

Work in the EU: women and men at opposite ends



Work in the EU: women and men at opposite ends

Gender remains a defining factor in the EU labour 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. Out of the 28 papers originating in the EU, only five have a gender-related subtitle (a further 40% of other papers).

Gender divisions in the labour market extend to the distribution of leadership positions, career advancement possibilities, allocation of job tasks or income.

Gender segregation (vertical and horizontal) persists throughout the European labour market. Vertical segregation is observed for comparable work (high-skilled professions in IT and engineering). Segregation also remains different in pay, higher rate of part-time and lower income inequalities for women. For instance, behind this segregation are complex and varied factors related to one single factor: a gendered division of labour. This division is based on gender stereotypes or results are reinforced. Gender systems, some intertwined, to assess 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 (2004-2008 and 2014-2018) and Science, Technology, Engineering, and Mathematics (STEM) occupations. The share of women has only increased by one percent from 75% to 76% over the same time. Segregation remains obvious across the Member States, showing that progress is possible.

What is gender segregation?

A separate when women or men concentrate a particular sector of study, field, job or profession. In this case, it is not only the gender of the worker but also the gender of the employer.

Search for more information on gender segregation in EIGE's Gender and Technology, [Work and Gender Equality](#) and [Gender Equality in the Workplace](#).

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



Country	Share of women among science and engineering professionals (%)	Share of men among teaching professionals (%)
BE	15	85
BG	10	90
CY	10	90
CZ	15	85
DE	15	85
DK	15	85
EE	15	85
ES	15	85
FI	15	85
FR	15	85
GR	15	85
HR	15	85
IE	15	85
IT	15	85
LT	15	85
LU	15	85
LV	15	85
MT	15	85
NL	15	85
PL	15	85
PT	15	85
RO	15	85
SE	15	85
SI	15	85
SK	15	85
UK	15	85
EU Average	25%	75%

Note: There are no data for Malta due to lack of comparable statistics. Source: EIGE's calculations based on 2018 statistics.

Still today, gender 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 labour market extend to the distribution of leadership positions, career advancement possibilities, allocation of job tasks or income.

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](#)



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