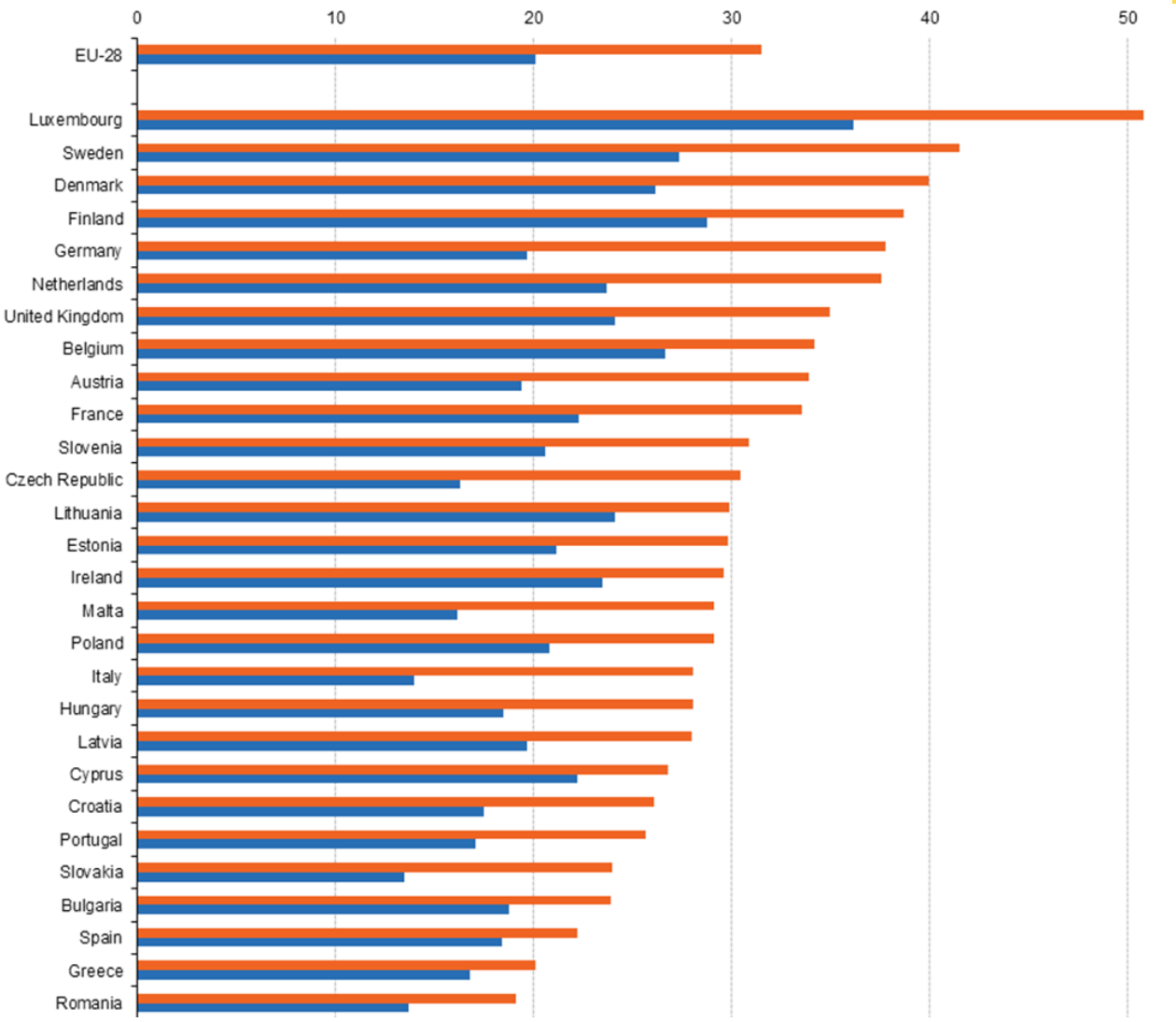
EIGE
European Institute for Gender Equality

Persistent gender divisions in study fields and occupations across the EU

Gender equality in STI: progress and challenges
18-19 March, Vilnius

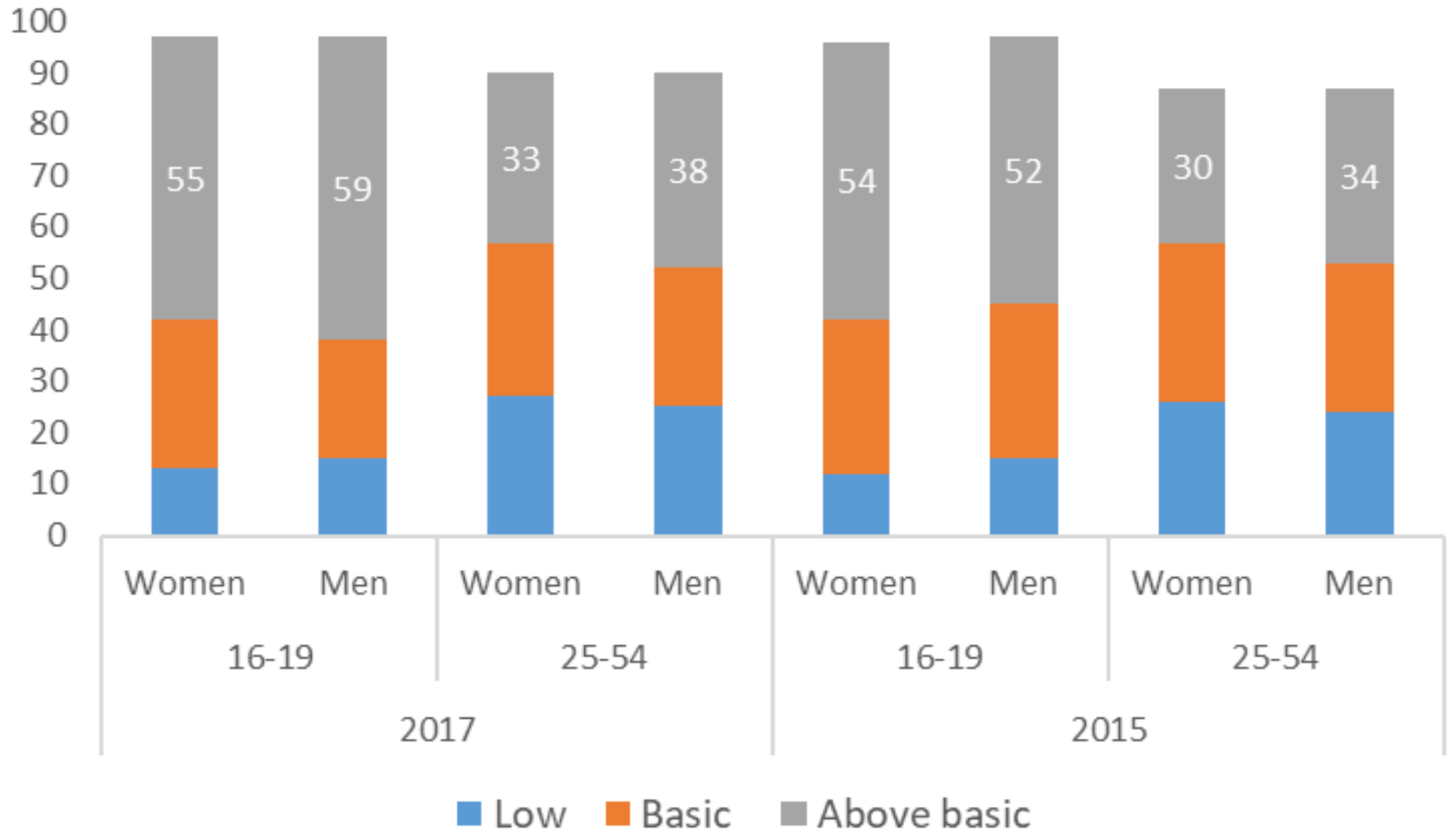
Human resources in science and technology, 2015 (% of labour force)



