



PLUGGING GENDER GAPS IN THE LABOUR MARKET

December 2023
#EuropeanYearOfSkills

Long-standing gender inequalities continue to present challenges for women's participation in the labour market. The EU 2030 headline targets from the European Pillar of Social Rights Action Plan, of at least 78% of adults employed and 60% participating in training every year, require significant effort to remove hurdles and **promote the participation of women in the labour market.**

THE SITUATION



Only **67.7%** of women in the EU are employed, compared to **78.5%** of men, despite **higher formal educational attainment**



Men and women usually spend similar time on education and training. However, in Sweden (+12%), Denmark (+7%), and Finland (+7%), women invest more time

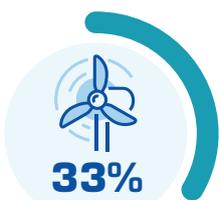


Only **7.5%** of board chairs and **7.7%** of **CEOs** in the EU are women

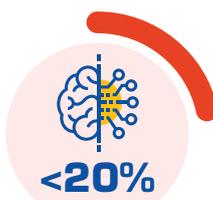


75% of unpaid care and domestic work is done by women

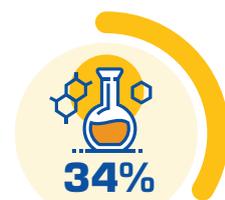
Untapped potential: women are underrepresented in key sectors for the green and digital transitions



in renewable energy



of ICT specialists



of Science, Technology, Engineering and Mathematics (STEM) graduates

EU INITIATIVES FOR GENDER EQUALITY IN SKILLS DEVELOPMENT AND EMPLOYMENT

- ✓ The EU's **Gender Equality Strategy 2020-2025**, the **European Skills Agenda**, and the **European Education Area Communication** aim to break gender stereotypes, address skills gaps, and provide equal opportunities for skills development.
- ✓ The **Women in Digital Strategy**, the **Digital Education Action Plan** and the **Digital Decade** aim to make digital skills and careers more attractive for girls and women. The proposal for a **Council Recommendation on improving the provision of digital skills** also aims at addressing the lack of representation of women in the ICT sector. EU projects like **GirlsGocircular** support these objectives. The **Digital Compass** aims for 20 million ICT specialists in the EU by 2030, with gender equality.
- ✓ EU initiatives to promote women's talent, entrepreneurship, and skills development include the online platform **WeGate** and the European Network of Mentors for Women Entrepreneurs.
- ✓ The **Youth Employment Support** package also focuses on young women, with the **Council Recommendation on Youth Guarantee**, addressing gender employment gaps. The Vocational Education and Training (**VET**) **Council Recommendation** seeks to make VET more attractive for women.
- ✓ The **New European Innovation Agenda** and the **European strategy for universities** aim to attract and retain women innovators and increase the gender balance of students and academic staff in STEM (science, technology, engineering, or mathematics).
- ✓ The **Pact for Skills** and **European Alliance for Apprenticeships** promote gender equality in skills development.
- ✓ **The Council Recommendation on the Revision of the Barcelona targets on early childhood education and care** (ECEC) highlights the crucial role of ECEC services in promoting women's labour-market participation. The new 2030 targets for Member States are set at at least 50% of participation in ECEC for children below 3 and 96% for children between the age of 3 and the starting age for compulsory primary education.
- ✓ The **Directive on equal opportunities and equal treatment at work**, the **Directive on work-life balance for parents and carers**, the **Directive on equal pay for equal work or work of equal value**, the **Directive on equal treatment between men and women in the access to goods and services** and the **Directive on improving the gender balance on corporate boards** promote gender equality in access to employment, training and career development.

EU FUNDING AVAILABLE

Several EU funds with significant budgets support gender equality:

