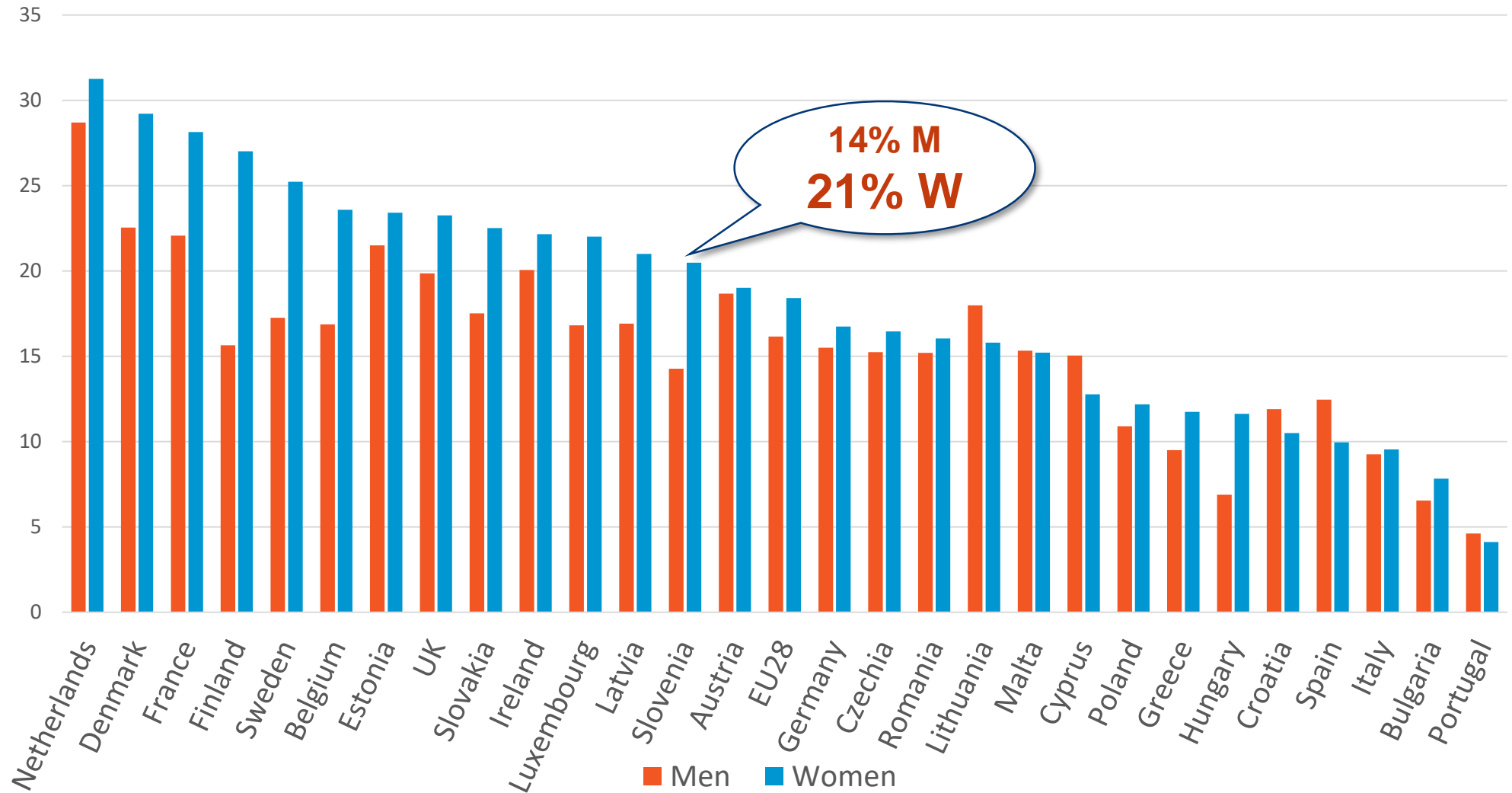
Exposure to:

- ✓ verbal abuse
- ✓ unwanted sexual attention
- ✓ threats
- ✓ humiliating behaviours
- ✓ physical violence
- ✓ sexual harassment
- ✓ bullying/harassment



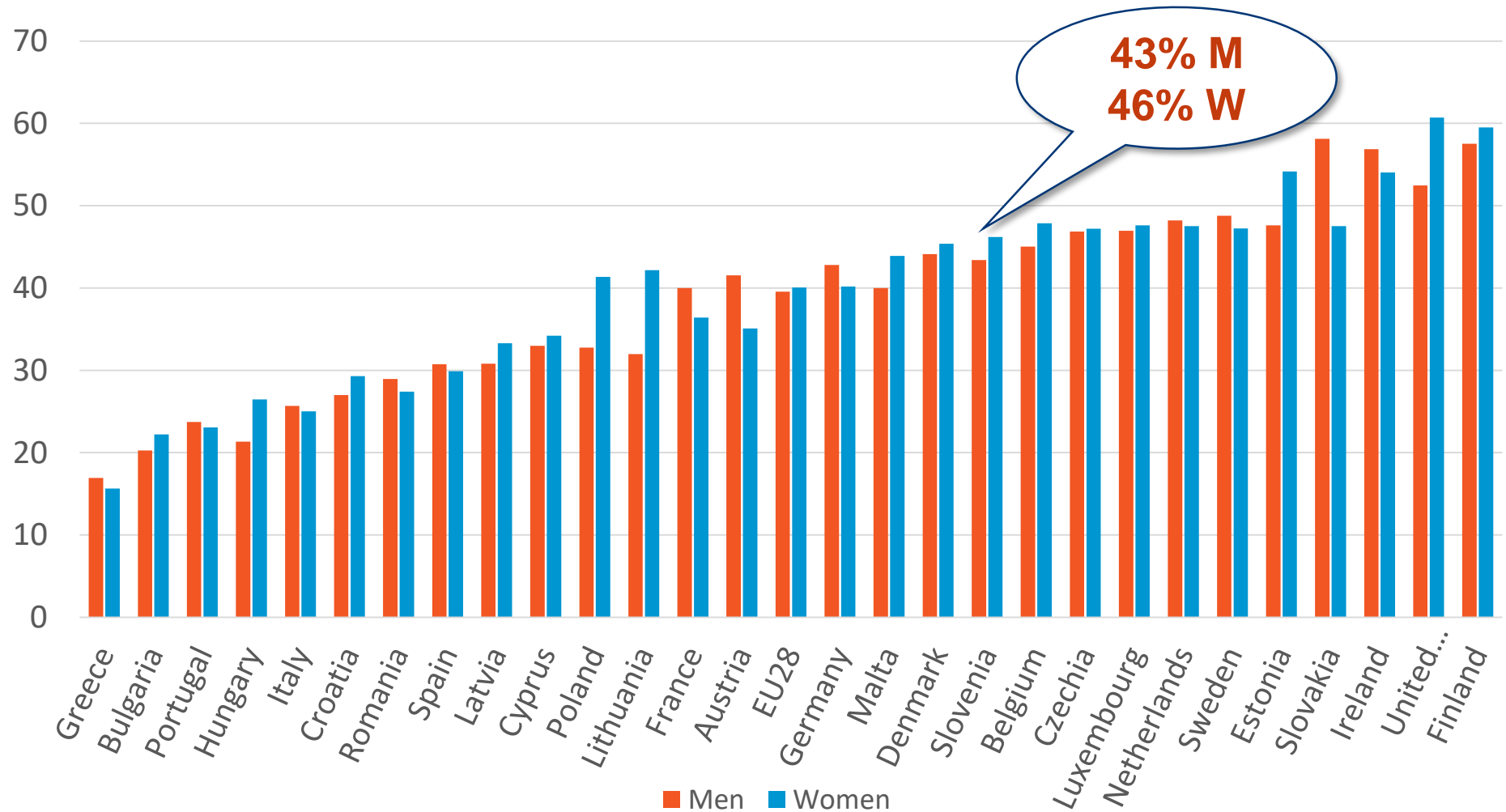
Adverse social behaviour

Share of employees exposed to adverse social behaviour

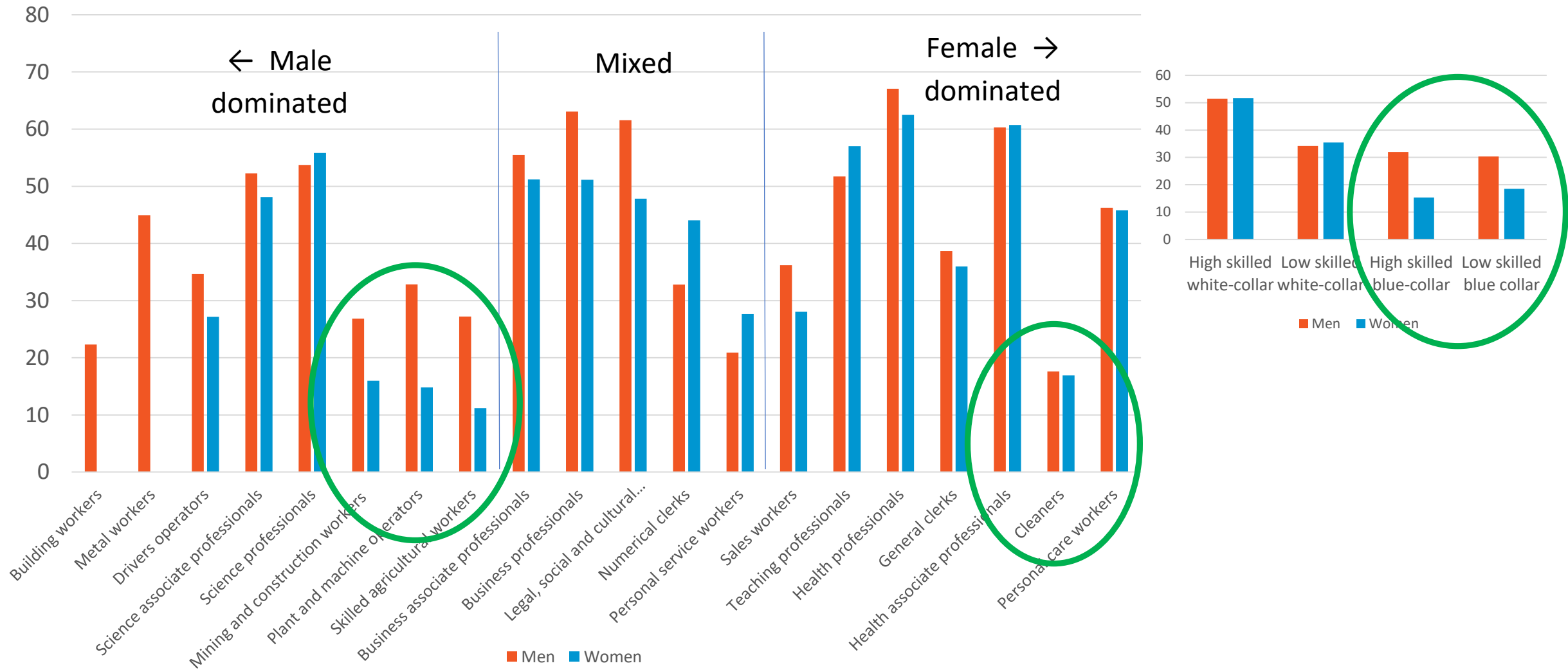


Skills and discretion – access to training

Share of employees who **received training** paid by their employer

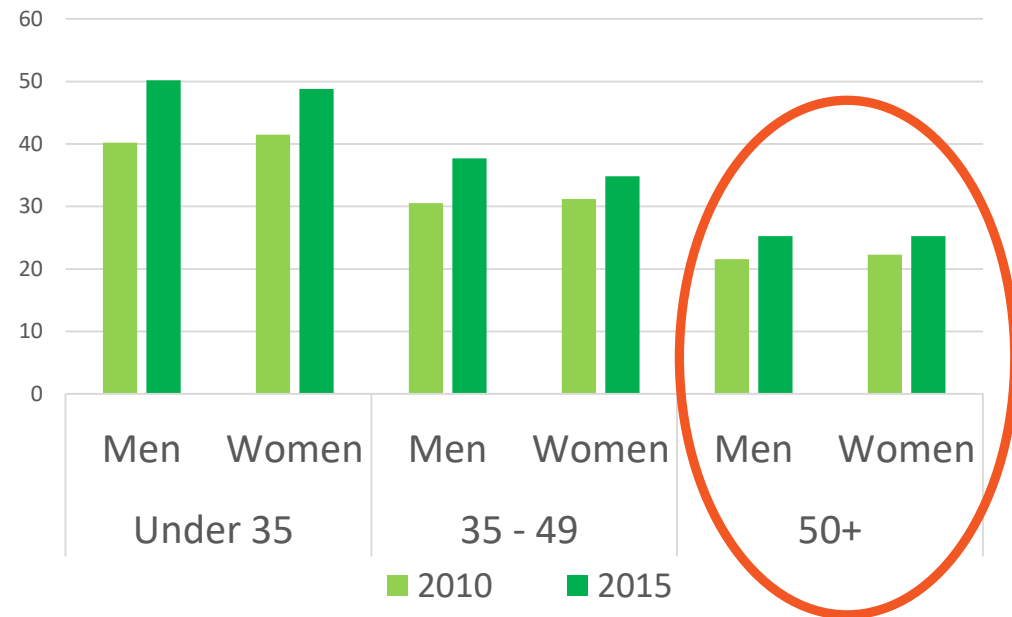


Skills and discretion – access to training

