



# Gender segregation in education and employment

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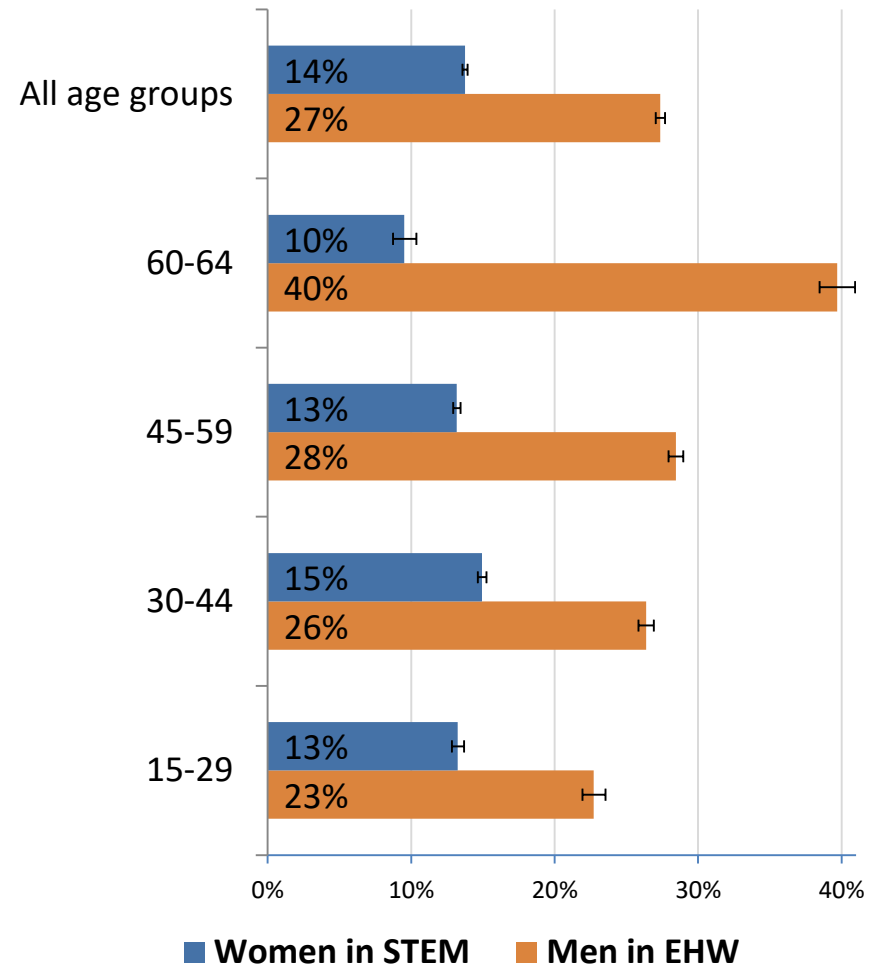
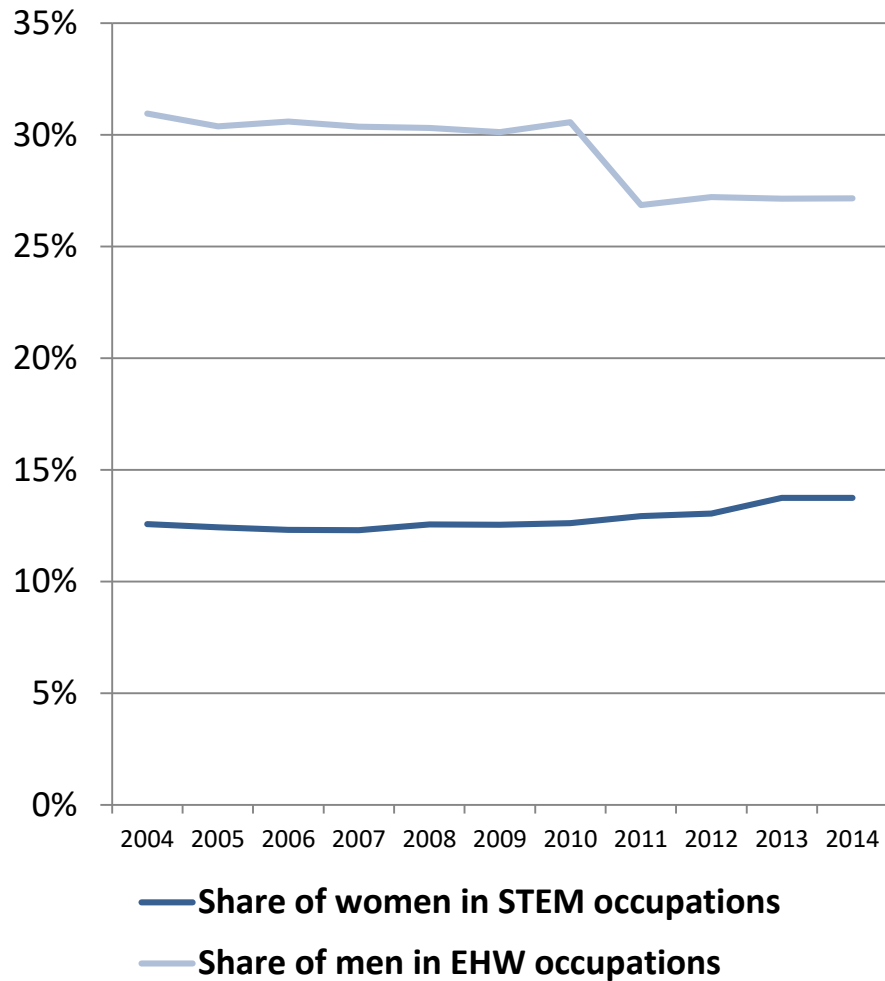
# The most gender segregated fields of education, %

