



Minerva - Laboratory on Gender Diversity and Gender Inequality
Sapienza University of Rome



SPreading women's Empowerment and Aktive citizenship values to enhance Union Policies combating gender discrimination and violence in a globalized world



Funded by the
European Union

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



SAPIENZA
UNIVERSITÀ DI ROMA



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/>

Minerva Lab



- <https://web.uniroma1.it/labminerva/en/events>
SEMINARS (online on Zoom).

EVENTS

NEXT MEETINGS (online on ZOOM). If you wish to participate write to marcella.corsi@uniroma1.it✉

- "Female entrepreneurship and social innovation. Challenges and opportunities in the post-COVID 19" - Luisa De Vita, April 28, h. 17.
- "Care and the City – Encounters with Urban Studies" (**workshop**) - Sabine Knierbein et al., May 5, h. 17. In collaboration with CasaDi network.
- "Ritratti di civilizzatrici nascoste: Anna Siemsen, Sophie Scholl e Hilda Monte" (**workshop**) - May10, h.16. In collaboration with NoiReteDonne.
- "Bilancio di genere e GEP nelle università italiane" - Mirella Damiani, May 19, h. 17.

SEMINARS 2022

- "Beyond the Threshold. Women, Houses, Cities" (**workshop**) - Zaida Muxi, 20 January, h. 17. In collaboration with CasaDi network <https://www.youtube.com/watch?v=NwcQ02jhlhY>
- "Lo Stato sociale" (**workshop**) - 27 January, h.17. Francesco Farina presents his book with Michele Raitano, Roberta Ciccia <https://www.youtube.com/watch?v=tht5hdpkzVo>
- "The occupational effects of Italian guaranteed minimum income before and during the coronavirus epidemics" - Marco Mariani, Letizia Ravagli, 3 February, h. 17.
- "Women and pensions" (**workshop**) - 10 February, h.15-18, presentation of INPS Annual report, in collaboration with Consiglio Nazionale degli Attuari (<https://www.youtube.com/watch?v=mGa74L8CVfU>)
- "Working from home and gender wage gap. Some perspectives for the future labour market" - Giovanni Gallo, March 3, h. 17
- "Italian evaluation exercises in a gender perspective" - Antonio Zinilli, March 10, h. 17.
- "The COVID-19 Crisis and the End of the "Low-skilled" Worker" - Sara Farris, March 17, h. 17.
- "Addressing gender-specific needs in current and future transport systems" - Andrea Gorrini, March 25, h. 17.
- "Armi pari o dispari? Determinanti e policy per la presenza femminile in politica" - Elena Ragazzi, Lisa Sella, April 7, h. 17.

If you wish to participate, write me or Prof. Marcella Corsi

giulia.zacchia@uniroma1.it or marcella.corsi@uniroma1.it

Projects

EU

VIRAGE

VISUALISING AND MEASURING THE
ROLE OF INDUSTRIAL RELATIONS IN
ADDRESSING GENDER EQUALITY
(CEPS -Bruxelles)

UZBEKISTAN

Summer School “Statistics for
the Study of Gender Equality.
Methods and Tools to
implement Gender Sensitive
Indicators”

**Turkey, Tanzania,
Uganda, Angola,
Argentina, Mexico**

*SPEAK-UP JEAN
MONNET MODULE*
gender discrimination and
violence

INDIA

*Jawaharlal Nehru
University*

Gendered division
of labour in the
market economy:
case studies from
the global South
and global North.

BRAZIL

*Universidade Federal
de Minas Gerais*
Mini-courses: Exploring
the European Union

**TANZANIA
UGANDA**

Erasmus+ DALILA

ARGENTINA

*Universidad Nacional de
Quilmes*
Summer/Winter school
‘Caring economy and
unpaid work’

Gender Inequalities in the Labour Market: the EU policies

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

Exercise:

Explore Data on Gender Inequalities in the
Labour Market in EU

<https://forms.gle/T2Dpqh4pRUG3akSB9>

Labour Market Indicators: Definitions and Measures

Labour Market definitions: labour force

The labour force (LF) is defined as the sum of employed plus unemployed individuals:

$$\text{LF} = \text{Employed} + \text{Unemployed}$$

Employed are individuals who have engaged in work for in-kind or cash payment for at least an hour in a week (*the reference week – interview*)

The employed are categorized as:

- ***wage and salary workers***
- ***employers***
- ***self-employed***
- ***unpaid family workers***

Unpaid workers are people working in a family enterprise without pay, such as family members working on a family farm or in a local grocery store

Labour Market definitions: labour force

An unemployed individual is one who:

- does not have a job for payment in kind or in cash;
- is actively seeking a job (in the reference week); and
- is ready to start work in 15 days if offered a job

Those who **are not in the LF** are mainly categorized as:

- students
- retired
- homemakers
- people with an illness or disability
- non-labour income earners

Labour Market Indicators: Definitions and Measures

The labour force participation (LFP) rate is the ratio of the LF to the total adult population

$$LFP \text{ rate} = (LF/Adult \text{ Population}) \times 100$$

The employment rate is the ratio of the employed to the total adult population

$$Employment \text{ rate} = (Employed/Adult \text{ Population}) \times 100$$

The unemployment rate is the ratio of the unemployed to the LF (sum of employed and unemployed).

$$Unemployment \text{ rate} = (Unemployed/\underline{LF}) \times 100$$

Labour Market Indicators: Definitions and Measures

Based on these indicators:

the main objective of economic policy, with respect to the labour market, is

- ***to reduce the unemployment rate***
- ***to increase the employment rate***

two major critiques

Labour Market Indicators: Definitions and Measures

two major critiques

1. *the official unemployment rate is not a sufficient indicator of the true rate of joblessness in an economy*

the unemployment rate is the ratio of the unemployed to the LF (sum of employed and unemployed).

Unemployment rate = (Unemployed/LF) x 100

not included

- *discouraged workers*
- *underemployed*

Labour Market Indicators

two major critiques

Discouraged workers are people not actively seeking employment because they believe there are no job openings for them but would like to work at a job if offered one (i.e. ready to start a job on short notice)

Underemployed are individuals who are in employment but are seeking additional employment (a second or a new job) because their earnings are insufficient – working poors

Labour Market Indicators

two major critiques

Solution: for including Discouraged workers and underemployed



USE

Joblessness rate instead of unemployment rate for policies

Joblessness rate = (Unemployed + Not LF Participant / Total Adult Population) x 100

the joblessness rate the share of the working age population that is either unemployed or not participating in the LF.

Labour Market Indicators

two major critiques

Joblessness rate = (Unemployed + Not LF Participant / Total Adult Population) x 100

From a gender perspective **the joblessness rate is a more accurate indicator** of exclusion from the labour market than the official unemployment rate.

Decreasing the joblessness rate depends upon decreasing the unemployment rate while simultaneously increasing the employment rate.

Labour Market Indicators

two major critiques

the official unemployment rate (defined above) is not a sufficient indicator of the true rate of joblessness in an economy

a more comprehensive indicator is **the joblessness rate**, defined as the share of the working age population that is either unemployed or not participating in the LF.

Joblessness rate = (Unemployed + Not LF Participant / Total Adult Population) x 100

Labour Market Indicators

Joblessness rate vs Unemployment rate



Turkey 2015

overall **unemployment rate 10.3 %**,

For men unemployment rates 9.2%

For women men unemployment rates **12.6%**

joblessness rate is 54% for the overall population

35 % joblessness rate for men

72% joblessness rate for women

The **gender gap** in joblessness (**37 pp**) is much higher than the gender gap in unemployment (**3.4 pp**)

most of the adult female working age population in Turkey does not participate in the labour force - full-time homemaking

Labour Market Indicators: Definitions and Measures

two major critiques

- 2. The unemployment rate does not, however, indicate the quality of employment and whether the jobs available in the labour market offer decent conditions of employment*

Decent Work

8 DECENT WORK AND ECONOMIC GROWTH



Decent work has also been accepted as a central concept of the **new 2030 Agenda for Sustainable Development** adopted during the UN General Assembly in September 2015. The **Sustainable Development Goal (SDG) 8** calls for the promotion of “sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

International Labour Organization (ILO) definition

“Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”

Decent Work DATA

8 DECENT WORK AND
ECONOMIC GROWTH



NAVIGATION ▾

ONLINE PUBLICATIONS ▾

File: Indicators measuring progress in SDG 8 2022

Decent work		
Fatal accidents at work	:	↑
In work at-risk-of-poverty rate (*)	↓ ⁽³⁾	↑

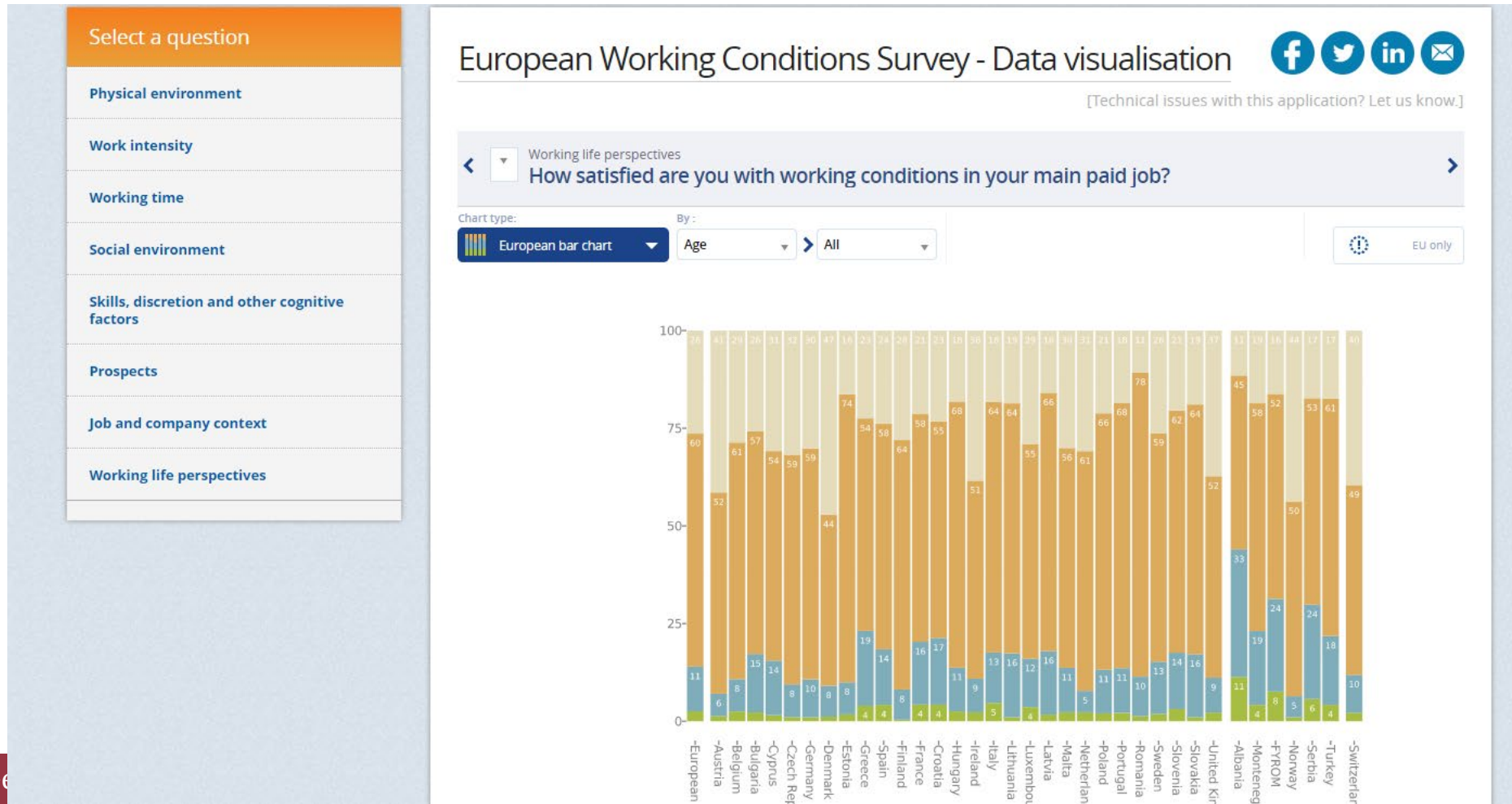
In the EU, the share of the so-called ‘working poor’ (aged 18 and over) decreased between 2016 and 2019, to 9.0%. In 2020, however, the in-work at-risk-of poverty rate grew again, to 9.4% of employed people.

Individuals at risk of in-work poverty when their equivalised yearly disposable income is below 60% of the national household median income level.

European Working condition survey- EUROFOUND

cross-country comparable data for EU countries

https://www.eurofound.europa.eu/data/european-working-conditions-survey?locale=EN&dataSource=EWCS2016&media=png&width=740&question=y15_Q88&plot=euBars&countryGroup=linear&subset=agecat_3&subsetValue=All

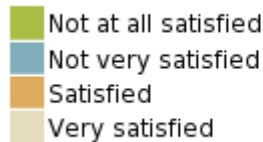


European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- 'How satisfied are you with working conditions in your main paid job?'
- 'Does your work affect your health?'
- 'How many days were you absent from work for health reasons in the last 12 months?'
- 'Over the last 12 months, did you work when you were sick?'



European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- Do you think you will be able to do your current job or a similar one until you are 60 years old?’
- 'How well do your working hours fit in with family or social commitments outside work? ‘
- How often in the last 12 months have you worried about work when you were not working?’
- 'How often in the last 12 months have you felt too tired after work to do some of the household jobs which need to be done?'

European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- 'How often in the last 12 months have you found that your job prevented you from giving the time you wanted to your family?'
- 'Do you have the right skills for your job?'
- 'Are you exposed to chemical products or substances?'
- 'Does your work involve tiring or painful positions?'
- 'Does your job ever require that you wear personal protective equipment, and do you use it? '
- 'Does your job involve working to tight deadlines?'

European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- Does your job involve being in situations that are emotionally disturbing for you?’
- Are you treated fairly at your workplace?’
- 'Have you been subjected to discrimination at work in the last 12 months?’
- 'Are you able to choose or change your speed or rate of work? '

European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- Does your job involve being in situations that are emotionally disturbing for you?’
- Are you treated fairly at your workplace?’
- 'Have you been subjected to discrimination at work in the last 12 months?’
- 'Are you able to choose or change your speed or rate of work? '

Outside EU

ILO -country studies on decent work

<https://www.ilo.org/integration/themes/mdw/map/about/activities/country-studies/lang--en/index.htm>

The screenshot shows a web browser window displaying the ILO website. The address bar shows the URL: [ilo.org/integration/themes/mdw/map/about/activities/country-studies/lang--en/index.htm](https://www.ilo.org/integration/themes/mdw/map/about/activities/country-studies/lang--en/index.htm). The page content includes a navigation menu on the left with 'Country studies: Profiles' highlighted. The main heading is 'Activity 7: Country-studies on decent work indicators - Profiles'. The text describes the profiles as a consolidated look at the state of decent work at the country level, providing a summary of assessment of recent national progress towards decent work. It also lists ten substantive elements covered by the profiles, corresponding to the four strategic pillars of the Decent Work Agenda. A 'See also' section on the right lists various country profiles such as Bangladesh, Brazil (1st and 2nd Editions), Cambodia, Indonesia, Republic of Moldova, Niger, Peru, Philippines, Ukraine (2nd Edition), and Zambia.

MAP project >

- About us >
- Objectives >
- Activities >

 - Global MAP meeting >
 - Media outreach >
 - Regional workshops >
 - Background country studies >
 - National consultations >
 - Statistics support >
 - Country studies: Profiles**
 - National validation workshops >
 - Launch events >
 - Training and knowledge-sharing >
 - Decent work databases >
 - Global methodology >
 - EC Toolkit >
 - Global conference >

- Project timeline >
- Impact and results >

Countries >

Documentation >

ILO home > About the ILO > How the ILO works > Departments and offices > MULTILATERALS home > Themes > Measuring decent work > MAP project > About us > Activities > Country studies: Profiles

Activity 7: Country-studies on decent work indicators - Profiles

The profiles represent generally the first consolidated look at the state of decent work at country level – from employment opportunities to decent hours, to equal opportunities and social dialogue – taking into account specific references to both statistical indicators and legal framework indicators.

The Profiles provide a summary of assessment of recent national progress towards decent work in a country and provide important insights into the deficits that still exist at the national level. They also contain information on statistical and legal framework indicators based on the national list of DW indicators identified by constituents. They provide baseline information for designing of national policies and programmes, especially Decent Work Country Programmes.

The Decent Work Country Profiles cover ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue): employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, employers' and workers' representation.

Decent Work Country Profiles are prepared by national consultants with the active participation of the Ministries of Labour and National Statistics Offices (NSOs), together with the technical assistance of the ILO experts in the field and in Geneva. National partners identify relevant decent work indicators (legal and statistic) and analyse them

See also

Decent work country profiles

- [Bangladesh >](#)
- [Brazil \(1st Edition\) >](#)
- [Brazil \(2nd Edition\) >](#)
- [Cambodia >](#)
- [Indonesia >](#)
- [Republic of Moldova >](#)
- [Niger >](#)
- [Peru](#)
- [Philippines >](#)
- [Ukraine \(2nd Edition\) >](#)
- [Zambia >](#)

Executive summary

Decent work indicators - ILO

- What makes work decent? And how to measure it?
 1. employment opportunities
 2. adequate earnings and productive work
 3. decent working time
 4. combining work, family and personal life
 5. work that should be abolished
 6. stability and security of work
 7. equal opportunity and treatment in employment
 8. safe work environment
 9. social security
 10. social dialogue, employers' and workers' representation

ILO -Measurement of decent work based on ILO guidance

Employment opportunities (1 + 2)	<ul style="list-style-type: none">M – Employment-to-population ratio, 15-64 years (S)M – Unemployment rate (S)M – Youth not in education and not in employment, 15-24 years (S)M – Informal employment (S)A – Labour force participation rate, 15-64 years (1) [to be used especially where statistics on Employment-to-population ratio and/or Unemployment rate (total) are not available]A – Youth unemployment rate, 15-24 years (S)A – Unemployment by level of education (S)A – Employment by status in employment (S)A – Proportion of own-account and contr. family workers in total employment (S) [to be used especially where statistics on informal employment are not available]A – Share of wage employment in non-agricultural employment (S)F – Labour underutilization (S)Memo item: Time-related underemployment rate (S) (grouped as A under “Decent Working Time”)
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The labour force underutilisation rate is defined as the sum of the number of persons unemployed and underemployed, expressed as a percentage of the labour force.

Underutilization is the state of not being used enough or not used to full potential.

ILO -Measurement of decent work based on ILO guidance

<p>Adequate earnings and productive work (1 + 3)</p>	<p>M – Working poverty rate (S)</p> <p>M – Low pay rate (below 2/3 of median hourly earnings) (S)</p> <p>A – Average hourly earnings in selected occupations (S)</p> <p>A – Average real wages (S)</p> <p>A – Minimum wage as % of median wage</p> <p>A – Manufacturing wage index</p> <p>A – Employees with recent job training (past year / past 4 weeks) (S)</p>
<p>Decent Working Time (1 + 3)*</p>	<p>M – Excessive working time (more than 48 hours per week; 'usual' hours) (S)</p> <p>A – Usual hours worked (standardized hour bands) (S)</p> <p>A – Annual hours worked per employed person (S)</p> <p>A – Time-related underemployment rate (S) ☆</p> <p>F – Paid annual leave (developmental work to be done by the Office; additional indicator)</p>
<p>Combining work, family and personal life (1 + 3)</p>	<p>F – Asocial / unusual hours (Developmental work to be done by the Office)</p> <p>F – Maternity protection (developmental work to be done by the Office; main indicator)</p>

☆ The time-related underemployment rate is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time and worked fewer hours than a specified time threshold during the reference period.

ILO -Measurement of decent work based on ILO guidance

Work that should be abolished (1 + 3)

M – Child labour [as defined by ICLS resolution] (S)
M – Other worst forms of child labour (S)**
A – Hazardous child labour (S)
A – Forced labour (S)**

Stability and security of work (1, 2 + 3)

Stability and security of work (developmental work to be done):
M - Precarious Employment rate **
A - Job tenure**
A - Subsistence worker rate**
A – Real earnings casual workers** (S)
Memo item: Informal employment grouped under employment opportunities.

ILO -Measurement of decent work based on ILO guidance

Equal opportunity and treatment in employment (1, 2 + 3)

M – Occupational segregation by sex
 M – Female share of employment in senior and middle management* (ISCO88 groups 11 and 12)
 A – Gender wage gap
 A – Share of women in wage employment in the non-agricultural sector
 A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
 A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
 F – Measure of dispersion for sectoral / occupational distribution of (recent) migrant workers
 F – Measure for employment of persons with disabilities
 Memo item: Indicators under other substantive elements marked (S) indicator should be reported separately for men and women in addition to the total.

Safe work environment (1 + 3)

M – Occupational injury rate, fatal
 A – Occupational injury rate, nonfatal
 A – Time lost due to occupational injuries
 A – Labour inspection (inspectors per 10,000 employed persons)

ILO -Measurement of decent work based on ILO guidance

Social security (1 + 3)

M – Share of population aged 65 and above benefiting from a pension (S)
M – Public social security expenditure (% of GDP)
A – Healthcare exp. not financed out of pocket by private households
A – Share of population covered by (basic) health care provision (S)
F – Share of econ. active population contributing to a pension scheme (S)
F – Public expenditure on needs based cash income support (% of GDP)
F – Beneficiaries of cash income support (% of the poor)
F – Sick leave (developmental work to be done by the Office; additional indicator)
[Interpretation in conjunction with legal framework and labour market statistics.]

Social dialogue, workers' and employers' representation (1 + 4)

M – Union density rate (S)
M – Enterprises belonging to employer organization [rate]
M – Collective bargaining coverage rate (S)
M – Days not worked due to strikes and lockouts**
F – Indicator for Fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office

ILO -Measurement of decent work based on ILO guidance

Economic and social context for decent work	C – Children not in school (% by age) (S) C – Estimated % of working age population who are HIV positive C – Labour productivity (GDP per employed person, level and growth rate) C – Income inequality (percentile ratio P90/P10, income or consumption) C – Inflation rate (CPI) C – Employment by branch of economic activity C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S) C – Labour share in GDP C (additional) – Real GDP per capita in PPP\$ (level and growth rate) C (additional) – Female share of employment by industry (ISIC tabulation category) C (additional) – Wage / earnings inequality (percentile ratio P90/P10)
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ILO - data

<https://ilostat.ilo.org/data/>

► Data catalogue

Labour force participation rate by sex, education and rural / urban areas: [Annual](#)

Prime-age labour force participation rate by sex, household type and rural / urban areas: [Ann](#)

Labour force participation rate by sex, education and marital status: [Annual](#)

Labour force participation rate by sex and age, seasonally adjusted series: [Quarterly](#) | [Monthl](#)

Employment

Employment by sex and age: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, age and education: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex and disability status: [Annual](#)

Employment by sex, age and rural / urban areas: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, age and marital status: [Annual](#)

Employment by sex and marital status: [Annual](#)

Employment by sex, age and working time arrangement: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, education and rural / urban areas: [Annual](#)

Employment by sex, education and marital status: [Annual](#)

Employment by sex and status in employment: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, status in employment and rural / urban areas: [Annual](#)

Employment by sex, status in employment and marital status: [Annual](#)

Employment by sex, age and status in employment: [Annual](#)

Employment by sex and institutional sector: [Annual](#)

Employment by sex and economic activity: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex and economic activity - ISIC level 2: [Annual](#)

Employment by sex, economic activity and rural / urban areas: [Annual](#)

ILO - data

<https://www.ilo.org/shinyapps/bulkexplorer45/>

The screenshot displays the ILOSTAT explorer interface. The top navigation bar includes the ILO logo, the text 'ILOSTAT explorer', and a home icon. Below the navigation bar, there are 'Filter' and 'Custom' options. The left sidebar contains a 'Variables' section with a 'Reference area : 147/147' dropdown, 'Sex : 3/3' and 'Age : 3/3' dropdowns, and a 'Latest period' section with a timeline slider from 2000 to 2024, currently set to 2020. The main area shows a 'Dataset' dropdown menu with the selected item 'SDG indicator 1.1.1 - Working poverty rate (percentage of employed living below US\$1.90 PPP) (%) - Annual'. Below the dropdown are 'Download', 'Capture view', and 'Show/hide' buttons. A table displays the data for Afghanistan in 2000, with columns for Country, Source, Sex, Age, Year, and Value.

Country	Source	Sex	Age	Year	Value
All	All	All	All	All	All
Afghanistan	ILO - modelled estimates	Total	15+	2000	64.8
Afghanistan	ILO - modelled estimates	Total	15-24	2000	67.7
Afghanistan	ILO - modelled estimates	Total	25+	2000	63.6
Afghanistan	ILO - modelled estimates	Male	15+	2000	63.4
Afghanistan	ILO - modelled estimates	Male	15-24	2000	66.9
Afghanistan	ILO - modelled estimates	Male	25+	2000	62
Afghanistan	ILO - modelled estimates	Female	15+	2000	73
Afghanistan	ILO - modelled estimates	Female	15-24	2000	72.1
Afghanistan	ILO - modelled estimates	Female	25+	2000	73.4
Afghanistan	ILO - modelled estimates	Total	15+	2001	65.3

ILO - data

<https://www.ilo.org/shinyapps/bulkexplorer45/>

And only for women

<https://ilostat.ilo.org/topics/women/>

► Data

Below is a subset of the indicators available by sex. For all available indicators, refer to the [data page](#).

Indicator	Excel summary	Zipped csv	Data Explorer
+ SDG indicator 8.5.1 - Average hourly earnings of employees by sex (Local currency) Annual	xlsx	gz	View
+ Working-age population by sex, age and marital status (thousands) Annual	xlsx	gz	View
+ Working-age population by sex and marital status (thousands) Annual	xlsx	gz	View
+ Working-age population by sex, education and marital status (thousands) Annual	xlsx	gz	View
+ Working-age population by sex and disability status (thousands) Annual	xlsx	gz	View
+ Prime-age population by sex and household type Annual	xlsx	gz	View
+ Labour force by sex, age and marital status (thousands) Annual	xlsx	gz	View
+ Labour force by sex and marital status (thousands) Annual	xlsx	gz	View
+ Labour force by sex, education and marital status (thousands) Annual	xlsx	gz	View
+ Labour force by sex and disability status (thousands) Annual	xlsx	gz	View

The most commonly-used indicators of gender inequalities in the labour markets

Measures of Gender Inequalities in the Labour Market

The most commonly-used indicators of gender inequalities in the labour market include:

- gender labour force participation and employment gap
- gender unemployment and joblessness gap
- gender wage gap
- industrial / occupational (horizontal) gender segregation
- vertical gender segregation - glass ceiling
- gender gaps in decent work (in quality of employment).

These measures serve as quantitative indicators of gender inequalities in economic outcomes.

Measures of Gender Inequalities in the Labour Market

Gender Labour Force Participation (LFP) and Employment (E) gap

Definition: The difference between male and female LFP and E rates.

Gender LFP gap = Male LFP rate – Female LFP rate

Gender E gap = Male E rate – Female E rate

This indicator is the primary reference point for measurement of gender inequality in the labour market in most developing economies.

Measures of Gender Inequalities in the Labour Market

Gender Unemployment (U) Gap

Definition: The difference between male and female U rates (which is predominantly **negative** due to higher female unemployment and joblessness rates).

Gender U gap = Male U rate – Female U rate

The gender U gap is used as an indicator of the *differences in employment opportunities faced by women versus men.*

The ILO suggests that the **joblessness rate** is a better indicator of the true lack of employment opportunities

Measures of Gender Inequalities in the Labour Market

Gender Wage Gap

Definition: The difference between median male and female wages as a share of male median wages.

$$\text{Gender Wage Gap (GWG)} = ((W_m - W_f) / (W_m)) \times 100$$

The gender wage differential can also be expressed as the ratio of the average (median) female wage to male average (median) wage (W_f / W_m).

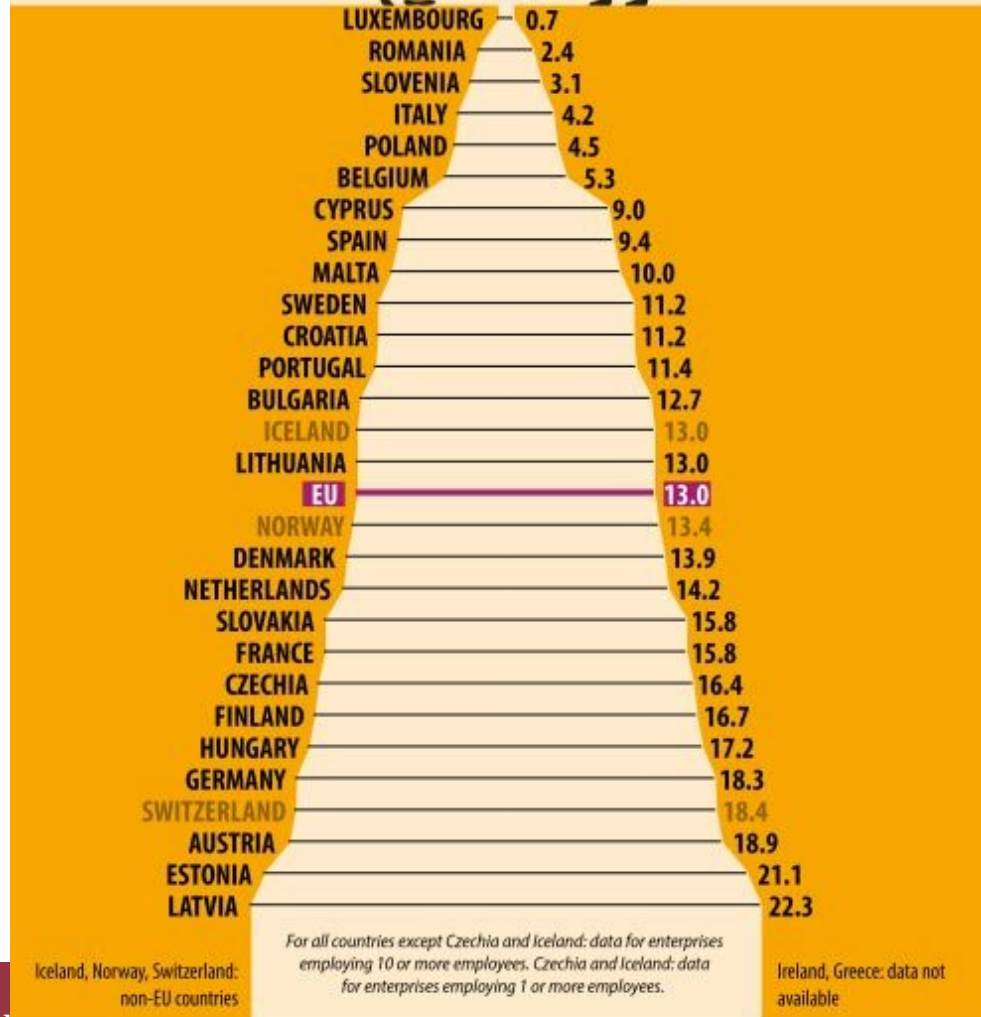
$$1 - \text{GWG} = W_f / W_m$$

Gender pay gap:

How much less
do women earn
than men?



Difference between average gross
hourly earnings of male and female
employees as % of male gross
earnings, 2020



Measures of Gender Inequalities in the Labour Market

Gender Wage Gap

can be expressed in **unadjusted (raw) form**, which is calculated based on all wage and salary workers.

The **raw gender pay gap** refers simply to the difference in pay between women and men at a specific point in time. For example, if women's pay is 75 per cent of men's, it is said that the gender pay gap is 25 per cent. In this context, the terms "women's pay" and "men's pay" refer to measures summarizing the full range of earnings received by, respectively, all women and all men who are classified as paid employees.



**but...there are differences that can be indexed just b
differences in measures used
look always at how indicators are calculated !!**

Measures of Gender Inequalities in the Labour Market

Gender Wage Gap - unadjusted (raw) form Mean or Median Wage's values?

The two measures that are almost always used to summarize the information in such a distribution are:

- the mean (the average of all the values covered)
- and the median (the value located in the middle of the distribution)

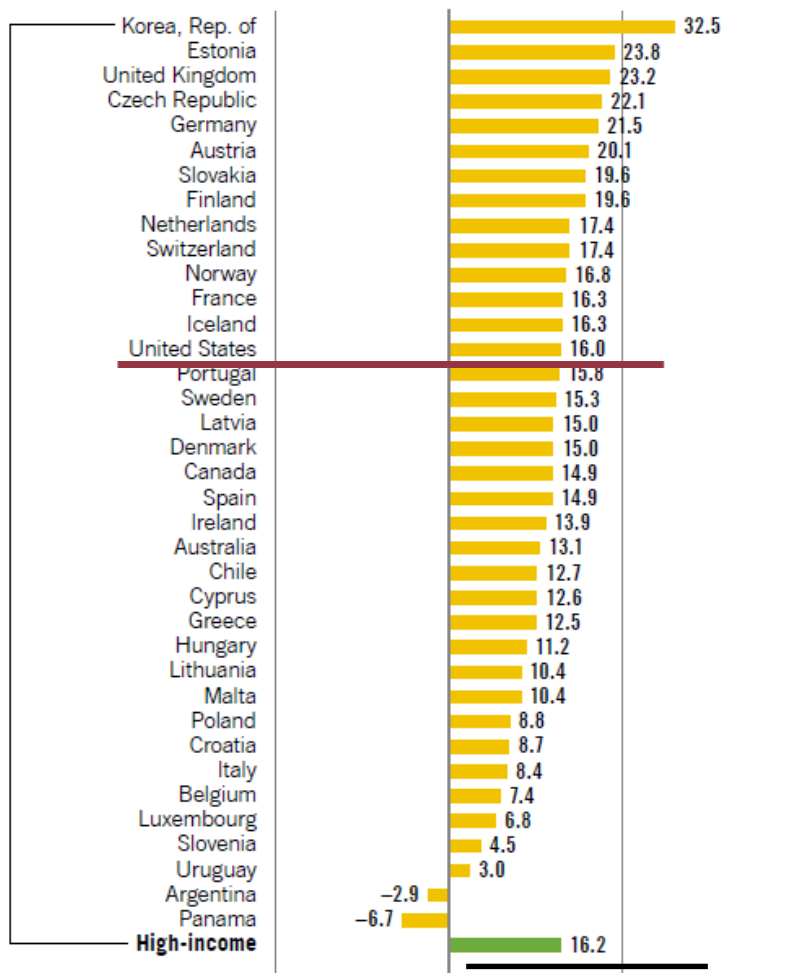
“**mean gender pay gap**” compares the average of the women’s pay distribution to the average of the men’s pay distribution,

while the “**median gender pay gap**” compares the value located in the middle of the women’s pay distribution to the value located in the middle of the men’s pay distribution.

