Gender-Equality in the Workplace: The Current Situation in six European Countries

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Gender Equality at the Workplace – information is taken from GenCo “State of the Art Report”

- **Target readers:** workforce managers, interested public
- **Goal:** Provide information
- **Content:** education, employment, pay, work & family issues, legal and political frameworks, national initiatives

→ Improve gender-equality competences – by providing thorough information
The report has three main parts, we will focus on the cross-country comparison

I. The European Agenda

II. CROSS-COUNTRY COMPARISON
Gender-equality in the 6 GenCo countries + EU27

III. COUNTR-WISE ANALYSES
Gender-equality at the labour market

Indicators / Aspects

- Share of women employed (in % of all women 15-64 years)
- Share of men employed
- Share of women working part-time (in % of all women, 15–64 y.)
- Share of men working part-time
- Gender-pay gap

"The pay gap measures the relative difference in the average gross hourly earnings of women and men within the economy as a whole. It is one of the structural indicators used to monitor the European Strategy for Growth and Jobs." (European Commission, 2009)
Labour market: Women work more often in part time & less frequently than men – at a lower hourly-wage

Employment figures & pay in selected European countries (2008)

- Women employed part-time
- Share of women employed
- Share of men employed
- Gender pay gap

Eurostat (2010): Database – information on employment (LSF based). Gender pay gap
What does the situation at the labour market tell us on stereotypes, traditions & gender-role related choices?

**STEREOTYPES & TRADITIONS**

**WOMEN**
- Family responsibilities
- ‘Female’ characteristics
  → Less career chances

**MEN**
- Income responsibility
  (‘bread-winners’)
- ‘Male’ characteristics
  → Better career chances

**GENDER-ROLE OUTCOMES**

Choice of studies & occupation
(“horizontal segregation“)

Opportunities & promotion
→ position in the firm
(“vertical segregation“)

**WHY?**

<table>
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<tr>
<th>Gender-specific activity &amp; employment rates</th>
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<tr>
<td>Gender-pay gap</td>
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<td>Income distribution</td>
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</table>

**COMPANIES**
- Corporate culture, norms & common values
- Work-organisation (presence, availability, flexibility)

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Industry: women are scarce in management positions, especially in large corporations

Women in management (2009)

<table>
<thead>
<tr>
<th>Country</th>
<th>% of women in management</th>
<th>% of women in mngmt. of 50 largest companies</th>
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<tbody>
<tr>
<td>Öster</td>
<td>30</td>
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<td>EU27</td>
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European Commission (2010a, b)

Gender & Diversity in Organisations
Work & family: Combining both is still difficult – initial financing is provided; childcare is mostly scarce

Maternity leave benefits and formal childcare (2010)

- Maternity leave benefits (in % of last salary), for ** weeks
- Childcare facilities: children 0-3 years (in %)
- Childcare facilities: children 3-6 years, <30h (in %)
- Childcare facilities: children 3-6 years, >30h (in %)
But…

…TIMES CHANGE!
Gender-equality implies more options – for women, men, and companies

**INDIVIDUALS / EMPLOYEES**

**WOMEN**
- Less family responsibilities, more for income
  → Women want better career chances

**MEN**
- Less responsibilities for income, more for family
  → Men want to combine family and career

**COMPANIES**

Employees choose their jobs according to talents & personal goals

→ Companies have to adopt to this new situation

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Take away

- Companies should improve gender-equality to benefit from available talents
- There is still much to do

→ Use the GenCo toolkit!
Thank you for your attention!

www.gender-competence.eu
References


References


