European Institute for Gender Equality
EIGE’s main areas of activity

- Gender mainstreaming
- Gender-based violence
- Research & Gender Statistics
EIGE’s resources

- Reliable information
- Good practices
- Methods and tools
- Country-specific overviews
THE GEAR TOOL: success and risk factors

- A comprehensive legal and policy setting
- Well-equipped supporting structures at institutional level
- Commitment from top-management
- Engagement of intermediate management
- Community members’ engagement
- Institutionalisation is required to ensure sustainability
- Existence of leading successful initiatives

- Lack of support from the top leadership
- Lack of funding
- Lack of continuity of gender equality initiatives
- Organisational resistances
- Gendered character of scientific culture
- Economic and social crisis
APPROACH TO GENDER MAINSTREAMING

GENDER MAINSTREAMING STRATEGY

- Political commitment
- Legal framework

DIMENSIONS

- Equal representation of women and men
- Gender perspective into the content of policies
APPROACH TO GENDER MAINSTREAMING

CONDITIONS
- Implementation plan
- Structures
- Resources
- Accountability mechanisms
- Knowledge generation
- Gender expertise
- Stakeholders involvement

METHODS AND TOOLS
- Gender Analysis
- Gender Audit
- Gender Awareness-raising
- Gender Budgeting
- Gender Equality Training
- Gender Evaluation
- Gender Impact Assessment
- Gender Indicators
- Gender Monitoring
- Gender Planning
- Gender Procurement
- Gender Statistics
- Gender-sensitive Stakeholder Consultation
- Institutional Transformation
- Sex-disaggregated data

• BETTER POLICY MAKING
• BETTER-FUNCTIONING INSTITUTIONS
• GENDER SENSITIVE PROCESSES
Recent research

Gender, skills and precarious jobs in the EU

Gender related challenges in education

Gender segregation in tertiary education, training and the labour market
Women face a higher risk of precariousness throughout their lives.
Gender, skills and precarious jobs in the EU

- The employability of people with low levels of qualifications can be addressed by upskilling — either to enter the labour market, or to keep up with increasing skills demands and move to better jobs.

- People with low educational attainment face a higher risk of detachment from the labour market, poverty and social exclusion.
Gender, skills and precarious jobs in the EU

Multi policy approach to dismantle gender inequalities
Gender related challenges in education

- Gender segregation in study fields and career choices and consequences on the labour market
- Gender and different attainments and achievements in education
- Gender-based violence at school and the bullying phenomena
- Gender education: teacher awareness and competences on school curricula
- Gender equality as an element of school curricula
- Gender aspects of immigration in education and gender and ethnic minorities
### Gender related challenges in education

<table>
<thead>
<tr>
<th>EU</th>
<th>EU/MS:</th>
<th>MS</th>
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<tbody>
<tr>
<td>- To expand EU attention on gender-related challenges in education.</td>
<td>- To tackle gender-related challenges considering both effect on boys and girls.</td>
<td>- To deal with segregation in educational pathways and their impact on career choice</td>
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<td>- To develop a multi policy approach to tackle gender inequalities and to not only focus on “education” initiatives</td>
<td>- To increase the collection of sex disaggregated data in European sources.</td>
<td>- To gender-based violence as an issue that should be part of the gender equality discussion in education and training systems.</td>
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<td>- To promote exchange of mutual learning and platforms for transnational exchange</td>
<td>- To promote intersectionality at different level.</td>
<td>- To support teachers competences and CV development on gender issues</td>
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<td>- To increase knowledge and awareness on gender stereotypes.</td>
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</table>
Gender segregation is associated with perpetuating gender inequalities in and beyond the labour market.
Gender segregation in tertiary education, training and the labour market

• By 2025, demand for STEM, health and social care professionals is expected to **grow by around 8%**, much higher than the average 3% growth forecast for all occupations (Cedefop)

• **Major skills shortages of STEM, health and social care** are observed across all EU countries and expected to exacerbate with future demographic developments (i.e. large retiring foreseen).

• In spite of a series of measures, **women participation in STEM studies** and **men participation in education, health and welfare studies** remain low in most Member States.