Rising demand, major shortages

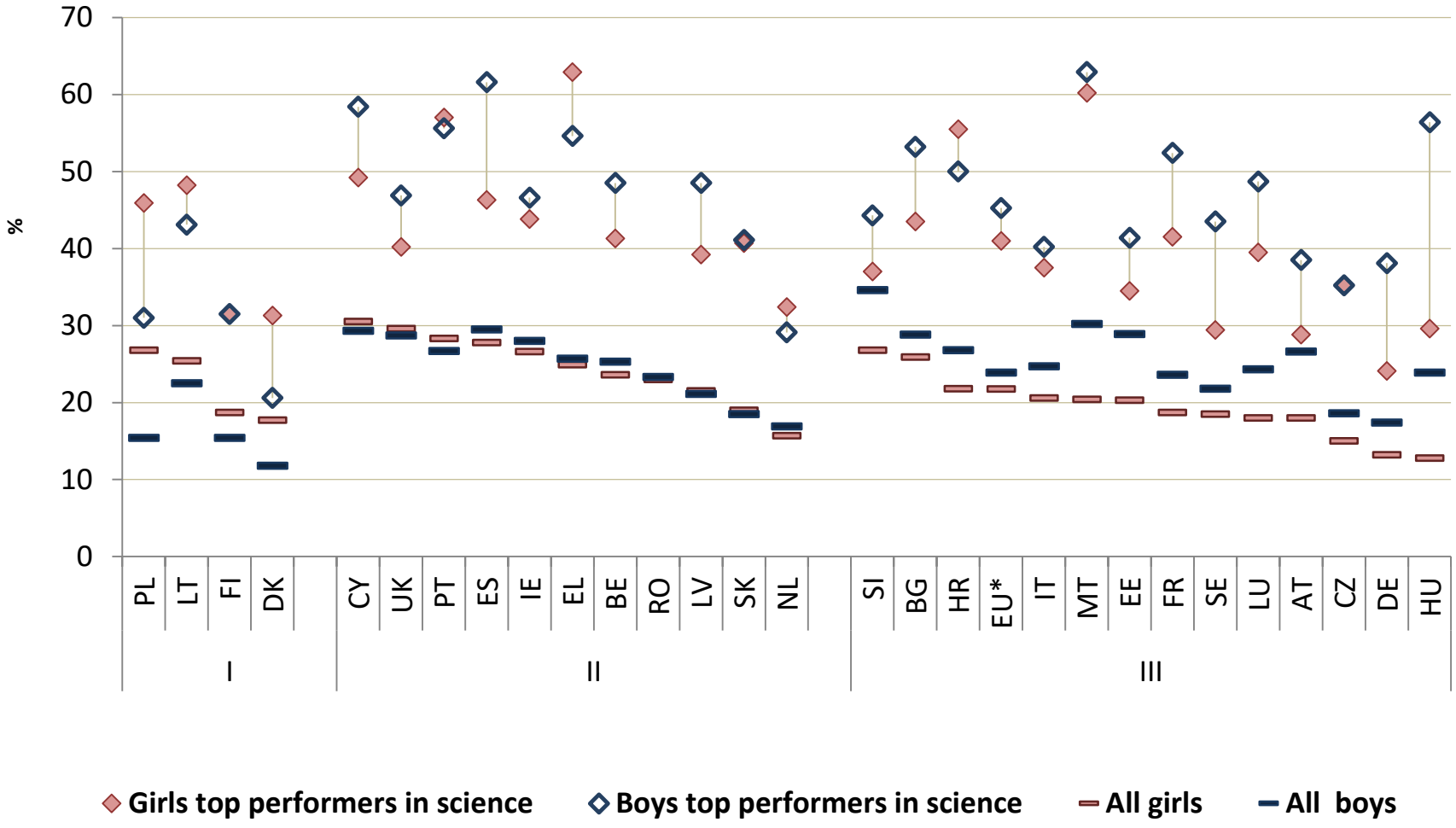
- Demand for **STEM professionals and associate professionals is expected to grow by around 8% by 2025**, much higher than the average 3% growth forecast for all occupations (Cedefop)
- The EU is facing difficulties in responding to increasing **shortages of ICT specialists** and filling vacancies requiring digital skills. Employment growth in ICT jobs is more than **eight times higher** than the average employment growth in the EU (Eurostat)
- Still, only **around 17 %** of the almost 8 million **ICT specialists are women**. In addition, there is hardly any increase in the share of women over the last decade
- **Attracting more women to STEM sector, including ICT, would lead to economic growth**, with more jobs (up to 1.2 million by 2050) and increased GDP over the long-term (EIGE)

