

## IWD Background info



*A New Method to Understand Occupational Gender Segregation in European Labour Markets* by Dr Brendan Burchell, Mr Vincent Hardy, Professor Jill Rubery and Dr Mark Smith, 2014

[http://ec.europa.eu/justice/gender-equality/files/documents/150119\\_segregation\\_report\\_web\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/150119_segregation_report_web_en.pdf)

Contains a wealth of national data, especially in Appendix G 'country files' – but also eg fig 1 p39, and figs 17-19 p52-54.

“Just 18% of women work in mixed occupations (60-40% men & women), 69% in female-dominated occupations (>60% female) and only 13% in male-dominated occupations (>60% male).”

Referring to changes in country-level segregation 2005-2010, “overall, the trend in women’s employment situation has been towards greater segregation with a 5% decrease in male-dominated occupations and a 1% decline in employment in mixed occupations.”

In the 20 most common occupations across Europe “women tend to be virtually shut out of certain occupations, with three having a strikingly similar female proportion of only 4.1%: mechanics and metal workers; building workers and miners; and drivers.” Only 18% of engineering and computing professionals and 35.2% of corporate managers are women. The most heavily female-dominated jobs (of the 20 most common occupation across Europe) are cleaners and maintenance workers (68% women), sales workers (72%), customer services clerks (79%), teaching associate professionals (80%) and associate nurses and healthcare assistants (83%).

*Eurofound, First findings: Sixth European Working Conditions Survey – Résumé*

[http://www.eurofound.europa.eu/sites/default/files/ef\\_publication/field\\_ef\\_document/ef1568en.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1568en.pdf)

“Gender segregation is a persistent feature of European labour markets. Despite progress, women and men continue to experience differences at work across many dimensions, ranging from occupation and sector to contract type, pay and working time.”

“Over half of all workers report that they share their job title mainly with workers of the same sex as themselves (58% of men and 54% of women), while just one-fifth (21%) of workers report sharing their job title with equal proportions of women and men.”

“In terms of hierarchical segregation, the proportion of employees overall who report having a female supervisor has increased from 24% in 2000 to 33% in 2015. However, two-thirds of employees (67%) still have a male supervisor. Closer analysis reveals further gender differences: half of female employees have a female supervisor, compared to only 15% of men.”

*Eurofound, Fifth European Working Conditions Survey - Overview report*

[http://www.eurofound.europa.eu/sites/default/files/ef\\_publication/field\\_ef\\_document/ef1182en.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1182en.pdf)

“The gender divide in occupations still exists today.”

“Sectors can still be classified according to gender. ‘Male sectors’ are those where the proportion of male workers is over 60%: construction (91%), transport (80%), industry (69%) and agriculture (65%) clearly belong to this group. In contrast, health (77% female) and education (67% female) are ‘female sectors’, with a female employment rate of over 60%.”

“For women at the higher level of the workplace hierarchy, progress in achieving gender equality has been slow. In 1991 in the EC12 countries, 26% of workers who had supervisory responsibilities were women and 20 years later, in 2010, the figure for EU27 countries is 33% (32% in EC12). In 2010 only 12% of men have a female supervisor compared to almost half of the women (47%). (Eurofound, 2010a, Figure 1). Women supervisors tend to be at a lower level in the hierarchy than their male colleagues. Female bosses have fewer subordinates than their male colleagues (on average 8 compared with 24) and the bosses of workers with supervisory responsibilities are more commonly men.”

*ETUI, Women and occupational diseases in the European Union*

<http://www.etui.org/Publications2/Reports/Women-and-occupational-diseases-in-the-European-Union>

*"The expansion of low wage employment in the service sector leads not only to the emergence of a feminized, so-called pink collar segment in most Western societies but also to a stabilization and/or tightening of gender segregation (Charles/Grusky 2004). This also reinforces social inequality among women."* (Gottschall 2010: 687, own translation)

“Gender differences are also to be seen between fixed-term and permanent jobs. In nearly all EU countries (except Lithuania, Latvia, Hungary and Poland) the proportion of women working in fixed-term jobs is higher than the proportion of men”

#### **Further ETUI publications**

<http://www.etui.org/Publications2/Working-Papers/A-gender-perspective-on-older-workers-employment-and-working-conditions>

<http://www.etui.org/Publications2/Policy-Briefs/European-Economic-Employment-and-Social-Policy/Job-quality-and-women-s-labour-market-participation>

<http://www.etui.org/Publications2/Working-Papers/The-economic-crisis-challenge-or-opportunity-for-gender-equality-in-social-policy-outcomes>

<http://www.etui.org/Events/Women-s-health-and-work.-Sharing-knowledge-and-experiences-to-enhance-women-s-working-conditions-and-gender-equality>