



# PLUGGING GENDER GAPS IN THE LABOUR MARKET

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#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

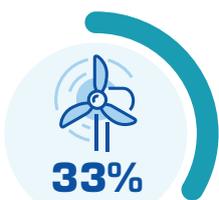


Only **7.5%** of board chairs and **7.7%** of **CEOs** in the EU are women

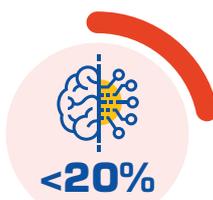


**75%** of unpaid care and domestic work is done by women

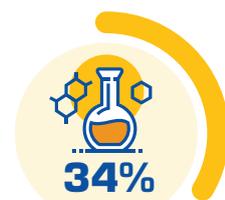
## Untapped potential: women are underrepresented in key sectors for the green and digital transitions



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:

