

Women Managers

"One small step for man, One giant leap for man-kind."

EIGE- Dublin 17-18,06,2019

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Gender Segregation

- Evidence
 - Impacts
- Discriminations
Job quality

Women Managers

- Under-represented
- Evidence
Reasons
- Over-streched
- Less recognition
Job quality
Work intensity
Well being

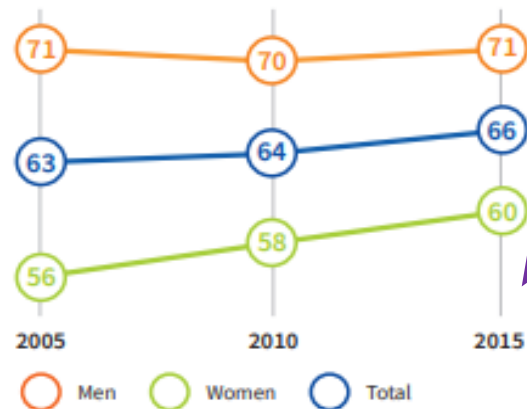
Paths to follow

- Various steps
- Not only a women issue

Women and Men differences on the LM

Employment

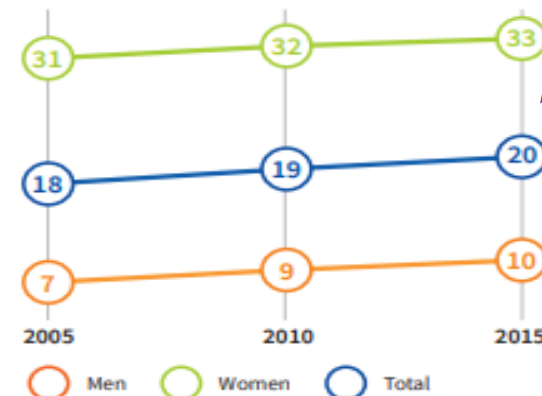
Figure 1: Employment rates in the EU28, by sex (%)



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11pp

Part time

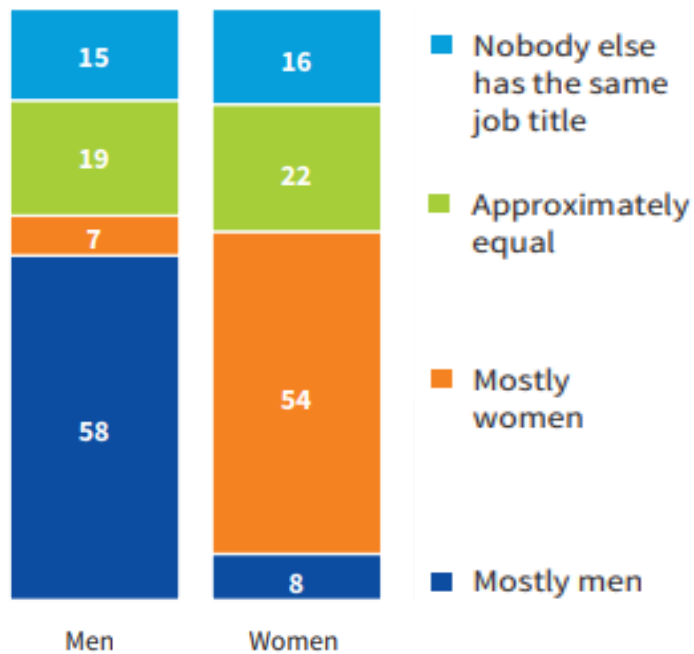
Figure 3: Part-time employment as a proportion of total employment in the EU28, by sex (%)



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23pp

Gender segregation at workplace level too




















Sex of co-workers with the same job-title, 2015, % of total, men and women



| | Male dominated | Balanced | Female dominated |
|------------------|--|--|-----------------------------------|
| Occu- pations | Craft workers, plant and machine operators, Managers, Agricultural Workers | Technicians, Professionals, Elementary Occupations | Service and sales workers, clerks |
| Sectors | Construction, Transport, Industry | Public admin, Other services, Commerce and Hospitality | Education and Health |

Source: EU Labour Force Survey 2015

Discrimination at work related to sex

| Sector | Men | Women | | Proportion of male employees |
|--|------|-------|---|------------------------------|
| A Agriculture, forestry and fishing | 0.6% | 2.8% |  | 63% |
| B Mining and quarrying | 0.0% | 3.1% |  | 84% |
| C Manufacturing | 0.9% | 4.7% |  | 68% |
| D Electricity, gas, steam and air conditioning supply | 0.2% | 1.3% |  | 79% |
| E Water supply; sewerage, waste management and remediation activities | 0.6% | 6.3% |  | 87% |
| F Construction | 0.9% | 8.4% |  | 91% |
| G Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.5% | 1.8% |  | 48% |
| H Transportation and storage | 0.8% | 4.5% |  | 80% |
| I Accommodation and food service activities | 2.1% | 4.4% |  | 44% |
| J Information and communication | 0.2% | 3.9% |  | 71% |
| K Financial and insurance activities | 0.1% | 3.1% |  | 55% |
| L Real estate activities | 5.5% | 3.1% |  | 51% |
| M Professional, scientific and technical activities | 0.7% | 3.7% |  | 48% |
| N Administrative and support service activities | 2.9% | 5.1% |  | 50% |
| O Public administration and defence; compulsory social security | 1.8% | 3.7% |  | 56% |
| P Education | 0.9% | 2.8% |  | 30% |
| Q Human health and social work activities | 3.0% | 2.7% |  | 18% |
| R Arts, entertainment and recreation | 1.5% | 1.0% |  | 49% |
| S Other service activities | 0.0% | 1.7% |  | 34% |

3% of women and 1% of men reported to be discriminated against at work because of their sex.