Youth is the most digitally skilled



Source: Eurostat, ISOC [isoc_sk_dskl_i]

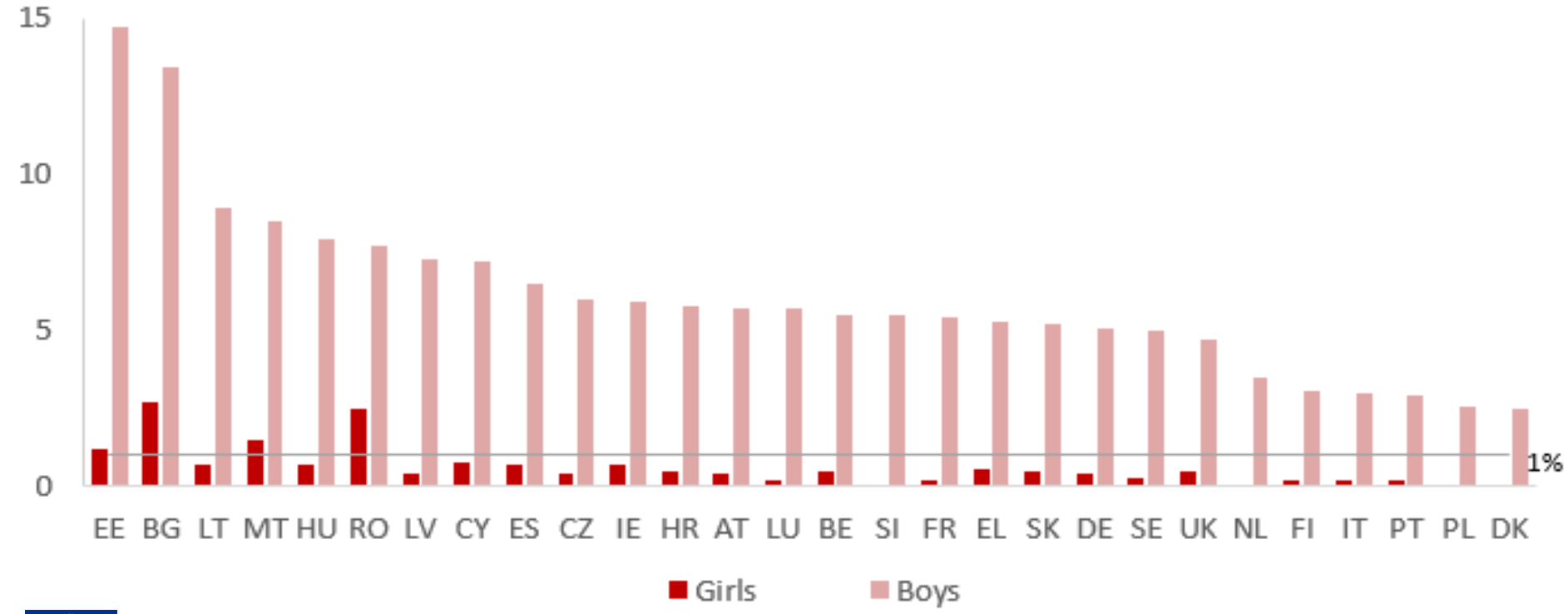
15-year-olds expecting to work in science-related occupations at age 30, 2015



Very few girls aspire to become ICT professionals

Across **the EU**, from **3% to 15%** of teenage boys aspire to work as ICT professionals at age 30; In only **four EU countries**, from **1% to 3%** of teenage girls aspire to work as ICT professionals at age 30.

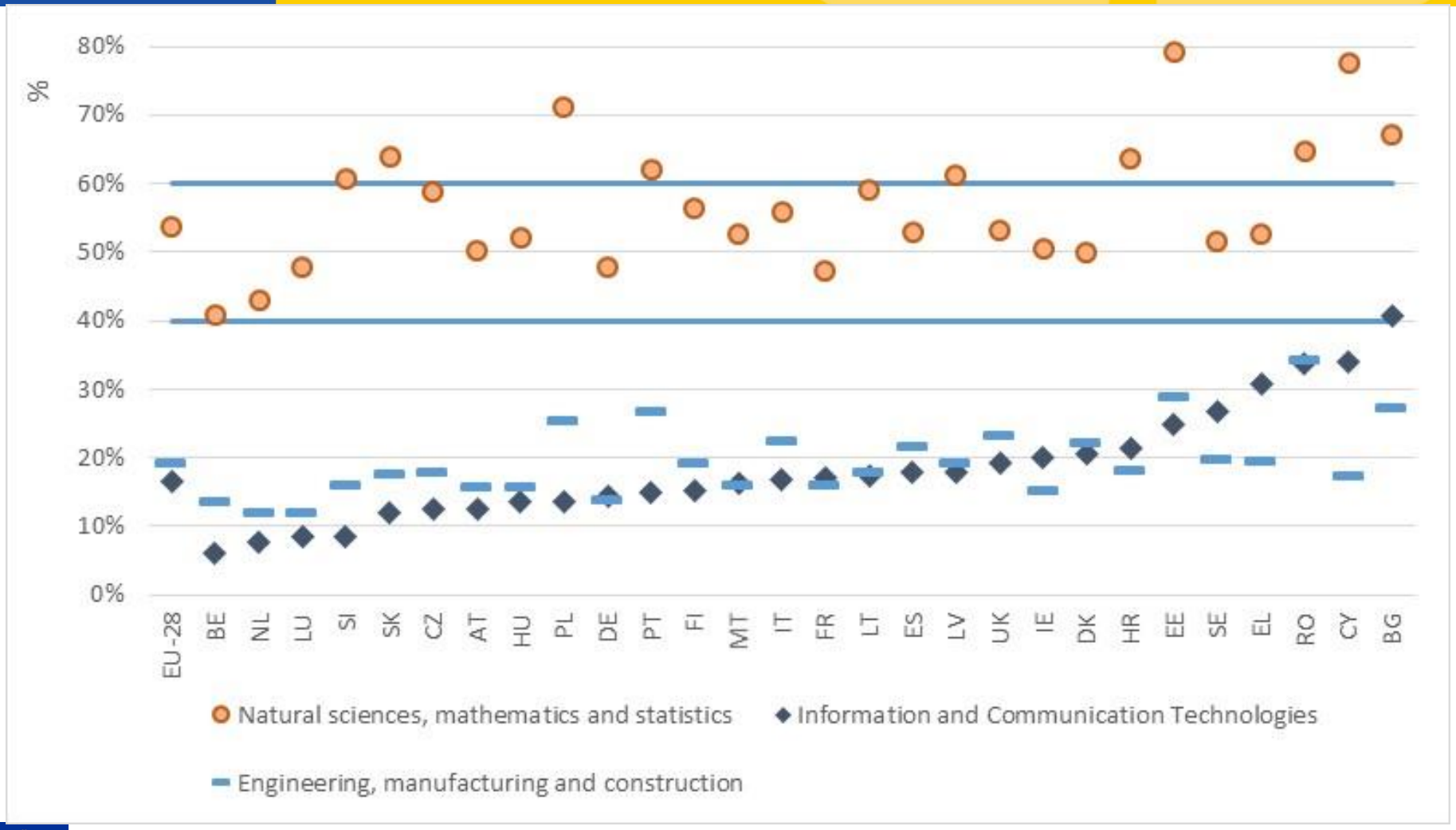
Share of 15-year-olds expecting to work as ICT professionals at age 30 (%, 2015):



