



Gender segregation in education, training and employment

3rd Thematic Seminar

**Recruitment and retention in Social Services:
Improving the sector's attractiveness**

14/02/2019

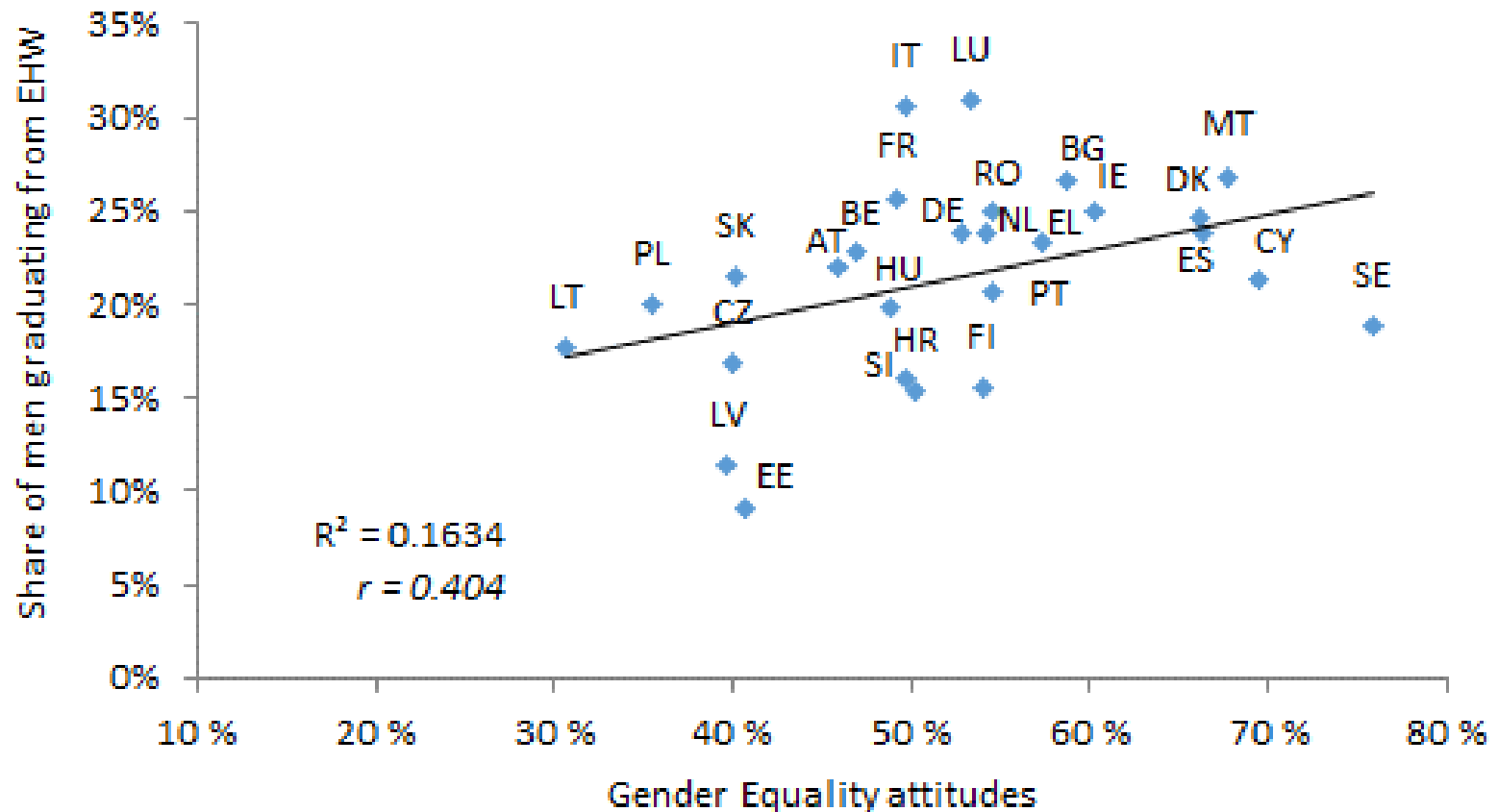
Dr. Lina Salanauskaite



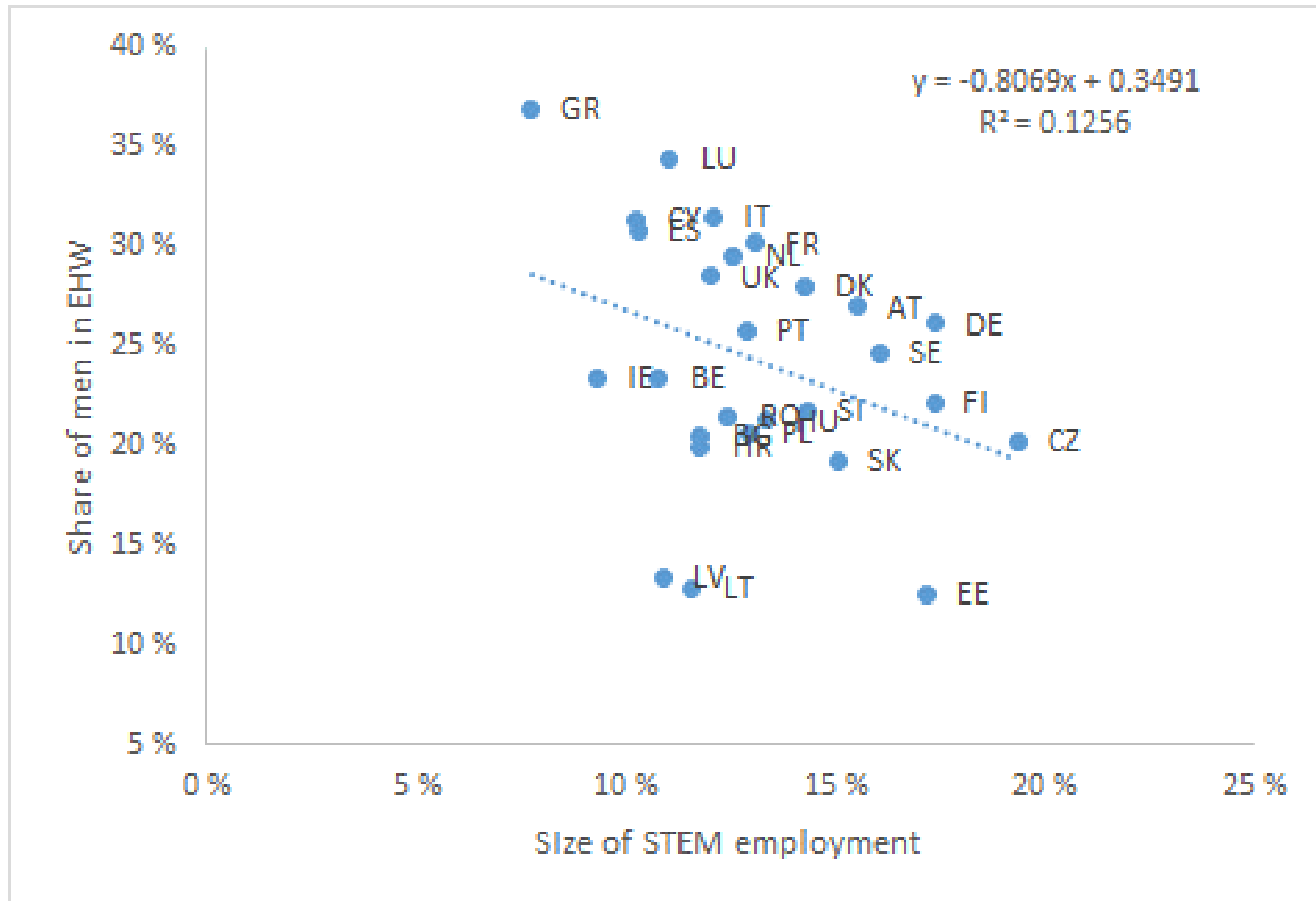
Focus of the presentation

- **Subject choices in education and training by gender**
- Gender analysis of the **transition to employment** of graduates in fields of education and training non-traditional to their gender
- **Gender segregation in the labour market and gender pay gap**

