

Work in the EU: women and men at opposite ends


Work in the EU: women and men at opposite ends

The labor market is a defining factor in the EU labor market that divides the workforce. This leads to the untapped potential of talent, unmet aspirations and lost opportunities for women, men and society at large in all EU Member States, men dominate specific fields such as engineering and technology but are not present in others, such as teaching and care work. Gender divisions in the labor market extend to the distribution of leadership positions, career advancement possibilities, allocation of job tasks or income.

Gender segregation means, and explains, gender inequalities in and beyond the world of work. It affects the European labor market through its influence on income and career for comparable work. High-income professions in IT and engineering, segregation also means differences in pay, higher rate of poverty and lower economic independence for women. For instance, behind this segregation are complex and varied factors that are not only gender. A gendered division of labor is not based on innate differences or skills and needs. Gender systems, some stronger than others, create the conditions for gender segregation.

Little change in the past decade

In the Education, Health and Welfare (EHW) sector, there are two main clusters: health care and education. In 2014-2016, science, technology, engineering, and mathematics (STEM) occupations, the share of women has only increased by one percent, from 17% to 18% over the same time. Segregation between different fields across the Member States, showing that progress is possible.

What is gender segregation?

A situation where women or men concentrate a particular sector of study, field, job or career, profession or industry and tend to be associated with certain traits and technology.

Search for more information on gender segregation in EIGE's Gender and Technology, [https://eige.europa.eu/gender](#)

Figure 3. Share of women among science and engineering professionals - Share of men among teaching professionals