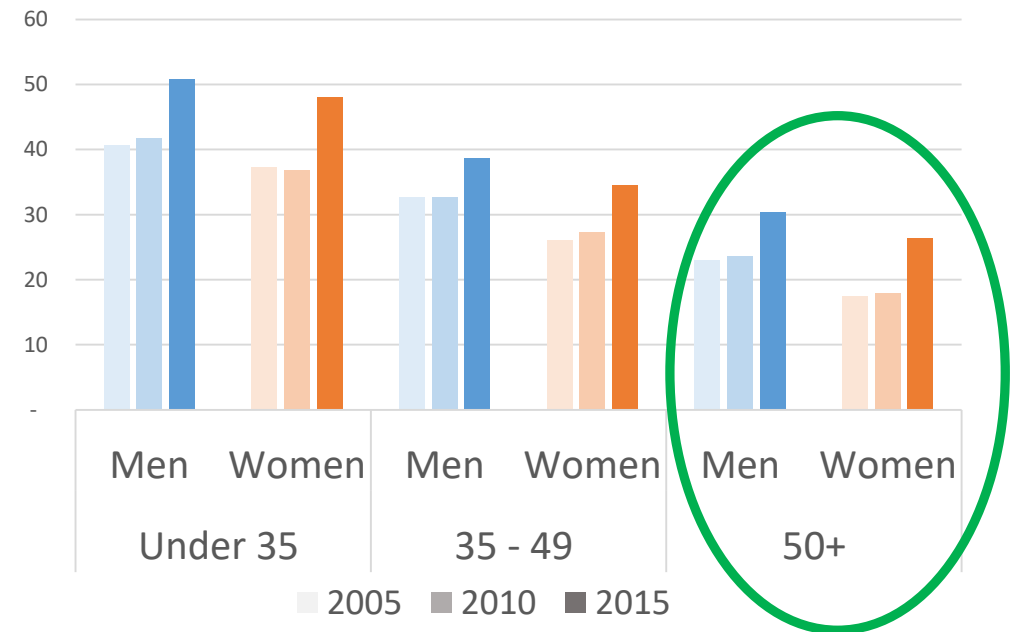


Career prospects

Employability over time by age group and gender, EU28

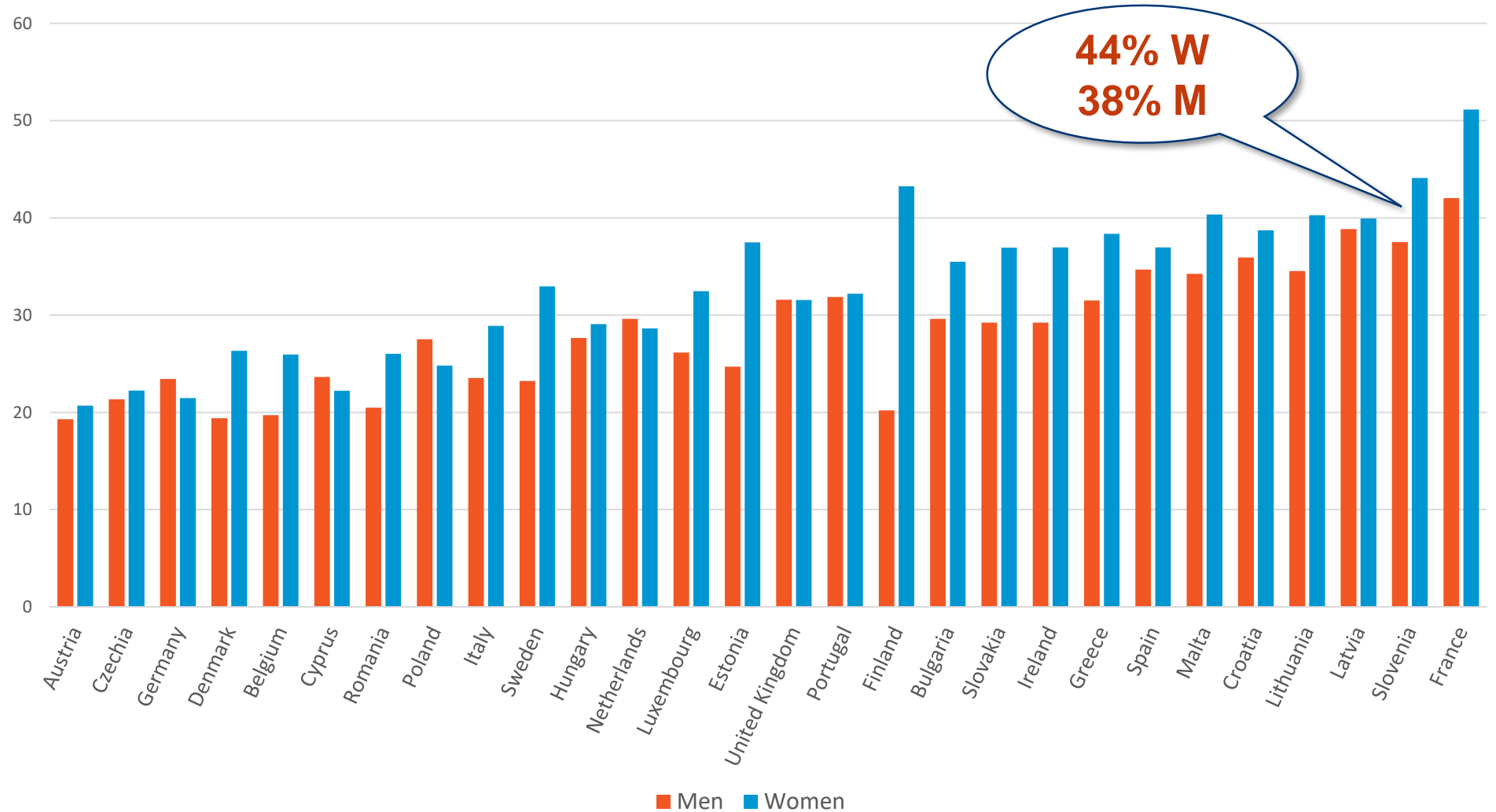


Good prospects for career advancement by age and gender, EU28



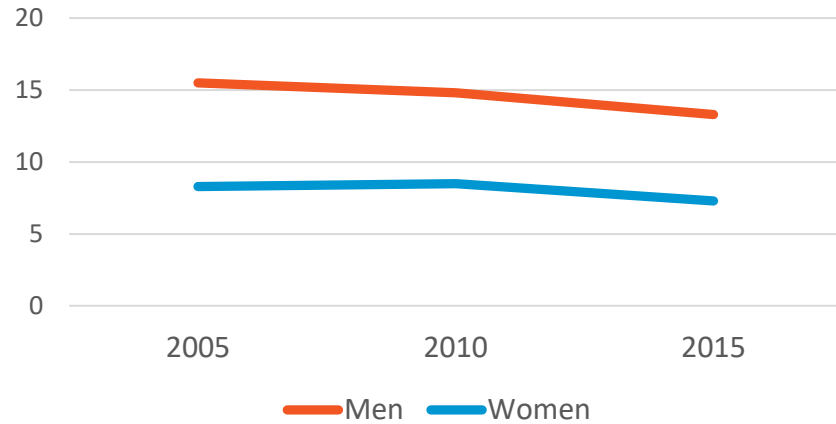
Earnings related aspects – fair pay

Share of employees stating *not being fairly paid*

