



# European Institute for Gender Equality



# EIGE's main areas of activity



**Gender  
mainstreaming**

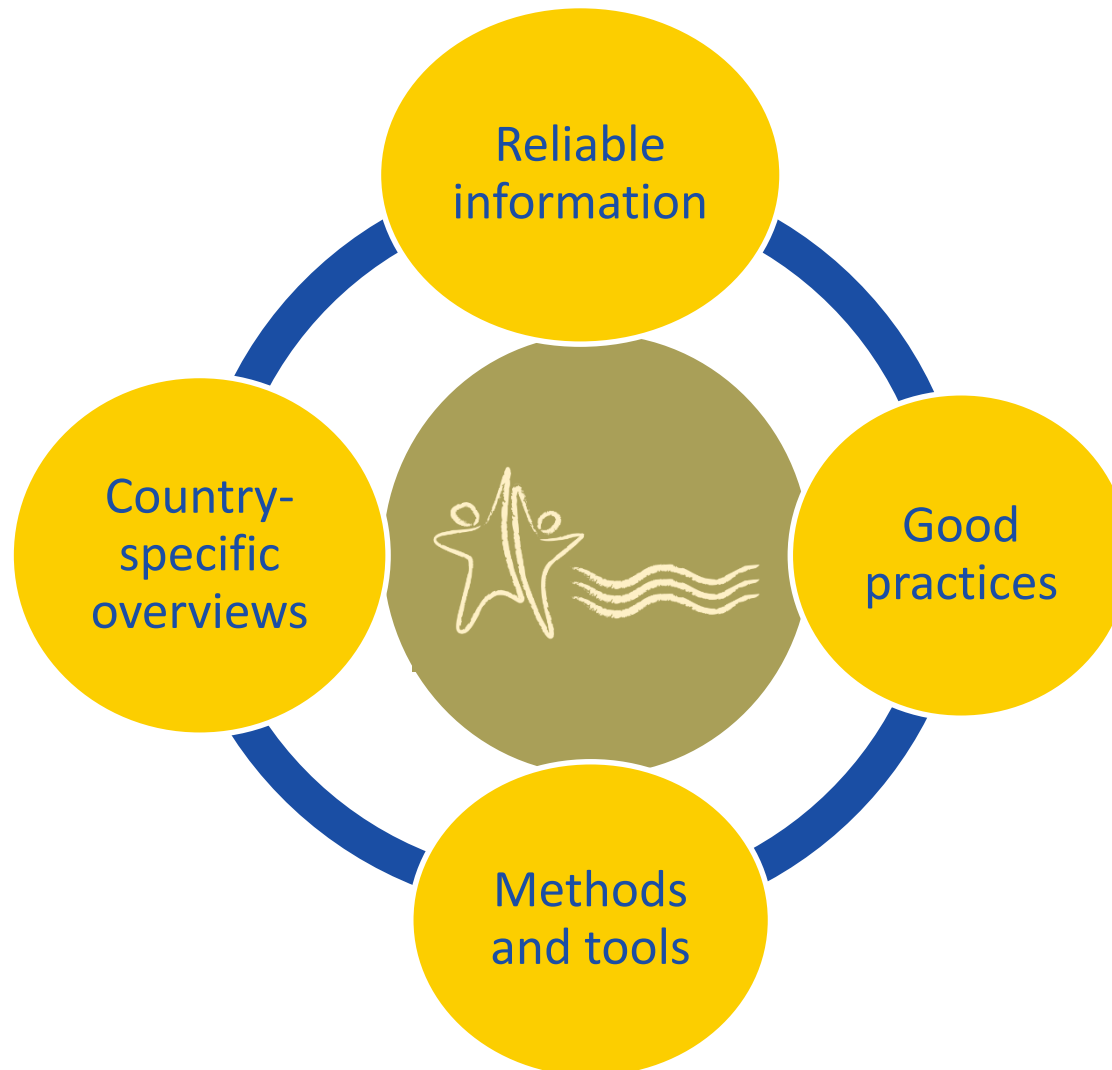


**Gender-  
based  
violence**

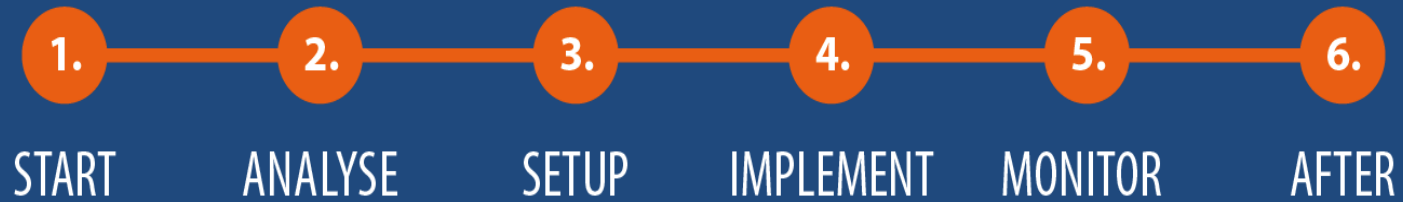


**Research  
& Gender  
Statistics**

# EIGE's resources



# THE GEAR TOOL



ACTION  
TOOLBOX



WHO IS  
INVOLVED?



