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SAPIENZA
UNIVERSITÀ DI ROMA

DEPARTMENT
OF STATISTICAL SCIENCES

“Gender Inequalities in the Labour Market: the EU policies”

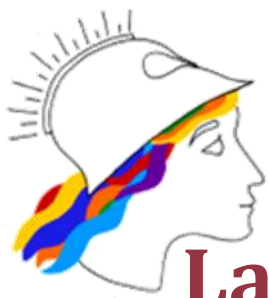


Giulia Zacchia

Minerva - Laboratory

www.dss.uniroma1.it





Minerva Lab

Laboratory on Diversity and Gender Inequality

*it is part of the Dip. of Statistics of Sapienza University of Rome
it contributes to scientific research on gender equality and equity using
both qualitative and quantitative methods, and to develop
collaborations between scholars. The laboratory carries out
multidisciplinary research activities promoting the contamination
between different research fields, from economics, law, history,
sociology, demography and statistics.*



Facebook - @MinervaLABORAT

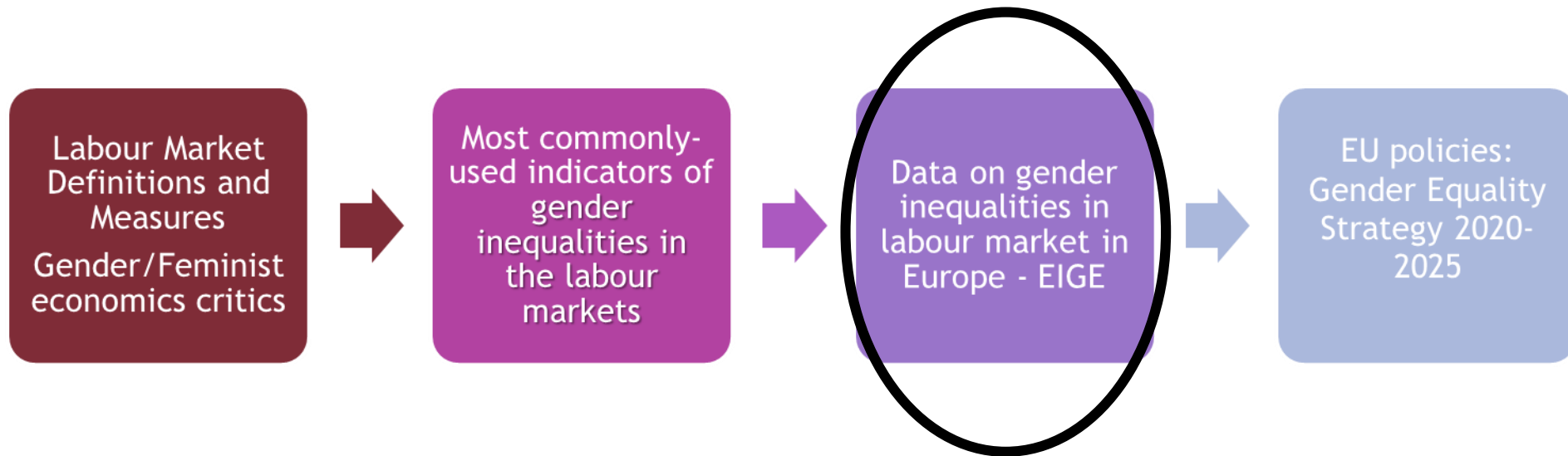


Twitter - @LabSapienza

<https://web.uniroma1.it/labminerva/>

EIGE

Measure of Gender Equality



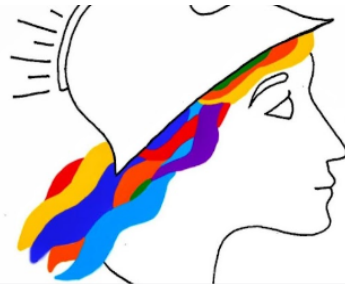
Exercise: Explore Data on Gender Inequalities in the Labour Market in EU

Before the beginning of next lesson please try to find the following data and send me the results of your consultations of the main datasets in the following google form

<https://forms.gle/bYL4M78U1Dw9AmHFA>



Exercise: Explore Data Solutions



SPEAK UP Exercise: Explore Data on Gender Inequalities in the Labour Market in EU

Before the beginning of next lesson please try to find the following data and send me the results of your consultations

Email *

Valid email

This form is collecting emails. [Change settings](#)

Your name and surname *

Short answer text

EIGE – Gender Equality Index

<https://eige.europa.eu/gender-equality-index/2021/IT>

Please insert in the table the correct value of:

Level of Domain of work in the Gender Equality Index (EIGE)		
European Union (EU)	2022	2013
Germany (DE)		
Spain (ES)		
France (FR)		
Italy (IT)		
Hungary (HU)		
Poland (PL)		
Romania (RO)		
Sweden (SE)		

EIGE

Comparing Work scores for the 2021 ▼ edition

Comparing Work scores for the 2013 ▼ edition

ⓘ The data for 2021 Index is mostly from 2019. The UK is not included.

ⓘ The data for 2013 Index is mostly from 2010. The UK is not included.

Map Graph **Bar chart** Data table

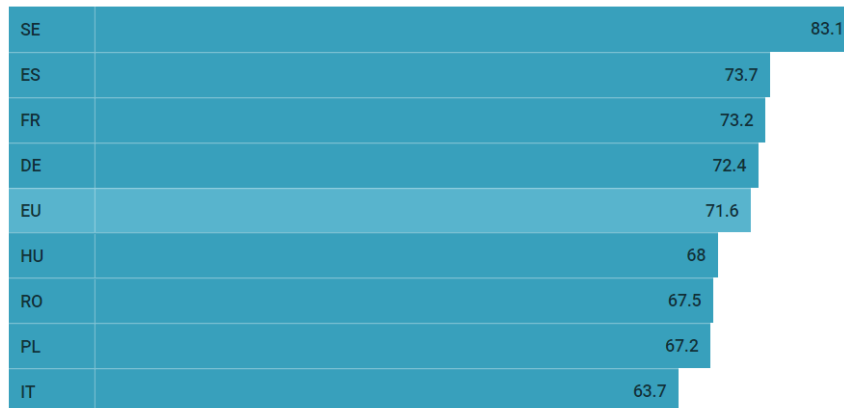
Map Graph **Bar chart** Data table

Sort

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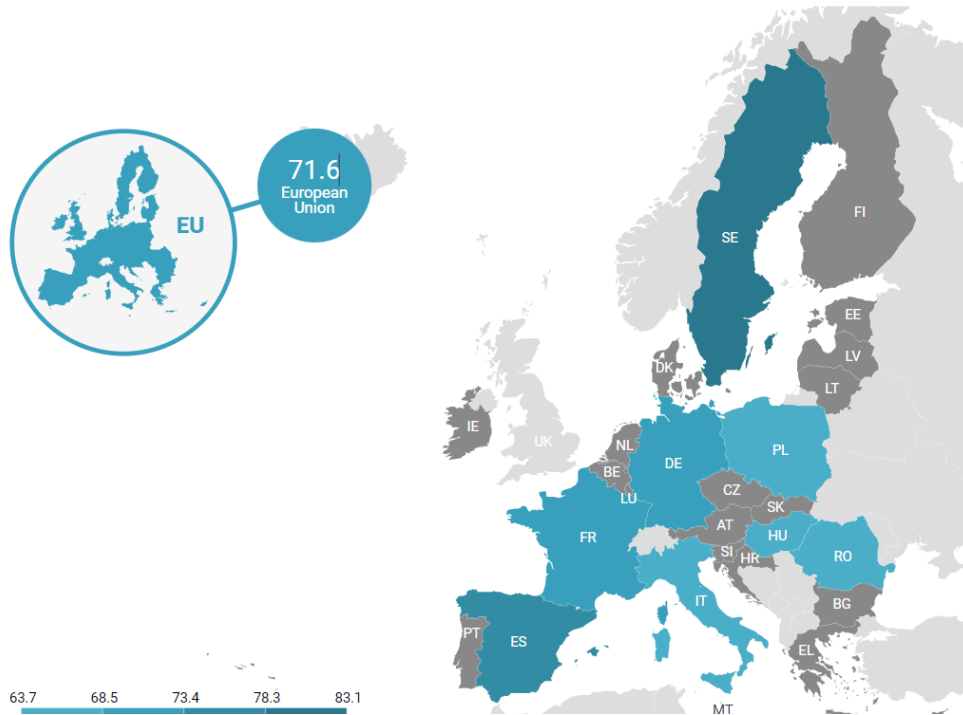
Comparing Work scores for the 2021 ∨ edition

? The data for 2021 Index is mostly from 2019. The UK is not included.

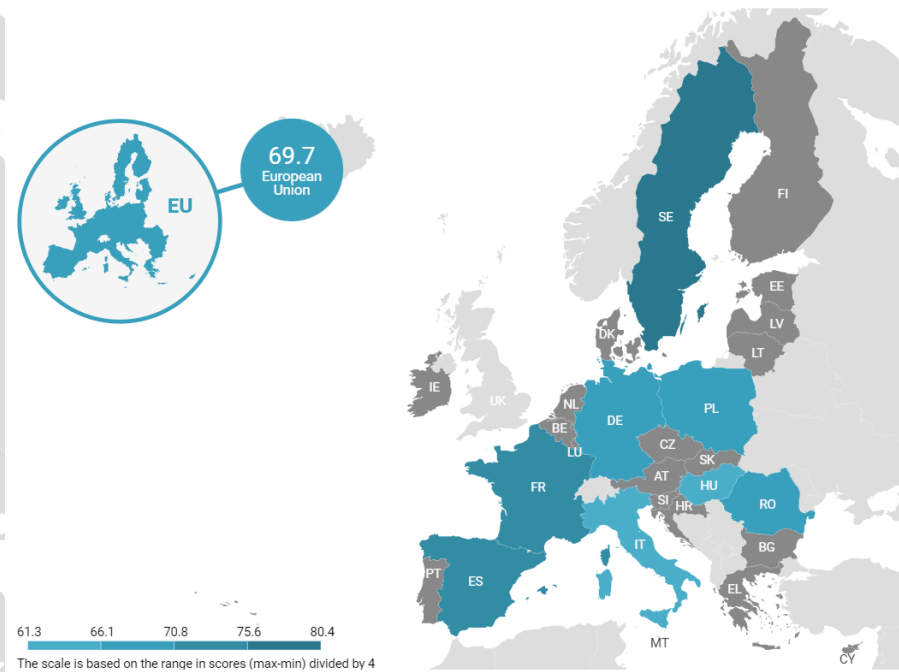
Map Graph Bar chart Data table

Export

Select a country or EU



Select a country or EU



EIGE – Gender Statistics Database

<https://eige.europa.eu/gender-statistics/dgs>

Inactive population as a percentage of the total population, by sex and age (%), 2020		
	Women	Men
European Union (EU)		
Germany (DE)		
Spain (ES)		
France (FR)		
Italy (IT)		
Hungary (HU)		
Poland (PL)		
Romania (RO)		
Sweden (SE)		

EIGE – Gender Statistics Database

<https://eige.europa.eu/gender-statistics/dgs>

Inactive population as a percentage of the total population, by sex and age (%), 2020		
	Women	Men
European Union (EU)	32.7	21.8
Germany (DE)	25.5	17.5
Spain (ES)	32.4	23.1
France (FR)	32.4	25.5
Italy (IT)	45.3	26.5
Hungary (HU)	34.7	19.7
Poland (PL)	36.4	21.7
Romania (RO)	40.7	21.3
Sweden (SE)	19.7	15.4



English

Gender Statistics Database / Thematic areas / Work and labour market / Labour market / Activity / General indicators

Gender Statistics Database

Browse Gender Statistics Data talks FAQs About Search

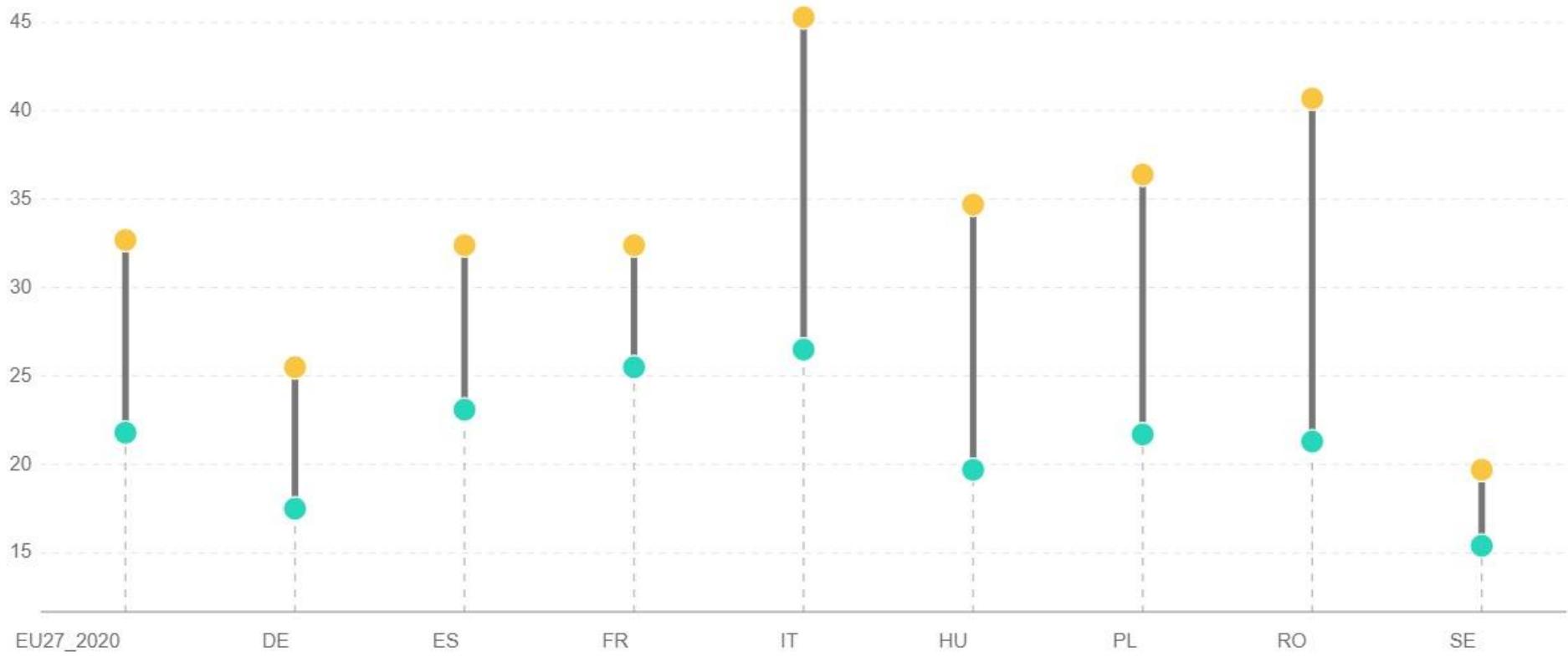
Inactive population as a percentage of the total population, by sex and age (%)

Map Bar Chart Horizontal Bar Chart Line Chart Data Table Metadata

Export

time geo age From 15 to 64 years unit Percentage sex Men

time	14	2015	2016	2017	2018	2019	2020
geo							
AT	20	19.9	19.3	19	18.4	18.2	19
PL	25.4	25.2	24.3	23.4	23	22.3	21.7
PT	23.3	23.3	22.8	22.1	21.9	21.7	23.1



EIGE's Gender Statistics Database - Indicator: Inactive population as a percentage of the total population, by sex and age (%)
 Source: European Institute for Gender Equality.
 LAST UPLOAD ON: 21.04.2022

From Gender Equality Strategy Monitoring Portal

<https://composite-indicators.jrc.ec.europa.eu/ges-monitor>

Please insert the correct value of:


2019		
	Gender Pay Gap (%)	Gender Pension Gap (%)
Germany (DE)		
Spain (ES)		
France (FR)		
Italy (IT)		
Hungary (HU)		
Poland (PL)		
Romania (RO)		
Sweden (SE)		



2019

	Gender Pay Gap (%)	Gender Pension Gap (%)
Germany (DE)	19.2	32.7
Spain (ES)	11.9	27.4
France (FR)	16.5	29.4
Italy (IT)	4.7	34.9
Hungary (HU)	18.2	11.3
Poland (PL)	8.5	22.8
Romania (RO)	3.3	21.6
Sweden (SE)	11.8	26.9

An official website of the European Union How do you know? ▾


 European Commission

English Search

GENDER EQUALITY STRATEGY Monitoring Portal Menu

European Commission > COIN - Competence Centre on Composite Indicators and Scoreboards >

GENDER EQUALITY STRATEGY Monitoring Portal > Country profiles > Sweden

 **Sweden**

- + Free from violence and stereotypes
- Thriving in a gender-equal economy



What impressed you most about the analysis of data?