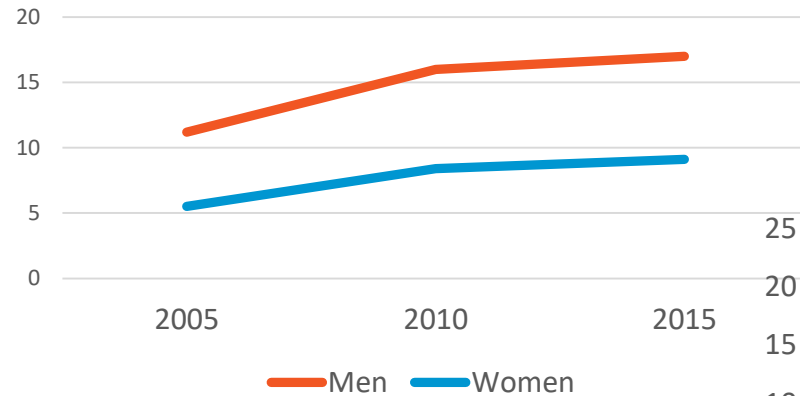


Earnings related aspects – variable pay

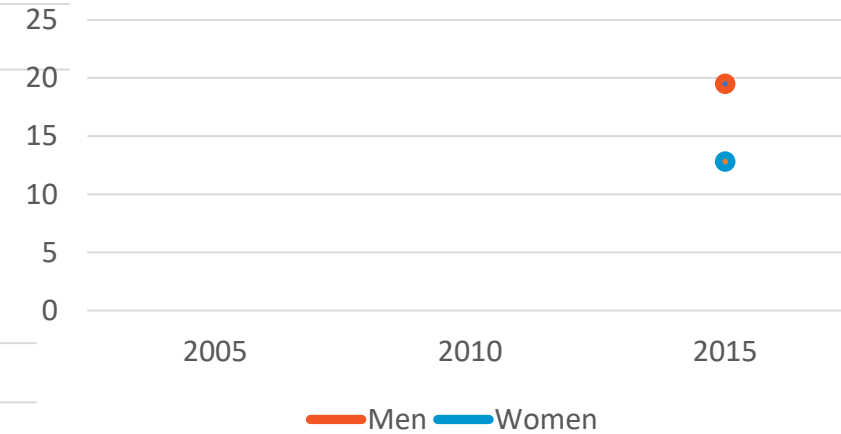
Piece rate / Productivity



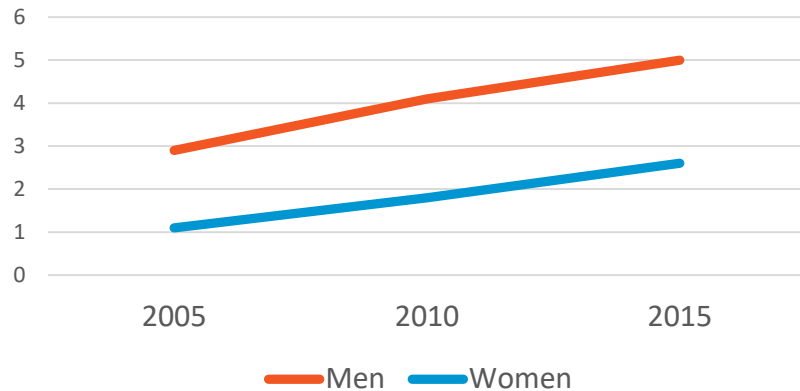
Company performance



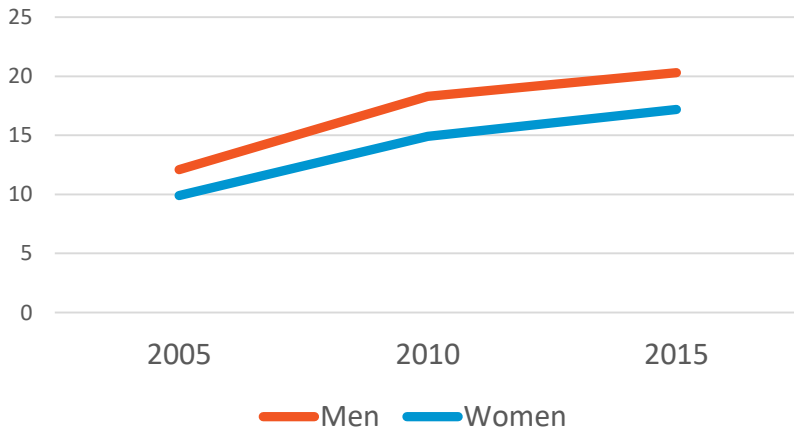
Individual performance



Shares in the company

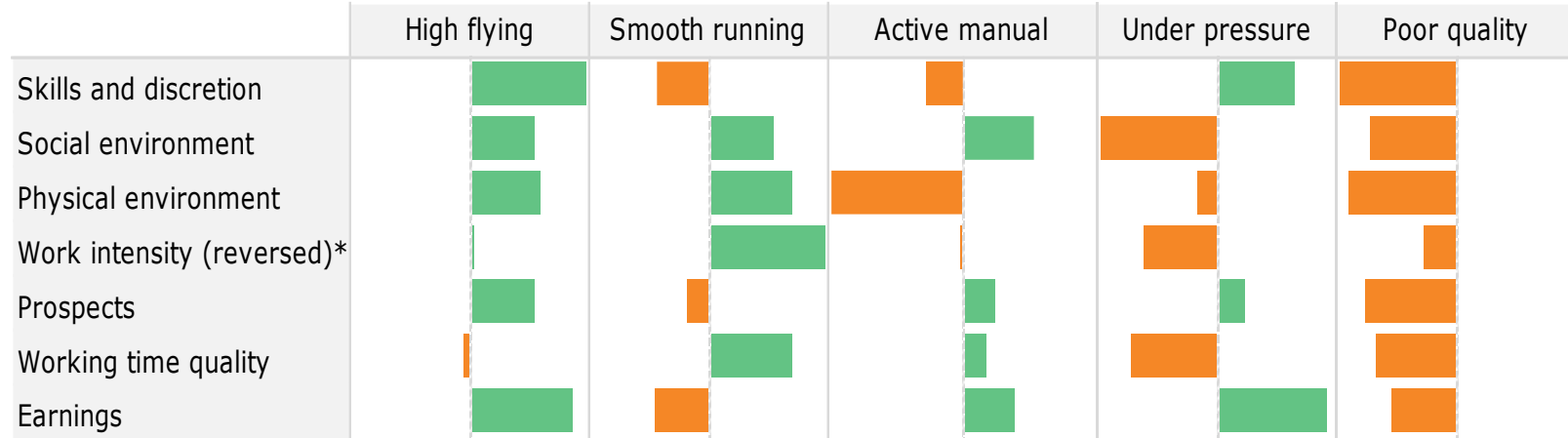


Other advantages



Summing up...

Job quality profiles



Concluding remarks

- ✓ Gender differences go beyond employment, pay and working time
- ✓ Improvements in physical risks, skills use and discretion and employability – led to reduction of gender gaps – still small: more can be done
- ✓ Psychosocial risks (work related ASB and emotional demands) are on the increase: we must keep talking about it
- ✓ Mixed occupations have better job quality: break stereotypes and develop job quality strategies favouring gender mainstreaming
- ✓ (Under)valuation of work must be addressed: unpaid work, female work, etc.
- ✓ Men and women do not share the same job quality profiles: employment and labour market policies must have a gender mainstreaming approach

Visit Eurofound's website:
www.eurofound.europa.eu

Contact me:

Jorge.cabrita@eurofound.europa.eu

[linkedin.com/in/jorgecabrita](https://www.linkedin.com/in/jorgecabrita)

European Working Conditions Survey

Sixth edition

1991, 1995, 2000, 2005, 2010, 2015

49

language
versions

35

countries

7th Edition
2020

45

minutes



EWCS main themes