Gender equality: not without gender balanced studies and labour markets



To focus on one sector, we need to know what is happening in others...



Reference: EIGE. (2018). Study and work in the EU: Set apart by gender. Retrieved from <https://eige.europa.eu/rdc/eige-publications/study-and-work-eu-set-apart-gender-report>

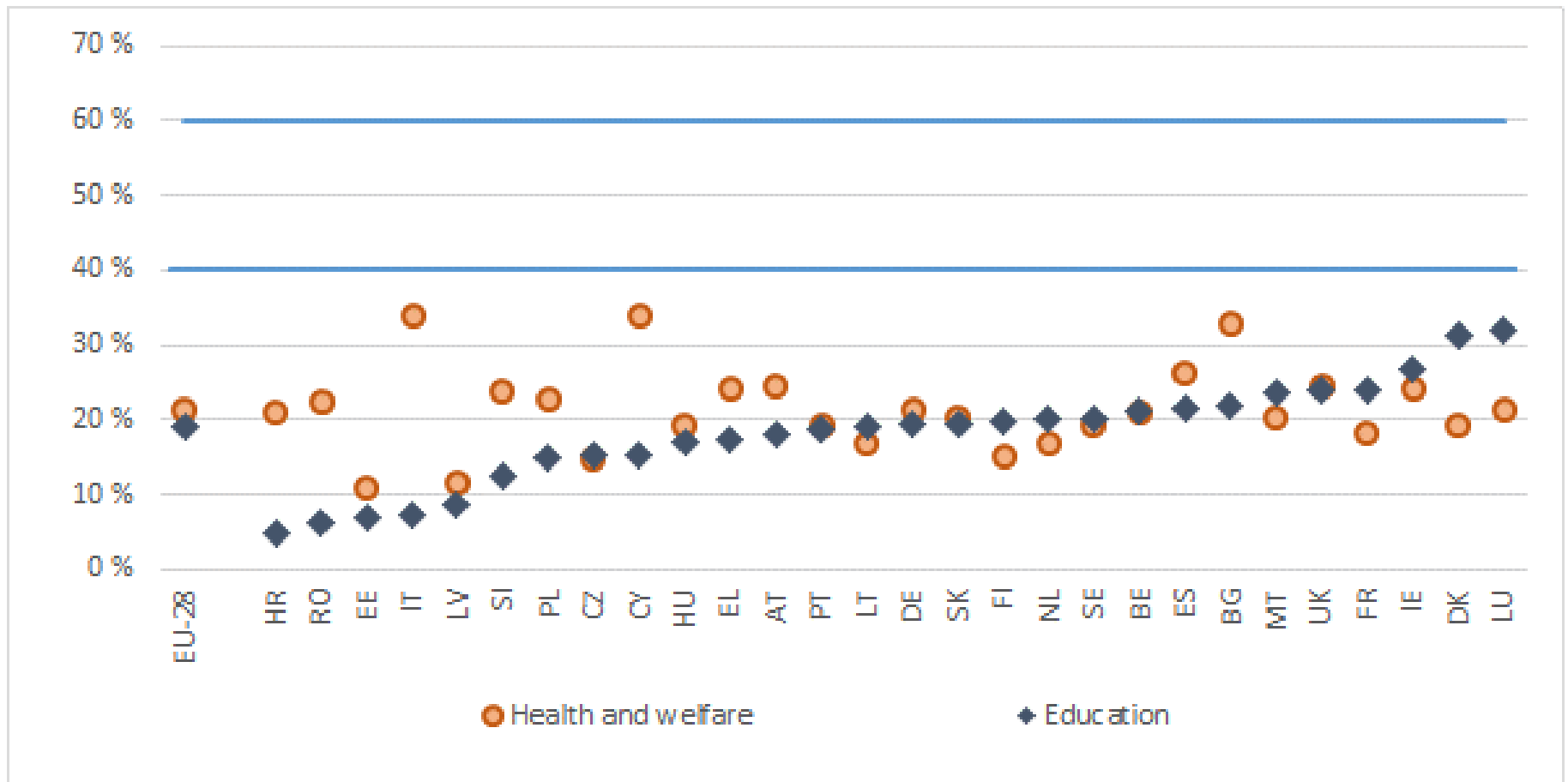
The most segregated fields of education (tertiary and VET), %

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

Source: Eurostat [educ_uoe_grad02]