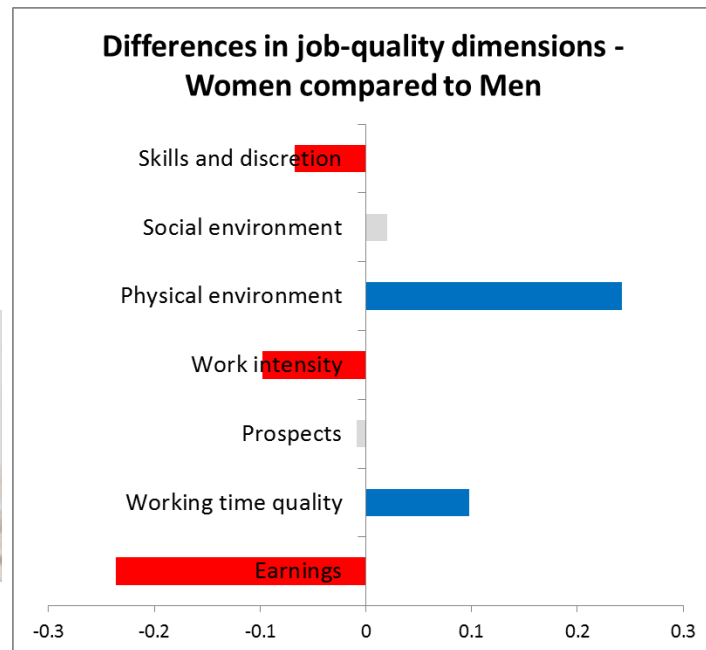


Source: Eurofound (2018) Discrimination against men at work.,
Data based on EWCS 2015. 'Over the past 12 months at work, have you been subjected personally to discrimination on the basis of your sex?'

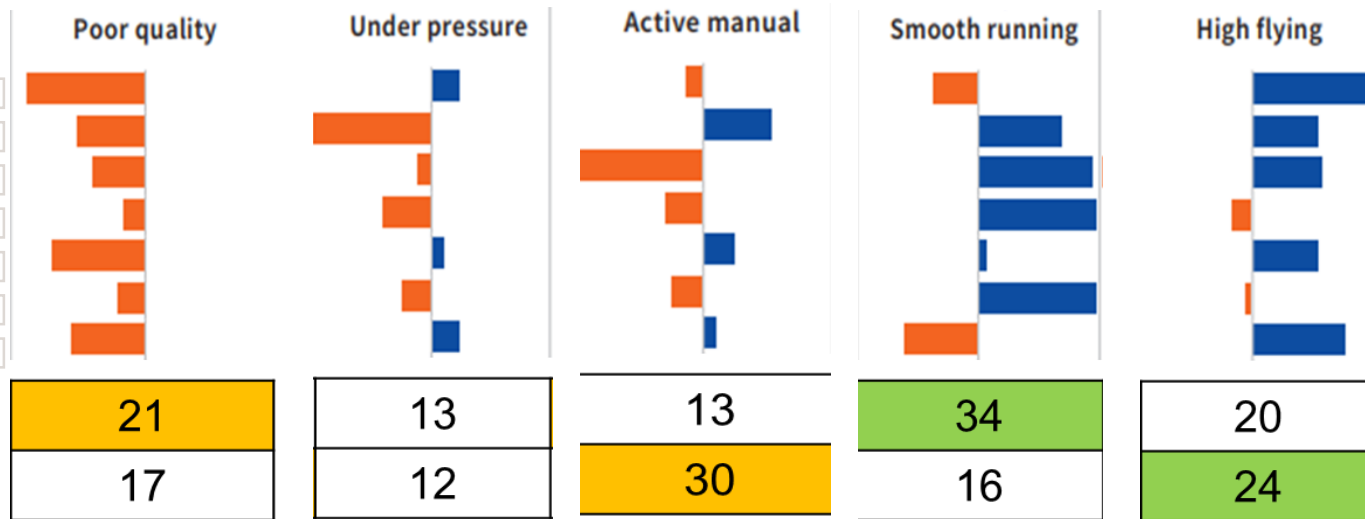
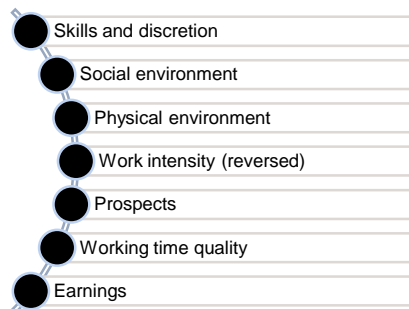
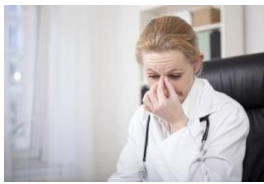
Job quality of men and women – seven indices



Based on around 34.000 interviews in the EU28 with workers.



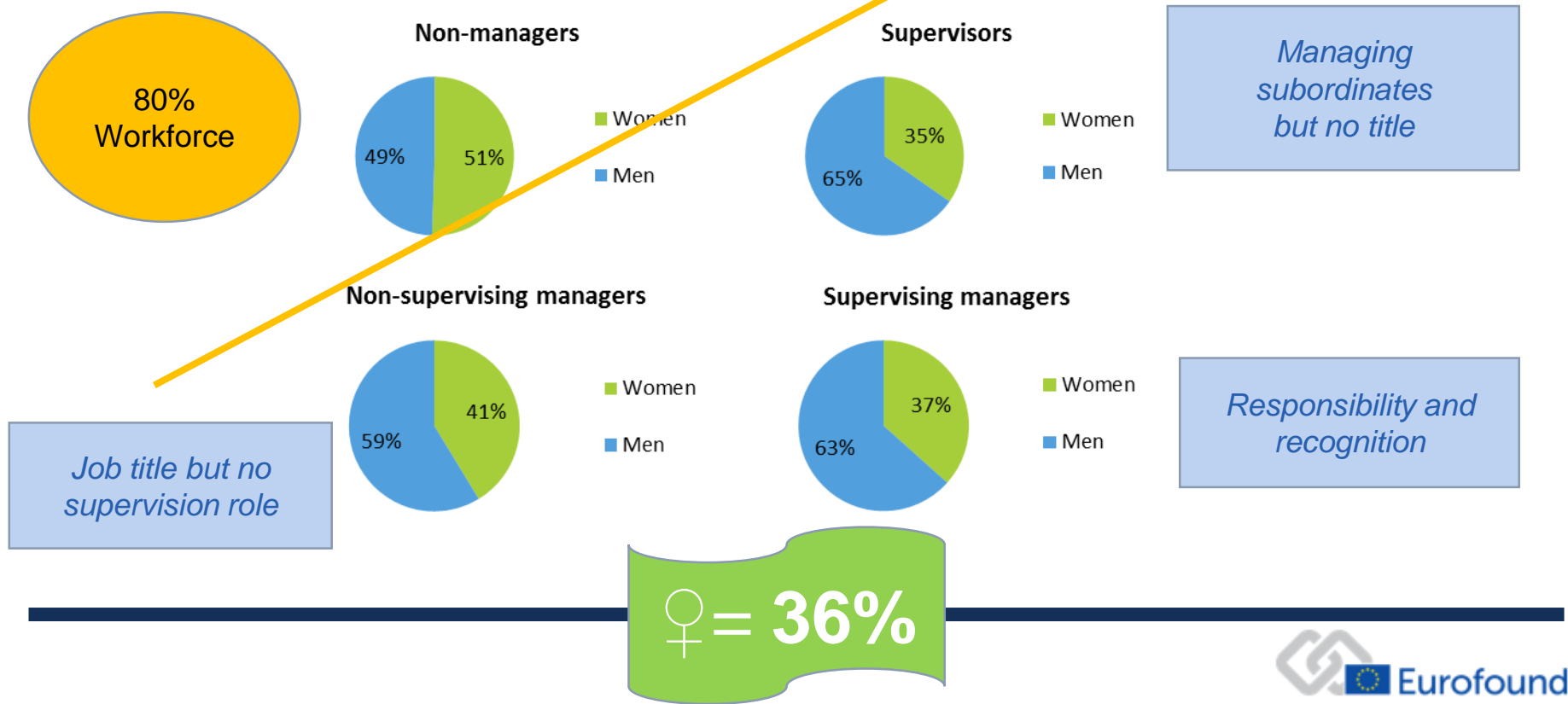
Job quality profiles of men and women



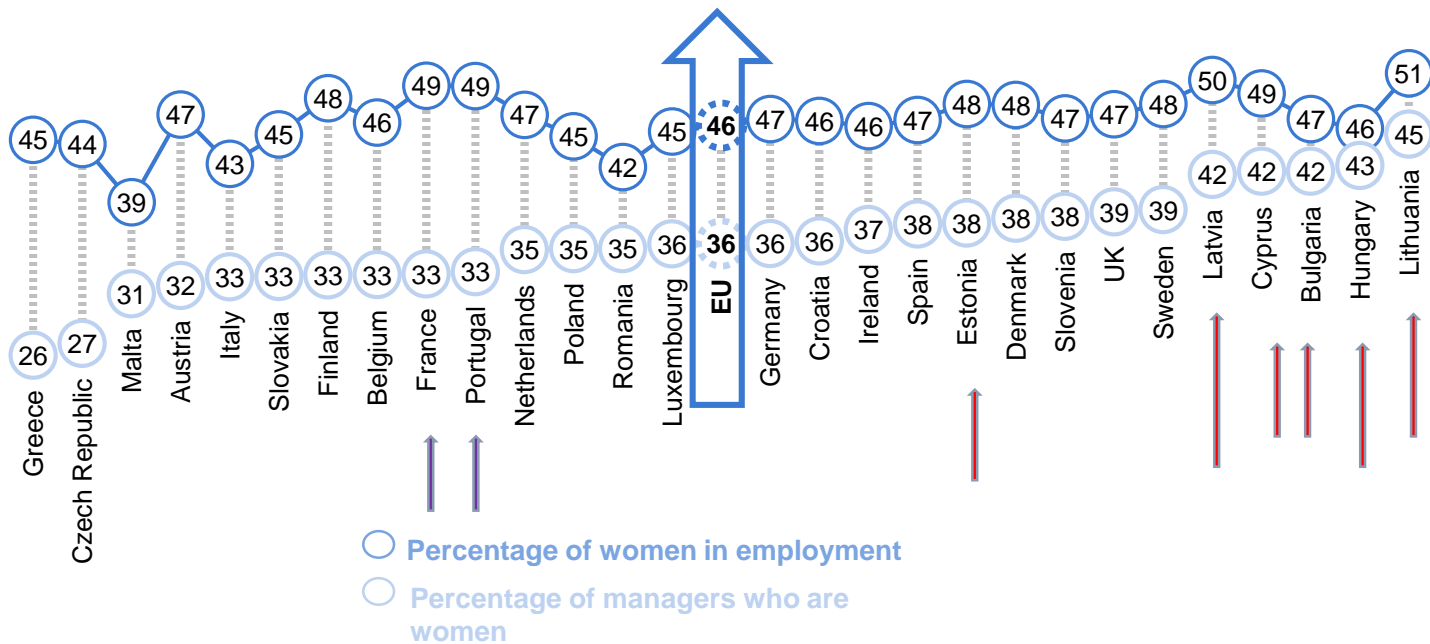
Women managers



Managers: the Gender division



Several newer Member States have higher share of women managers



Manager: sectoral imbalance



Note: For each sector, two columns are presented to illustrate the gender divide: the proportion of managers and the total proportion of workers in that sector, split by gender.

Explanations??

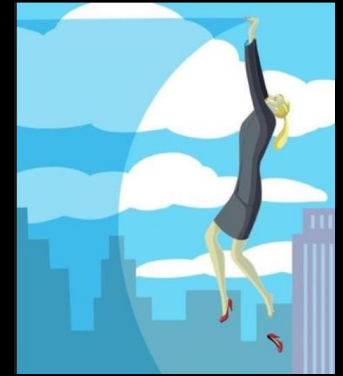
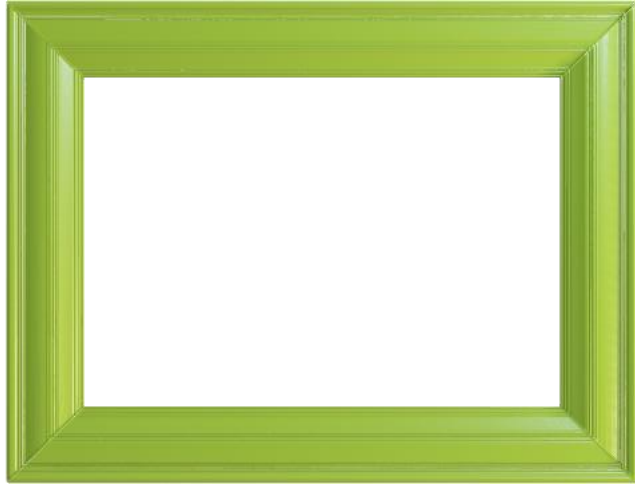


- « Wrong stuff »
- « Unreliable »
- « Prioritisation of family demands »

- Committed
- Dedicated
- Up for it



The Women Curse?



Speaking about real issues....

Homosociality

‘a non-sexual men’s
preference for other
men’

systematic male co-option
practices of corporations

***Clear benefits for
female managers??***

- Recognition
- Job quality
- Well being

Less visibility

Smaller teams

10 and less workers

More female and younger workers

more than half of women are managed by a female boss/15% men

More non standard contracts

Part time, fixed term or non contract

Less recognition

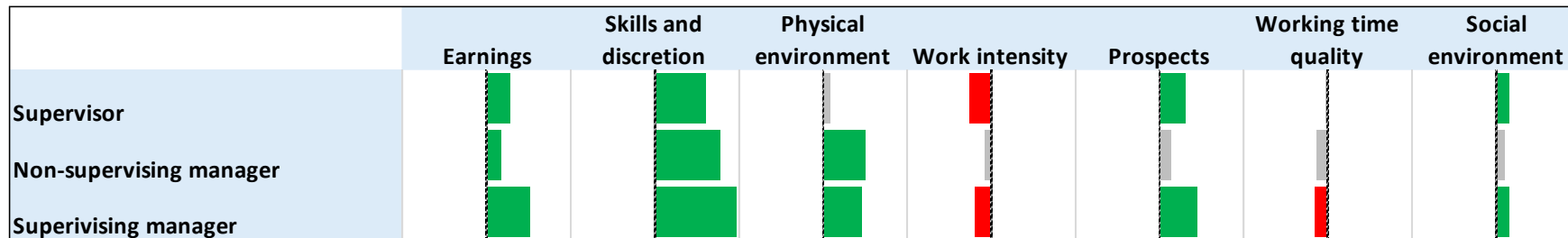
More responsibility

41% non supervising managers:
managing people without recognition

Less latitude and leverage

Among “supervisors” and “non-supervising managers” than men

Job quality by manager type, *EU, 2015*



2 key issues
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'Women' issues, i.e. earnings



Work-intensity by gender and managerial status



Well-being by gender and managerial status



Behind every successful man, there is a great woman... but who is behind a successful woman?



Weekly hours - Paid and unpaid by gender and managerial position in the EU

Paths to follow...

Recruit more ♀ in
management

Improving Job quality
for ♀ and ♂ managers

More equal sharing
paid work and care
commitments

Work of the future
challenges

Not a women only issue...

Involvement of
all concerned

Diagnosis, process
and implementation

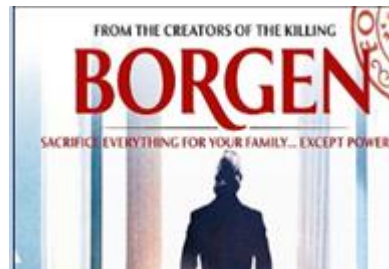
Working on
reality and
representations

Individual, societal
and organisation
levels

Devising local
responses

No short term fix
EU

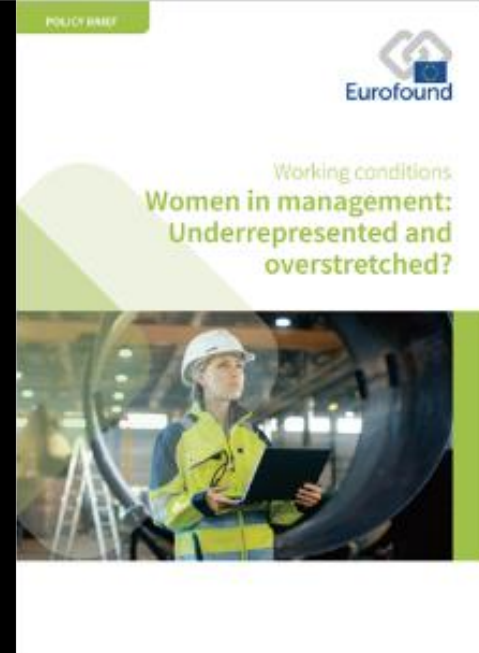
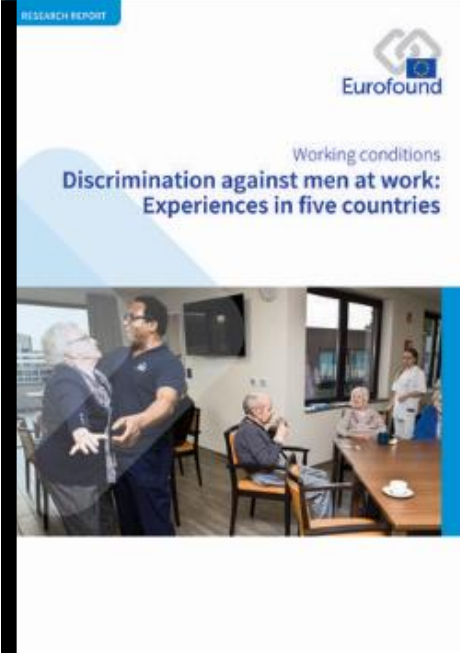
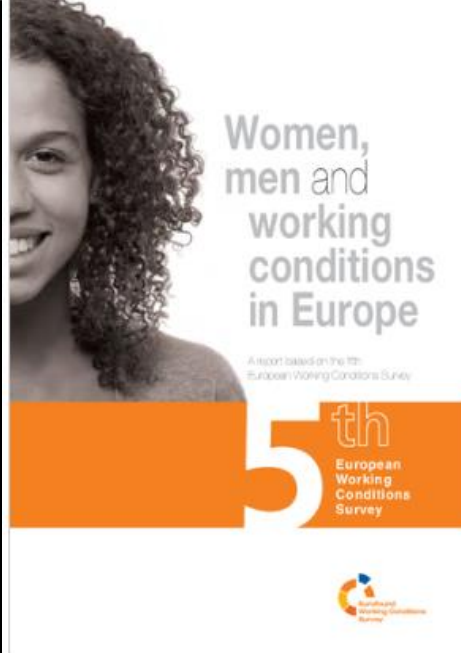
Future of work issue too.....