Source: Eurostat data for 2014-2016 for 2014-2016 and 2015-2016. Data for 2014-2016 is based on 2014-2016 data. Data for 2015-2016 is based on 2015-2016 data. Data for 2016-2017 is based on 2016-2017 data. Data for 2017-2018 is based on 2017-2018 data. Data for 2018-2019 is based on 2018-2019 data. Data for 2019-2020 is based on 2019-2020 data. Data for 2020-2021 is based on 2020-2021 data. Data for 2021-2022 is based on 2021-2022 data. Data for 2022-2023 is based on 2022-2023 data. Data for 2023-2024 is based on 2023-2024 data. Data for 2024-2025 is based on 2024-2025 data. Data for 2025-2026 is based on 2025-2026 data. Data for 2026-2027 is based on 2026-2027 data. Data for 2027-2028 is based on 2027-2028 data. Data for 2028-2029 is based on 2028-2029 data. Data for 2029-2030 is based on 2029-2030 data. Data for 2030-2031 is based on 2030-2031 data. Data for 2031-2032 is based on 2031-2032 data. Data for 2032-2033 is based on 2032-2033 data. Data for 2033-2034 is based on 2033-2034 data. Data for 2034-2035 is based on 2034-2035 data. Data for 2035-2036 is based on 2035-2036 data. Data for 2036-2037 is based on 2036-2037 data. Data for 2037-2038 is based on 2037-2038 data. Data for 2038-2039 is based on 2038-2039 data. Data for 2039-2040 is based on 2039-2040 data. Data for 2040-2041 is based on 2040-2041 data. Data for 2041-2042 is based on 2041-2042 data. Data for 2042-2043 is based on 2042-2043 data. Data for 2043-2044 is based on 2043-2044 data. Data for 2044-2045 is based on 2044-2045 data. Data for 2045-2046 is based on 2045-2046 data. Data for 2046-2047 is based on 2046-2047 data. Data for 2047-2048 is based on 2047-2048 data. Data for 2048-2049 is based on 2048-2049 data. Data for 2049-2050 is based on 2049-2050 data. Data for 2050-2051 is based on 2050-2051 data. Data for 2051-2052 is based on 2051-2052 data. Data for 2052-2053 is based on 2052-2053 data. Data for 2053-2054 is based on 2053-2054 data. Data for 2054-2055 is based on 2054-2055 data. Data for 2055-2056 is based on 2055-2056 data. Data for 2056-2057 is based on 2056-2057 data. Data for 2057-2058 is based on 2057-2058 data. Data for 2058-2059 is based on 2058-2059 data. Data for 2059-2060 is based on 2059-2060 data. Data for 2060-2061 is based on 2060-2061 data. Data for 2061-2062 is based on 2061-2062 data. Data for 2062-2063 is based on 2062-2063 data. Data for 2063-2064 is based on 2063-2064 data. Data for 2064-2065 is based on 2064-2065 data. Data for 2065-2066 is based on 2065-2066 data. Data for 2066-2067 is based on 2066-2067 data. Data for 2067-2068 is based on 2067-2068 data. Data for 2068-2069 is based on 2068-2069 data. Data for 2069-2070 is based on 2069-2070 data. Data for 2070-2071 is based on 2070-2071 data. Data for 2071-2072 is based on 2071-2072 data. Data for 2072-2073 is based on 2072-2073 data. Data for 2073-2074 is based on 2073-2074 data. Data for 2074-2075 is based on 2074-2075 data. Data for 2075-2076 is based on 2075-2076 data. Data for 2076-2077 is based on 2076-2077 data. Data for 2077-2078 is based on 2077-2078 data. Data for 2078-2079 is based on 2078-2079 data. Data for 2079-2080 is based on 2079-2080 data. Data for 2080-2081 is based on 2080-2081 data. Data for 2081-2082 is based on 2081-2082 data. Data for 2082-2083 is based on 2082-2083 data. Data for 2083-2084 is based on 2083-2084 data. Data for 2084-2085 is based on 2084-2085 data. Data for 2085-2086 is based on 2085-2086 data. Data for 2086-2087 is based on 2086-2087 data. Data for 2087-2088 is based on 2087-2088 data. Data for 2088-2089 is based on 2088-2089 data. Data for 2089-2090 is based on 2089-2090 data. Data for 2090-2091 is based on 2090-2091 data. Data for 2091-2092 is based on 2091-2092 data. Data for 2092-2093 is based on 2092-2093 data. Data for 2093-2094 is based on 2093-2094 data. Data for 2094-2095 is based on 2094-2095 data. Data for 2095-2096 is based on 2095-2096 data. Data for 2096-2097 is based on 2096-2097 data. Data for 2097-2098 is based on 2097-2098 data. Data for 2098-2099 is based on 2098-2099 data. Data for 2099-2100 is