<https://forms.gle/1Ec2DvC5X7VPGbzA9>

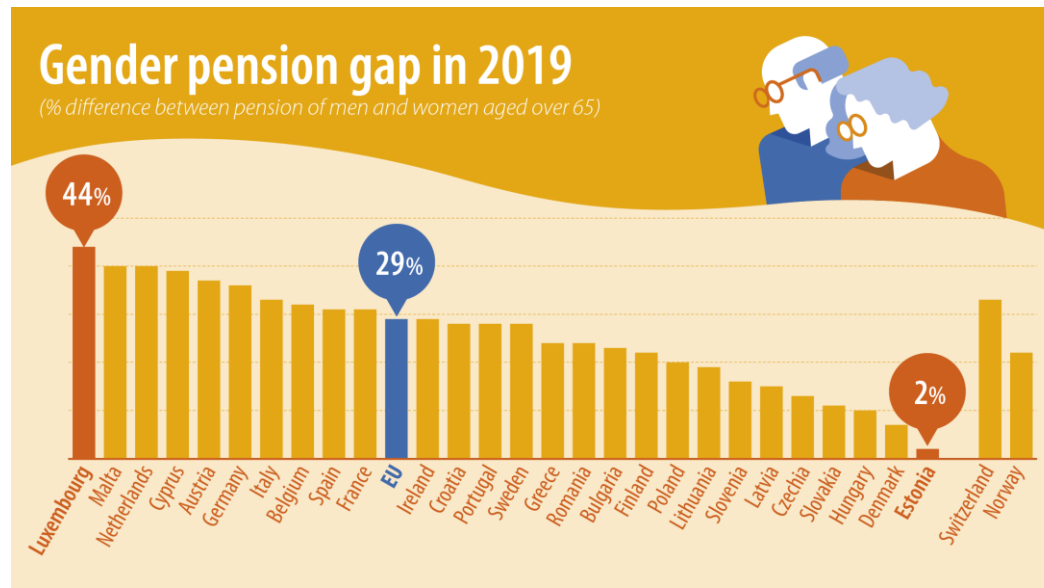


Gender Pension Gap

Gender pension gap: the percentage by which women's average pension income is higher or lower compared with men.

Pension income includes old age benefits, survivors' benefits as well as regular pensions from individual private plans.

In 2019, women in the EU aged over 65 received a pension that was on average 29% lower than that of men.



ec.europa.eu/eurostat

Gender Pension Gap

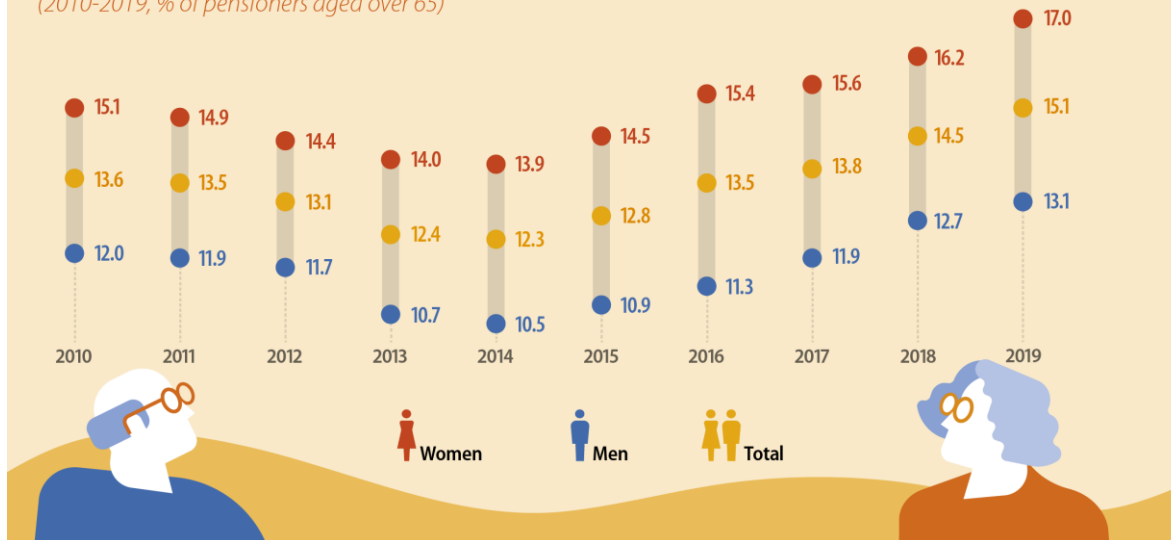
1 in 7 pensioners at risk of poverty in the EU

In 2019, the proportion of pensioners aged over 65 at risk of poverty in the EU stood at 15.1%, slightly above the figure of 14.5% in 2018 as well as above the risk of poverty of working age population (16 to 64 years) at 14.2%. Unlike the gender pension gap, at-risk-of-poverty rate for pensioners has been rising gradually since 2014, when it stood at 12.3%.

Across the EU as a whole between 2010 and 2019, the proportion of female pensioners aged over 65 who were at risk of poverty was around 3 to 4 percentage points (pp) higher than the rate for male pensioners.

At-risk-of-poverty rate for pensioners by sex in the EU

(2010-2019, % of pensioners aged over 65)



ec.europa.eu/eurostat

At-risk-of-poverty rate:

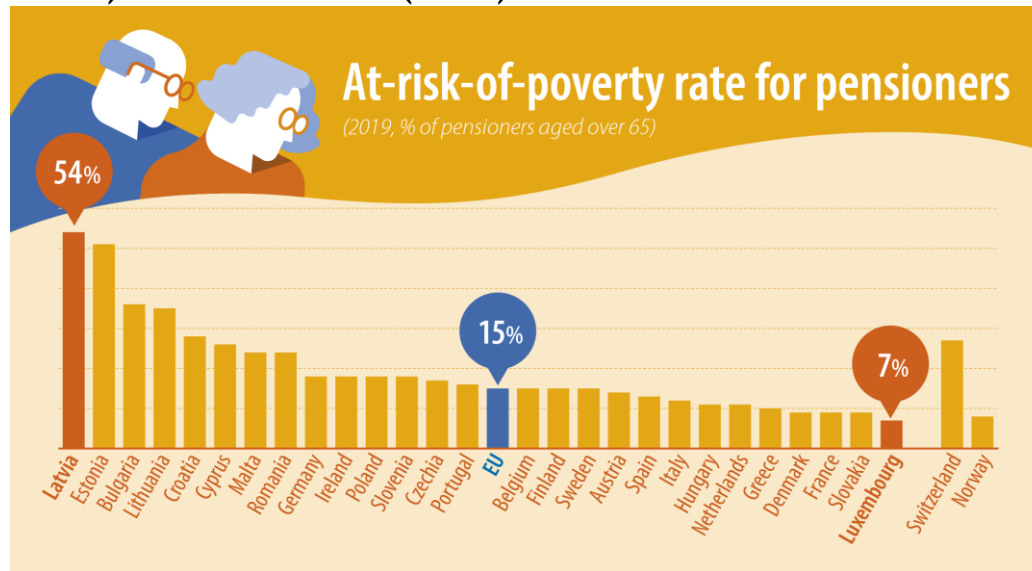
Individuals are identified as being at risk of poverty if:

- their equivalised disposable income is less than 60% of the national median equivalised disposable income after social transfers have been taken into account.
- The figures relate to all those aged 65 years or over living in private households who are pensioners (that is retired persons or people receiving a disability pension).
- In the general population, the proportion of individuals identified as being at-risk-of-poverty in the EU in 2019 was 16.1%.

Gender Pension Gap

In 2019, the proportion of pensioners aged over 65 who are deemed to be at risk of poverty was between 10% and 30% in the majority of EU Member States.

The four countries with an at-risk-of-poverty rate above 30% in 2019 were Latvia (54%), Estonia (51%), Bulgaria (36%) and Lithuania (35%). In contrast, the lowest rates in 2019 were recorded in Luxembourg (7%), Slovakia, France, Denmark (all 9%) and Greece (10%).



ec.europa.eu/eurostat

The EU Gender Equality Strategy 2020-2025

March 2020

Labour Market
Definitions and
Measures
Gender/Feminist
economics critics



Most commonly-
used indicators of
gender
inequalities in
the labour
markets



Data on gender
inequalities in
labour market in
Europe - EIGE



EU policies:
Gender Equality
Strategy 2020-
2025

GENDER EQUALITY STRATEGY
2020-2025



The EU Gender Equality Strategy 2020-2025

- The Gender Equality Strategy sets out key actions for the next 5 years and commits to ensuring that the Commission will also include an equality perspective in all EU policy areas

What is the vision of this Strategy?

This Strategy has the vision of a Europe where women and men, girls and boys, in all their diversity, are equal - where they are free to pursue their chosen path in life, where they have equal opportunities to thrive, and where they can equally participate in and lead our European society.

The EU Gender Equality Strategy 2020-2025

What are the key principles of the Strategy?

- The implementation of the Strategy will be based on the dual approach of:
 - (1) **key actions** to achieve gender equality combined with
 - (2) **strengthening the integration of a gender perspective** in all EU policies and major initiatives

And **INTERSECTIONALITY** is a horizontal principle in its implementation

Intersectionality - Rejecting normativity


“intersectionality”

Kimberlé Crenshaw, the law professor at Columbia and UCLA coined the term in 1989

How black women are discriminated against as a sum of discrimination against women and against blacks

Different dimensions of discrimination that interplay with sex (women/men)

- Age
- Race
- Ethnicity
- Caste
- Migrant status



We are a society that has been structured from top to bottom by race. You don't get beyond that by deciding not to talk about it anymore. It will always come back; it will always reassert itself over and over again.