RATIONALE



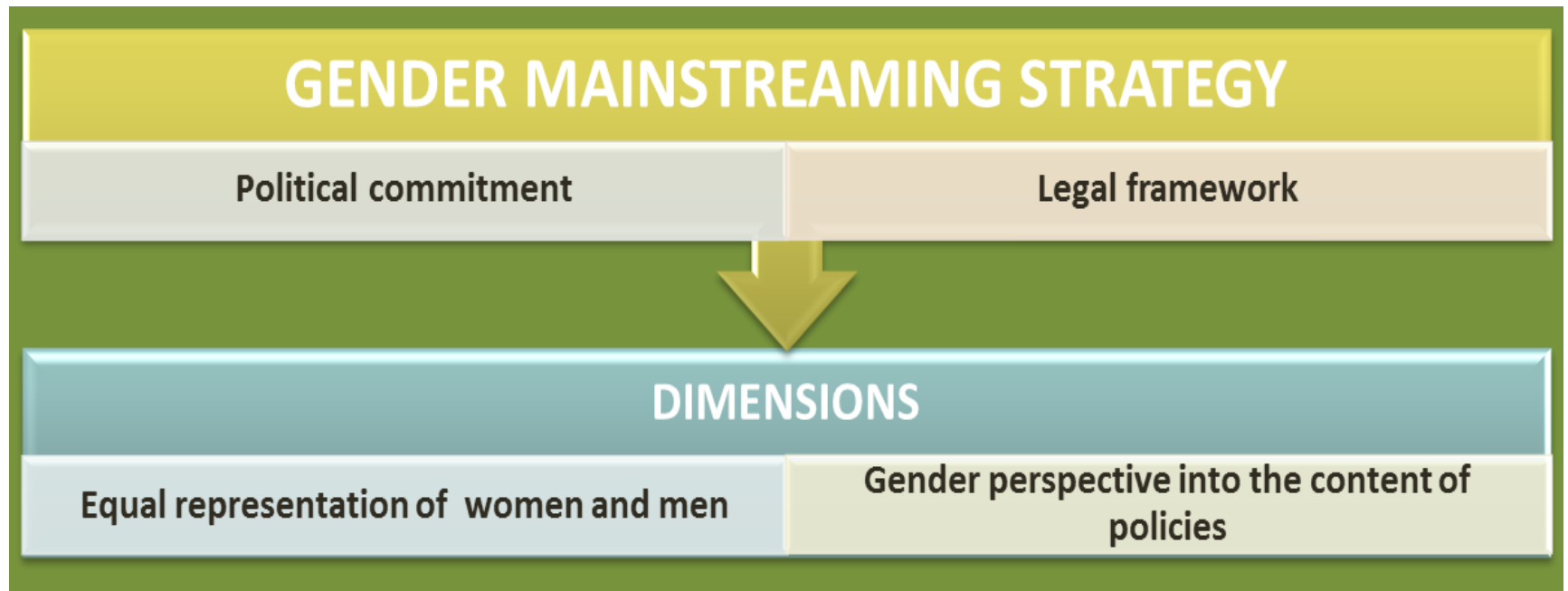
SUCCESS  
FACTORS



# THE GEAR TOOL: success and risk factors

- **A comprehensive legal and policy setting**
- **Well-equipped supporting structures at institutional level**
- **Commitment from top-management**
- **Engagement of intermediate management**
- **Community members' engagement**
- **Institutionalisation is required to ensure sustainability**
- **Existence of leading successful initiatives**
- **Lack of support from the top leadership**
- **Lack of funding**
- **Lack of continuity of gender equality initiatives**
- **Organisational resistances**
- **Gendered character of scientific culture**
- **Economic and social crisis**

# APPROACH TO GENDER MAINSTREAMING



# APPROACH TO GENDER MAINSTREAMING

## CONDITIONS

**Implementation plan**  
**Structures**  
**Resources**  
**Accountability mechanisms**  
**Knowledge generation**  
**Gender expertise**  
**Stakeholders involvement**

- **BETTER POLICY MAKING**
- **BETTER-FUNCTIONING INSTITUTIONS**
- **GENDER SENSITIVE PROCESSES**

## METHODS AND TOOLS

**Gender Analysis**  
**Gender Audit**  
**Gender Awareness-raising**  
**Gender Budgeting**  
**Gender Equality Training**  
**Gender Evaluation**  
**Gender Impact Assessment**  
**Gender Indicators**  
**Gender Monitoring**  
**Gender Planning**  
**Gender Procurement**  
**Gender Statistics**  
**Gender-sensitive Stakeholder  
Consultation**  
**Institutional Transformation**  
**Sex-disaggregated data**



## Recent research



Gender, skills and  
precarious jobs in the EU



Gender related challenges  
in education



Gender segregation in tertiary  
education, training and the  
labour market