Eurofound

Social partners and gender equality
in Europe



Thank you

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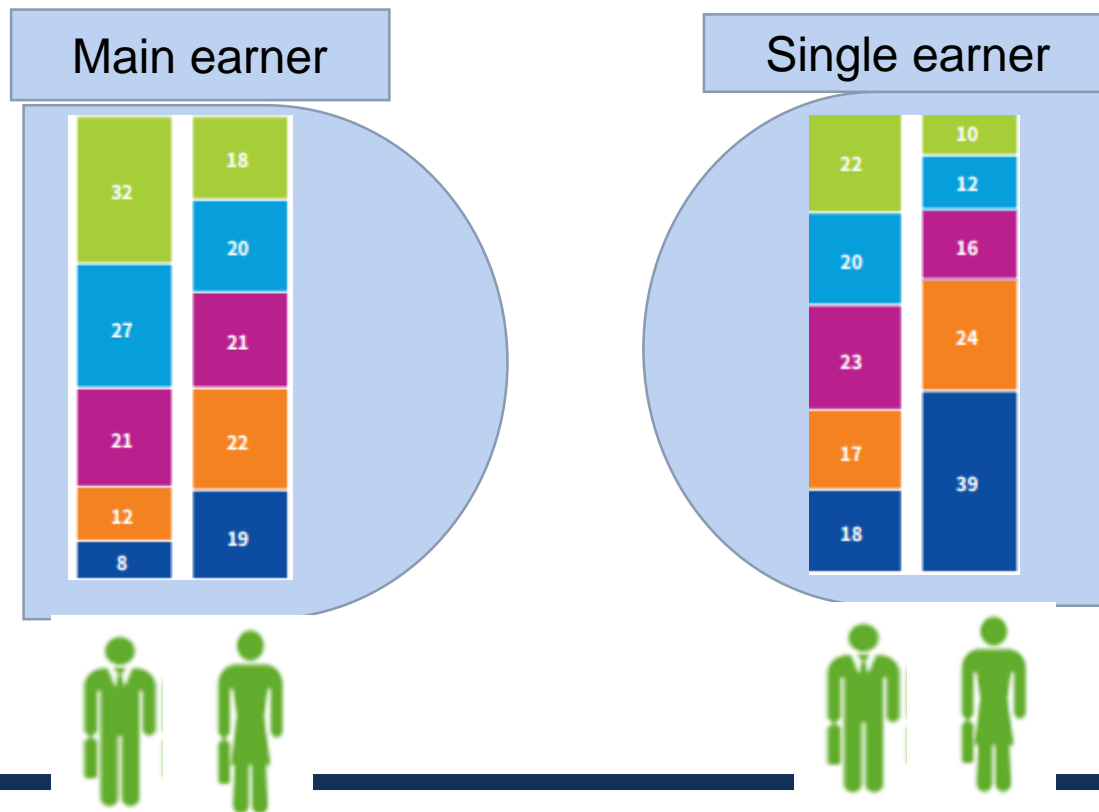


And more.....

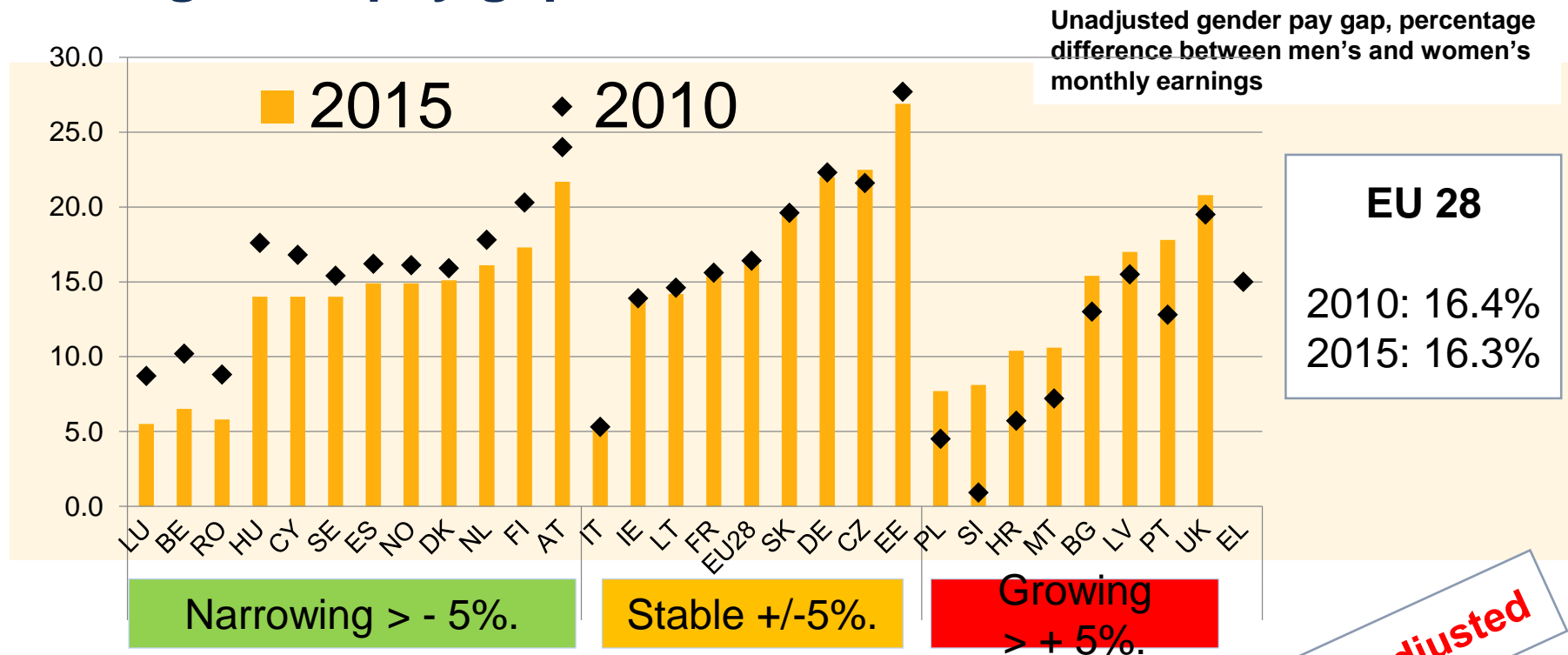
- Income & GPG
- Overall working time
- Life course perspective

