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Gender stereotypes are a root cause of gender inequality and affect all areas of society. Stereotypical expectations based on fixed norms for women and men, girls and boys, limit their aspirations, choices and freedom, and therefore need to be dismantled. Gender stereotypes strongly contribute to the gender pay gap. They are often combined with other stereotypes such as those based on race or ethnic origin, religion or belief, disability, age or sexual orientation, and this can reinforce stereotypes' negative impacts.

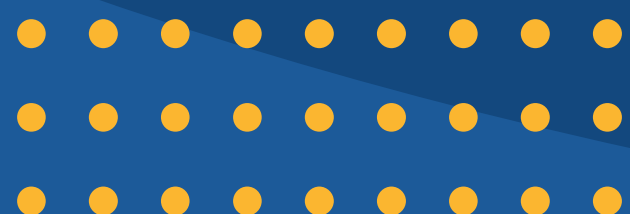


44% of Europeans think that the most important role of a woman is to take care of her home and family.



43% think the most important role of a man is to earn money.

Source: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020–2025, European Commission





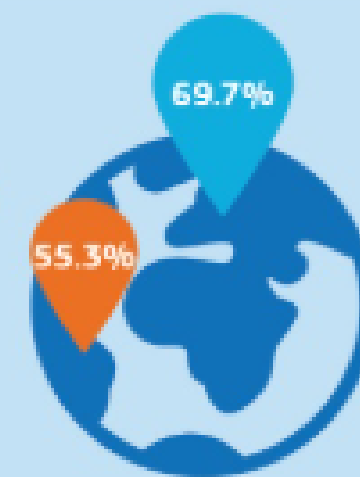
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Women's employment rate in the EU is higher today than ever before, yet many women still experience barriers to joining and remaining in the labour market. Some women are structurally underrepresented in the labour market, often resulting from the intersection of gender with additional conditions of vulnerability or marginalisation such as belonging to an ethnic or religious minority or having a migrant background.

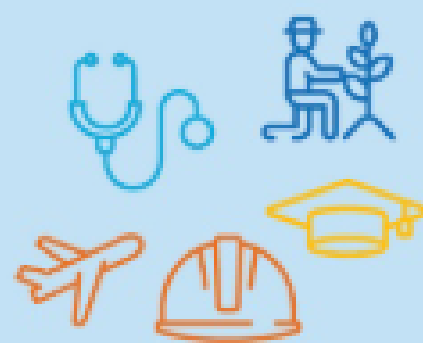


The difference between women's and men's employment rate in the EU is **11.6%**.



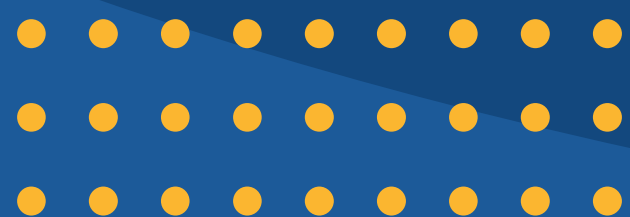
Only **55.3%** of women born outside the EU are in employment, compared to **69.7%** of women born in the EU.

Only **16%** of Roma women are in paid employment in the EU.



10% of construction workers and **25%** of agriculture, forestry, fishing and transportation workers are **women**, while **25%** of workers in education and **20%** of workers in human health and social activities are **men**.

Source: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020–2025, European Commission





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While there are more women university graduates in Europe than men graduates, women remain underrepresented in higher paid professions. More women than men work in low-paid jobs and sectors, and in lower positions. Discriminatory social norms and stereotypes about women's and men's skills, and the undervaluation of women's work are some of the contributing factors.



Out of high-performing students in maths or science in OECD countries, **1 in 4** boys expect a career as an engineer or scientist, compared to **1 in 6** girls; **1 in 3** girls expect to work as health professionals, compared to **1 in 8** boys.

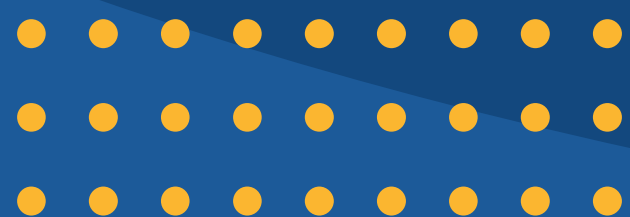


The share of men working in the digital sector is **3.1 times** greater than the share of women.