based on 2099-2100 data. Data for 2100-2101 is based on 2100-2101 data. Data for 2101-2102 is based on 2101-2102 data. Data for 2102-2103 is based on 2102-2103 data. Data for 2103-2104 is based on 2103-2104 data. Data for 2104-2105 is based on 2104-2105 data. Data for 2105-2106 is based on 2105-2106 data. Data for 2106-2107 is based on 2106-2107 data. Data for 2107-2108 is based on 2107-2108 data. Data for 2108-2109 is based on 2108-2109 data. Data for 2109-2110 is based on 2109-2110 data. Data for 2110-2111 is based on 2110-2111 data. Data for 2111-2112 is based on 2111-2112 data. Data for 2112-2113 is based on 2112-2113 data. Data for 2113-2114 is based on 2113-2114 data. Data for 2114-2115 is based on 2114-2115 data. Data for 2115-2116 is based on 2115-2116 data. Data for 2116-2117 is based on 2116-2117 data. Data for 2117-2118 is based on 2117-2118 data. Data for 2118-2119 is based on 2118-2119 data. Data for 2119-2120 is based on 2119-2120 data. Data for 2120-2121 is based on 2120-2121 data. Data for 2121-2122 is based on 2121-2122 data. Data for 2122-2123 is based on 2122-2123 data. Data for 2123-2124 is based on 2123-2124 data. Data for 2124-2125 is based on 2124-2125 data. Data for 2125-2126 is based on 2125-2126 data. Data for 2126-2127 is based on 2126-2127 data. Data for 2127-2128 is based on 2127-2128 data. Data for 2128-2129 is based on 2128-2129 data. Data for 2129-2130 is based on 2129-2130 data. Data for 2130-2131 is based on 2130-2131 data. Data for 2131-2132 is based on 2131-2132 data. Data for 2132-2133 is based on 2132-2133 data. Data for 2133-2134 is based on 2133-2134 data. Data for 2134-2135 is based on 2134-2135 data. Data for 2135-2136 is based on 2135-2136 data. Data for 2136-2137 is based on 2136-2137 data. Data for 2137-2138 is based on 2137-2138 data. Data for 2138-2139 is based on 2138-2139 data. Data for 2139-2140 is based on 2139-2140 data. Data for 2140-2141 is based on 2140-2141 data. Data for 2141-2142 is based on 2141-2142 data. Data for 2142-2143 is based on 2142-2143 data. Data for 2143-2144 is based on 2143-2144 data. Data for 2144-2145 is based on 2144-2145 data. Data for 2145-2146 is based on 2145-2146 data. Data for 2146-2147 is based on 2146-2147 data. Data for 2147-2148 is based on 2147-2148 data. Data for 2148-2149 is based on 2148-2149 data. Data for 2149-2150 is based on 2149-2150 data. Data for 2150-2151 is based on 2150-2151 data. Data for 2151-2152 is based on 2151-2152 data. Data for 2152-2153 is based on 2152-2153 data. Data for 2153-2154 is based on 2153-2154 data. Data for 2154-2155 is based on 2154-2155 data. Data for 2155-2156 is based on 2155-2156 data. Data for 2156-2157 is based on 2156-2157 data. Data for 2157-2158 is based on 2157-2158 data. Data for 2158-2159 is based on 2158-2159 data. Data for 2159-2160 is based on 2159-2160 data. Data for 2160-2161 is based on 2160-2161 data. Data for 2161-2162 is based on 2161-2162 data. Data for 2162-2163 is based on 2162-2163 data. Data for 2163-2164 is based on 2163-2164 data. Data for 2164-2165 is based on 2164-2165 data. Data for 2165-2166 is based on 2165-2166 data. Data for 2166-2167 is based on 2166-2167 data. Data for 2167-2168 is based on 2167-2168 data. Data for 2168-2169 is based on 2168-2169 data. Data for 2169-2170 is based on 2169-2170 data. Data for 2170-2171 is based on 2170-2171 data. Data for 2171-2172 is based on 2171-2172 data. Data for 2172-2173 is based on 2172-2173 data. Data for 2173-2174 is based on 2173-2174 data. Data for 2174-2175 is based on 2174-2175 data. Data for 2175-2176 is based on 2175-2176 data. Data for 2176-2177 is based on 2176-2177 data. Data for 2177-2178 is based on 2177-2178 data. Data for 2178-2179 is based on 2178-2179 data. Data for 2179-2180 is based on 2179-2180 data. Data for 2180-2181 is based on 2180-2181 data. Data for 2181-2182 is based on 2181-2182 data. Data for 2182-2183 is based on 2182-2183 data. Data for 2183-2184 is based on 2183-2184 data. Data for 2184-2185 is based on 2184-2185 data. Data for 2185-2186 is based on 2185-2186 data. Data for 2186-2187 is based on 2186-2187 data. Data for 2187-2188 is based on 2187-2188 data. Data for 2188-2189 is based on 2188-2189 data. Data for 2189-2190 is based on 2189-2190 data. Data for 2190-2191 is based on 2190-2191 data. Data for 2191-2192 is based on 2191-2192 data. Data for 2192-2193 is based on 2192-2193 data. Data for 2193-2194 is based on 2193-2194 data. Data for 2194-2195 is based on 2194-2195 data. Data for 2195-2196 is based on 2195-2196 data. Data for 2196-2197 is based on 2196-2197 data. Data for 2197-2198 is based on 2197-2198 data. Data for 2198-2199 is based on 2198-2199 data. Data for 2199-2200 is based on 2199-2200 data. Data for 2200-2201 is based on 2200-2201 data. Data for 2201-2202 is based on 2201-2202 data. Data for 2202-2203 is based on 2202-2203 data. Data for 2203-2204 is based on 2203-2204 data. Data for 2204-2205 is based on 2204-2205 data. Data for 2205-2206 is based on 2205-2206 data. Data for 2206-2207 is based on 2206-2207 data. Data for 2207-2208 is based on 2207-2208 data. Data for 2208-2209 is based on 2208-2209 data. Data for 2209-2210 is based on 2209-2210 data. Data for 2210-2211 is based on 2210-2211 data. Data for 2211-2212 is based on 2211-2212 data. Data for 2212-2213 is based on 2212-2213 data. Data for 2213-2214 is based on 2213-2214 data. Data for 2214-2215 is based on 2214-2215 data. Data for 2215-2216 is based on 2215-2216 data. Data for 2216-2217 is based on 2216-2217 data. Data for 2217-2218 is based on 2217-2218 data. Data for 2218-2219 is based on 2218-2219 data. Data for 2219-2220 is based on 2219-2220 data. Data for 2220-2221 is based on 2220-2221 data. Data for 2221-2222 is based on 2221-2222 data. Data for 2222-2223 is based on 2222-2223 data. Data for 2223-2224 is based on 2223-2224 data. Data for 2224-2225 is based on 2224-2225 data. Data for 2225-2226 is based on 2225-2226 data. Data for 2226-2227 is based on 2226-2227 data. Data for 2227-2228 is based on 2227-2228 data. Data for 2228-2229 is based on 2228-2229 data. Data for 2229-2230 is based on 2229-2230 data. Data for 2230-2231 is based on 2230-2231 data. Data for 2231-2232 is based on 2231-2232 data. Data for 2232-2233 is based on 2232-2233 data. Data for 2233-2234 is based on 2233-2234 data. Data for 2234-2235 is based on 2234-2235 data. Data for 2235-2236 is based on 2235-2236 data. Data for 2236-2237 is based on 2236-2237 data. Data for 2237-2238 is based on 2237-2238 data. Data for 2238-2239 is based on 2238-2239 data. Data for 2239-2240 is based on 2239-2240 data. Data for 2240-2241 is based on 2240-2241 data. Data for 2241-2242 is based on 2241-2242 data. Data for 2242-2243 is based on 2242-2243 data. Data for 2243-2244 is based on 2243-2244 data. Data for 2244-2245 is based on 2244-2245 data. Data for 2245-2246 is based on 2245-2246 data. Data for 2246-2247 is based on 2246-2247 data. Data for 2247-2248 is based on 2247-2248 data. Data for 2248-2249 is based on 2248-2249 data. Data for 2249-2250 is based on 2249-2250 data. Data for 2250-2251 is based on 2250-2251 data. Data for 2251-2252 is based on 2251-2252 data. Data for 2252-2253 is based on 2252-2253 data. Data for 2253-2254 is based on 2253-2254 data. Data for 2254-2255 is based on 2254-2255 data. Data for 2255-2256 is based on 2255-2256 data. Data for 2256-2257 is based on 2256-2257 data. Data for 2257-2258 is based on 2257-2258 data. Data for 2258-2259 is based on 2258-2259 data. Data for 2259-2260 is based on 2259-2260 data. Data for 2260-2261 is based on 2260-2261 data. Data for 2261-2262 is based on 2261-2262 data. Data for 2262-2263 is based on 2262-2263 data. Data for 2263-2264 is based on 2263-2264 data. Data for 2264-2265 is based on 2264-2265 data. Data for 2265-2266 is based on 2265-2266 data. Data for 2266-2267 is based on 2266-2267 data. Data for 2267-2268 is based on 2267-2268 data. Data for 2268-2269 is based on 2268-2269 data. Data for 2269-2270 is based on 2269-2270 data. Data for 2270-2271 is based on 2270-2271 data. Data for 2271-2272 is based on 2271-2272 data. Data for 2272-2273 is based on 2272-2273 data. Data for 2273-2274 is based on 2273-2274 data. Data for 2274-2275 is based on 2274-2275 data. Data for 2275-2276 is based on 2275-2276 data. Data for 2276-2277 is based on 2276-2277 data. Data for 2277-2278 is based on 2277-2278 data. Data for 2278-2279 is based on 2278-2279 data. Data for 2279-2280 is based on 2279-2280 data. Data for 2280-2281 is based on 2280-2281 data. Data for 2281-2282 is based on 2281-2282 data. Data for 2282-2283 is based on 2282-2283 data. Data for 2283-2284 is based on 2283-2284 data. Data for 2284-2285 is based on 2284-2285 data. Data for 2285-2286 is based on 2285-2286 data. Data for 2286-2287 is based on 2286-2287 data. Data for 2287-2288 is based on 2287-2288 data. Data for 2288-2289 is based on 2288-2289 data. Data for 2289-2290 is based on 2289-2290 data. Data for 2290-2291 is based on 2290-2291 data. Data for 2291-2292 is based on 2291-2292 data. Data for 2292-2293 is based on 2292-2293 data. Data for 2293-2294 is based on 2293-2294 data. Data for 2294-2295 is based on 2294-2295 data. Data for 2295-2296 is based on 2295-2296 data. Data for 2296-2297 is based on 2296-2297 data. Data for 2297-2298 is based on 2297-2298 data. Data for 2298-2299 is based on 2298-2299 data. Data for 2299-2300 is based on 2299-2300 data. Data for 2300-2301 is based on 2300-2301 data. Data for 2301-2302 is based on 2301-2302 data. Data for 2302-2303 is based on 2302-2303 data. Data for 2303-2304 is based on 2303-2304 data. Data for 2304-2305 is based on 2304-2305 data. Data for 2305-2306 is based on 2305-2306 data. Data for 2306-2307 is based on 2306-2307 data. Data for 2307-2308 is based on 2307-2308 data. Data for 2308-2309 is based on 2308-2309 data. Data for 2309-2310 is based on 2309-2310 data. Data for 2310-2311 is based on 2310-2311 data. Data for 2311-2312 is based on 2311-2312 data. Data for 2312-2313 is based on 2312-2313 data. Data for 2313-2314 is based on 2313-2314 data. Data for 2314-2315 is based on 2314-2315 data. Data for 2315-2316 is based on 2315-2316 data. Data for 2316-2317 is based on 2316-2317 data. Data for 2317-2318 is based on 2317-2318 data. Data for 2318-2319 is based on 2318-2319 data. Data for 2319-2320 is based on 2319-2320 data. Data for 2320-2321 is based on 2320-2321 data. Data for 2321-2322 is based on 2321-2322 data. Data for 2322-2323 is based on 2322-2323 data. Data for 2323-2324 is based on 2323-2324 data. Data for 2324-2325 is based on 2324-2325 data. Data for 2325-2326 is based on 2325-2326 data. Data for 2326-2327 is based on 2326-2327 data. Data for 2327-2328 is based on 2327-2328 data. Data for 2328-2329 is based on 2328-2329 data. Data for 2329-2330 is based on 2329-2330 data. Data for 2330-2331 is based on 2330-2331 data. Data for 2331-2332 is based on 2331-2332 data. Data for 2332-2333 is based on 2332-2333 data. Data for 2333-2334 is based on 2333-2334 data. Data for 2334-2335 is based on 2334-2335 data. Data for 2335-2336 is based on 2335-2336 data. Data for 2336-2337 is based on 2336-2337 data. Data for 2337-2338 is based on 2337-2338 data. Data for 2338-2339 is based on 2338-2339 data. Data for 2339-2340 is based on 2339-2340 data. Data for 2340-2341 is based on 2340-2341 data. Data for 2341-2342 is based on 2341-2342 data. Data for 2342-2343 is based on 2342-2343 data. Data for 2343-2344 is based on 2343-2344 data. Data for 2344-2345 is based on 2344-2345 data. Data for 2345-2346 is based on 2345-2346 data. Data for 2346-2347 is based on 2346-2347 data. Data for 2347-2348 is based on 2347-2348 data. Data for 2348-2349 is based on 2348-2349 data. Data for 2349-2350 is based on 2349-2350 data. Data for 2350-2351 is based on 2350-2351 data. Data for 2351-2352 is based on 2351-2352 data. Data for 2352-2353 is based on 2352-2353 data. Data for 2353-2354 is based on 2353-2354 data. Data for 2354-2355 is based on 2354-2355 data. Data for 2355-2356 is based on 2355-2356 data. Data for 2356-2357 is based on 2356-2357 data. Data for 2357-2358 is based on 2357-2358 data. Data for 2358-2359 is based on 2358-2359 data. Data for 2359-2360 is based on 2359-2360 data. Data