HH Income

quintile/ EWCS 2015



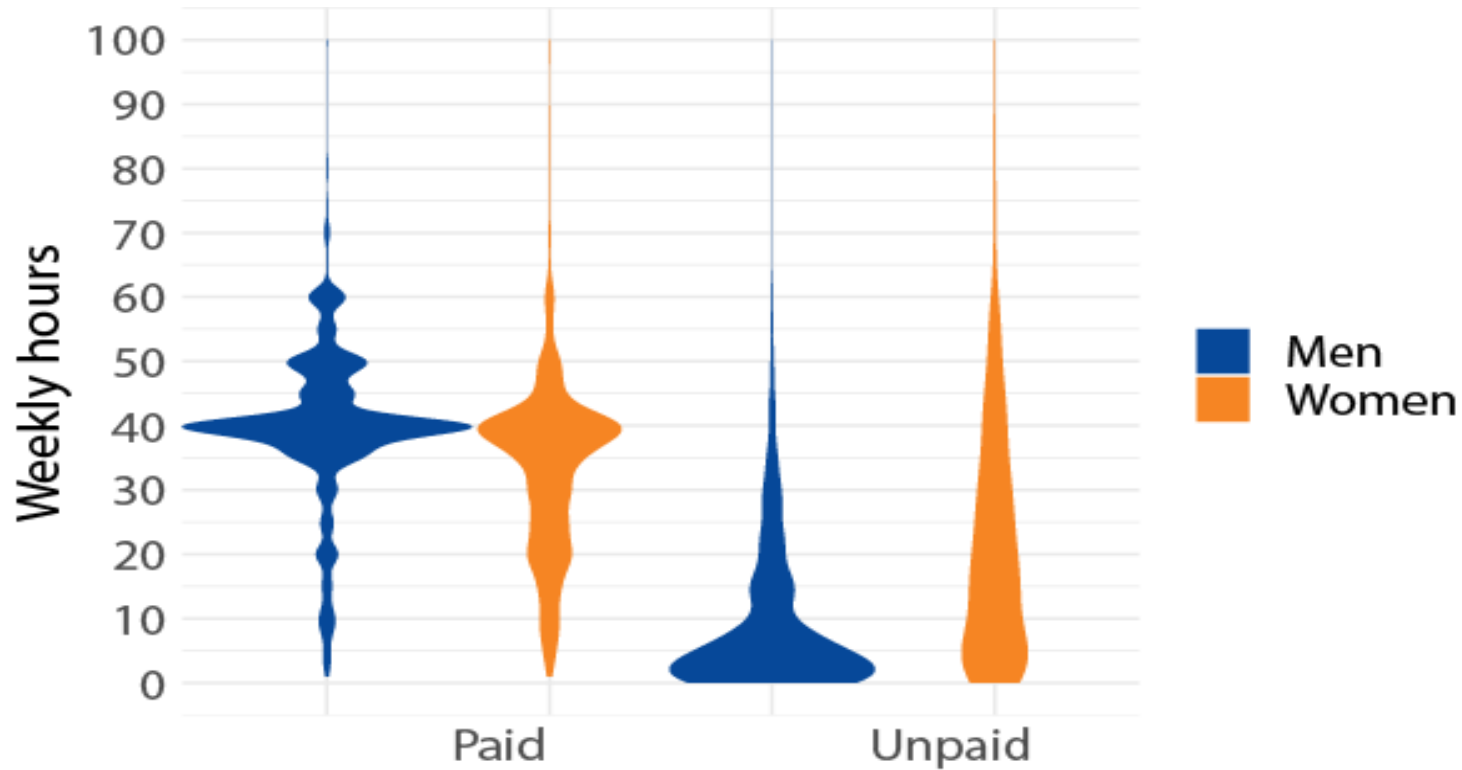
The gender pay gap has remained stubbornly stable



Note: Most recent figures for Croatia, Ireland and Malta relate to 2014. No more recent figures are available for Greece. Source, Eurostat, Structure of earnings survey methodology [earn_gr_gpgr2]; Extracted on 25 April 2017, no adjustment for working time.

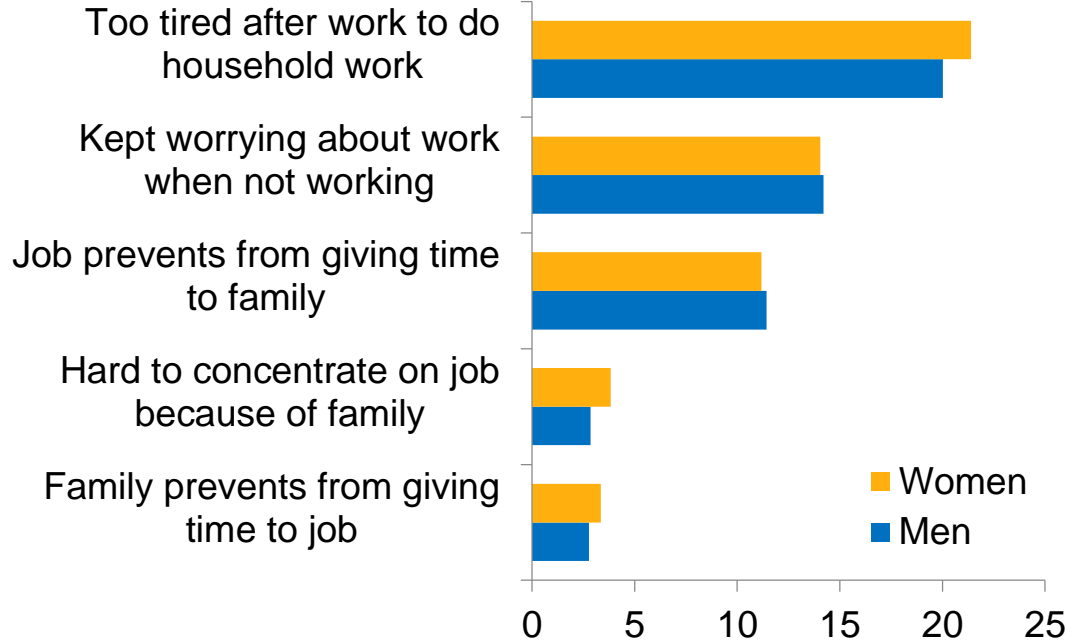
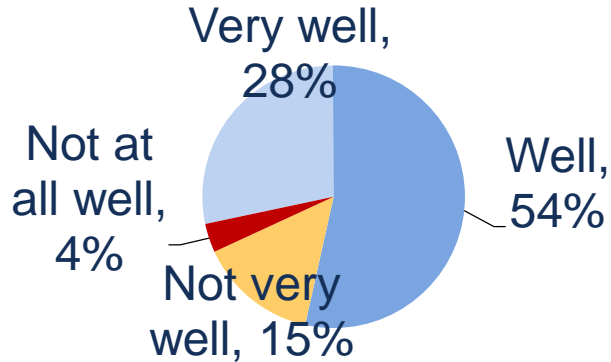
Unadjusted

Is work shared equally?