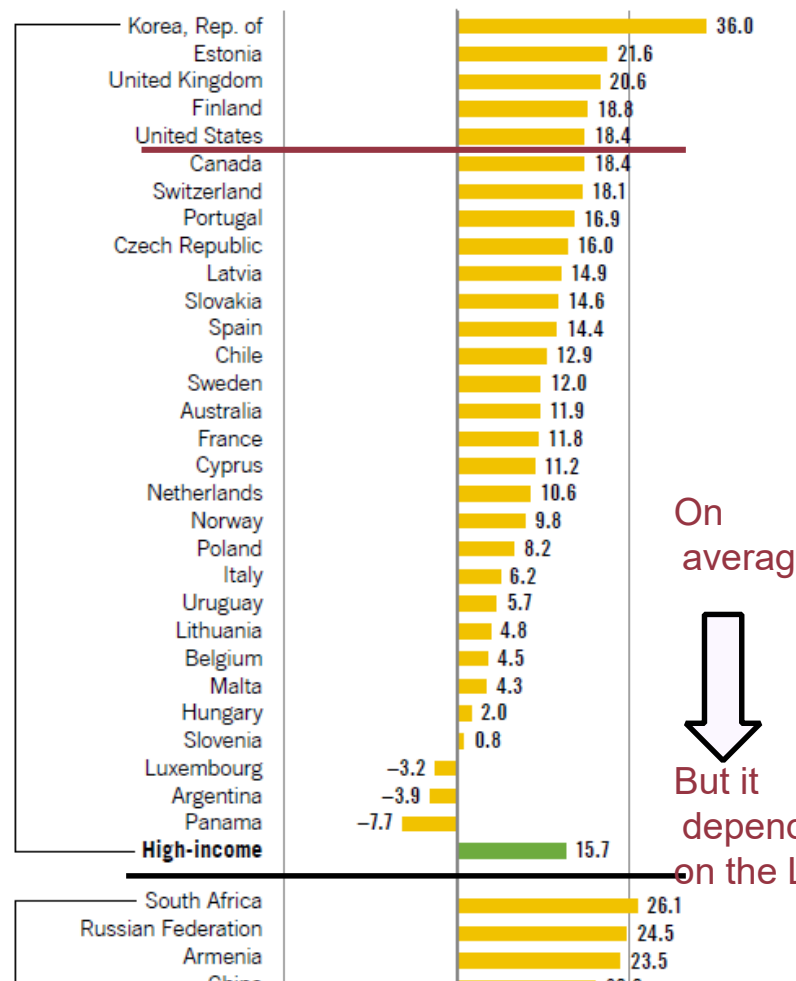
Measures of Gender Inequalities in the Labour Market

Gender Wage Gap - unadjusted (raw) form Mean or Median values? -ILO

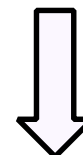
Mean gender pay gap



Median gender pay gap



On average



But it depends on the LMs

Measures of Gender Inequalities in the Labour Market

Gender Wage Gap - unadjusted (raw) form

Monthly or hourly wages?

Using hourly wages to estimate the gender pay gap, as per SDG indicator 8.5.1, has the advantage of disentangling working time from earnings.

Use of other measures (**monthly, weekly or daily wages**) can **reflect differences not only in hourly pay but also in the number of hours worked over a period of time.**

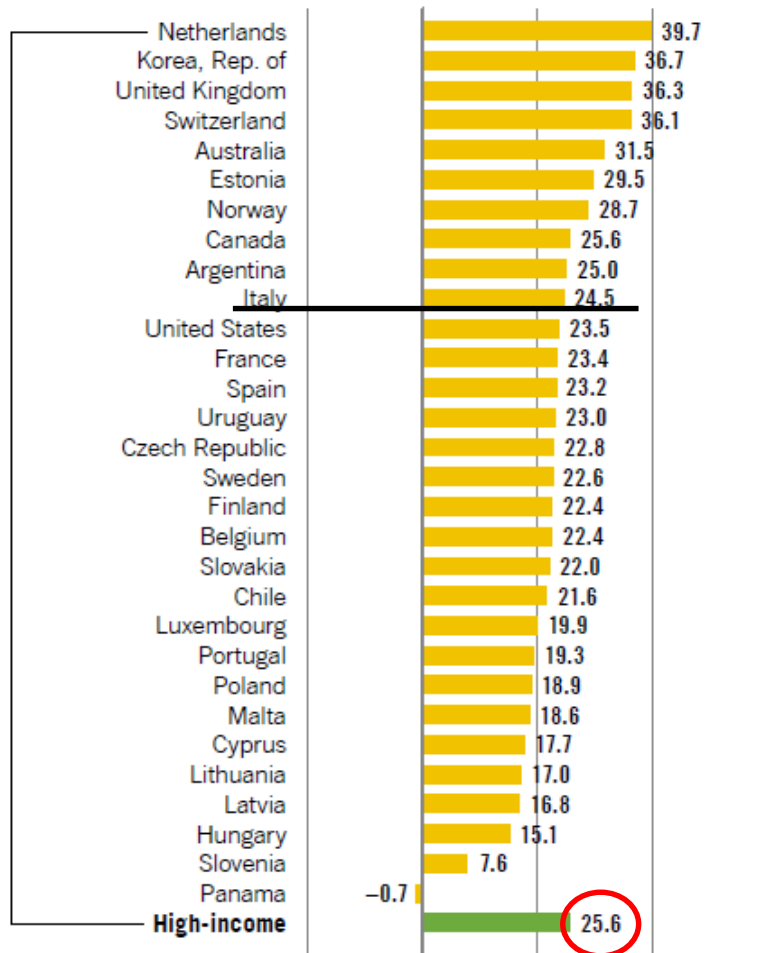
Measures of Gender Inequalities in the Labour Market

Monthly or hourly wages?

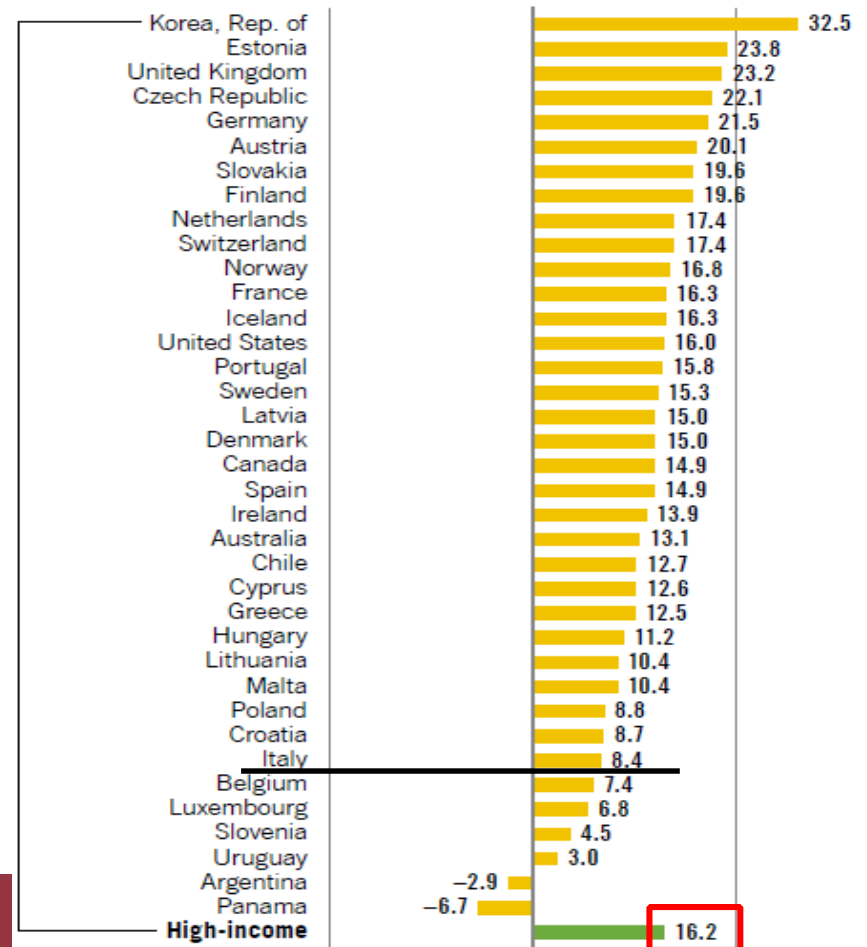
Figure 15 Gender pay gaps using monthly earnings

Figure 14 Gender pay gaps using hourly wages

Mean gender pay gap



Mean gender pay gap



Going beyond the raw gender pay gap

Measures of Gender Inequalities in the Labour Market

Gender Wage Gap adjusted

is also expressed in forms **adjusted for education groups, industries or occupations.**

Here, the GWG is measured based on median wages of female versus male workers disaggregated by the level of education or by occupation and industry.

This fully-adjusted narrow GWG reflects wage differentials due purely to gender, i.e. the difference between female and male wages for two workers with the same demographic, workplace and job characteristics.

ILO factor-weighted gender pay gap

more accurate way of calculating the gender pay gap

https://www.ilo.org/global/about-the-ilo/multimedia/maps-and-charts/enhanced/WCMS_650829/lang--en/index.htm

A complementary measure: The factor-weighted gender pay gap

↵ group women and men wage employees into more homogeneous subgroups

≈ estimate the gender pay gap in each of the subgroups

∩ construct a weighted sum of all the subgroups' specific gender pay gaps, with the weights reflecting the size of each subgroup in the population

ILO factor-weighted gender pay gap

What subgroups? Which characteristic?

ILO factor-weighted gender pay gap

What subgroups? Which characteristics?

Drawing on the human capital model (Mincer, 1974), it is widely accepted that **education** and **labour market experience** (age serving as an approximation of the latter) are two important indicators of the job profile of wage employees.

ILO factor-weighted gender pay gap

What subgroups have been selected?

What ILO considers

“education”

4 levels

Below secondary/Secondary-vocational/University and above/Overall weighted average

“age”

4 levels

“working-time status”

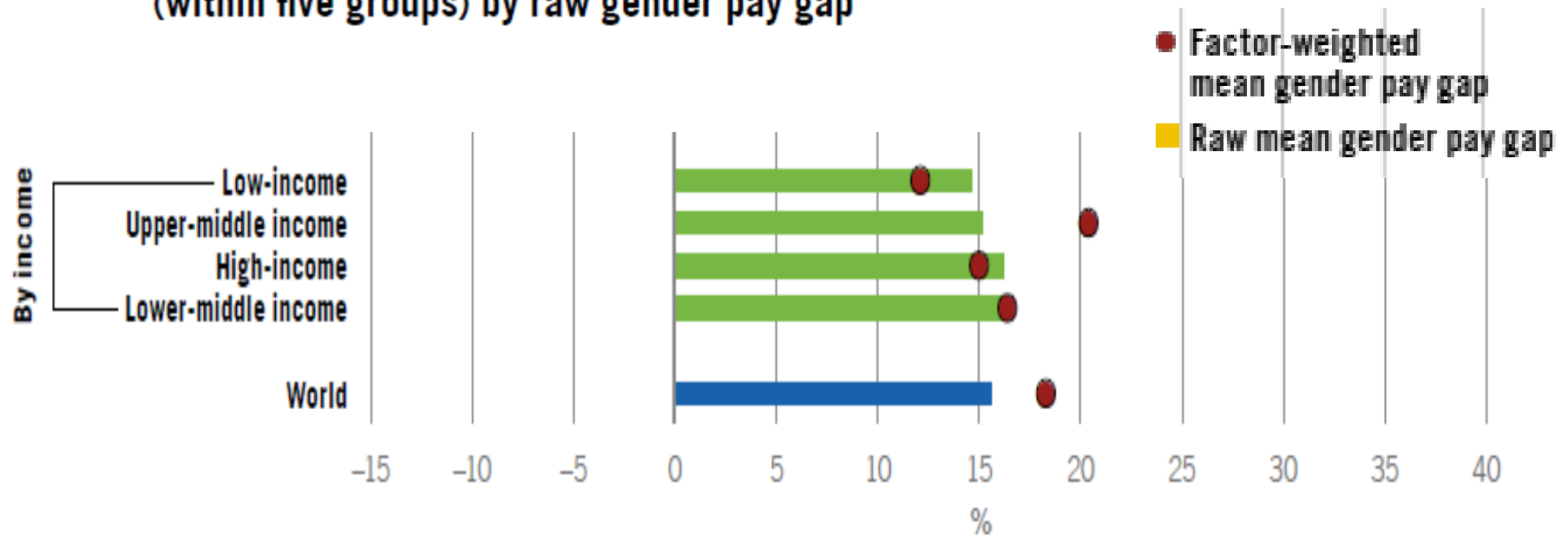
2 levels full time/ part time

“private/public-sector employment”

2 levels private/public

ILO factor-weighted gender pay gap

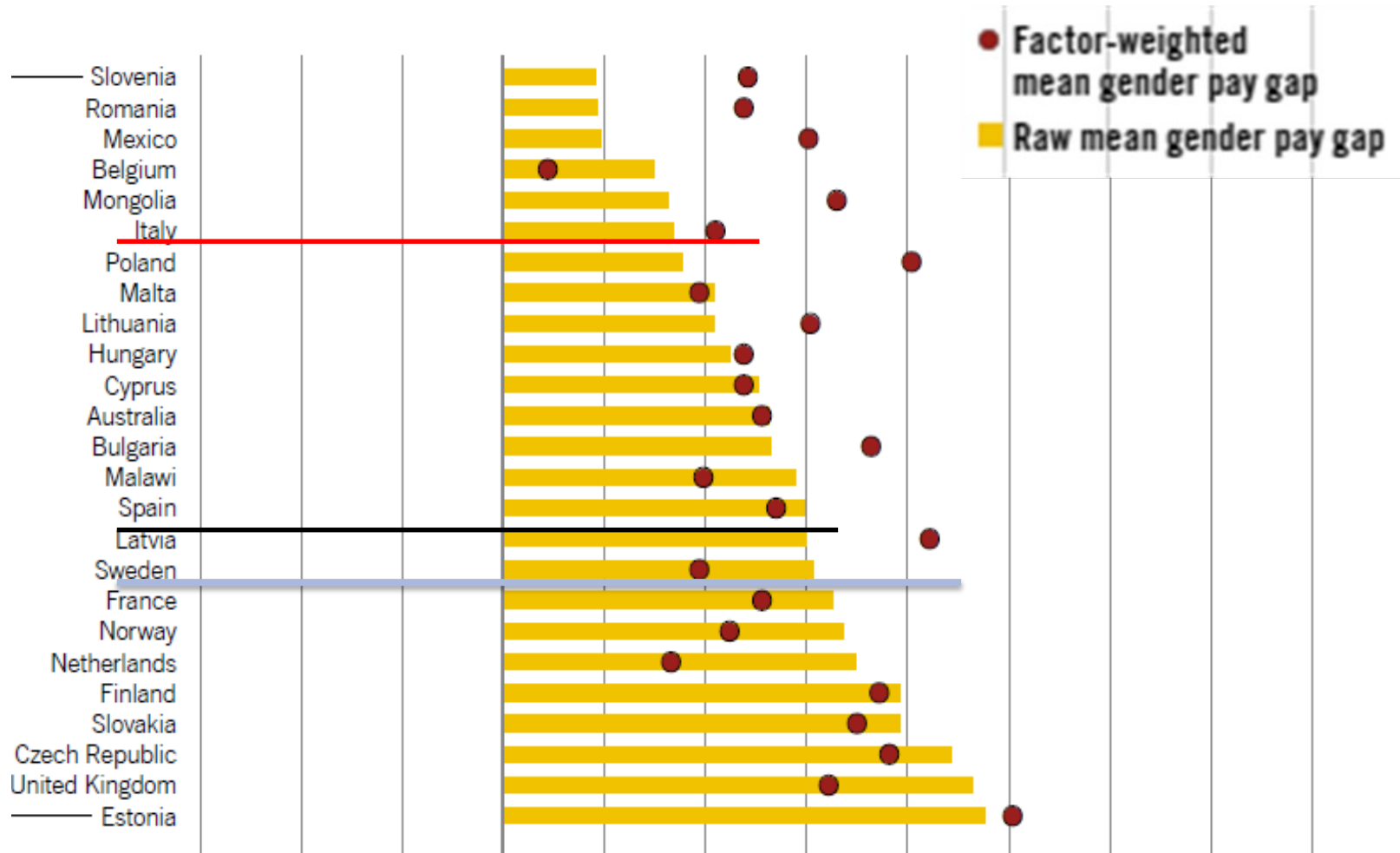
Figure 23 Comparing raw gender pay gaps and factor-weighted gender pay gaps using mean hourly wage in both cases: Classification based on ranking countries (within five groups) by raw gender pay gap



Source: ILO estimates combining the gender pay gaps from figure 14 (bars) and figure 19 (dots).

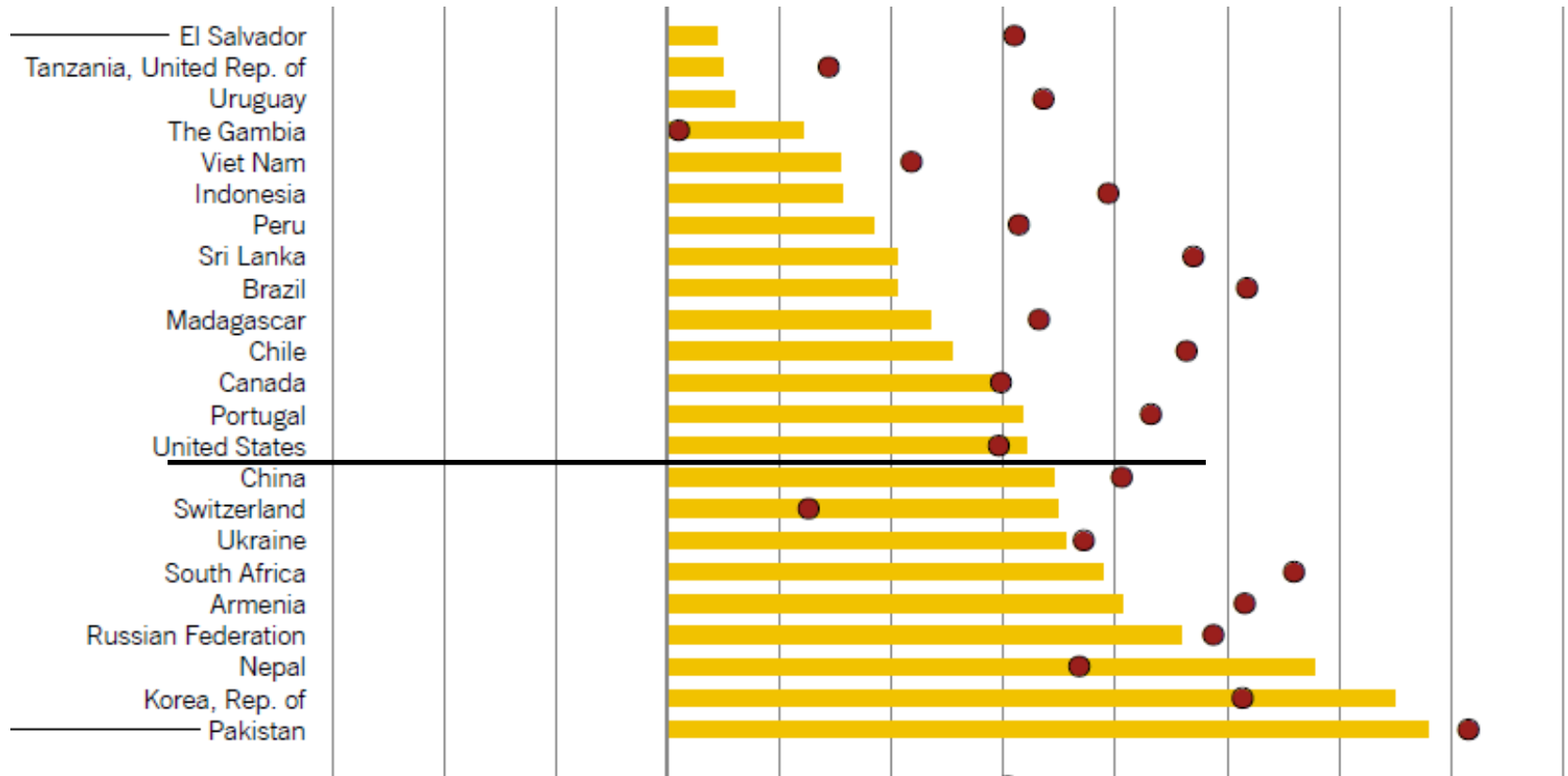
ILO factor-weighted gender pay gap

Comparing raw gender pay gaps and factor-weighted gender pay gaps using mean hourly wage in both cases: Classification based on ranking countries (within five groups) by raw gender pay gap

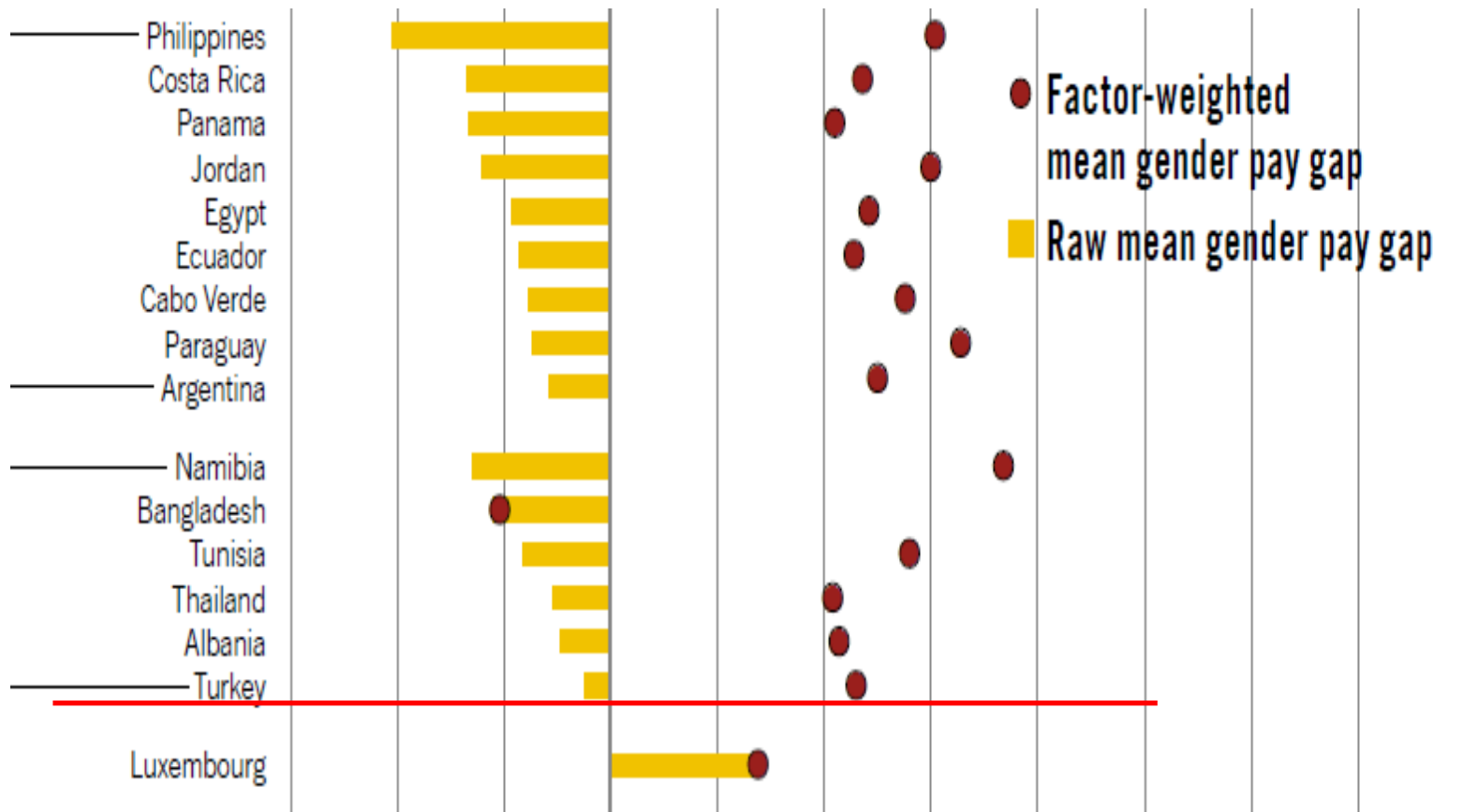


ILO factor-weighted gender pay gap

High Income countries



ILO factor-weighted gender pay gap



Measures of Gender Inequalities in the Labour Market

Horizontal (Industrial and Occupational) Gender Segregation

Definition: The difference in the distribution of male and female employees among the different industries and occupations.

A **quantitative measure** used for expressing the extent of the different distributions is the **Industrial or Occupational Gender Segregation Index (IGSI or OGSi)** where i stands for occupation, industry or jobs classification;

M_i , F_i means share of males/females in category i (in %).

$$\text{IGSI or OGSi} = 1/2 \sum_i | M_i - F_i |$$

Measures of Gender Inequalities in the Labour Market

Horizontal (Industrial and Occupational) Gender Segregation

$$\text{IGSI or OGSI} = 1/2 \sum_i |M_i - F_i|$$

IGSI (OGSI) shows the share (%) of employed women and men who would need to trade places with one another across industries (occupations) in order for their distribution to become identical

0 full equality -1 full segregation

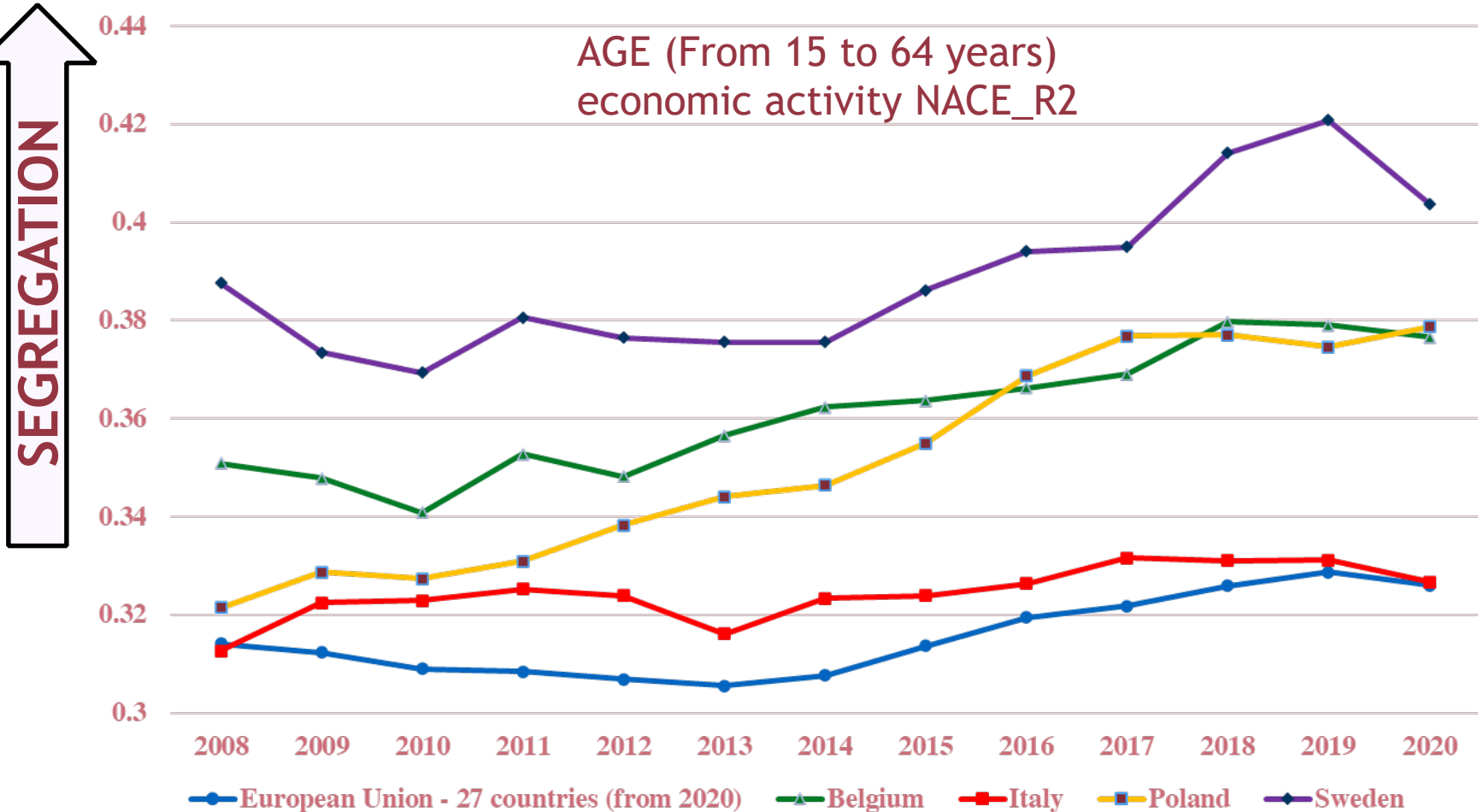


eurostat

1. Horizontal Segregation

Ducan Index

AGE (From 15 to 64 years)
economic activity NACE_R2



Measures of Gender Inequalities in the Labour Market

Vertical Gender Segregation and the

Glass Ceiling

Definition: Female share of employment (representation) in managerial and decision-making positions.

The term glass ceiling refers to the set of subtle barriers that inhibit women (as well as minorities) from reaching the upper management tiers in private sector firms, governments and academia. It is an indicator of vertical gender segregation.



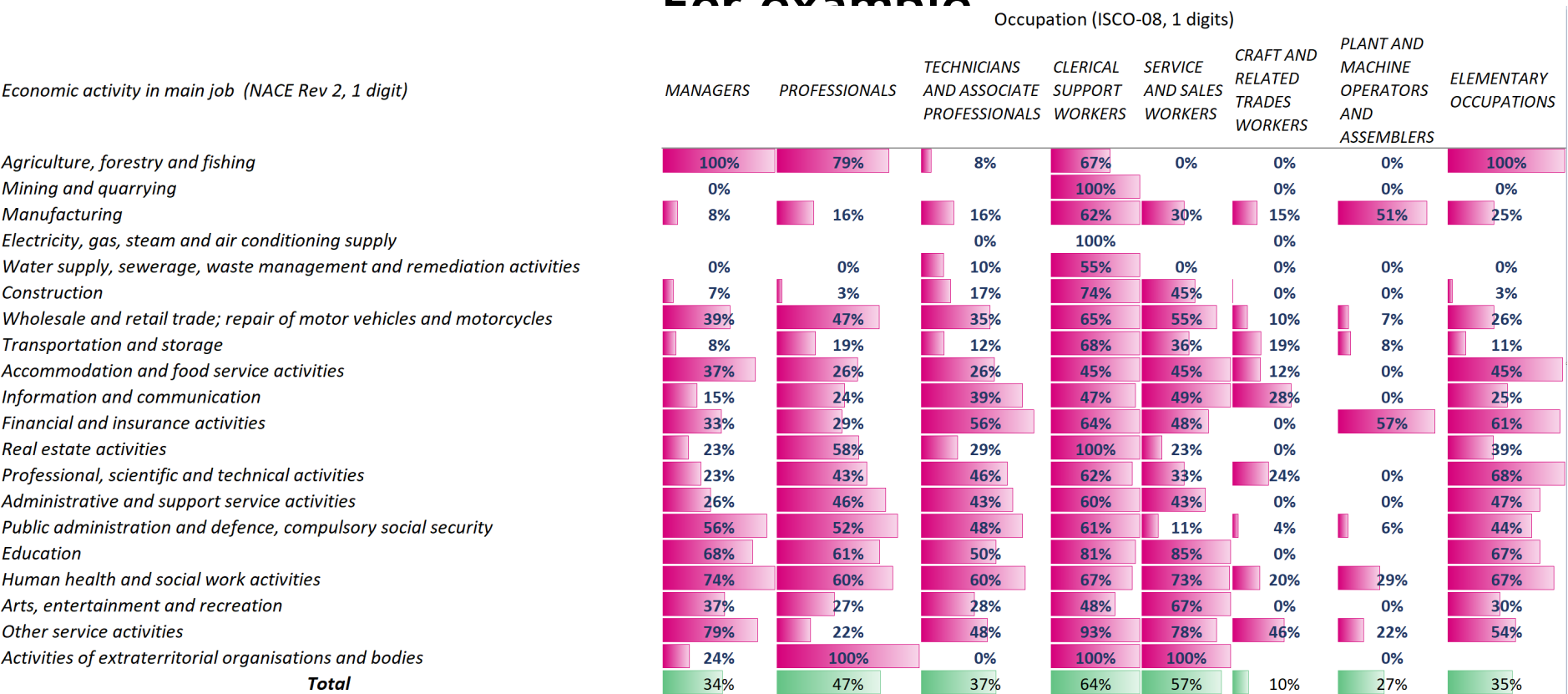
eurostat

Labour Force Survey 2008-2019

Vertical segregation

Gender gaps in professional status by economic activities

For example



Labour Market Data for EU

Labour market data (on paid work) is gathered through periodic household labour force surveys (HLFSs) at the household and individual level.

These surveys are conducted with a sample representative of the adult working age (15 years of age and older) population.

Periodic conduct of such surveys (monthly to bi-monthly) by national statistics agencies takes place in nearly all countries around the world.

i.e. **EUROSTAT LFS**

<https://ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey>

Data collection covers data from 1983 onwards.

Eurostat can then make available data that are comparable across countries and over time at European level:

- using the same concepts and definitions
- following International Labour Organisation guidelines
- using common classifications (NACE, ISCO, ISCED, NUTS)
- recording the same set of characteristics in each country.

EIGE

Measure of Gender Equality



European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is **an autonomous body of the European Union**, established in 2006, becoming fully independent and hence operational in June 2010:

to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all EU policies and the resulting national policies, and the fight against discrimination based on sex, as well as to raise EU citizens' awareness of gender equality.

As an autonomous body, EIGE **operates within the framework of European Union policies and initiatives.**

The European Parliament and the Council of the European Union defined the grounds for the Institute's objectives and tasks in its Founding Regulation and assigned it the central role of addressing the challenges of and promoting equality between women and men across the European Union.

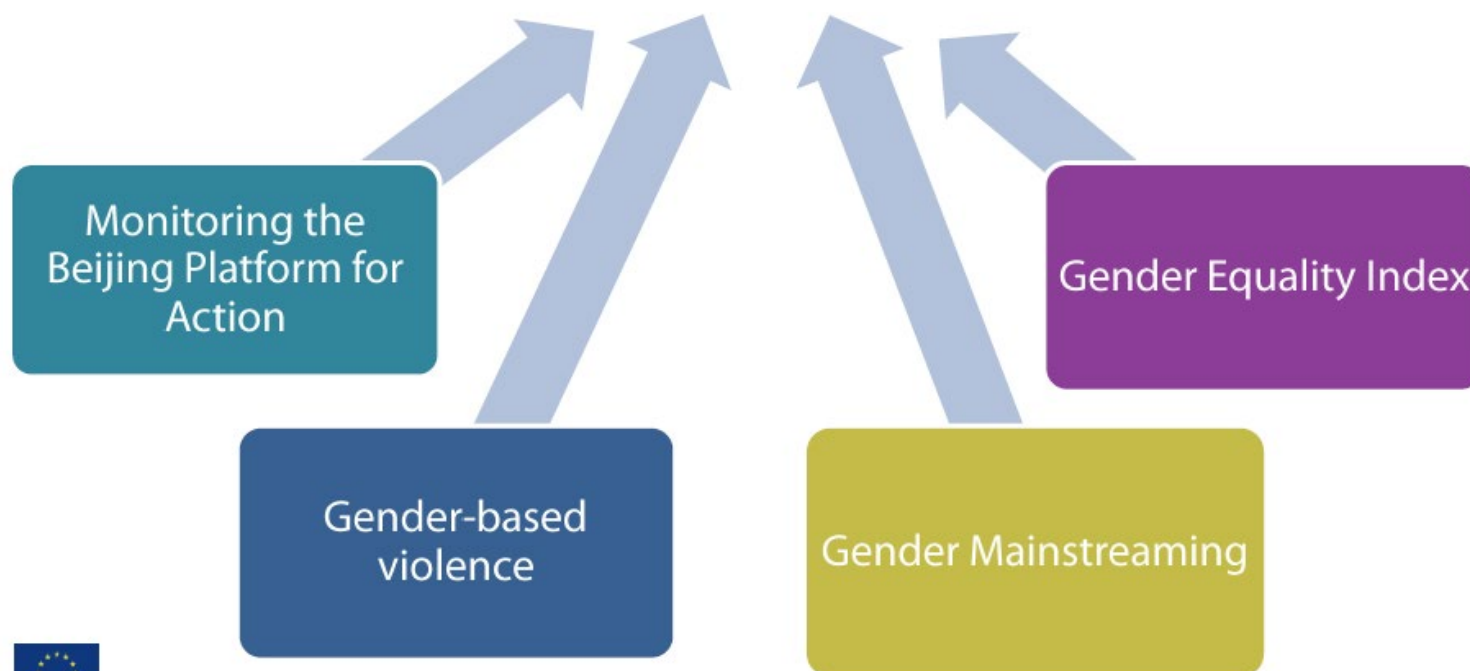
EIGE'S mission is to become the European knowledge centre on gender equality issues. It employs 40 staff members.

2019-2021 Key objectives and priorities

EIGE's three strategic objectives for the programming period 2019 to 2021 are as follows:

- To provide high quality research and data to support better informed and evidence based decision-making by policymakers and other key stakeholders working to achieve gender equality;
- To manage all knowledge produced by EIGE to enable timely and innovative communication that meets the targeted needs of key stakeholders;
- To meet the highest administrative and financial standards while supporting the needs of EIGE's personnel.

Gender Statistics Database





Browsing trees

- Thematic areas
- Policy areas
- EU strategies
- Gender Equality Index
- Beijing Platform for Action (BPfA)
- Women and men in decision making
- **Gender-based violence (?)**



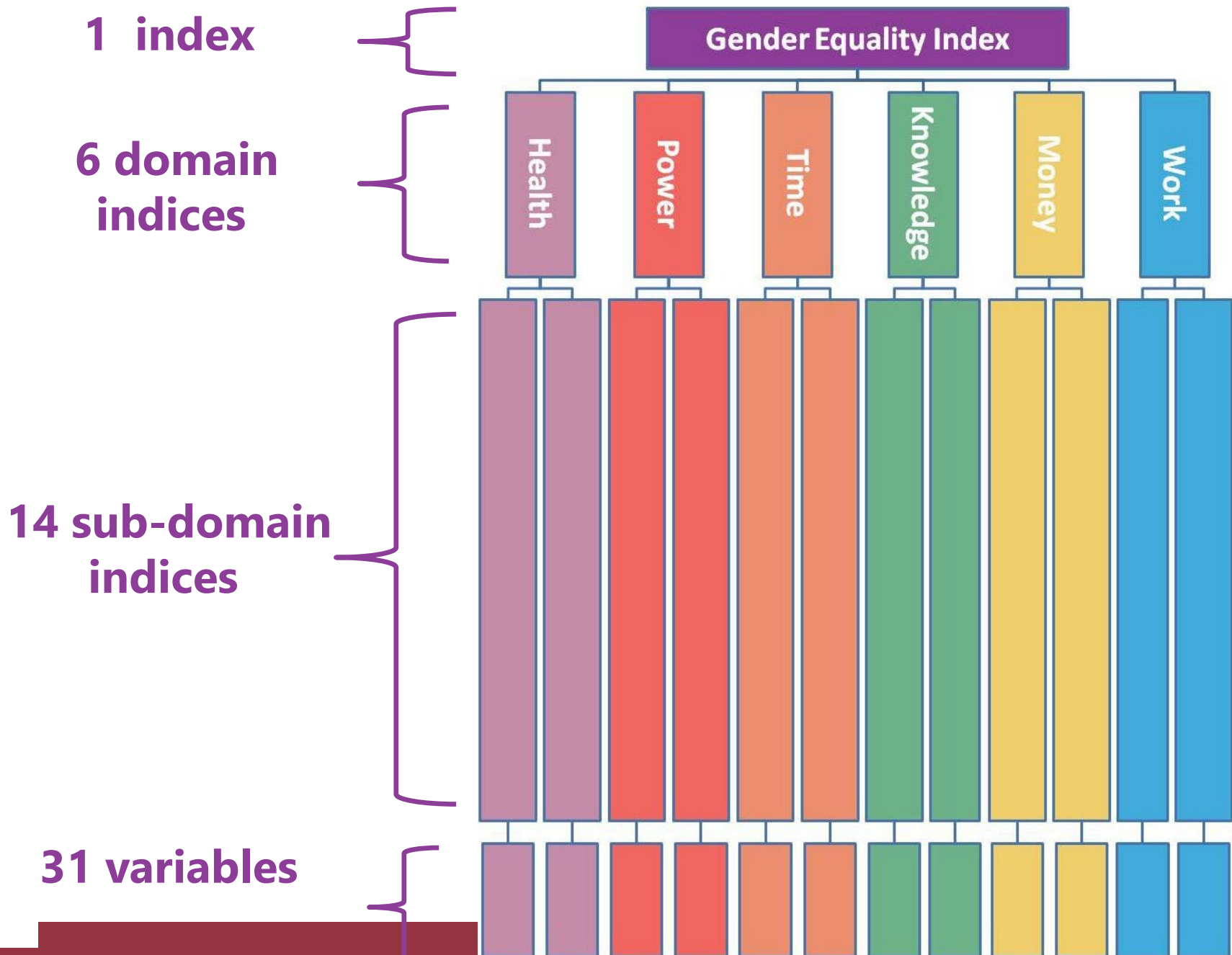
Data sources



Member States

The Gender Equality Index is adapted to the **context of the EU** and is based on **EU policy priorities**

The Gender Equality Index adopts a **gender approach** that measures gaps between **both women and men**



Selecting variables

- Conceptual criteria
- Quality criteria

Conceptual criteria

– Variables focus on **individuals**, rather than on institutions or countries



Healthy life years



Health care expenditure



Conceptual criteria



– **Outcome** variables, measuring a current status



Time spend on care activities



Provision on childcare services



Quality criteria

- **Reliable**
- **Comparable** over time
- **Harmonised** for the EU-28 MSs
- No more than **10% missing** data points



Variable transformation

- Same direction of the interpretation
- Relative terms (when needed)
- Computation of gender gaps

Direction of the interpretation

- All variables need to have the same interpretation (positive or negative)
 - Healthy life years (+)
 - Population at-risk-of-poverty (-)
- Alternatives:
 - Calculating the complementary value of the variables when dealing with percentages. Ex. 20% of people at risk of poverty is equivalent to 80% not at risk of poverty
 - Computing the inverse. Ex. S80/S20 income quintile share is equivalent to S20/S80



Relative terms

- To allow comparisons between populations, each variable was divided by its closest reference population
- Examples:
 - Labour force participation: the number of women and men in employment was divided by the active population (closest reference population)
 - Training at work: the number of women and men receiving training at work was divided by the total number of workers (closest reference population)



Computing the Index

Steps:

- Normalisation
- Imputation
- Weighting
- Aggregation

Eliminating as much subjectivity as possible



Computing a set of potential indices



Selecting the best index

The final score

	Variables	Sub-domains	Domains
Weighting	Equal	Equal	Experts (AHP)
Aggregation	Arithmetic	Geometric	Geometric

Table 2: Mean experts' weights used for the Gender Equality Index (rounded) (%)

Work	Money	Knowledge	Time	Power	Health
0.19	0.15	0.22	0.15	0.19	0.10

The final score



Each year EIGE scores EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

Biannual updating

First edition



2005

Second edition



2013

Third edition



2015

Forth edition



2017

Fifth edition



2019

Sixth edition Seventh edition



2020

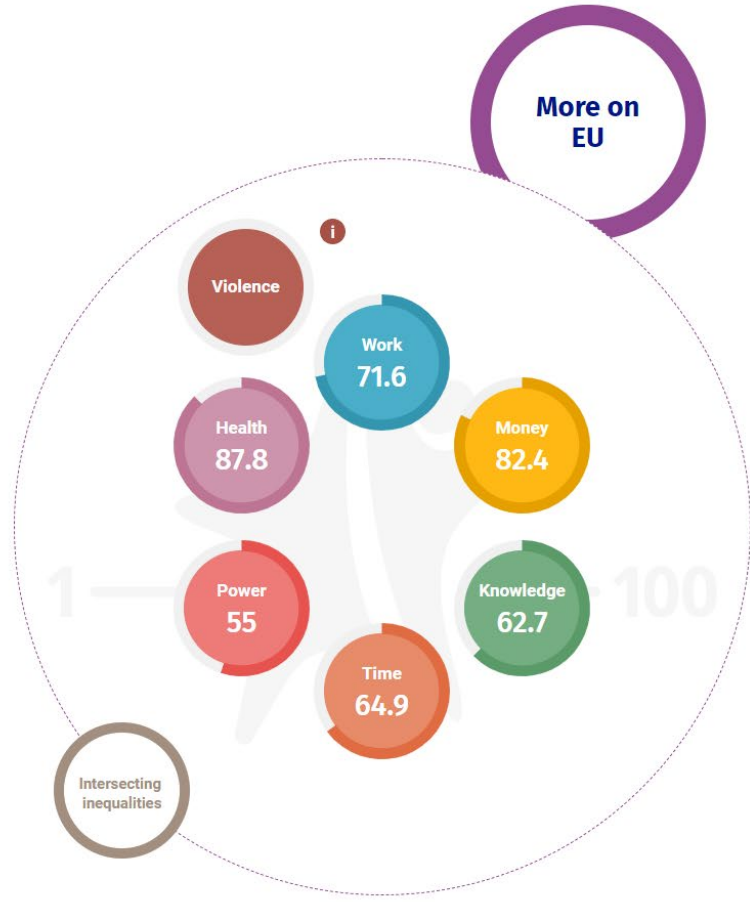
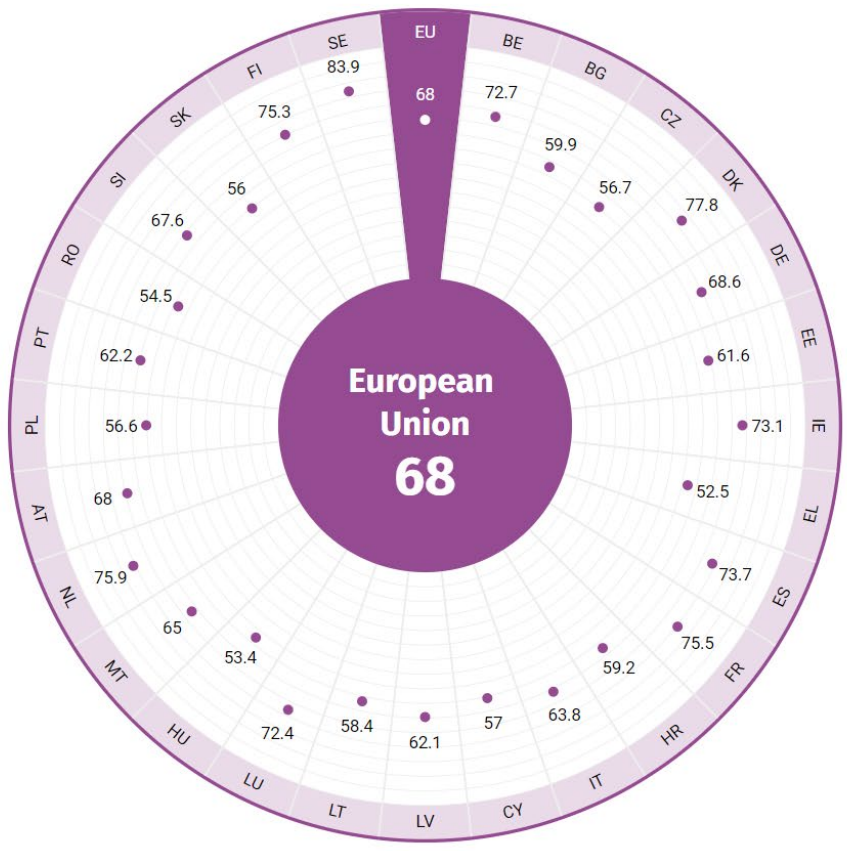