KIMBERLÉ CRENSHAW

Civil Rights Lawyer and Critical Race Theory Scholar

HHRC
Holocaust and Human Rights Center of Maine

Intersectionality - Rejecting normativity

“intersectionality”

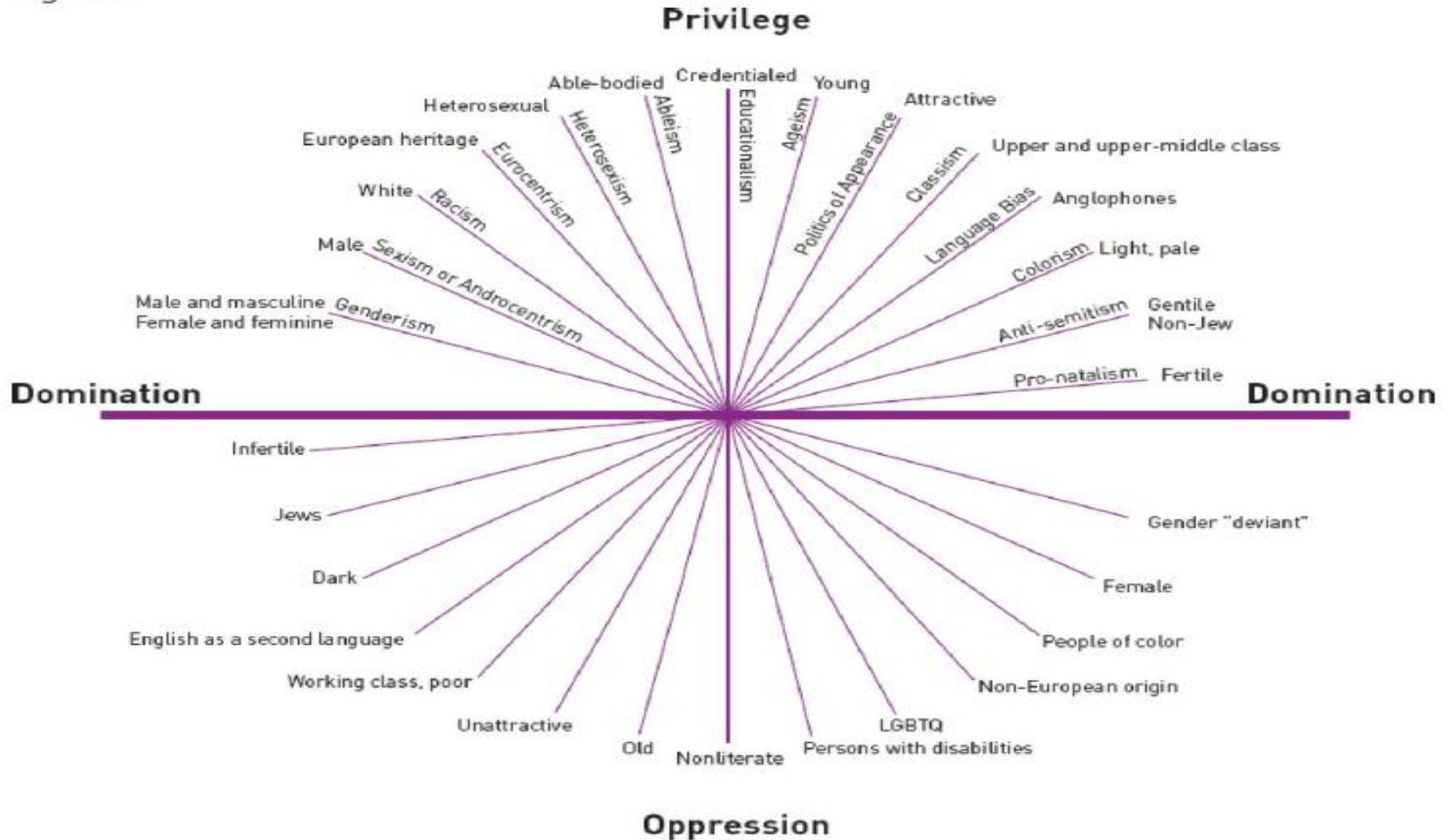
Intersectionality is a contextual framework for examining how interconnected factors influence power, privilege and oppression and have an impact on experiences and opportunities.

For example, an African American woman with a disability does not walk through life only as a woman, African American, or person with a disability, but instead through her own unique interaction with the systems in which she is situated. Intersectionality deepens the understanding of and ability to improve the real life experiences of marginalized groups.

Intersectionality - Rejecting normativity “intersectionality” (for studying STEM)

https://www.awis.org/wp-content/uploads/AWIS_FactSheet_Intersectionalityv4.pdf

Diagram 1



The EU Gender Equality Strategy 2020-2025

What are the key areas of the Strategy?

- ▣ being free from violence and stereotypes;
- ▣ thriving in a gender-equal economy;
- ▣ leading equally throughout society;
- ▣ gender mainstreaming and funding; and
- ▣ promoting gender equality and women's empowerment across the world.

As one of the first deliverables of the Strategy, the Commission proposed binding pay transparency measures on 4 March 2021.



The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

- ✓ Closing gender gaps in the labour market
- ✓ Achieving equal participation across different sectors of the economy
- ✓ Addressing the gender pay and pensions gap
- ✓ Closing the gender care gap

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

a) Closing gender gaps in the labour market

- **Recovery and Resilience Facility (RRF)**

The Regulation establishing the Facility requires that national **Recovery and Resilience Plans (RRPs)** detail how the measures will contribute to gender equality and equal opportunities. For instance, recovery funds will go towards increasing the supply of childcare facilities and supporting the creation of women's enterprises in Italy and will be devoted to expanding childcare services and all-day schooling in Germany

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

a) Closing gender gaps in the labour market

- in December 2021, the Commission proposed a **Directive on improving working conditions in platform work** that takes into account the gender dimension of these developments

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

a) Closing gender gaps in the labour market

- The EU continues to **support women's' entrepreneurship and promote fair and gender-inclusive innovation and start-up environments.**

The SME Strategy https://ec.europa.eu/info/sites/default/files/communication-sme-strategy-march-2020_en.pdf

- aims to empower women and girls to start their own business and thus improve the gender balance in this sector. The peer-to-peer learning workshops and communities of practice organised by the Commission support the development of further policy recommendations on how to support women entrepreneurs.
- **WEgate** <https://wagate.eu/>, a European online platform, continued to offer services that connect women entrepreneurs with networks and business organisations, and facilitate their access to marketplaces, as well as to mentoring, financial literacy training, and peer-to-peer learning.