Reference: EIGE. (2018). Study and work in the EU: Set apart by gender. Retrieved from <https://eige.europa.eu/rdc/eige-publications/study-and-work-eu-set-apart-gender-report>

EHW graduates: share of men, 2013-2015



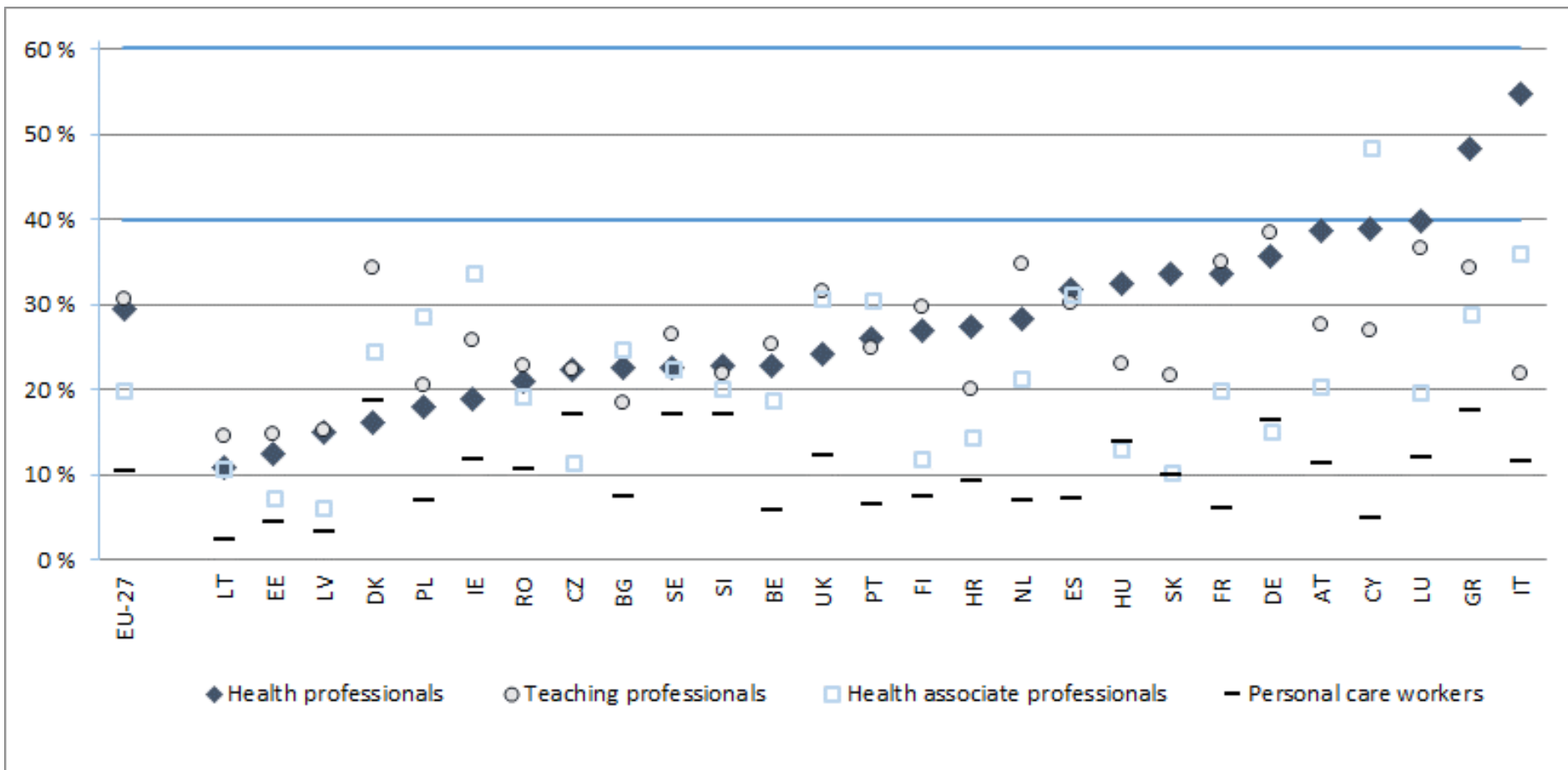
Source: Eurostat [educ_uae_grad02], EIGE's calculation

Reference: EIGE. (2018). *Study and work in the EU: Set apart by gender*. Retrieved from <https://eige.europa.eu/rdc/eige-publications/study-and-work-eu-set-apart-gender-report>