2021

Gender Equality Index 2020

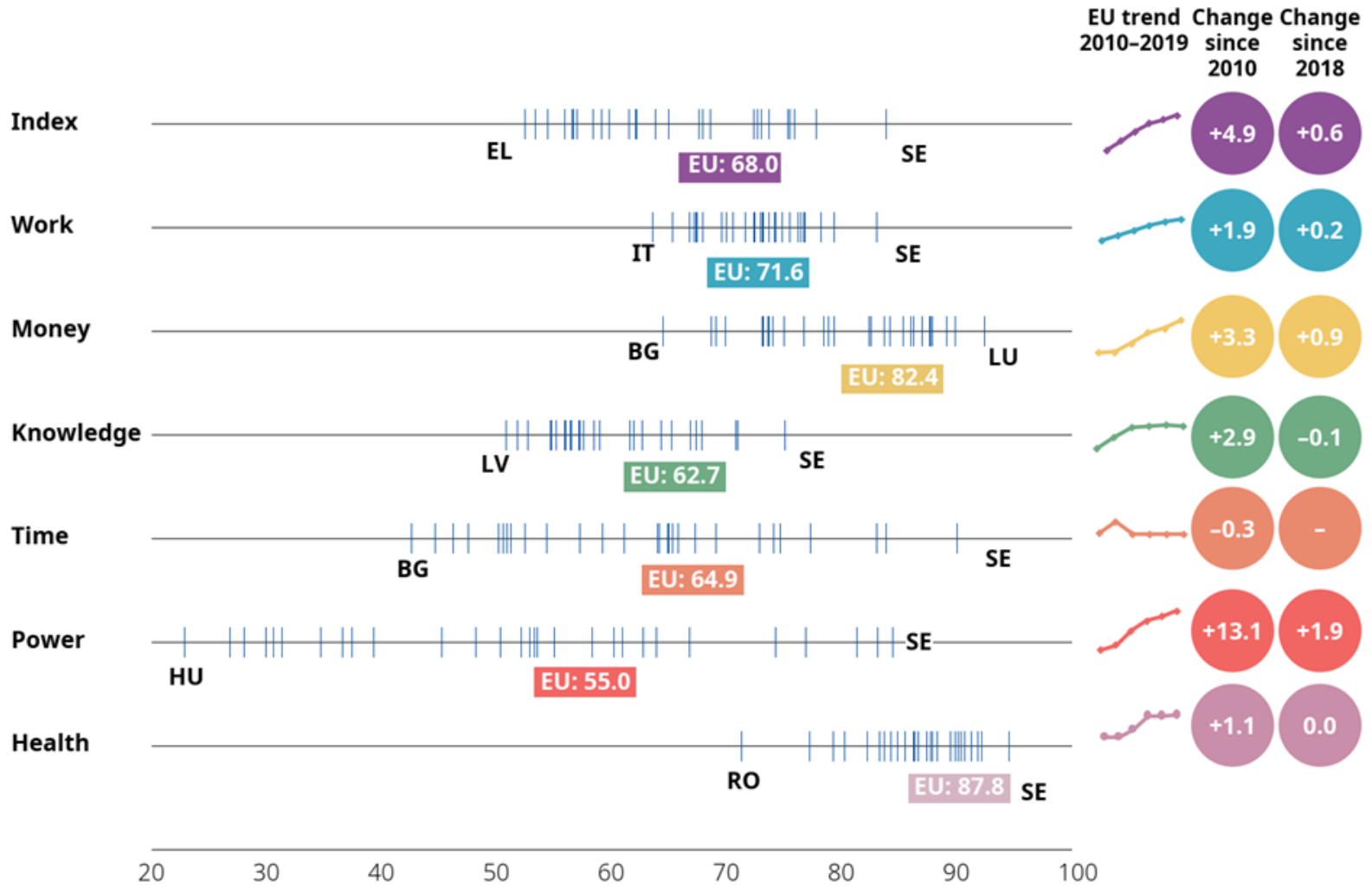
68 out of 100

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



More on EU

Gender Equality Index 2021

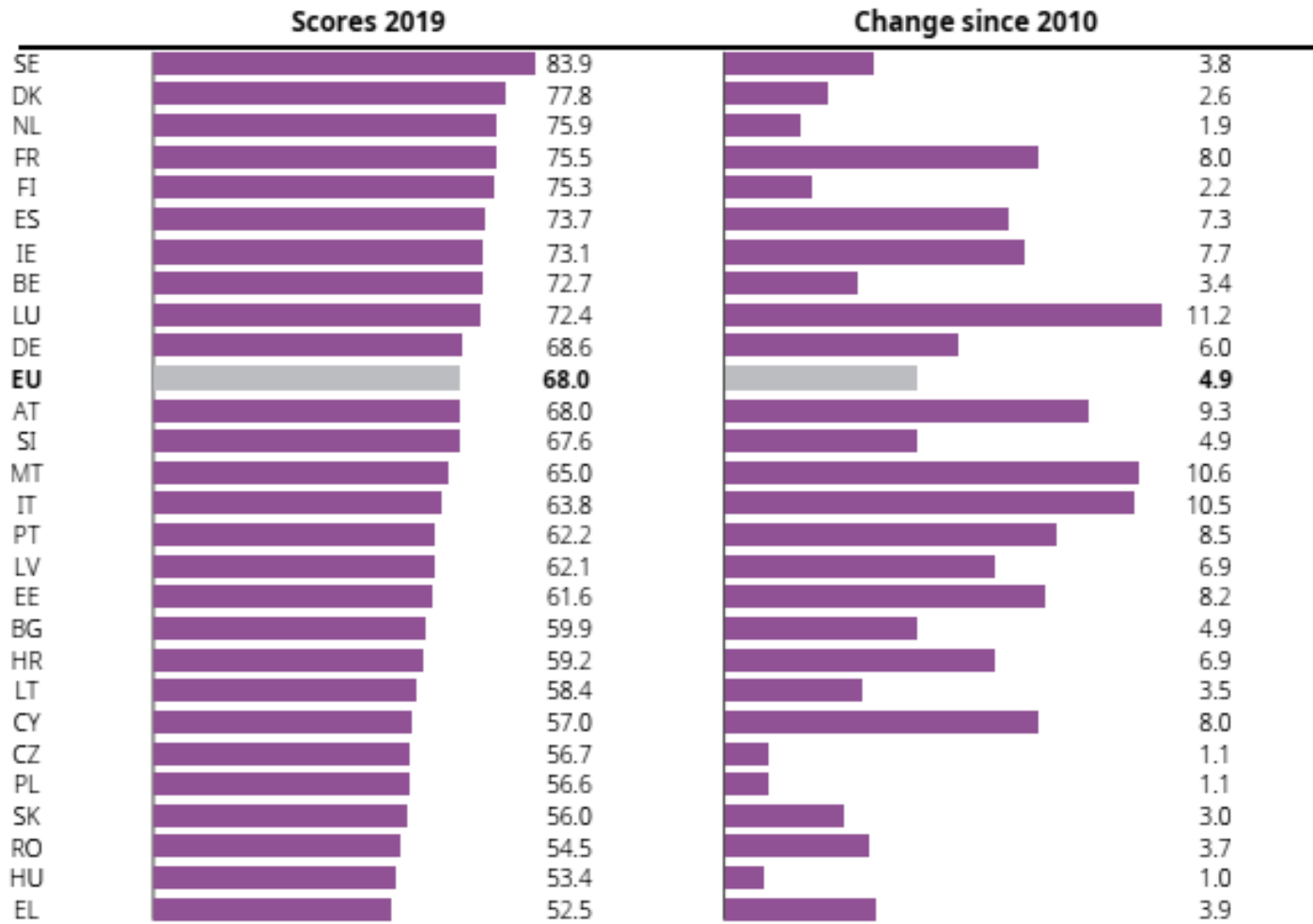


“With gender equality inching forward by only 1 point every 2 years, it will take nearly three generations to achieve gender parity at the current pace. And even that projection is threatened by COVID-19. **The pandemic presents a real risk, not only slowing progress, but also rolling back fragile gains made since 2010.**”



- Gender Equality Index 2021

Geographical differences



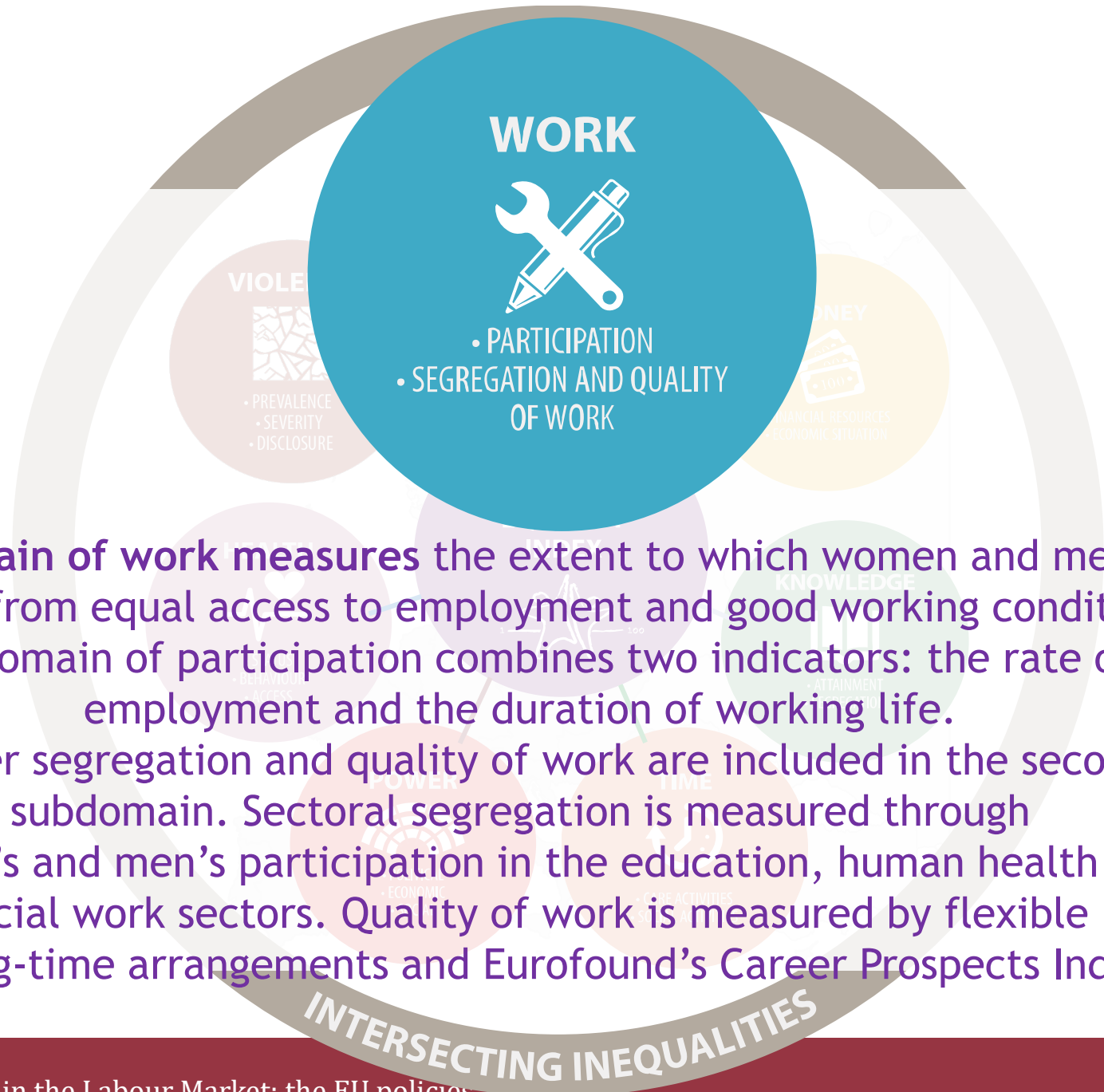


• Gender

1

MS	Long-term increase/decrease (2010-2019)						
	Index	Work	Money	Knowledge	Time	Power	Health
EU	4.9	1.9	3.3	2.9	-0.3	13.1	1.1
BE	3.4	2.2	4.4	0.2	-5.0	13.1	-0.2
BG	4.9	1.7	3.7	4.8	-1.2	14.4	1.9
CZ	1.1	2.5	5.1	3.1	3.5	-2.9	0.6
DK	2.6	-0.4	5.5	-2.2	2.7	8.8	-0.8
DE	6.0	2.4	2.8	-1.6	-4.8	24.5	1.4
EE	8.2	1.3	7.7	5.7	1.0	14.7	-0.5
IE	7.7	3.0	2.3	2.1	3.4	21.2	0.6
EL	3.9	1.7	-1.6	1.5	9.1	4.7	0.0
ES	7.3	1.9	1.3	4.4	3.2	24.3	1.7
FR	8.0	1.7	2.8	5.0	0.7	29.0	0.7
HR	6.9	2.9	5.4	1.9	1.2	16.9	2.3
IT	10.5	2.4	0.5	5.2	4.2	27.0	2.1
CY	8.0	0.1	1.9	0.5	5.4	14.6	1.5
LV	6.9	1.7	9.8	1.7	3.8	15.6	2.0
LT	3.5	1.6	9.1	1.8	-1.6	6.4	-0.1
LU	11.2	5.4	0.6	4.5	-1.1	27.8	0.1
HU	1.0	2.0	2.5	2.7	0.2	-0.6	1.3
MT	10.6	11.7	5.0	-0.2	9.9	16.6	1.7
NL	1.9	2.0	0.4	0.5	-2.0	7.1	-0.1
AT	9.3	1.5	4.9	5.4	5.2	19.8	0.8
PL	1.1	0.9	7.2	-0.2	-1.7	0.9	1.7
PT	8.5	1.8	1.8	6.4	8.8	18.7	0.5
RO	3.7	-0.4	9.3	5.6	-0.3	3.9	1.4
SI	4.9	1.1	3.4	1.6	4.6	11.9	1.0
SK	3.0	2.0	4.9	2.1	6.4	1.2	0.7
FI	2.2	1.0	3.8	3.3	-2.7	5.2	0.0
SE	3.8	2.7	0.1	4.5	5.6	6.7	1.4



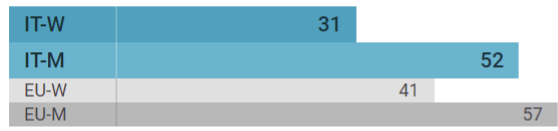


The domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions. The subdomain of participation combines two indicators: the rate of FTE employment and the duration of working life.

Gender segregation and quality of work are included in the second subdomain. Sectoral segregation is measured through women’s and men’s participation in the education, human health and social work sectors. Quality of work is measured by flexible working-time arrangements and Eurofound’s Career Prospects Index.



FTE employment rate (%) ⓘ



Source: Eurostat, EU LFS, 2019. Eurostat calculations according to EIGE's request (2015). EIGE's calculations 2017, 2018, 2019.

Duration of working life (years) ⓘ

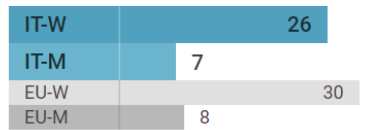


Source: Eurostat, EU LFS, 2019. Ifsi_dwl_a.

The Career Prospects Index combines the indicators of employment status (self-employed or employee), type of contract, the prospects for career advancement as perceived by the worker, perceived likelihood of losing one's job and experience of downsizing in the organisation. It is measured on a scale of 0-100, where the higher the score, the higher the job quality.

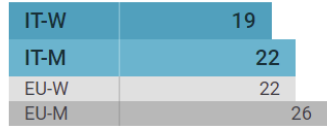


Employed people in education, human health and social work activities (%) ⓘ



Source: Eurostat, EU LFS, 2019. 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.

Career Prospects Index (points, 0-100)

The Career Prospects Index combines the indicators of employment status (self-employed or employee), type of contract, the prospects for career advancement as perceived by the worker, perceived likelihood of losing one's job and experience of downsizing in the organisation. It is measured on a scale of 0-100, where the higher the score, the higher the job quality.