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

a) Closing gender gaps in the labour market

- The EU continues to **support women's' entrepreneurship and promote fair and gender-inclusive innovation and start-up environments**
- **Women Leadership Programme** - https://eic.ec.europa.eu/eic-funding-opportunities/business-acceleration-services/eic-women-leadershipprogramme_en
Aims to coach and mentor women entrepreneurs and researchers
- A new initiative - **Women Tech-EU** to support women-led deep tech start-ups

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

a) Closing gender gaps in the labour market

progress on female employment cannot be realistically achieved without a change in the distribution of unpaid work

- ***transposition of the Work-Life Balance Directive*** - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52017PC0253> **by August 2022** will bring an important incentive and greater possibility to share parental responsibilities within couples where both partners work

The Work-life Balance Directive

passed by the European Parliament in April 2019, entered into force on 1 August 2019. Member States have three years to adopt the laws, regulations and administrative provisions necessary to comply with the Directive

AIM

To introduce a set of legislative actions designed to modernise the existing EU legal and policy frameworks, with the aims of better supporting a work-life balance for parents and carers, encouraging a more equal sharing of parental leave between men and women, and addressing women's underrepresentation in the labour market.

Measures under the directive include:

- The introduction of **paternity leave**: under the directive, fathers must be able to take at least 10 working days of paternity leave around the time of birth of their child, compensated at least at the level of sick pay.
- **Ensuring that two out of the four months of parental leave are non-transferable between parents** and compensated at a level that is determined by the Member State.
- The **introduction of carers' leave**: workers providing personal care or support to a relative will be entitled to five days of leave per year.
- Extending the right to request **flexible working arrangements** to carers and working parents of children up to eight years old.

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

b) Achieving equal participation across different sectors of the economy

The European Commission pursues a number of policy initiatives to attract more women to professions and sectors where they are currently under-represented

- **Enhancing Digital and Entrepreneurial Competences in Girls and Women** projects funded by the EU focus on reinforcing the digital and entrepreneurial skills of girls and women and boosting their confidence to use them creatively to spot opportunities, innovate and create value for society
- **The Equality Platform for the Energy Sector** launched by the Commission in October 2021, aims to offer a space for discussion on equality-related issues, focusing on concrete actions and stimulating the implementation of equality-driven measures in the workplace in the EU.

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

b) Achieving equal participation across different sectors of the economy

The European Commission pursues a number of policy initiatives to attract more women to professions and sectors where they are currently under-represented

- **The Creative Europe programme** (2021-27) supports projects which directly address gender equality and support careers for female talent
- **Digital Education Action Plan** addresses the gender gap in STEM education.
- **The Girls Go Circular Project**, coordinated by the European Institute of Innovation and Technology, consists of a series of training activities for female students in secondary education on digital and entrepreneurial skills.
- **STEM** is also a priority in the **Erasmus+ strategy partnerships call** (cooperation projects). This includes a specific focus on developing STEM programmes and teaching practices specifically addressing the gender dimension

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

c) Addressing the gender pay and pensions gap

Commission proposal on pay transparency, adopted on **4 March 2021**. The proposed Directive seeks to empower workers by giving them concrete tools to claim their equal pay rights. Workers are granted the right to information on pay in their respective companies, and their access to justice is improved through receptive judicial procedures. Most importantly, the proposed Directive attempts to strengthen the application of equal pay by putting more **responsibility** on **companies** and inducing proactive action by them.

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

c) Addressing the gender pay and pensions gap

The gender pension gap is about twice the size of the gender pay gap – it stood at 29.5% in 2019. **The Pension Adequacy report**, <https://op.europa.eu/en/publication-detail/-/publication/4ee6cadd-cd83-11eb-ac72-01aa75ed71a1>, published in June 2021, **reiterated that the EU should continue to support national efforts to ensure adequate pensions, including by promoting gender equality in pensions and pension credits for care-related career breaks.** It will serve as the basis for **future assessments of pension reforms.**

The EU Gender Equality Strategy 2020-2025

Key Actions 2020-2025

2. Thriving in a gender equal economy

Key actions for the European Commission

d) Closing the gender care gap

The Covid-19 pandemic underlined the high value of care.

Policies to address the care gap are key to improving work-life balance and especially to ensuring women can engage and continue to participate in the formal labour market

The Commission's preparatory work on a European Care Strategy is ongoing.

The package will address both carers and recipients of care, from childcare to longterm care, and put the gender dimension into the foreground of necessary changes. It will include a Commission Communication on a European Care Strategy, a proposal for a Council Recommendation to revise the Barcelona targets on childcare and a proposal for a Council Recommendation on longterm care

In 2021 the Council adopted the Recommendation establishing a European Child Guarantee that guarantees effective and free access to early childhood education and care, education and school-based activities

Defining Unpaid Care Work

Care refers to the provisioning of goods and services necessary for the physical, social and emotional needs of dependent groups such as children, elderly and ill people as well as those with disabilities.

does not involve **an exchange of money**

Care activities are comprised of two broad kinds:

direct, face-to-face, personal care activities (sometimes referred to as “nurturing” or “relational” care), such as feeding a baby, nursing a sick partner, helping an older person to take a bath, carrying out health check-ups or teaching young children

indirect care activities, which do not entail face-to-face personal care, such as cleaning, cooking, doing the laundry and other household maintenance tasks (sometimes referred to as “non-relational care” or “household work”), that provide the preconditions for personal caregiving

These two types of care activities **cannot be separated** from each other, and they frequently overlap in practice, both in households and in institutions

Care work and SDGs

SDG 5 to “Achieve gender equality and empower all women and girls”, includes target 5.4: “Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.”

