

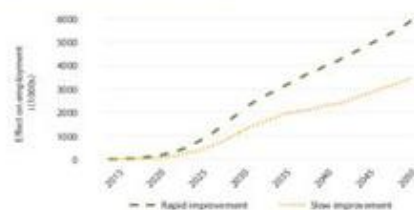
# Economic Benefits of Gender Equality in the European Union: How closing the gender gaps in labour market activity and pay leads to economic growth



- Increasing women's participation in the work force and closing the pay gap between women and men will have a positive impact on economic growth in the European Union. Despite recent improvements, there are still persistent gender gaps in labour market activity and pay, which result in lower employment rates for women, potentially limiting EU growth. Addressing these issues is crucial to meet the Europe 2020 target to achieve an overall employment rate of women and men of at least 75 % by 2020.
- A study from the European Institute for Gender Equality (EIGE) on the economic benefits of gender equality puts forth robust evidence showing the positive impacts of reducing gender inequalities in the labour market.
- Gender equality measures that can reduce gender gaps include:
- providing childcare and other care provision
  - changes in parental leave pay and conditions
  - promotion and support of part-time and flexible working arrangements
  - legal practices and policies regarding equal pay and working conditions
  - increasing gender integration across sectors and occupations
  - reducing the number of career breaks among women
  - promoting women's income protection

## Removing gender inequalities in labour market activity and pay boosts economic growth

Figure 6. The effect of closing the activity gap on employment



1) The data is based on the 2012-2020 period. The rapid improvement scenario is based on the assumption that the activity gap is closed by 2020. The slow improvement scenario is based on the assumption that the activity gap is closed by 2025.

Increasing women's participation in the work force and closing the pay gap between women and men will have a positive impact on economic growth in the European Union. Despite recent improvements, there are still persistent gender gaps in labour market activity and pay, which result in lower employment rates for women, potentially limiting EU growth. Addressing these issues is crucial to meet the Europe 2020 target to achieve an overall employment rate of women and men of at least 75 % by 2020.

A study from the European Institute for Gender Equality (EIGE) on the 'economic benefits of gender equality' puts forth robust evidence showing the positive impacts of reducing gender inequalities in the labour market.

Gender equality measures that can reduce gender gaps include:

- providing childcare and other care provision;
- changes in parental leave pay and conditions;
- promotion and support of part-time and flexible working arrangements;
- legal provisions and policies regarding equal pay and working conditions;
- removing gender segregation across sectors and occupations;
- reducing the number of career breaks among women;
- promoting women into senior positions.

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## Further information

[Economic Benefits of Gender Equality: interactive platform presenting the results](#)



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## Metadata

**AREAS:** Gender Mainstreaming

**AUTHOR:** EIGE

**PUBLISHER:** Publications Office of the European Union

**ISBN:** 978-92-9493-744-5

**DOI:** 10.2839/28703