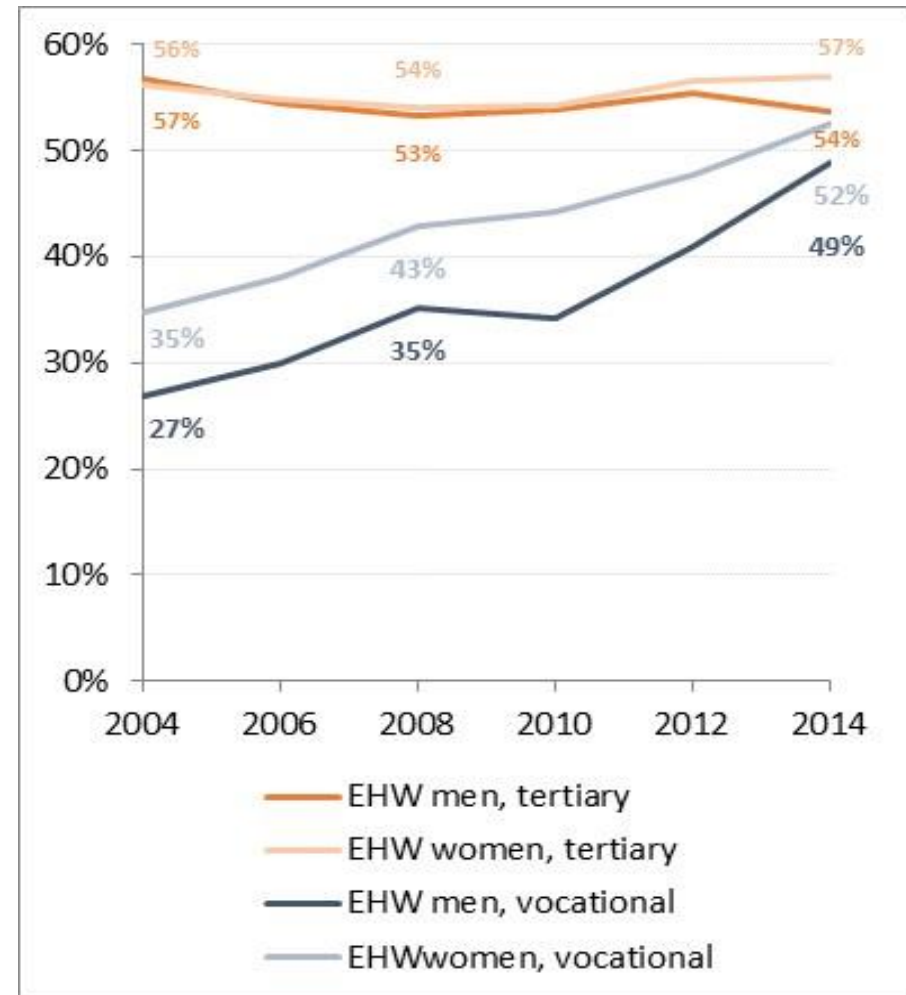
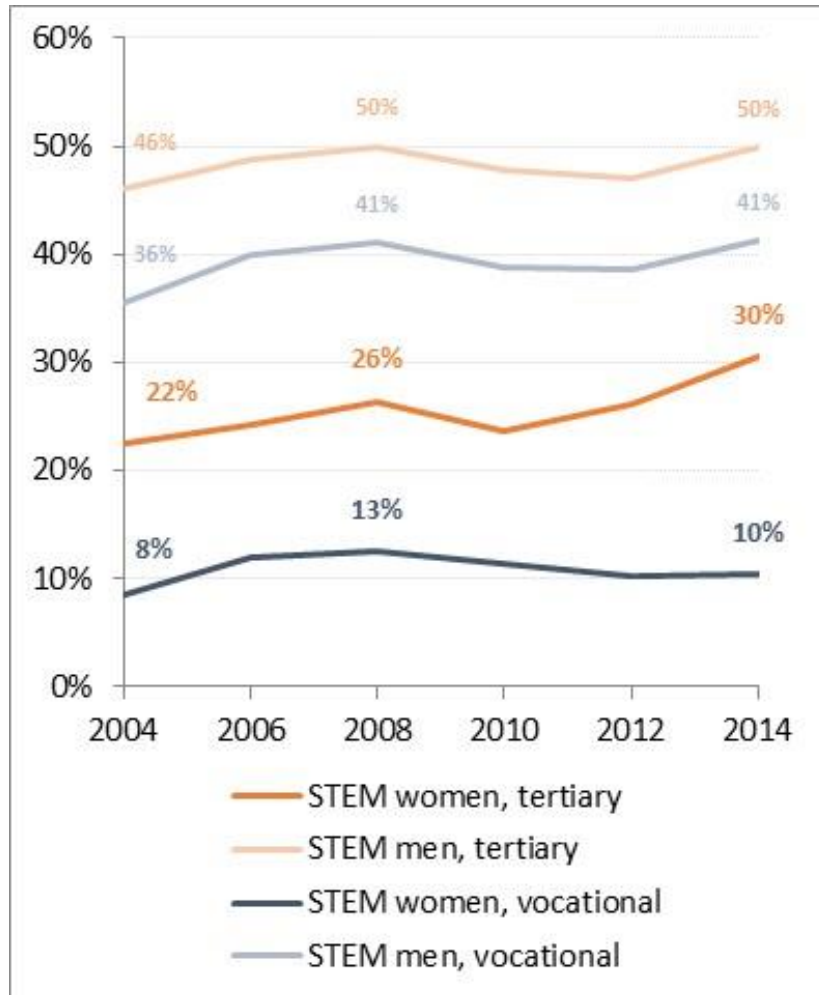
The most segregated occupations, %

	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

EHW occupations: share of men, 2013-2015



Working in an occupation matching educational qualification



Other occupations of EHW graduates, 2014 (%)

	Tertiary		Vocational	
	Men	Women	Men	Women
Legal, social, cultural and related associate professionals	15	23	24	24
Legal, social and cultural professionals	12	17	3	
Science and engineering professionals	8			
Business and administration associate professionals	6	7	7	5
Sales workers	4	8	7	15
Cleaners and helpers		3		15

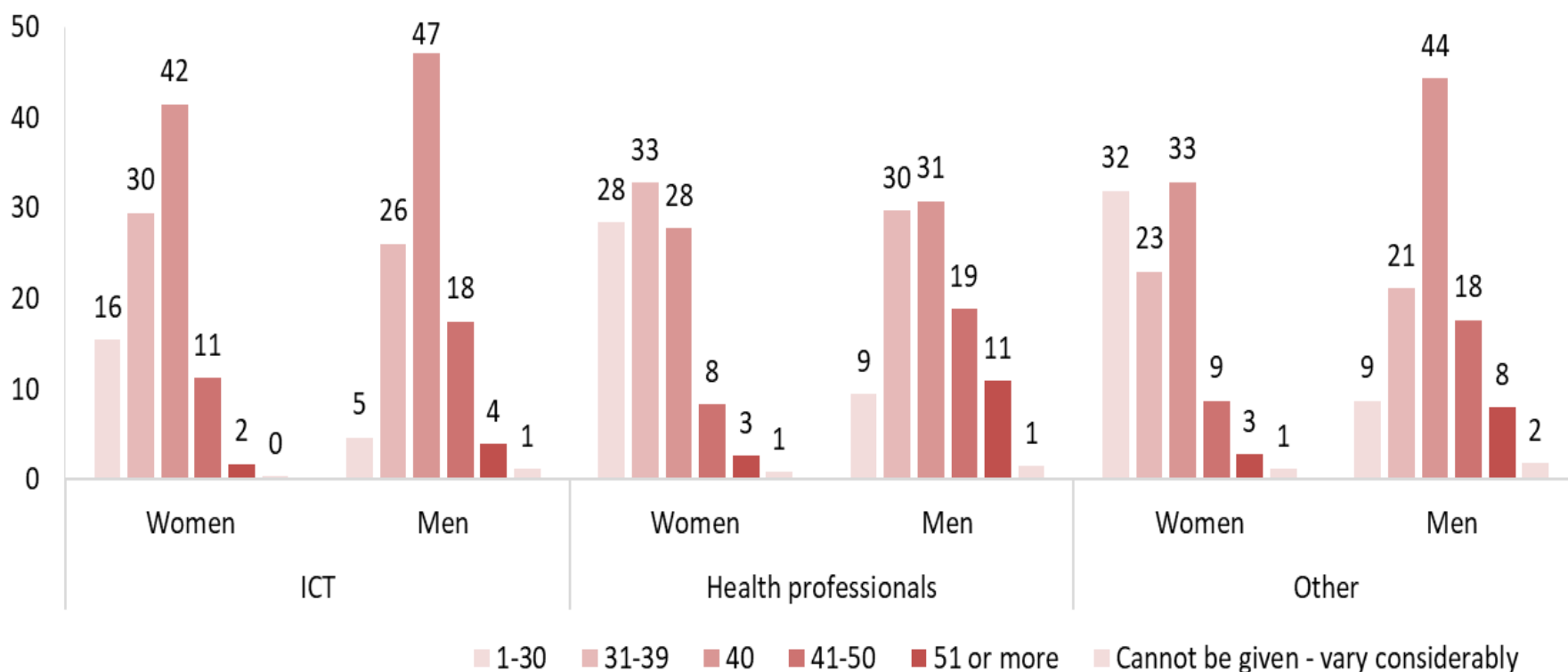
Reference: EIGE. (2018). Study and work in the EU: Set apart by gender. Retrieved from <https://eige.europa.eu/rdc/eige-publications/study-and-work-eu-set-apart-gender-report>