for 2360-2361 is based on 2360-2361 data. Data for 2361-2362 is based on 2361-2362 data. Data for 2362-2363 is based on 2362-2363 data. Data for 2363-2364 is based on 2363-2364 data. Data for 2364-2365 is based on 2364-2365 data. Data for 2365-2366 is based on 2365-2366 data. Data for 2366-2367 is based on 2366-2367 data. Data for 2367-2368 is based on 2367-2368 data. Data for 2368-2369 is based on 2368-2369 data. Data for 2369-2370 is based on 2369-2370 data. Data for 2370-2371 is based on 2370-2371 data. Data for 2371-2372 is based on 2371-2372 data. Data for 2372-2373 is based on 2372-2373 data. Data for 2373-2374 is based on 2373-2374 data. Data for 2374-2375 is based on 2374-2375 data. Data for 2375-2376 is based on 2375-2376 data. Data for 2376-2377 is based on 2376-2377 data. Data for 2377-2378 is based on 2377-2378 data. Data for 2378-2379 is based on 2378-2379 data. Data for 2379-2380 is based on 2379-2380 data. Data for 2380-2381 is based on 2380-2381 data. Data for 2381-2382 is based on 2381-2382 data. Data for 2382-2383 is based on 2382-2383 data. Data for 2383-2384 is based on 2383-2384 data. Data for 2384-2385 is based on 2384-2385 data. Data for 2385-2386 is based on 2385-2386 data. Data for 2386-2387 is based on 2386-2387 data. Data for 2387-2388 is based on 2387-2388 data. Data for 2388-2389 is based on 2388-2389 data. Data for 2389-2390 is based on 2389-2390 data. Data for 2390-2391 is based on 2390-2391 data. Data for 2391-2392 is based on 2391-2392 data. Data for 2392-2393 is based on 2392-2393 data. Data for 2393-2394 is based on 2393-2394 data. Data for 2394-2395 is based on 2394-2395 data. Data for 2395-2396 is based on 2395-2396 data. Data for 2396-2397 is based on 2396-2397 data. Data for 2397-2398 is based on 2397-2398 data. Data for 2398-2399 is based on 2398-2399 data. Data for 2399-2400 is based on 2399-2400 data. Data for 2400-2401 is based on 2400-2401 data. Data for 2401-2402 is based on 2401-2402 data. Data for 2402-2403 is based on 2402-2403 data. Data for 2403-2404 is based on 2403-2404 data. Data for 2404-2405 is based on 2404-2405 data. Data for 2405-2406 is based on 2405-2406 data. Data for 2406-2407 is based on 2406-2407 data. Data for 2407-2408 is based on 2407-2408 data. Data for 2408-2409 is based on 2408-2409 data. Data for 2409-2410 is based on 2409-2410 data. Data for 2410-2411 is based on 2410-2411 data. Data for 2411-2412 is based on 2411-2412 data. Data for 2412-2413 is based on 2412-2413 data. Data for 2413-2414 is based on 2413-2414 data. Data for 2414-2415 is based on 2414-2415 data. Data for 2415-2416 is based on 2415-2416 data. Data for 2416-2417 is based on 2416-2417 data. Data for 2417-2418 is based on 2417-2418 data. Data for 2418-2419 is based on 2418-2419 data. Data for 2419-2420 is based on 2419-2420 data. Data for 2420-2421 is based on 2420-2421 data. Data for 2421-2422 is based on 2421-2422 data. Data for 2422-2423 is based on 2422-2423 data. Data for 2423-2424 is based on 2423-2424 data. Data for 2424-2425 is based on 2424-2425 data. Data for 2425-2426 is based on 2425-2426 data. Data for 2426-2427 is based on 2426-2427 data. Data for 2427-2428 is based on 2427-2428 data. Data for 2428-2429 is based on 2428-2429 data. Data for 2429-2430 is based on 2429-2430 data. Data for 2430-2431 is based on 2430-2431 data. Data for 2431-2432 is based on 2431-2432 data. Data for 2432-2433 is based on 2432-2433 data. Data for 2433-2434 is based on 2433-2434 data. Data for 2434-2435 is based on 2434-2435 data. Data for 2435-2436 is based on 2435-2436 data. Data for 2436-2437 is based on 2436-2437 data. Data for 2437-2438 is based on 2437-2438 data. Data for 2438-2439 is based on 2438-2439 data. Data for 2439-2440

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



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



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



Downloads



[Work in the EU: women and men at opposite ends](#)

EN (PDF, 1.12 MB)

Metadata

AREAS: Gender Mainstreaming

AUTHOR: EIGE

ISBN: MH-05-17-163-EN-N

DOI: 10.2839/443173