Figure 4. Scores for the domain of work and its subdomains (2019), and changes over time

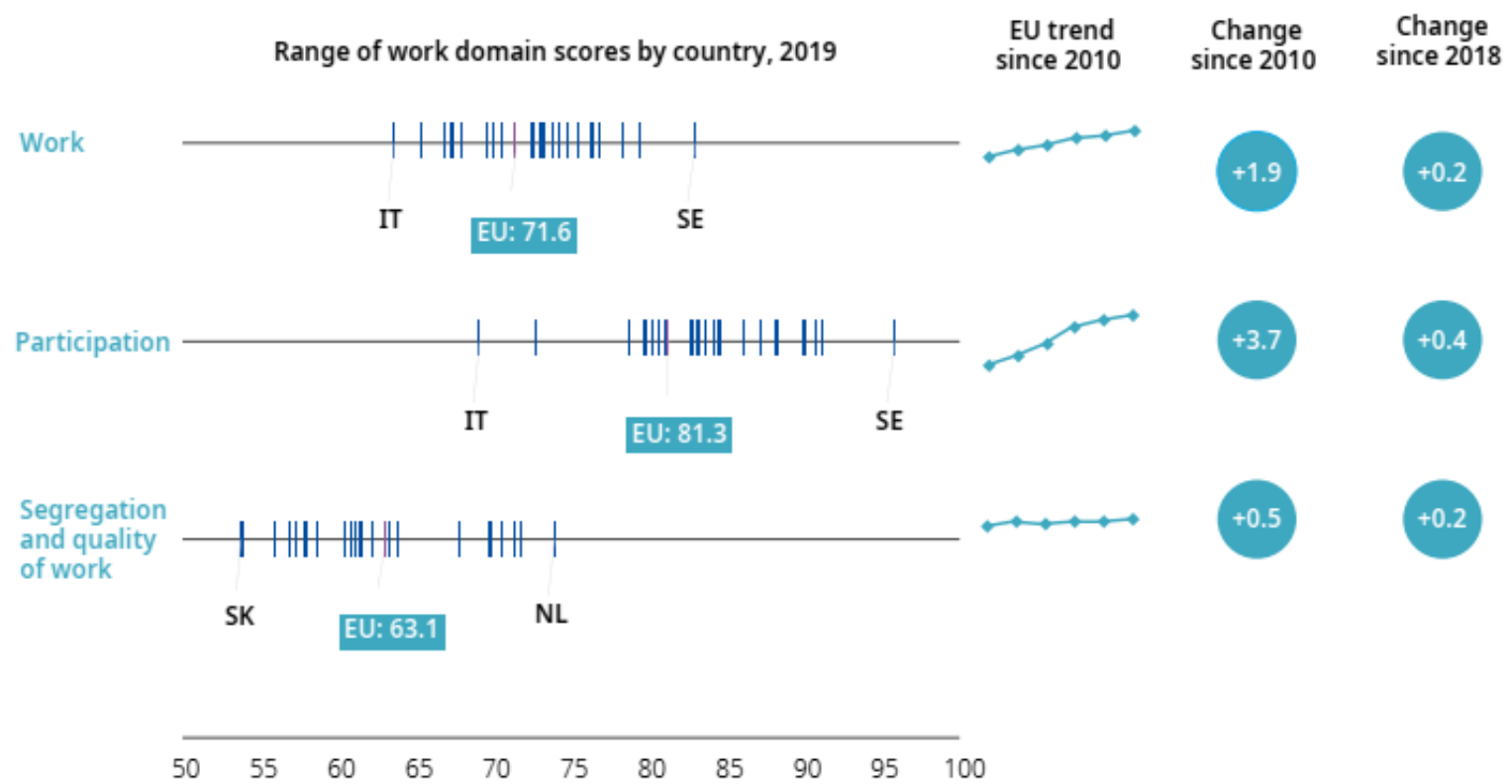
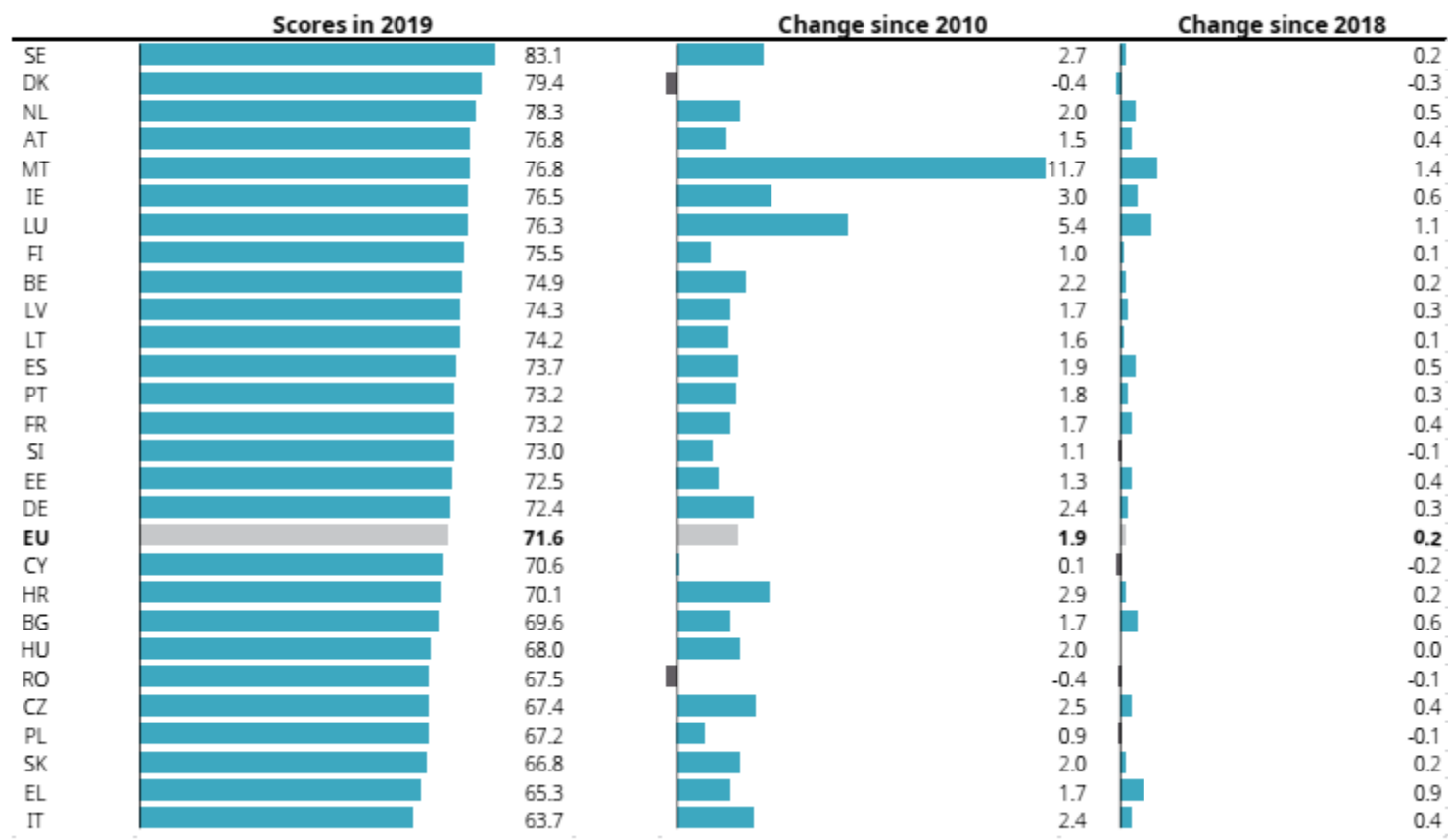




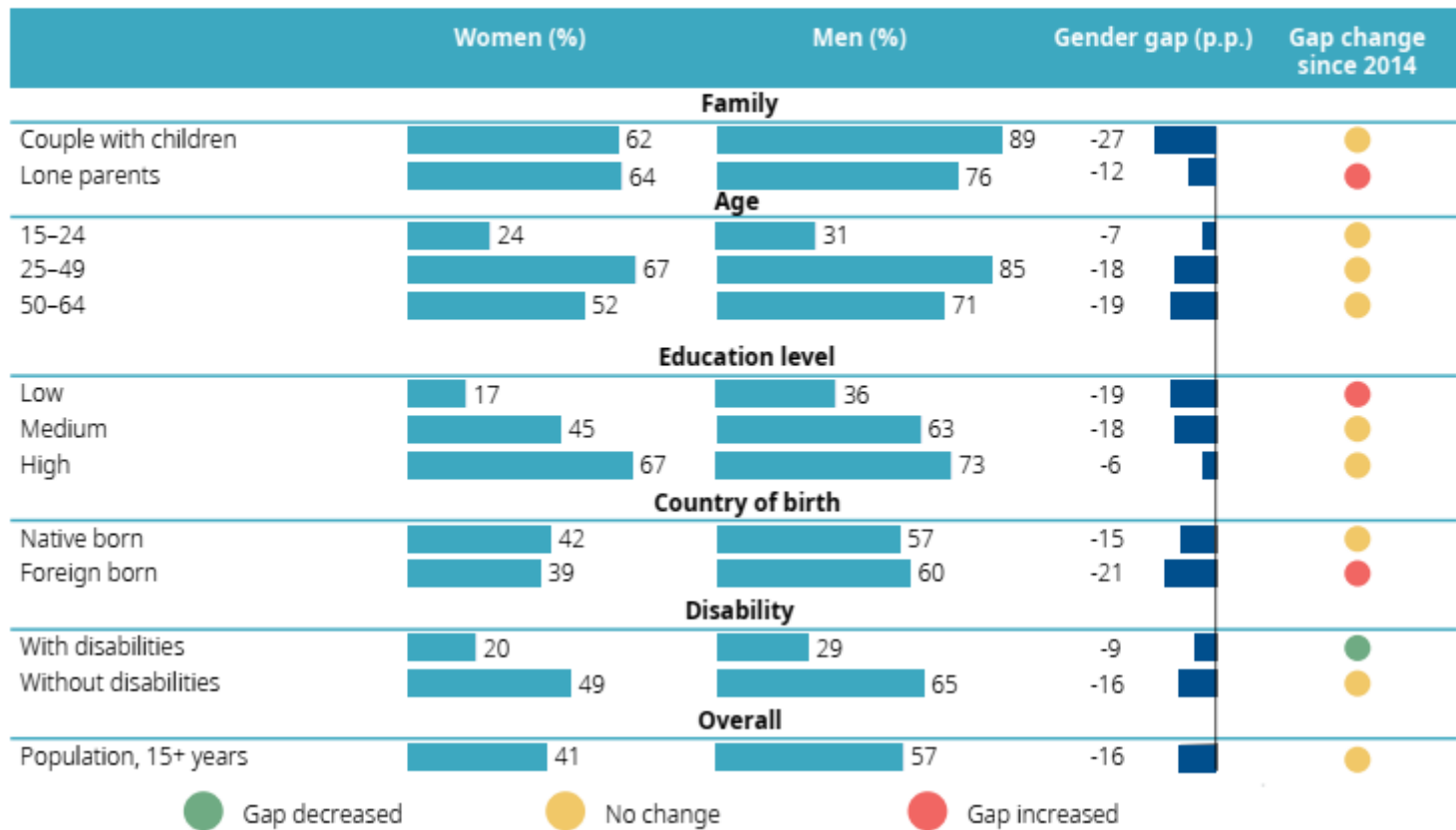
Figure 5. Scores for the domain of work (2019) and changes since 2010 and 2018, by EU Member State



intersectionality

FTE employment rates are widely divergent across population groups, and consistently disadvantageous for women

Figure 6. FTE employment rates by sex, family composition, age, education level, country of birth and disability (% , 15+ years, EU, 2019)





Awareness with data!

What does your life look like? As a Woman in Italy

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



In your national parliament, **36%** of decision-makers are **women**.



You have a **16%** chance of graduating from university, compared to **14%** for **men**.



During your life, you will work **9** year(s) **less** than an average **man** in **Italy**



You are **61 percentage points*** more likely to do housework or cook every day, compared to **men**.



You live in a country where **51%** of women have experienced sexual harassment.

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/T2Dpqh4pRUG3akSB9>
 - or
- if you have problem with the link, please fill this form that you find in the drive https://drive.google.com/drive/folders/15W_5rzX9ABLGwxAx4pOe6BtdYrN63L10?usp=sharing and send it to mail at giulia.zacchia@uniroma1.it

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

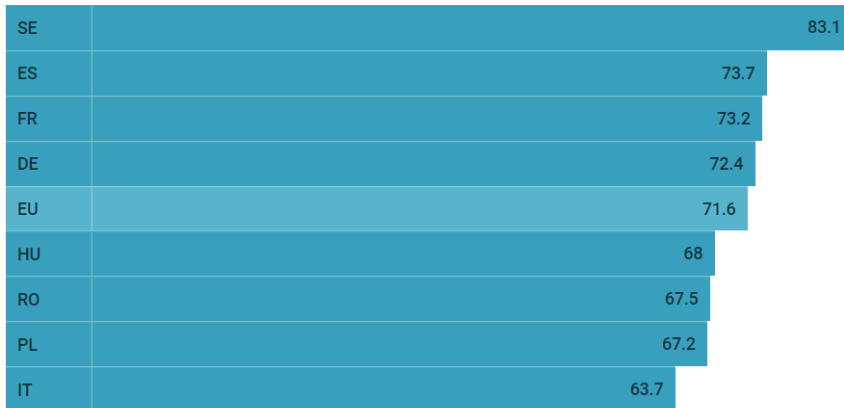
Comparing Work scores for the 2021 ▼ edition

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

Map Graph **Bar chart** Data table

Sort

1



1

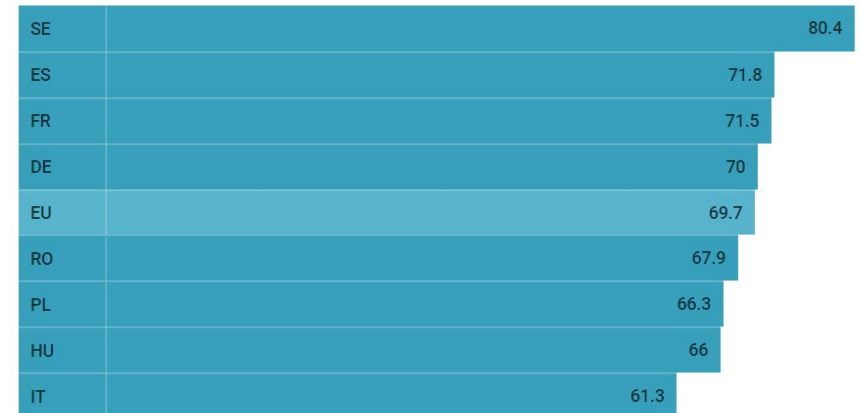
Comparing Work scores for the 2013 ▼ edition

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

Map Graph **Bar chart** Data table

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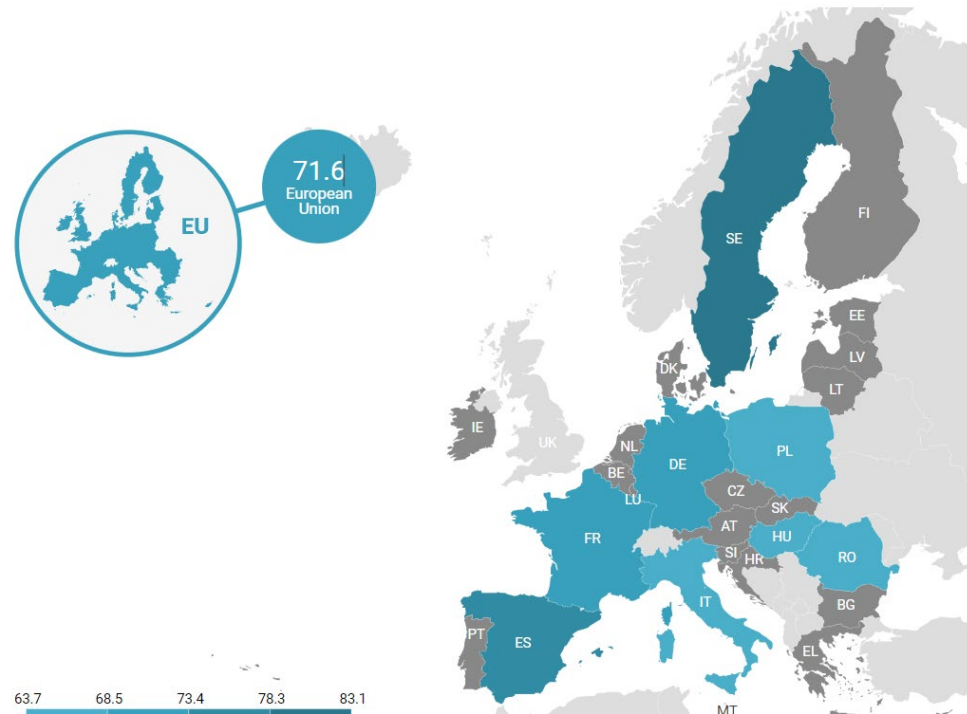
Comparing Work scores for the 2021 ∨ edition