Other occupations of STEM graduates, 2014 (%)

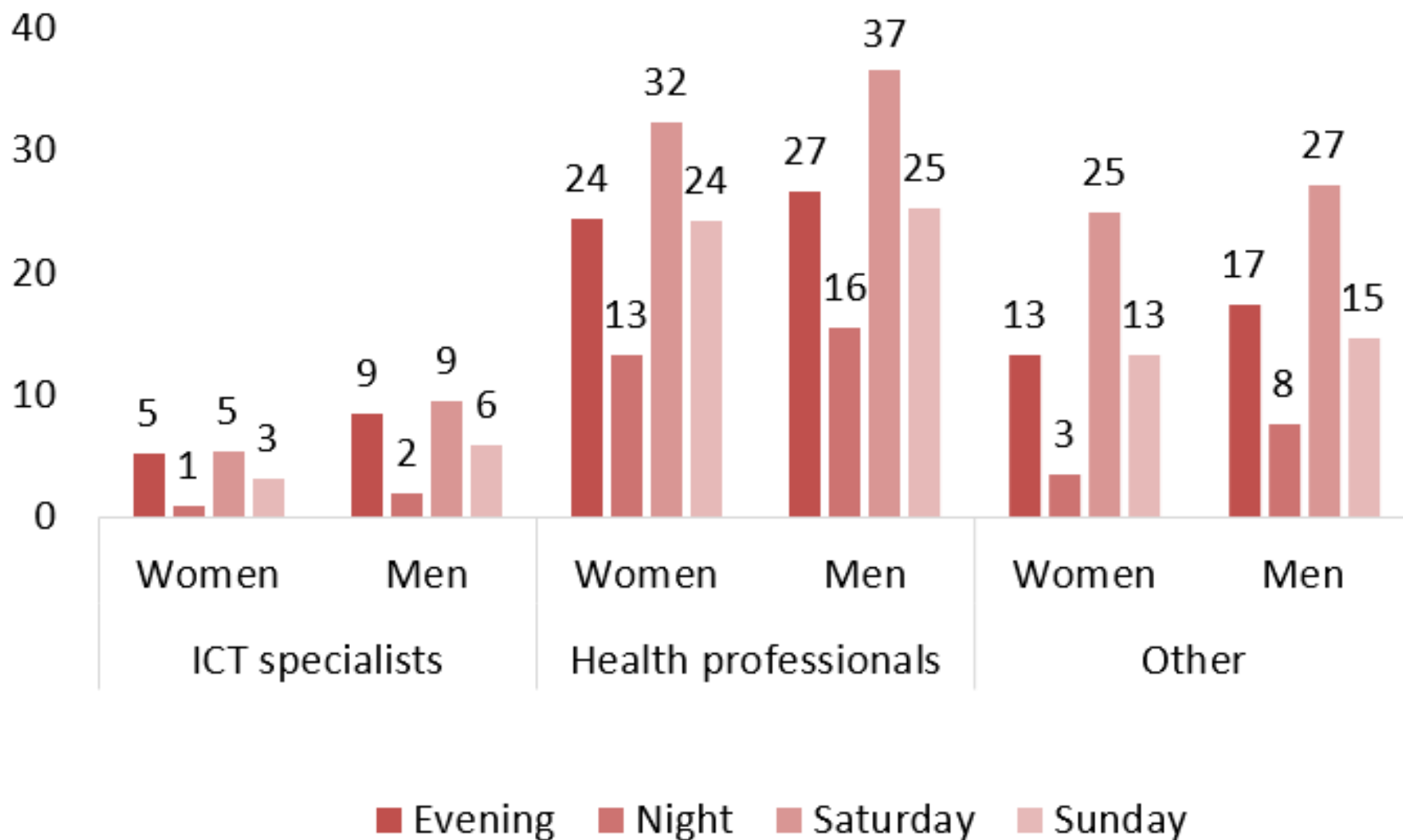
	Tertiary		Vocational	
	women	men	women	men
Teaching professionals	21	12		
Business and administration professionals	11	11		
Business and administration associate professionals	10	10	4	4
Production and specialized services managers	5	13		
Sales workers	7	4	20	7
Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers			11	10
Personal Services Workers			10	
Drivers and Mobile Plant Operators		3		15
Labourers in Mining, Construction, Manufacturing and Transport			4	10

Work-life balance: longer working hours in ICT jobs

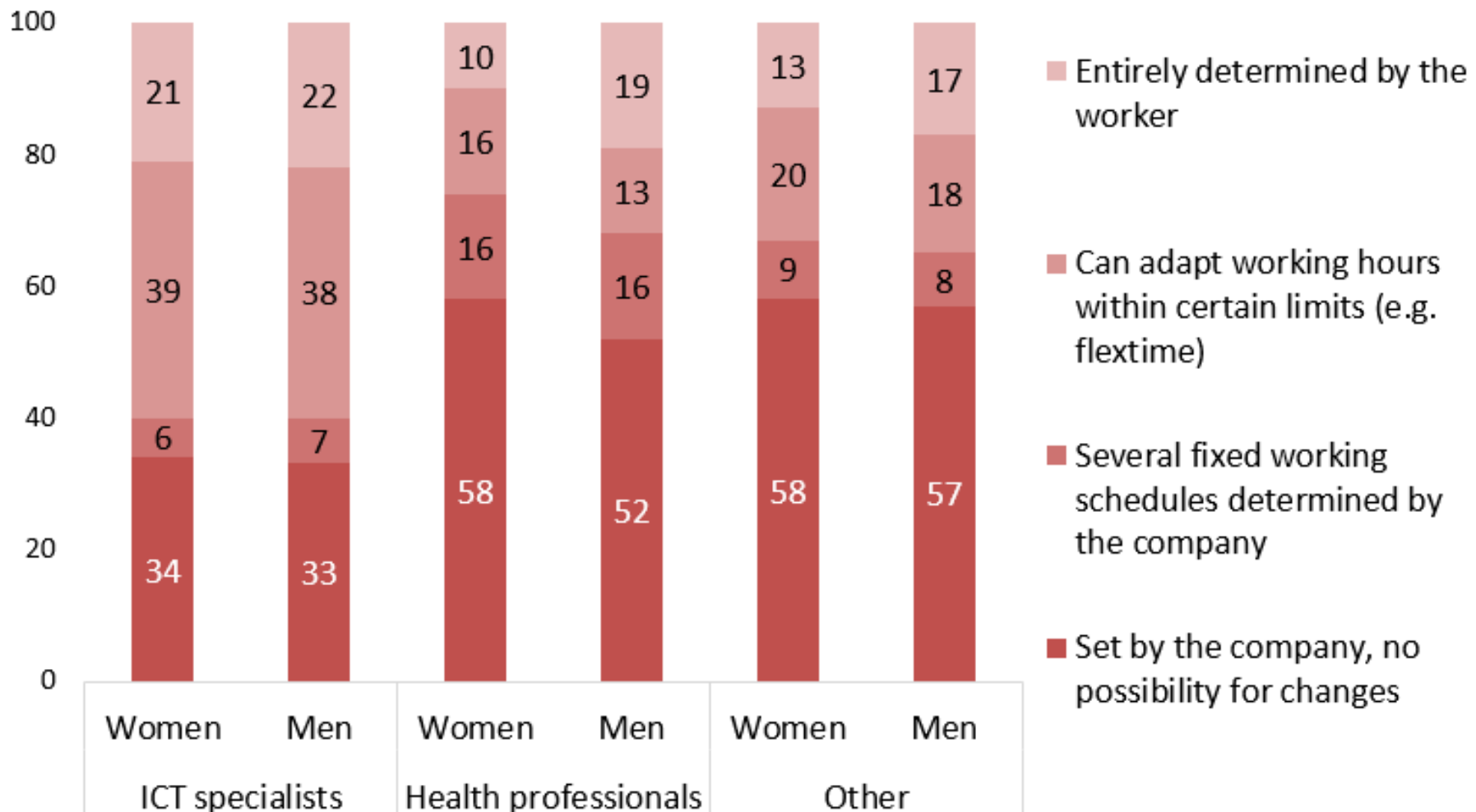
Average weekly working hours in the EU, by occupational group and gender (20-64, %, 2016):



