

# Work in the EU: women and men at opposite ends



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Gender segregation means and indicates gender inequalities in and beyond the world of work. It affects the functioning of the labour market, economic competitiveness and hence the employment and high-income jobs in IT and engineering. Segregation also means differences in pay, higher risk of poverty and lower economic independence for women. The main factors that segregation and unequal pay are caused by are: single factor, a gendered division of labour, fields, combined with gender stereotypes or ineffective search for balance options, come together to create the conditions for gender segregation.

**Little change in the past decade**

In the European Union (EU) in 2014, there are 25% women among science and engineering professionals and 31% men among teaching professionals. In 2014-2016, Hungary, Lithuania and Portugal had the most balanced STEM workforce, while in Luxembourg, the Netherlands and Austria segregation was highest. A role for men in gender equality is to be in Gender Job and Leadership, but highest in Spain, Latvia and Lithuania.

**Figure 1. Share of women among science and engineering professionals - share of men among teaching professionals**



Note: Data are not available for the United Kingdom regarding the share of STEM professionals in 2014-2016.

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## Further reading

[EIGE's studies on education](#)



[EIGE's Economic Benefits of Gender Equality study](#)



[Employment on EIGE's Gender Mainstreaming Platform](#)



[Domain of work in EIGE's Gender Equality Index](#)



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