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

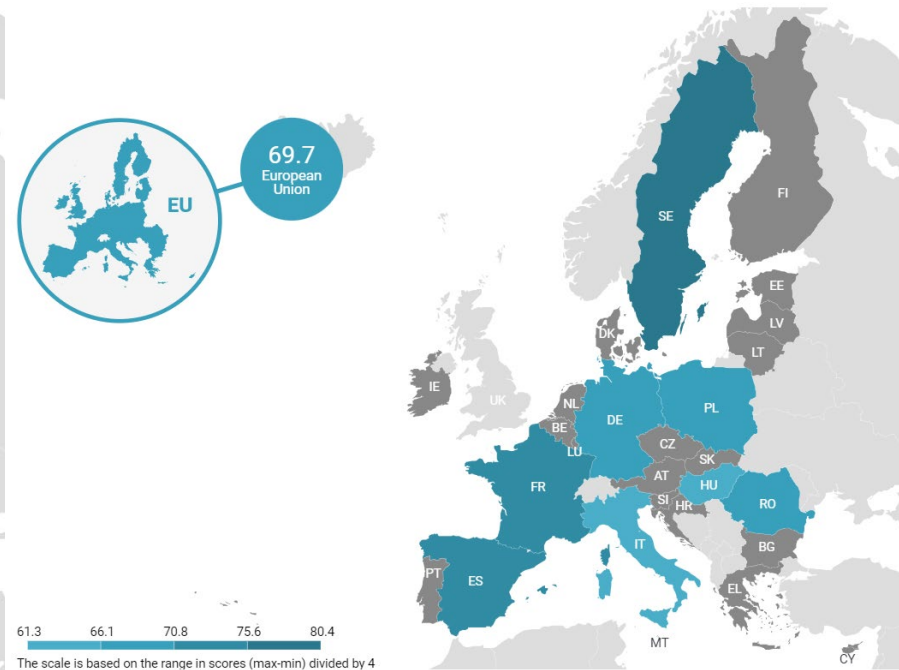
Map Graph Bar chart Data table

📄 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

Gender Statistics Database

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

Browse Gender Statistics Data talks FAQs About Search

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

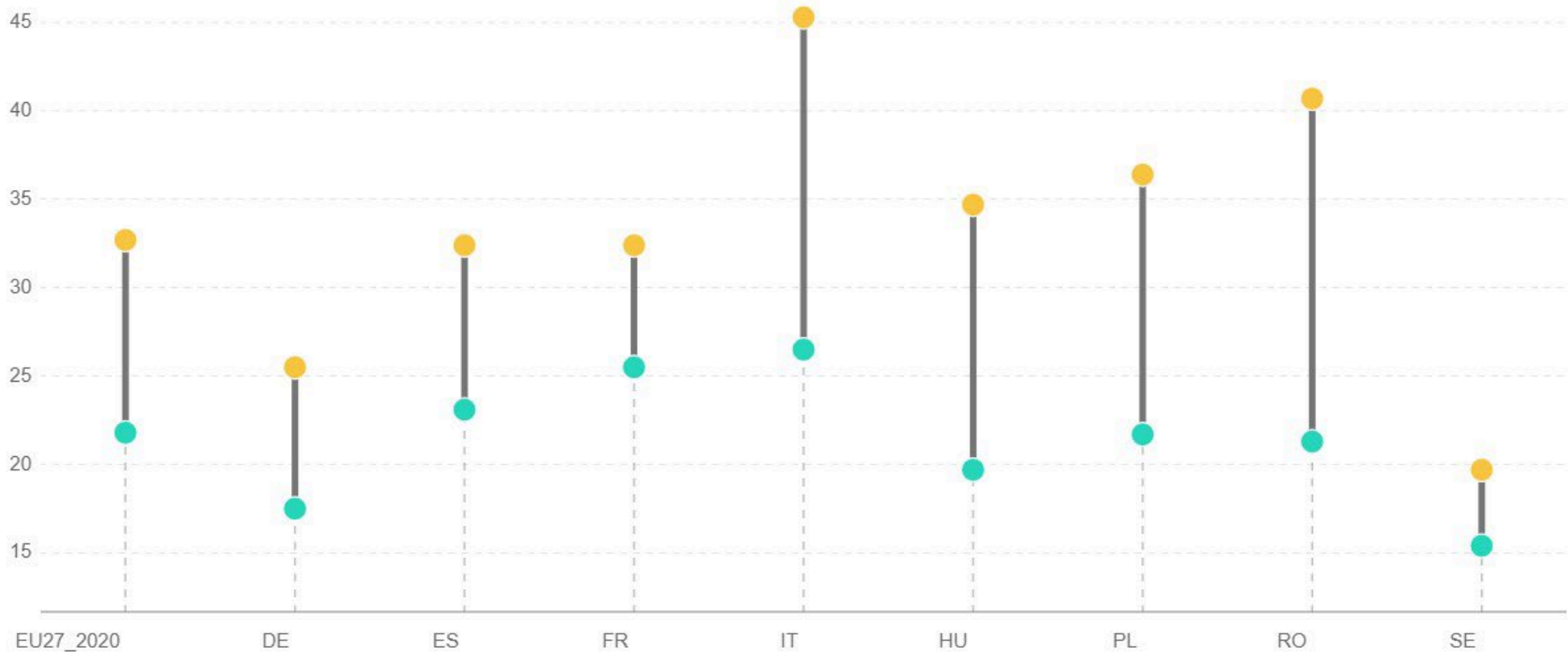
Map Bar Chart Horizontal Bar Chart Line Chart Data Table Metadata

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 EN 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?



What impressed you most about the analysis of data?



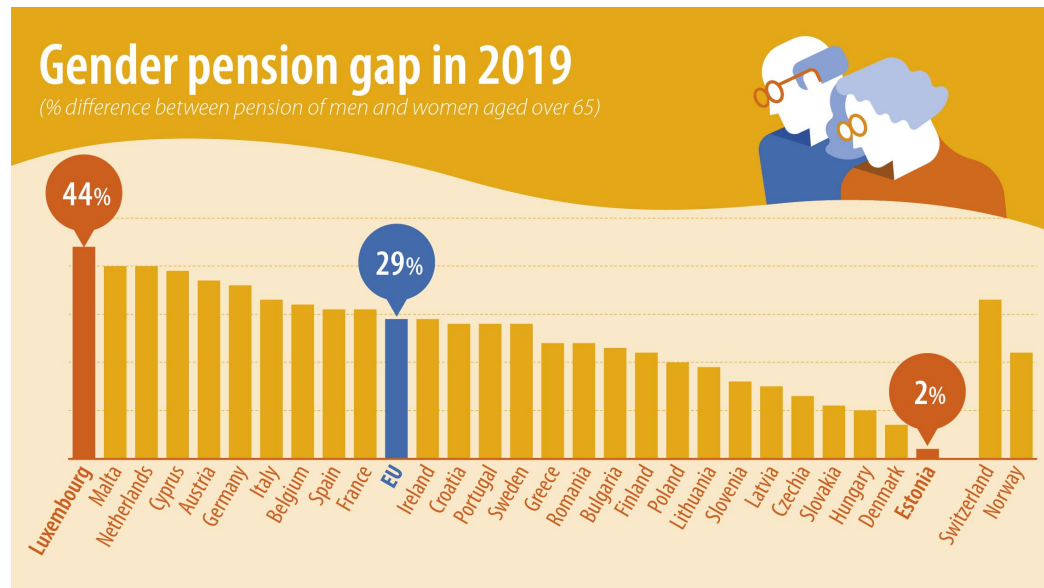
- *Sıla Çapkan: What's the most surprising is that the rate of change is incredibly low for pretty much all European countries. Considering that it's approximately a decade's difference, it is quite disappointing in my opinion. But I assume the adverse effects of the pandemic are reflected in the figures, so it is somehow expected.*
- *marta spada: it's impressive how much far ahead sweden is compared to the other countries! even germany can't compare to it. even so, there's still much work to be done, especially in countries such as Italy*
- *Hanan Hussein: what I noticed that in north countries the numbers of Gender Equality higher comparing to south countries it could be because a ware of women rights . that's my opining*
- *Mihal Mizrahi: I agree with Sila, it is indeed very dissapointing but considering the leap we took from last century it is still quite revolutionary the way most countries keep going forward, I think it is still important to keep up the pace as there were some countries that were staying behind, I was rather saddened by Italy, I mean I am not surprised but I do not see much progress happening any time soon due to the political system*
- *Jamal: The average increase by passing time. The EU has long way to go before reaching gender equality but i think after some years reach it well*
- *Anar Babagulova: As for me I was impressed when I saw a large differences in percentages in pension gap and gender gap which is totally different comparing to my country*

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

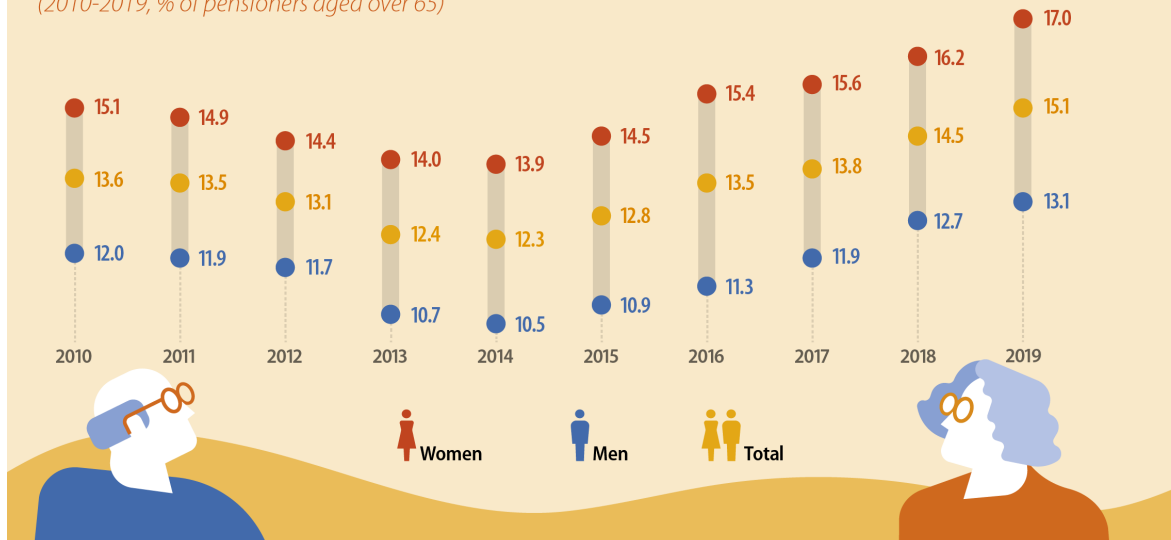
1 in 7 pensioners at risk of poverty in the EU

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)



At-risk-of-poverty rate:

Individuals are identified as being at risk of poverty if:

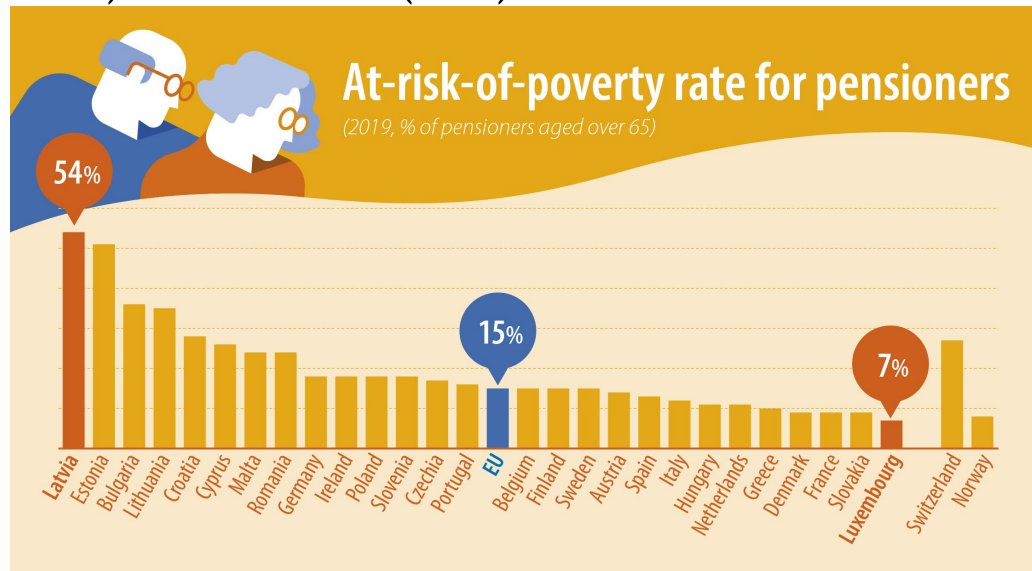
- their equivalised disposable income is less than 60% of the national median equivalised disposable income after social transfers have been taken into account.
- The figures relate to all those aged 65 years or over living in private households who are pensioners (that is retired persons or people receiving 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%.

ec.europa.eu/eurostat

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



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”

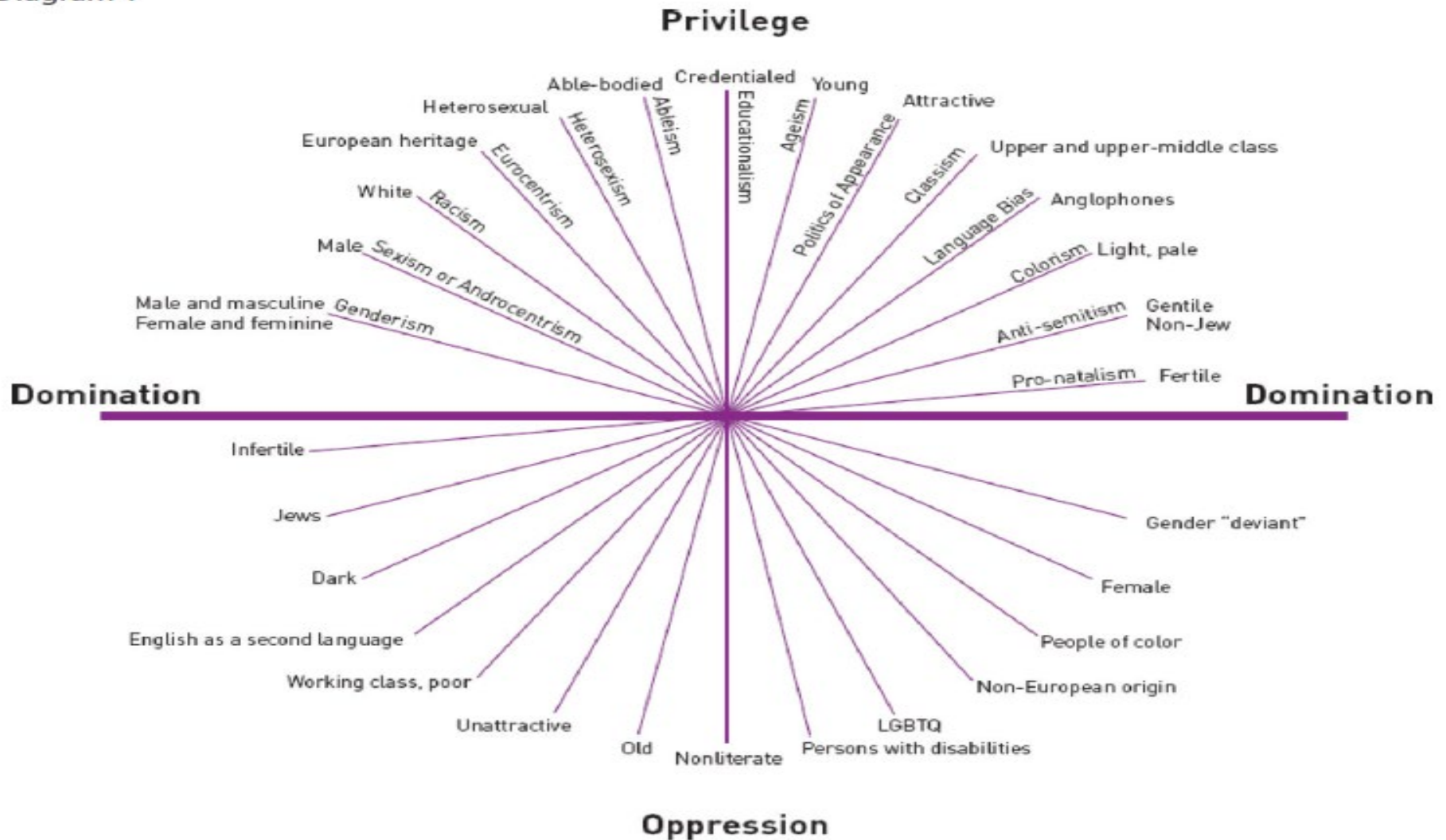
Intersectionality is a contextual framework for examining how interconnected factors influence power, privilege and oppression and have an impact on experiences and opportunities.

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://wegate.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

Home Country profiles Maps Rankings Time line Resources

Thriving in a gender-equal economy ^

Gender gap in employment rate (%)

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Gender pay gap (%)

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(e.g. self-employment) (%)

Lack of eligibility for parental leave due to employment
condition (e.g. duration of employment) (%)

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

Lack of eligibility for parental leave due to employment
condition (e.g. duration of employment) (%)

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

Employed persons that can easily take one/ two hours
off at short notice. Share

Women among graduates in Education, Health and
Welfare, Humanities and Art. Share

Women among graduates in Education, Health and
Welfare, Humanities and Art. Distance

Women among graduates in the ICT field. Share

Women among graduates in the ICT field. Distance

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?



Ana Cansado: Reduce working hours for everyone to promote a true work-life balance

marta spada: the first thing that comes to mind would be to make sure parental leaves are available in each country. as we all know, as of right now, maternal leave is the only option available in some countries, while others also offer a paternal one in addition to the maternal - a general parental leave policy would be the best solution. this would make working easier for both women and men!

Mohammed Jamal: The aims of the European Union within its borders are:
1-promote peace its values and the well-being of its citizens.
2-offer freedom, security and justice without internal borders, while also taking appropriate measures at its external borders to regulate asylum and immigration and prevent and combat crime



Thank you for your attention!

giulia.zacchia@uniroma1.it