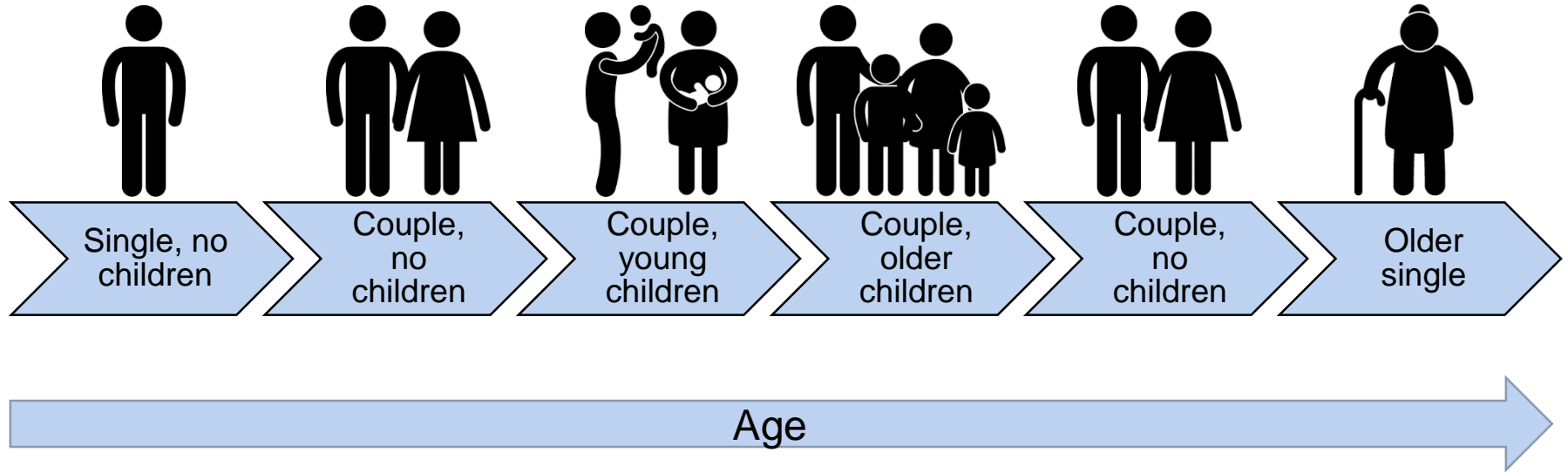


Source: European Working Conditions Survey 2015

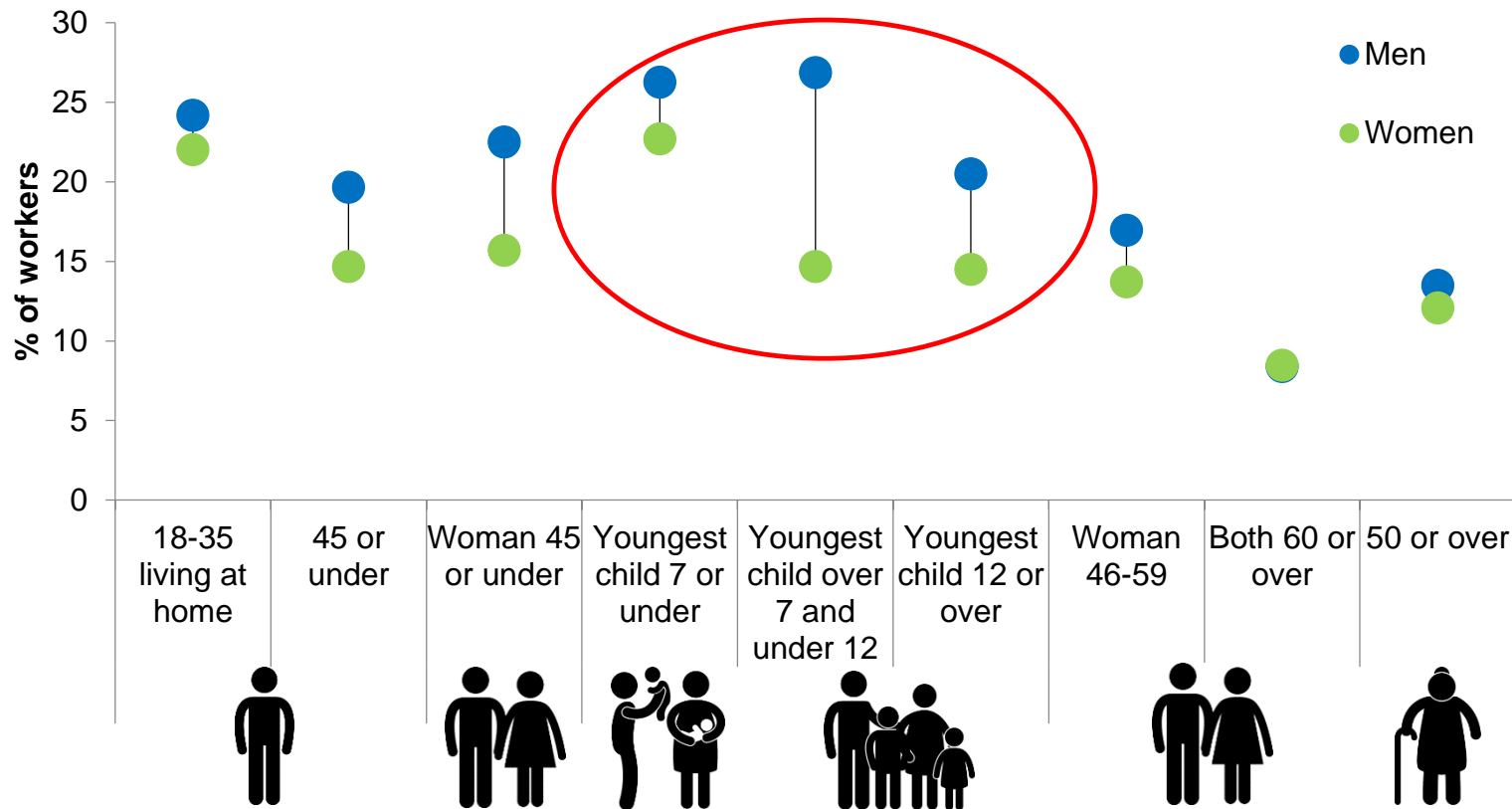
Work-life balance indicators



Work-life balance: A life course perspective



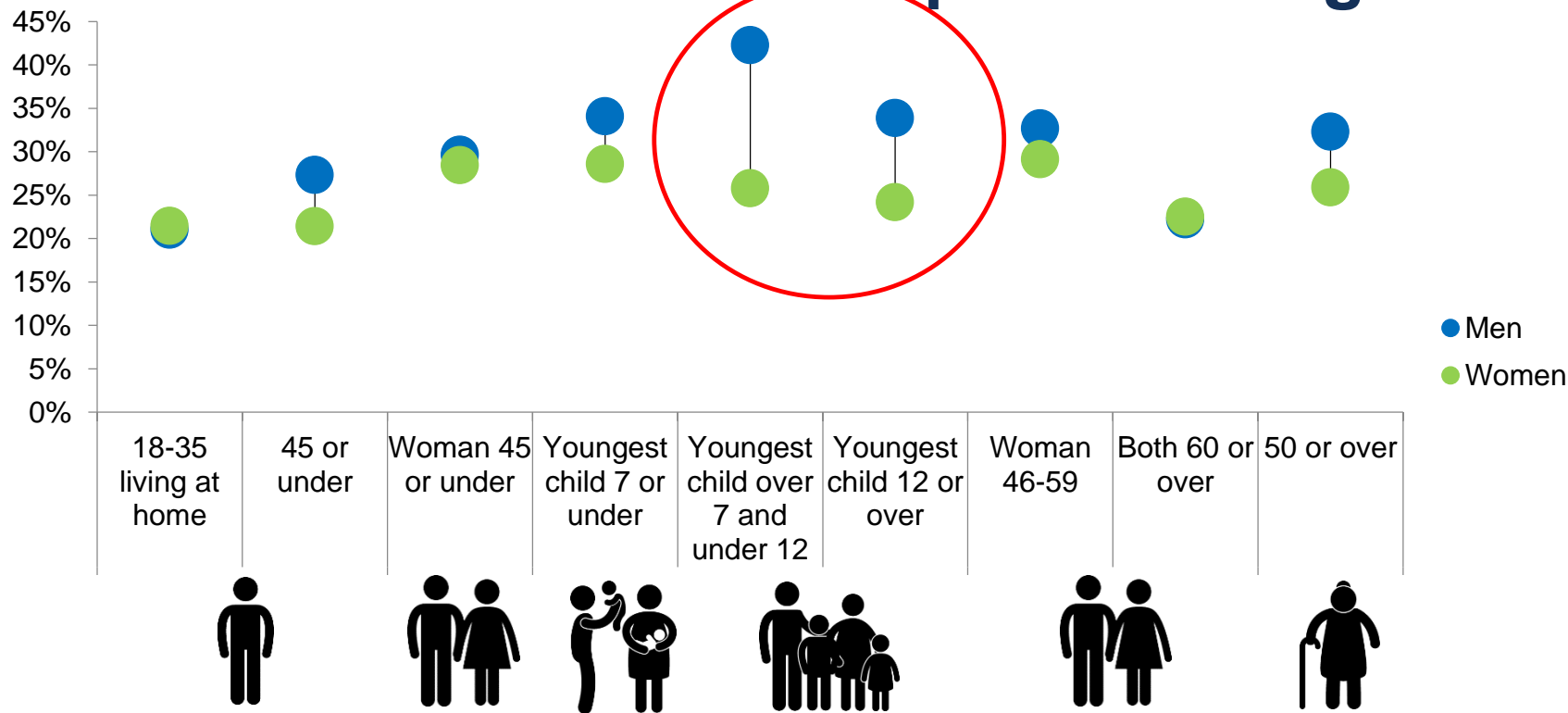
Poor work-life balance across the life course



Source: EWCS, 2015

Preference to work less.....

.....in paid working hours



Source: EWCS, 2015

Father participation increases when:

- Adequate household income
- Compensation ratios are high
- Mother has relatively high income
- Father has secure job position
- Parents well-educated
- Administrative hurdles for benefits low
- Companies supportive/role models among superiors and peers
- Social environment supportive