... but atypical hours are less common

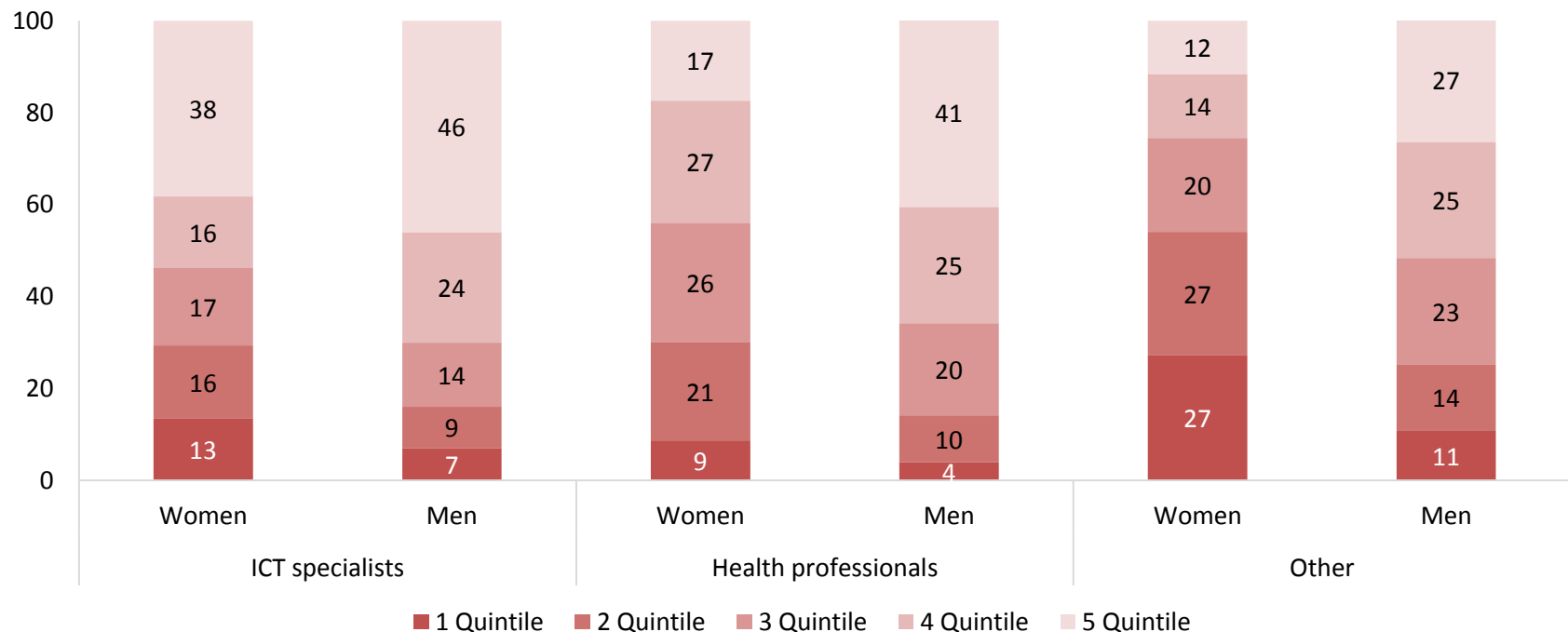


...and ICT specialists have more flexibility in working hours



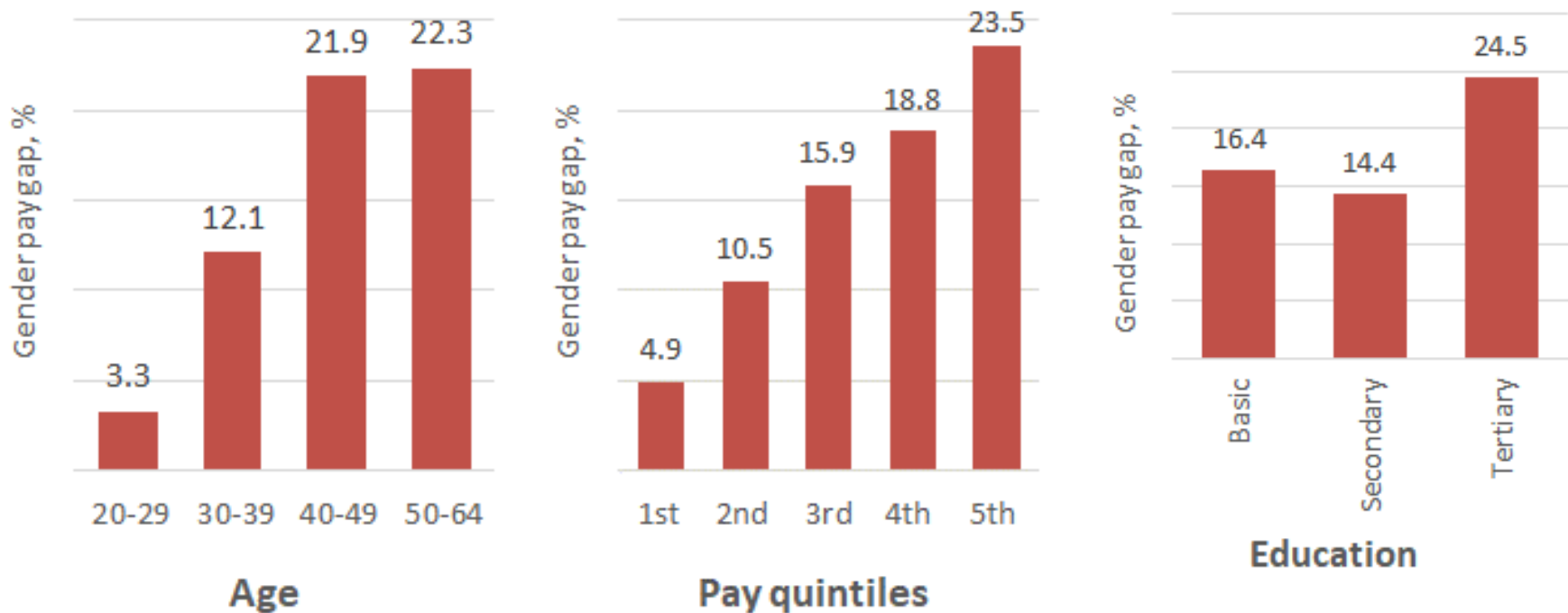
Gender gaps in pay are particularly large in certain occupations, such as health professionals

- Gender gaps in net earnings are particularly large among those in more qualified/better paid jobs