# Gender, skills and precarious jobs in the EU

**Women face a higher risk of precariousness throughout their lives.**



# Gender, skills and precarious jobs in the EU

- The employability of people with low levels of qualifications can be addressed by upskilling —either to enter the labour market, or to keep up with increasing skills demands and move to better jobs
- People with low educational attainment face a higher risk of detachment from the labour market, poverty and social exclusion

# Gender, skills and precarious jobs in the EU

**Multi policy approach to  
dismantle gender  
inequalities**



# Gender related challenges in education

- Gender segregation in study fields and career choices and consequences on the labour market
- Gender and different attainments and achievements in education
- Gender-based violence at school and the bullying phenomena
- Gender education: teacher awareness and competences on school curricula
- Gender equality as an element of school curricula
- Gender aspects of immigration in education and gender and ethnic minorities

# Gender related challenges in education

## EU

- To expand EU attention on gender-related challenges in education.
- To develop a multi policy approach to tackle gender inequalities and to not only focus on “education” initiatives
- To promote exchange of mutual learning and platforms for transnational exchange

## EU/MS:

- To tackle gender-related challenges considering both effect on boys and girls.
- To increase the collection of sex disaggregated data in European sources.
- To promote intersectionality at different level.

## MS

- To deal with segregation in educational pathways and their impact on career choice
- To gender-based violence as an issue that should be part of the gender equality discussion in education and training systems.
- To support teachers competences and CV development on gender issues
- To increase knowledge and awareness on gender stereotypes.

# Gender segregation in tertiary education, training and the labour market

Gender segregation is associated with perpetuating gender inequalities in and beyond the labour market



## Gender segregation in tertiary education, training and the labour market

- By 2025, demand for STEM, health and social care professionals is expected to **grow by around 8%**, much higher than the average 3% growth forecast for all occupations (Cedefop)
- **Major skills shortages of STEM, health and social care** are observed across all EU countries and expected to exacerbate with future demographic developments (i.e. large retiring foreseen).
- In spite of a series of measures, **women participation in STEM studies** and **men participation in education, health and welfare studies** remain low in most Member States.
- By 2025, in **Slovenia**, most job opportunities, around 33%, will be for professionals (high level occupations in science, engineering healthcare, business and teaching), much higher than the 24% forecast for this occupational group in the EU as a whole (Cedefop)

# Gender segregation in tertiary education, training and the labour market

Gender balanced = from **40% to 60%** of women or men  
STEM and EHW (tertiary & vocational education levels) are most gender segregated study fields

Share of women in 2013-2015, %:

		EU-28	EU range	SI
EHW	<b>TOTAL EHW</b>	<b>79</b>	<b>70-90</b>	<b>82</b>
	Education	81	68 - 95	86
	Health and welfare	79	66 - 89	76
STEM	<b>TOTAL STEM</b>	<b>23</b>	<b>14-38</b>	<b>20</b>
	Natural sciences, mathematics and statistics	54	41 - 79	61
	Engineering, manufacturing and construction	19	12 - 34	16
	Information and communication technologies (ICT)	17	6 - 41	9



# Gender segregation in tertiary education, training and the labour market

In 2015, the average gender gap for employment in the sectors of **education, human health and social work**, where women are usually over-represented, was as high as 22 pp, which is 2 pp higher than in 2005.

Over the past 10 years, men's share of employment in education, health and social work has remained stable at 8 % of employed men, in contrast to the share of women employed in these sectors (30 %), which increased by 2 pp.

In Slovenia, men's share of employment in education, health and social work is around 6 % of employed men, in contrast to the share of women employed in these sectors (26 %), which increased by 2 pp.

	2005			2015		
	W	M	GAP	W	M	GAP
Slovenia	23	5	18	26	6	20
EU-28	28	8	20	30	8	22

# Gender segregation in tertiary education, training and the labour market

- Gender inequalities are dragging down women's economic opportunities and affecting the entire EU economy
- Leading to shortfall in terms of achieving inclusive and sustainable growth
- To reach the goal of smart, sustainable and inclusive economic growth, the EU must improve existing and introduce further gender equality measures
- Gender segregation in education and the labour market is associated with creating and perpetuating gender inequalities in and beyond the labour market
- Segregation narrows employment choices and reinforces gender stereotypes
- The objective of gender equality policy should not necessarily be a homogenisation of the labour market by gender, although gendered roles shall be equally valued and remunerated

# Gender Statistics Database



# Gender Statistics Database

EIGE's Gender Statistic Database is the online hub for all statistical information on gender equality.

It provides a broad overview of statistics on gender, highlighting differences and inequalities between both sexes. It also allows users to have a look behind the numbers to monitor trends, progress and other factors that might influence gender imbalances.

EIGE is always strengthening the Database's potential to act as a reliable resource in formulating policies that are beneficial for both women and men. Nevertheless, it offers insight that is understandable and beneficial for broader audiences that don't necessarily have statistical expertise.

In view of this goal, the Database was conceived as an user-friendly and interactive tool, easy to navigate through keyword searches or browsing the 'statistics' tree. It is also possible to export the data for personal use.

# Economic benefits of gender equality in the EU

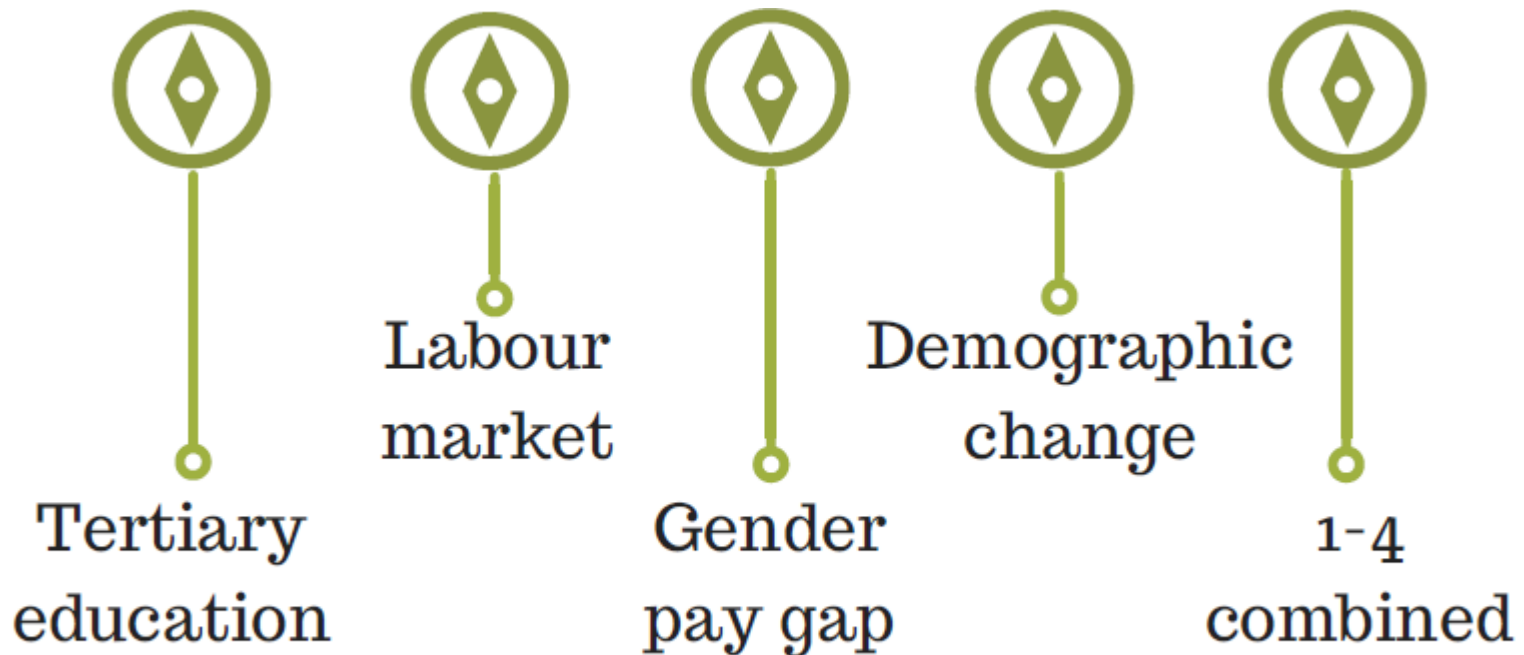
Gender segregation is associated with perpetuating gender inequalities in and beyond the labour market