• By 2025, in **Slovenia**, most job opportunities, around 33%, will be for professionals (high level occupations in science, engineering healthcare, business and teaching), much higher than the 24% forecast for this occupational group in the EU as a whole (Cedefop)
Gender balanced = from **40% to 60%** of women or men
STEM and EHW (tertiary & vocational education levels) are most gender segregated study fields
Share of women in 2013-2015, %:

<table>
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<tr>
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<th>EU-28</th>
<th>EU range</th>
<th>SI</th>
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<tbody>
<tr>
<td><strong>EHW</strong></td>
<td></td>
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<tr>
<td>TOTAL EHW</td>
<td>79</td>
<td>70-90</td>
<td>82</td>
</tr>
<tr>
<td>Education</td>
<td>81</td>
<td>68 - 95</td>
<td>86</td>
</tr>
<tr>
<td>Health and welfare</td>
<td>79</td>
<td>66 - 89</td>
<td>76</td>
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<tr>
<td><strong>STEM</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL STEM</td>
<td>23</td>
<td>14-38</td>
<td>20</td>
</tr>
<tr>
<td>Natural sciences, mathematics and statistics</td>
<td>54</td>
<td>41 - 79</td>
<td>61</td>
</tr>
<tr>
<td>Engineering, manufacturing and construction</td>
<td>19</td>
<td>12 - 34</td>
<td>16</td>
</tr>
<tr>
<td>Information and communication technologies (ICT)</td>
<td>17</td>
<td>6 - 41</td>
<td>9</td>
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</tbody>
</table>
In 2015, the average gender gap for employment in the sectors of education, human health and social work, where women are usually over-represented, was as high as 22 pp, which is 2 pp higher than in 2005.

Over the past 10 years, men’s share of employment in education, health and social work has remained stable at 8 % of employed men, in contrast to the share of women employed in these sectors (30 %), which increased by 2 pp.

In Slovenia, men’s share of employment in education, health and social work is around 6 % of employed men, in contrast to the share of women employed in these sectors (26 %), which increased by 2 pp.

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<tr>
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<th>2005</th>
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<th>2015</th>
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<tr>
<td></td>
<td>W</td>
<td>M</td>
<td>GAP</td>
<td>W</td>
</tr>
<tr>
<td>Slovenia</td>
<td>23</td>
<td>5</td>
<td>18</td>
<td>26</td>
</tr>
<tr>
<td>EU-28</td>
<td>28</td>
<td>8</td>
<td>20</td>
<td>30</td>
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</table>
Gender inequalities are dragging down women’s economic opportunities and affecting the entire EU economy.

Leading to shortfall in terms of achieving inclusive and sustainable growth.

To reach the goal of smart, sustainable and inclusive economic growth, the EU must improve existing and introduce further gender equality measures.

Gender segregation in education and the labour market is associated with creating and perpetuating gender inequalities in and beyond the labour market.

Segregation narrows employment choices and reinforces gender stereotypes.

The objective of gender equality policy should not necessarily be a homogenisation of the labour market by gender, although gendered roles shall be equally valued and remunerated.
Gender Statistics Database
EIGE’s Gender Statistic Database is the online hub for all statistical information on gender equality.

It provides a broad overview of statistics on gender, highlighting differences and inequalities between both sexes. It also allows users to have a look behind the numbers to monitor trends, progress and other factors that might influence gender imbalances.

EIGE is always strengthening the Database’s potential to act as a reliable resource in formulating policies that are beneficial for both women and men. Nevertheless, it offers insight that is understandable and beneficial for broader audiences that don’t necessarily have statistical expertise.

In view of this goal, the Database was conceived as an user-friendly and interactive tool, easy to navigate through keyword searches or browsing the ‘statistics’ tree. It is also possible to export the data for personal use.
Economic benefits of gender equality in the EU

Gender segregation is associated with perpetuating gender inequalities in and beyond the labour market.

GDP grows with €3.15 trillion. Increase up to 9.6% per capita by 2050 in the EU.

#EIGEeconomicBenefits
Pathways

- Tertiary education
- Labour market
- Gender pay gap
- Demographic change
- 1-4 combined
Largely positive effect on GDP per capita

GDP per capita impacts grow over time

Higher employment rates and more jobs

Boost in competitiveness and private investment