The most segregated fields of education (tertiary and VET), %

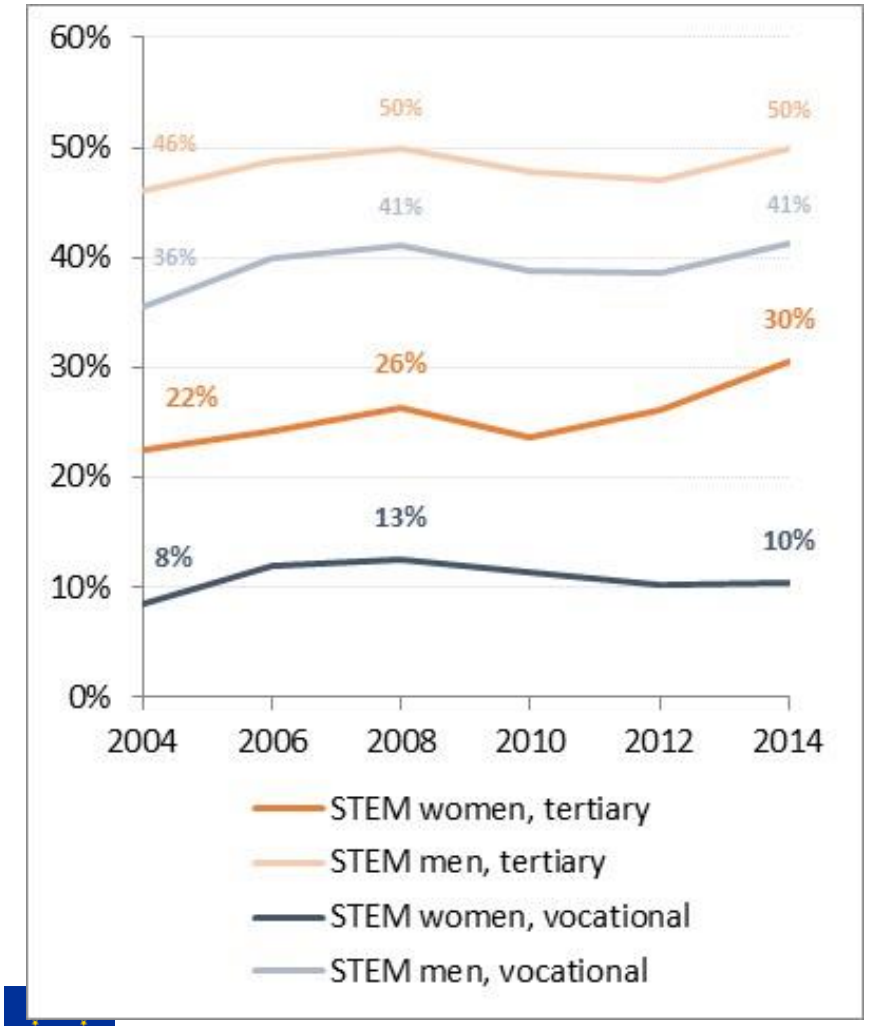
	Men	EU range	Women	EU range
Education			**82**	65 - 96
Health and welfare			**76**	58 - 89
Natural sciences, mathematics and statistics	**43**	20 - 56	**57**	80 - 44
Engineering, manufacturing and construction	**72**	59 - 85		
Information and communication technologies (ICT)	**79**	61 -92		