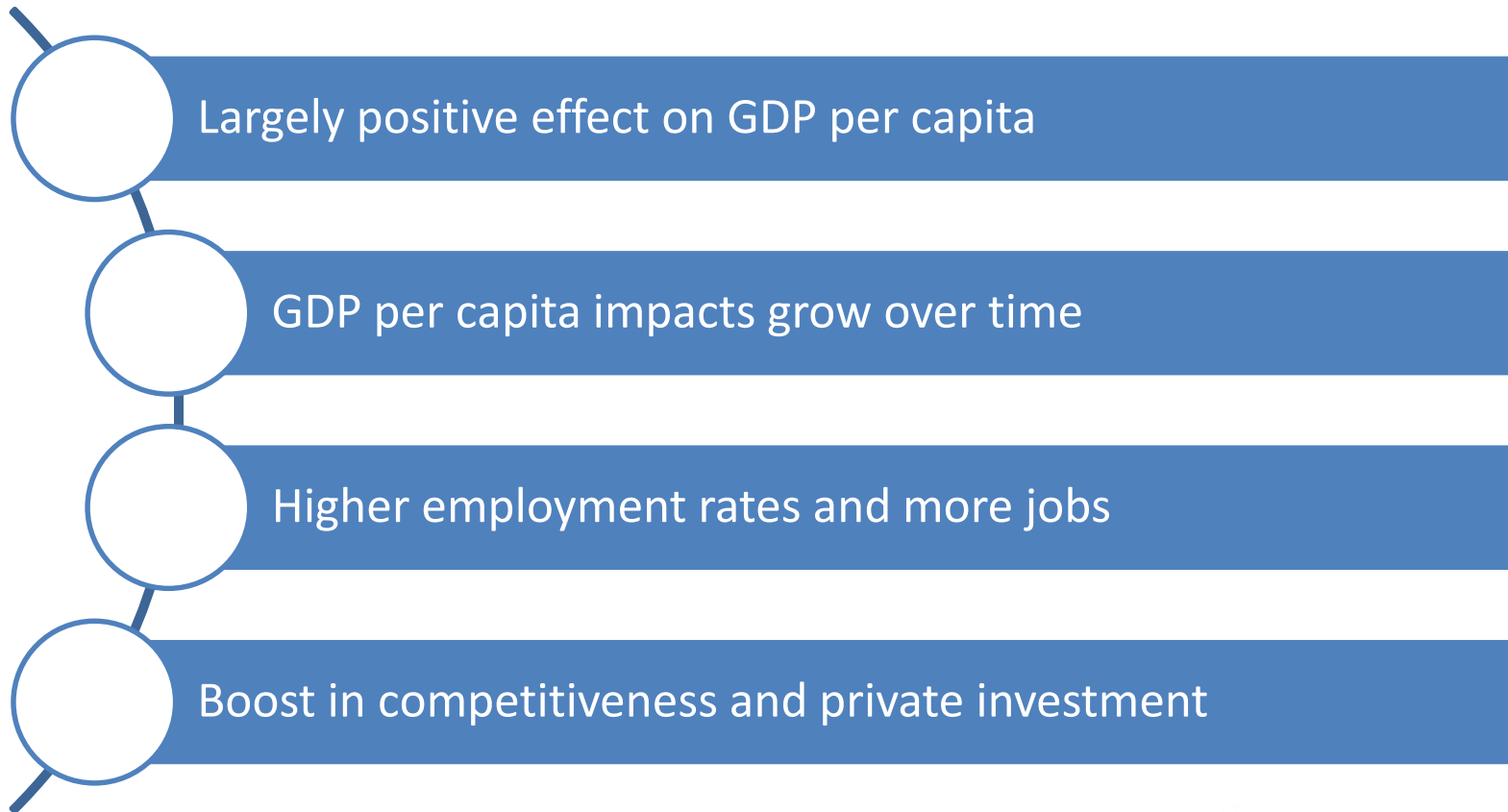
GDP grows with  
**€3.15 trillion**  
Increase up to 9.6% per capita  
by 2050 in the EU

#EIGEconomicBenefits

# Pathways



# Economic benefits of gender equality in the EU



# Let's talk

## Connect with us!

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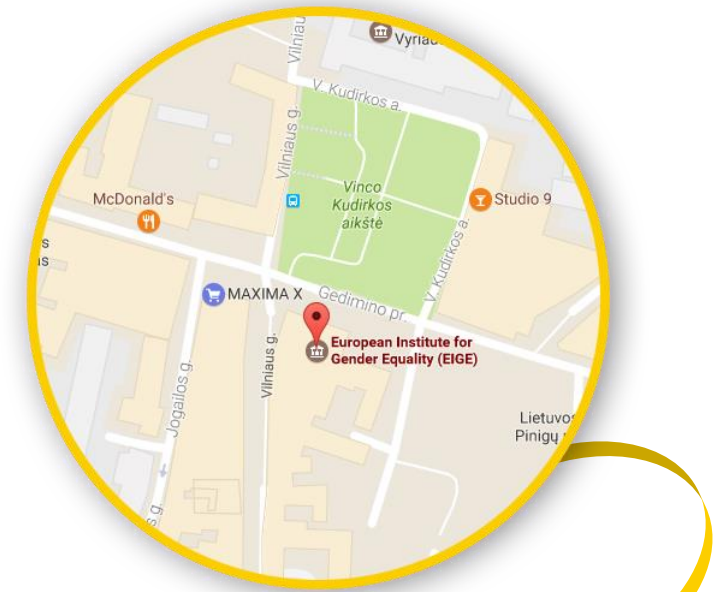
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come in for a chat!



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