Target 5.4 is inspired by the **Triple R Framework - recognizing, reducing and redistributing unpaid care work - which summarizes the transformative approach to care policies**

The Triple R Framework (Elson)

“**Recognizing**” unpaid care work involves bringing to an end society’s habitual practice of taking it for granted and challenging the social norms and gender stereotypes that undervalue it and make it invisible in policy design and implementation

“**Reducing**” unpaid care work means shortening the time devoted to such work when it involves drudgery, primarily by improving infrastructure

“**Redistributing**” unpaid care work means changing its distribution between women and men, but also between households and society as a whole

Measuring Unpaid Work: TUS

Findings of Time Use Data from around the World

UNDP's Human Development Report (HDR) 2015 and UN Women's Progress of the World's Women (PWW) 2015 **cross-country and global time use statistics based on available data** of internationally comparable time use data from 65 countries (representing 69% of the world's adult population) :

- **41% cent of total global work time is unpaid.**
- Of this amount, **women perform 31% and men perform 10%.**
- Of the remaining **59% of paid work time, 38% is done by men and 21% by women.**
- Women's work accounts for 52% of the total of both paid and unpaid work time.
- The amount of unpaid work time by women ranges from a maximum of 371 minutes per day (Turkey) to a minimum of 174 minutes per day (Thailand); while for men the range is from 194 minutes (Sweden) to 18 minutes (Cambodia).

GENDER EQUALITY STRATEGY Monitoring Portal

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Free from violence and stereotypes

Thriving in a gender-equal economy

Leading equally throughout society

Gender gap in employment rate (%)

Inactive population because of caring for children/ incapacitated adults (%)

Involuntary part-time employment

Women employed in Education, Human Health and Social work activities. Share

Women employed in Education, Human Health and Social work activities. Distance

Women employed as ICT specialists. Share

Women employed as ICT specialists. Distance

Gender pay gap (%)

Gender pension gap (%)

Public expenditure on early educational development and pre-primary school (%)

Public expenditure on early childhood educational development (%)

Public expenditure pre-primary education (%)

Children under 3 years in formal childcare (%)

Children from 3 years to minimum compulsory school age in formal childcare/ education (%)

People spending more time than their partner looking after their children. Gap

People spending more time than their partner looking after their children. Share

Lack of eligibility for parental leave. Gap

Lack of eligibility for parental leave. Share

Lack of eligibility for parental leave due to unemployment/inactivity (%)

Lack of eligibility for parental leave due to contract type (e.g. self-employment) (%)

Gender Equality Strategy Monitoring Portal

Start Exploring >

“Gender equality is a core principle of the European Union, but it is not yet a reality. Using only half of the population, half of the ideas or half of the energy is not good enough. With the Gender Equality Strategy, we are pushing for more and faster progress to promote equality between men and women.”

— President of the European Commission, Ursula von der Leyen.

A gateway to a wealth of data aligned to the three main dimensions of the Gender Equality Strategy.

GENDER EQUALITY STRATEGY Monitoring Portal

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Thriving in a gender-equal economy ^

Gender gap in employment rate (%)	Public expenditure pre-primary education (%)	Lack of eligibility for parental leave due to employment condition (e.g. duration of employment) (%)
Inactive population because of caring for children/ incapacitated adults (%)	Children under 3 years in formal childcare (%)	Lack of eligibility for parental leave for employed people. Gap
Involuntary part-time employment	Children from 3 years to minimum compulsory school age in formal childcare/ education (%)	Lack of eligibility for parental leave for employed people. Share
Women employed in Education, Human Health and Social work activities. Share	People spending more time than their partner looking after their children. Gap	Employed persons that can easily take one/ two hours off at short notice. Gap
Women employed in Education, Human Health and Social work activities. Distance	People spending more time than their partner looking after their children. Share	Employed persons that can easily take one/ two hours off at short notice. Share
Women employed as ICT specialists. Share	Lack of eligibility for parental leave. Gap	Women among graduates in Education, Health and Welfare, Humanities and Art. Share
Women employed as ICT specialists. Distance	Lack of eligibility for parental leave. Share	Women among graduates in Education, Health and Welfare, Humanities and Art. Distance
Gender pay gap (%)	Lack of eligibility for parental leave due to unemployment/inactivity (%)	Women among graduates in the ICT field. Share
Gender pension gap (%)	Lack of eligibility for parental leave due to contract type (e.g. self-employment) (%)	Women among graduates in the ICT field. Distance
Public expenditure on early educational development and pre-primary school (%)	Lack of eligibility for parental leave due to employment condition (e.g. duration of employment) (%)	
Public expenditure on early childhood educational development (%)	Lack of eligibility for parental leave for employed people. Gap	
	Lack of eligibility for parental leave for employed people. Share	
	Employed persons that can easily take one/ two hours off at short notice. Gap	

- what policies would you propose to achieve equity in European labour markets?
- what other measures would you propose to monitor fairness and equity in labour markets in Europe?

<https://forms.gle/Ani88GaUxgwLzYsL9>



Your responses....





DEPARTMENT OF STATISTICAL SCIENCES

www.dss.uniroma1.it



Thank you for your attention!

giulia.zacchia@uniroma1.it