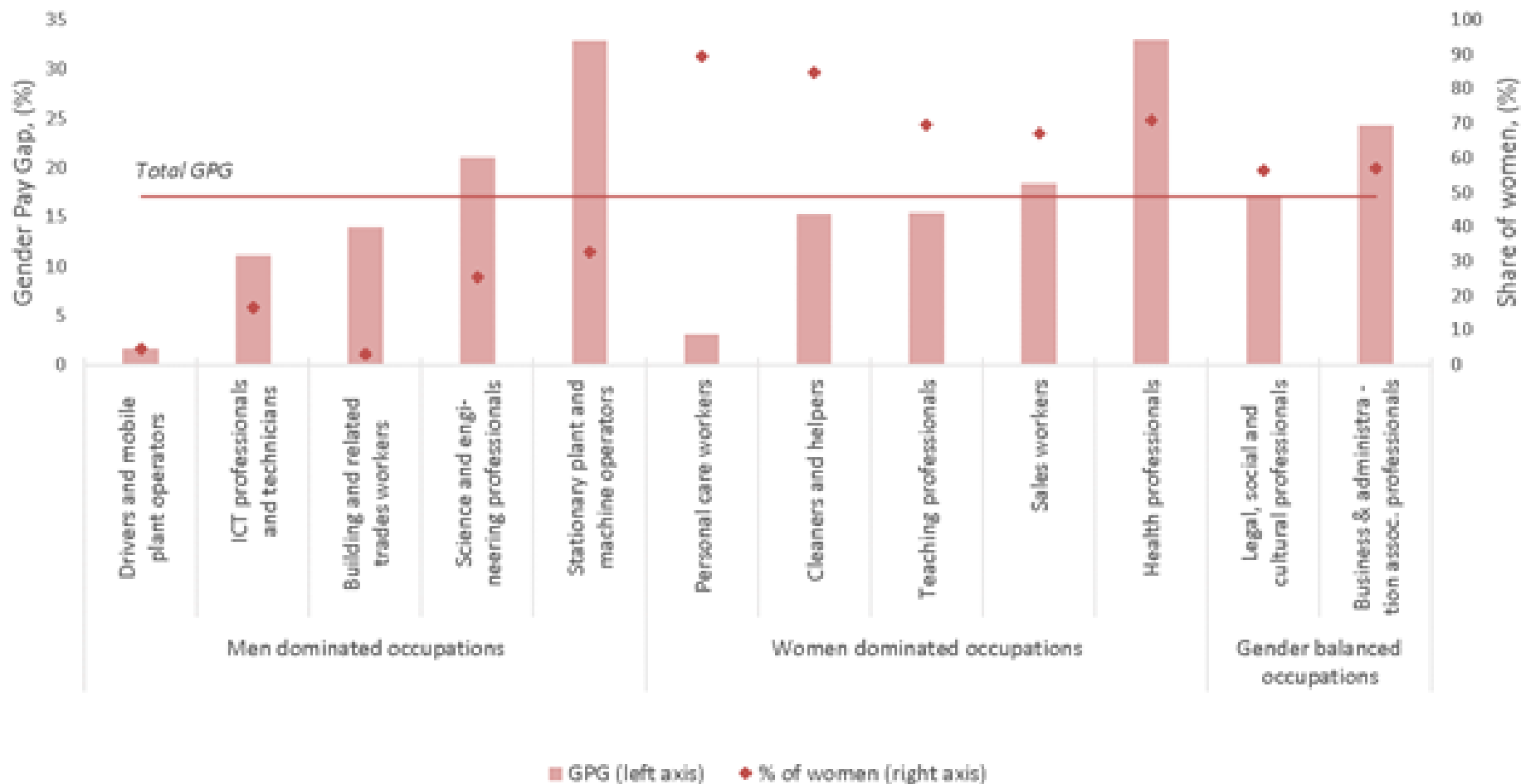


Gender pay gap enlarges substantially along the career path....

Gender pay gap in the EU (2014), by age groups, pay quintiles and educational attainment:

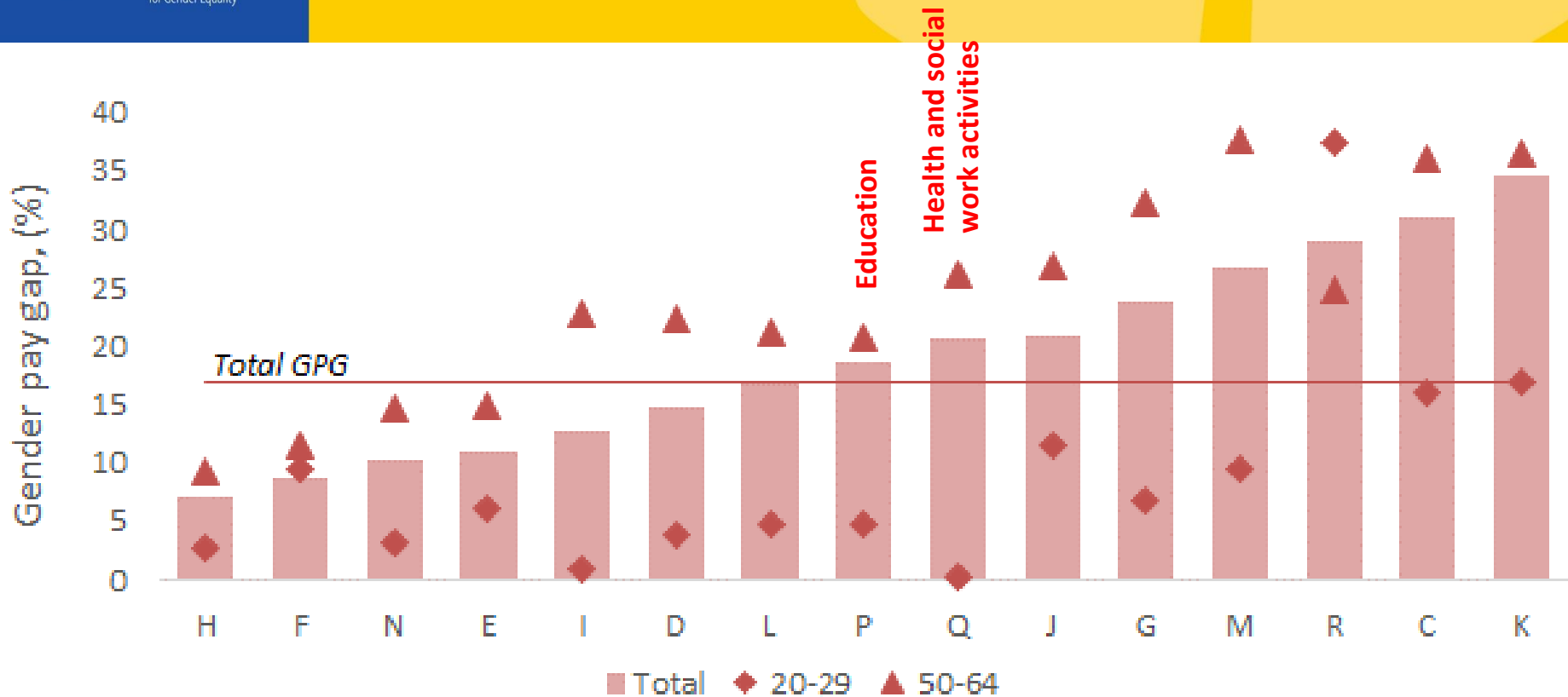


... and is particularly high for some occupations



Reference: EIGE. (2019, forthcoming). *Tackling the gender pay gap: not without a better work-life balance.*

... and in some economic sectors



NACE codes: B) mining and quarrying; C) manufacturing; D) electricity, gas, steam and air conditioning supply; E) water supply, sewerage, waste management and remediation activities; F) construction; G) wholesale and retail trade; repair of motor vehicles and motorcycles; H) transportation and storage; I) accommodation and food service activities; J) information and communication; K) financial and insurance activities; L) real estate activities; M) professional, scientific and technical activities; N) administrative and support service activities; O) public administration and defence, compulsory social security; P) education; Q) human health and social work activities; R) arts, entertainment and recreation.

Concluding remarks

- **Gender norms and stereotypes** underpin most of the current inequities
- **Unequal sharing of time for caring duties proves to be the most resistant to change.** Gendered expectations of women's limited participation due to (upcoming) family care set numerous current biases in employment, with implications for the future. Women's earnings drop upon the time of family formation. Men's don't.
- **Organisations** can be in charge of structural changes:
 - Better gender balance in decision-making
 - Gender sensitive career progression
 - Valuation of working hours
 - Work-life balance provisions

European Institute for Gender Equality



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