Only **22%** of AI programmers are women.

Source: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020–2025, European Commission





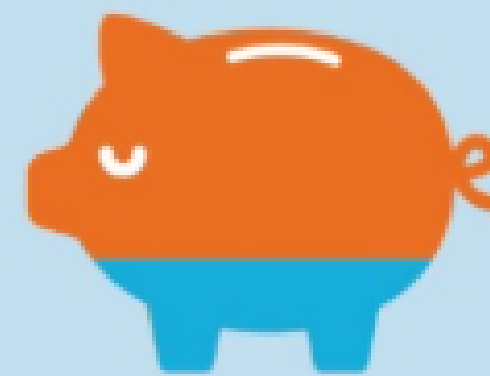
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The principle of equal pay for equal work or work of equal value has been enshrined in the Treaties since 1957 and translated into EU law. It ensures that there are legal remedies in case of discrimination. Yet, women still earn on average less than men. Accumulated lifetime gender employment and pay gaps result in an even wider pension gap and consequently older women are more at risk of poverty than men.

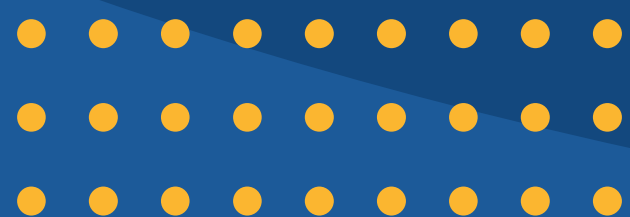


15.7% gender pay gap in the EU.



30.1% gender pension gap in the EU.

Source: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020–2025, European Commission





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An equal sharing of care responsibilities at home is crucial, as is the availability of childcare, social care and household services, in particular for single parents. Insufficient access to quality and affordable formal care services is one of the key drivers of gender inequality in the labour market. Investing in care services is therefore important to support women's participation in paid work and their professional development. It also has potential for job creation for both women and men.

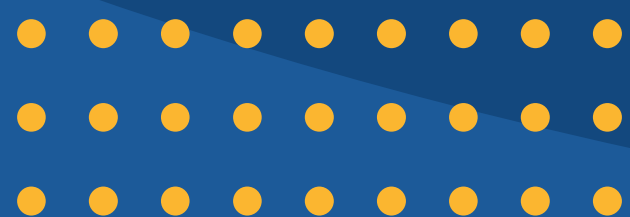


Women in the EU spend **22 hours** per week on care and household work, while men spend only **9 hours**.



80% of care in the EU is provided by informal carers, **75%** of whom are women. Many of them have a migrant background.

Source: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020–2025, European Commission

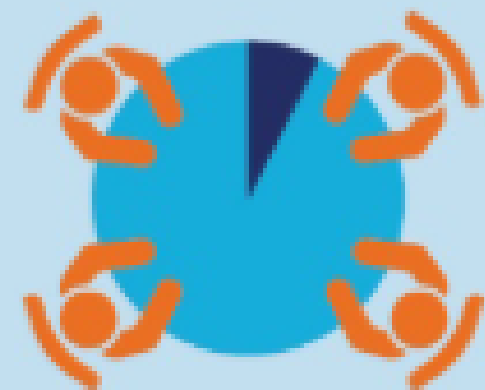




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Having both women and men represented is crucial for successful leadership. Inclusive and diverse leadership is needed to solve the complex challenges that decision-makers face today. More inclusion and more diversity is essential to bring forward new ideas and innovative approaches that better serve a dynamic and flourishing EU society. Allowing citizens from all backgrounds to meaningfully participate in society is a necessary pre-condition for a well-functioning democracy and leads to more effective policy-making.



Women are only **7.5%** of board chairs and **7.7%** of CEOs in the EU's largest listed companies.



Only **32.2%** of members of national parliaments in the EU are women.

Source: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020–2025, European Commission

