

# Grey literature on employment



**Grey literature on employment**

What is grey literature? It is literature produced by non-commercial publishers, such as public institutions, universities, research institutes and civil society. It contains a lot of useful content, but is often hard to find as it is scattered across different locations. EIGE has collected grey literature on gender equality and you can access our collection through a simple search interface. EIGE's collection of grey literature is available in several EU languages and documents come from all EU Member States.

**The relevance of gender in employment**

Over the past decades considerable progress has been made in relation to women's labour market participation. However, deep gender gaps persist as a result of discriminatory norms and attitudes, unequal distribution of care responsibilities and the failure of institutions to integrate gender into policymaking. The biggest gender gaps in the labour market relate to the rate of employment, part-time work, unpaid care and family responsibilities, access to rights and assets, working conditions, hourly wages and economic independence.

**Grey literature in EIGE's library**

EIGE's library hosts one of the largest collections of gender-related literature related to employment. The collection presents **good practices** of current policies throughout Europe as well as **gender indicators** aimed at assessing gender equality in employment. Several resources focus on the ways in which the EU has mainstreamed gender into **policy processes** for employment. You will also find **research reports** and **statistical documents** providing data on key gender issues related to employment.

**Equal pay and the gender pay gap**

Equal pay for equal work is one of the EU's founding principles, embodied in the treaties since 1957. However, a **gender pay gap** persists across all Member States, particularly in relation to high-skilled workers and mothers (**motherhood pay gap**), as well as self-employed women.

In the library you will find a comprehensive analysis of the causes and determinants of **wage differences** between male and female workers in Europe. The **causes** of the gender pay gap are complex and include the gender-segregated labour market, working time difficulties in reconciling paid work and private life, stereotypes and undervaluation of women's skills.

**Reading list**

Magnitude and causal factors of the gender pay gap in 20 countries.

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## Downloads



### Grey literature on employment

EN (PDF, 322.99 KB)

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# Metadata

**AREAS:** Resource & Documentation Centre

**AUTHOR:** EIGE

**PUBLISHER:** EIGE

**ISBN:** 978-92-9482-196-6

**DOI:** 10.2839/516407

**KEYWORDS:** [employment](#)