	Men	EU range	Women	EU range
<b>Education</b>			<b>82</b>	65 - 96
<b>Health and welfare</b>			<b>76</b>	58 - 89
<b>Natural sciences, mathematics and statistics</b>				
	<b>43</b>	20 - 56	<b>57</b>	80 - 44
<b>Engineering, manufacturing and construction</b>	<b>72</b>	59 - 85		
<b>Information and communication technologies (ICT)</b>	<b>79</b>	61 - 92		

# The most gender segregated occupations, %

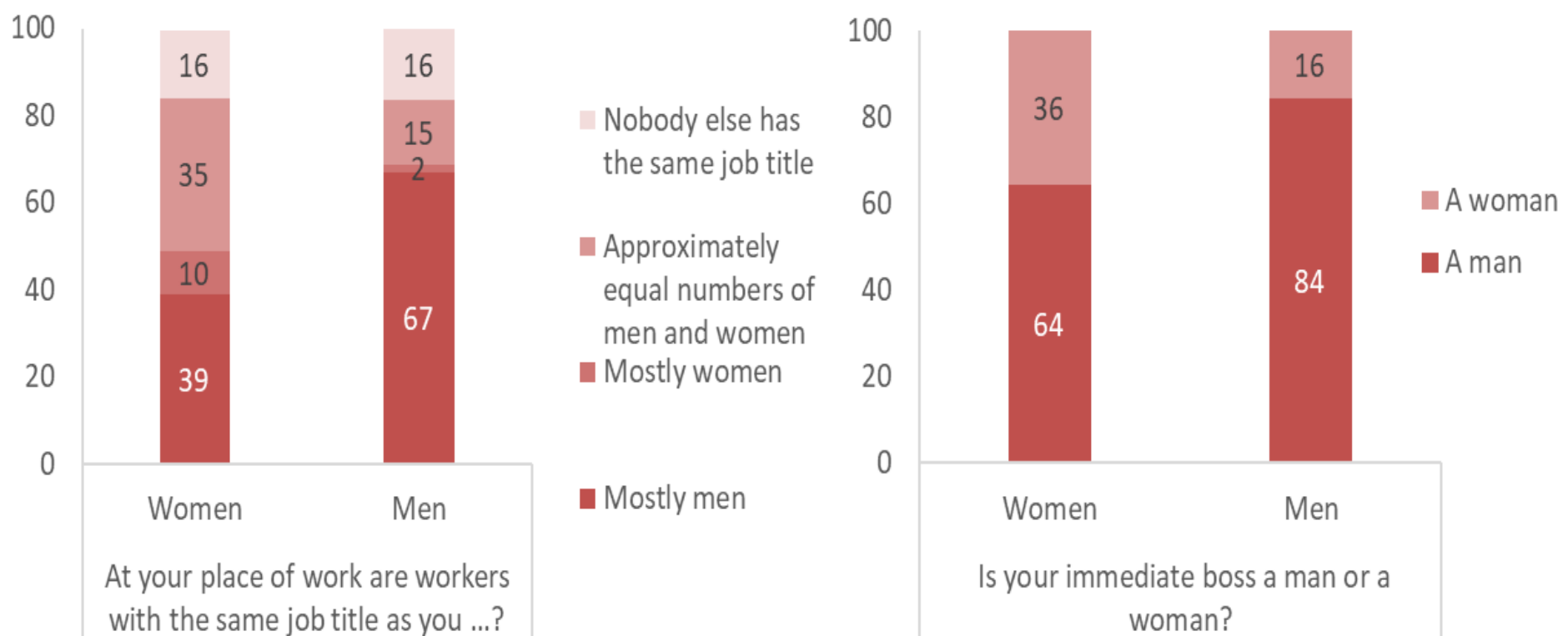
	Men	EU range	Women	EU range
Science and engineering professionals	75	56 -80		
ICT professionals	84	68-92		
Science and engineering associate professionals	84	71-91		
ICT technicians	82	65-91		
Building and related trades workers	97	94-100		
Metal, machinery and related trades workers	96	93-100		
Electrical and electronic trades workers	96	89-100		
Stationary plant and machine operators	67	37-82		
Health professionals			70	45-89
Teaching professionals			69	62-85
Health associate professionals			80	52-94
Personal care workers			90	81-98

# Gender segregation in STEM and EHW occupations



# In ICT men tend to work mostly with other men

Gender composition of ICT specialists' workplace in the EU-28 (% , 2015):



# Women in STEM: pushing out factors

- Stereotypes, social norms and cultural practices
- Male dominated culture
- STEM fields not considered as family-friendly
- Biased recruitment, appraisal and promotion procedures
- Limited access to networks, information, funding or institutional support, biased research evaluation procedures, low recognition in the field

# Other gender inequalities in the labour market

- Overall, women's employment in the EU is lower than men's (78 % to 66%)
- Gender gap in employment is largest for couples with children (56 % for women and 84 % for men)
- The employment of women with low levels of education is twice lower than men's with the same education (17 % to 34%)
- Employment of women with disabilities is much lower than men's (19 % to 28 %)
- 15 % of women compared to only 1 % of men are inactive due to caring
- ...

# Recommendations

- Addressing gender stereotypes at all levels of education
- The need for stronger gender and intersectional perspectives in national and organisational policies
- Active labour market policies and lifelong learning
- Work-life balance provisions
- More balanced sharing of total work and care hours among women and men



# Thank you

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