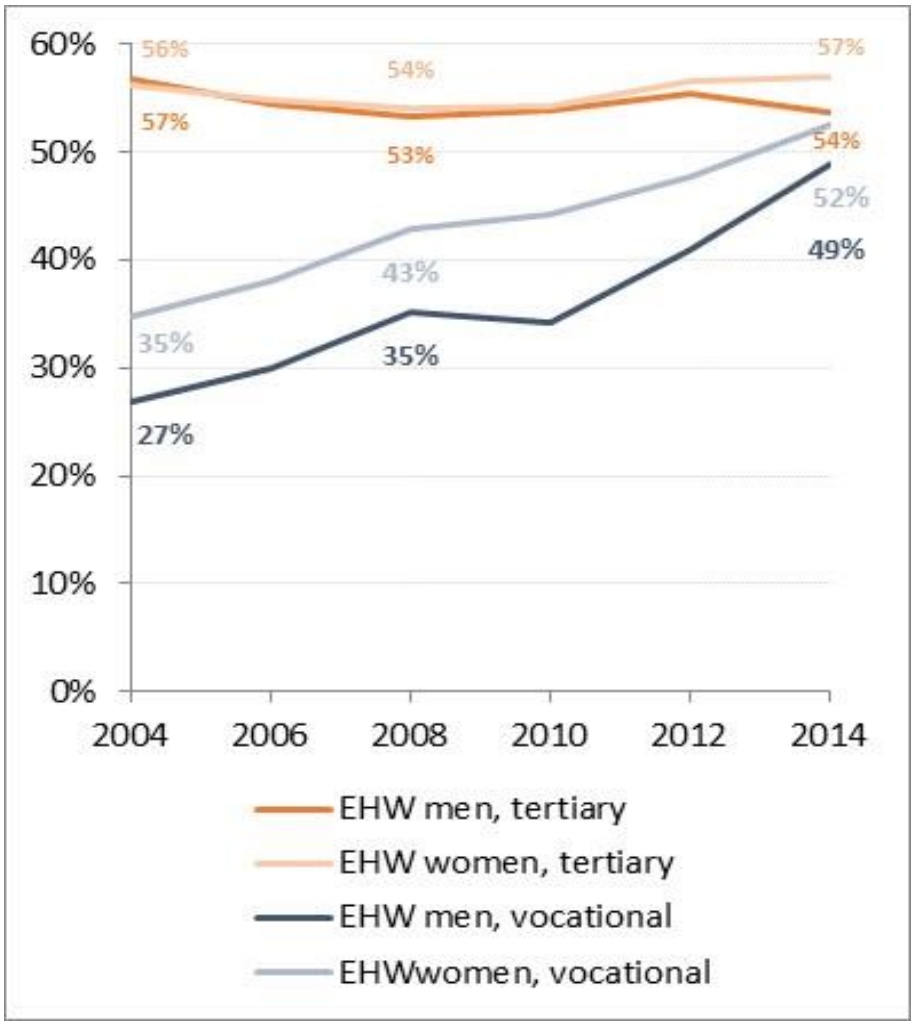
Women in STEM study fields, 2013-2015



Notes: EU-28 is calculated as the unweighted average across countries with available data; data refer to average value during the period 2013–2015 due to data reliability constraints; based on EUROSTAT data [educ_uoe_grad02].

Working in an occupation matching educational qualification

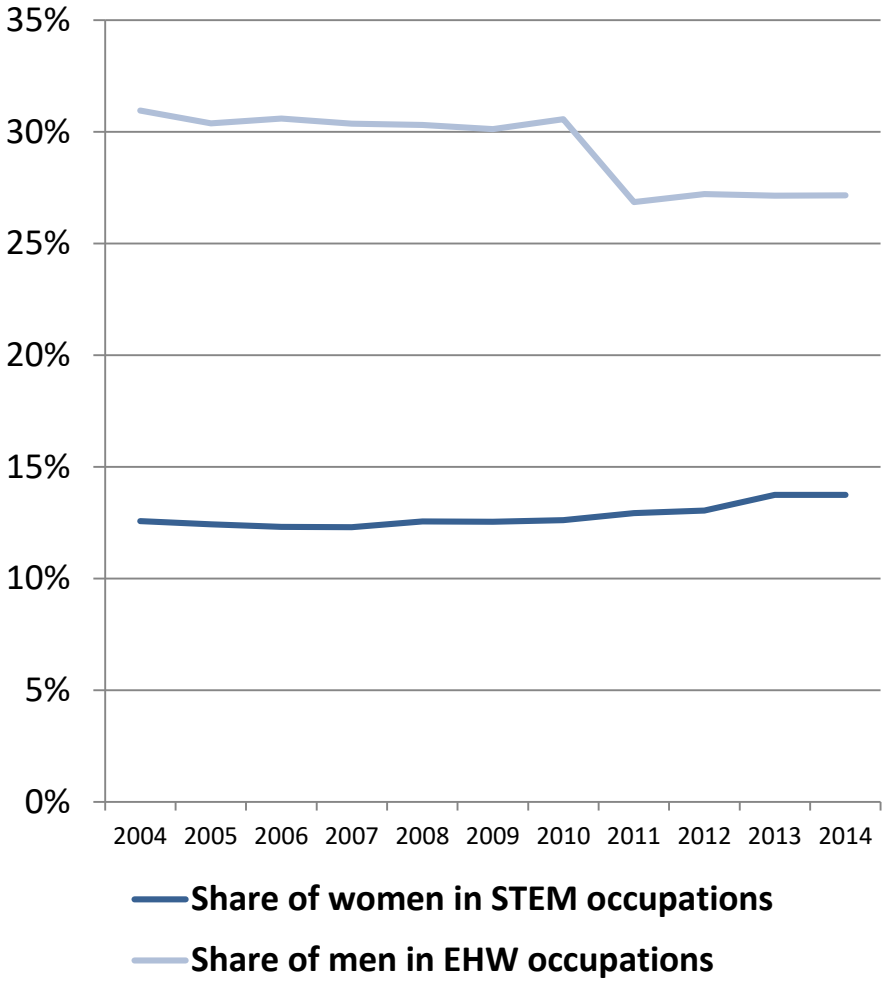


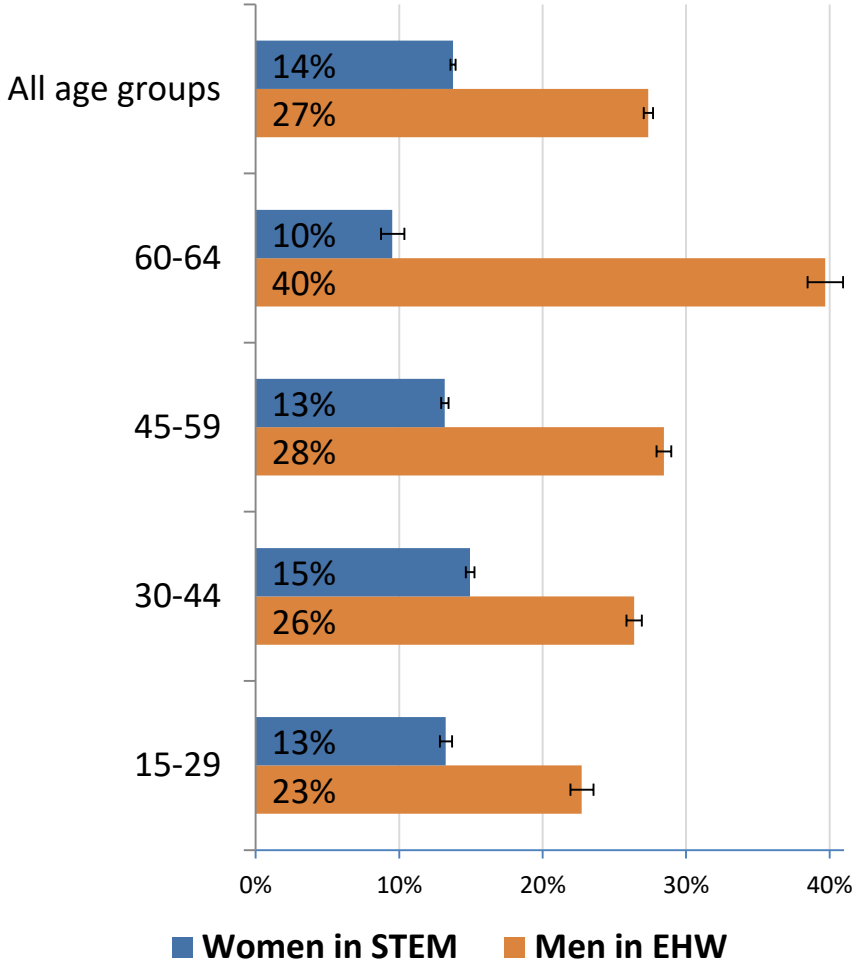


The most segregated occupations, %

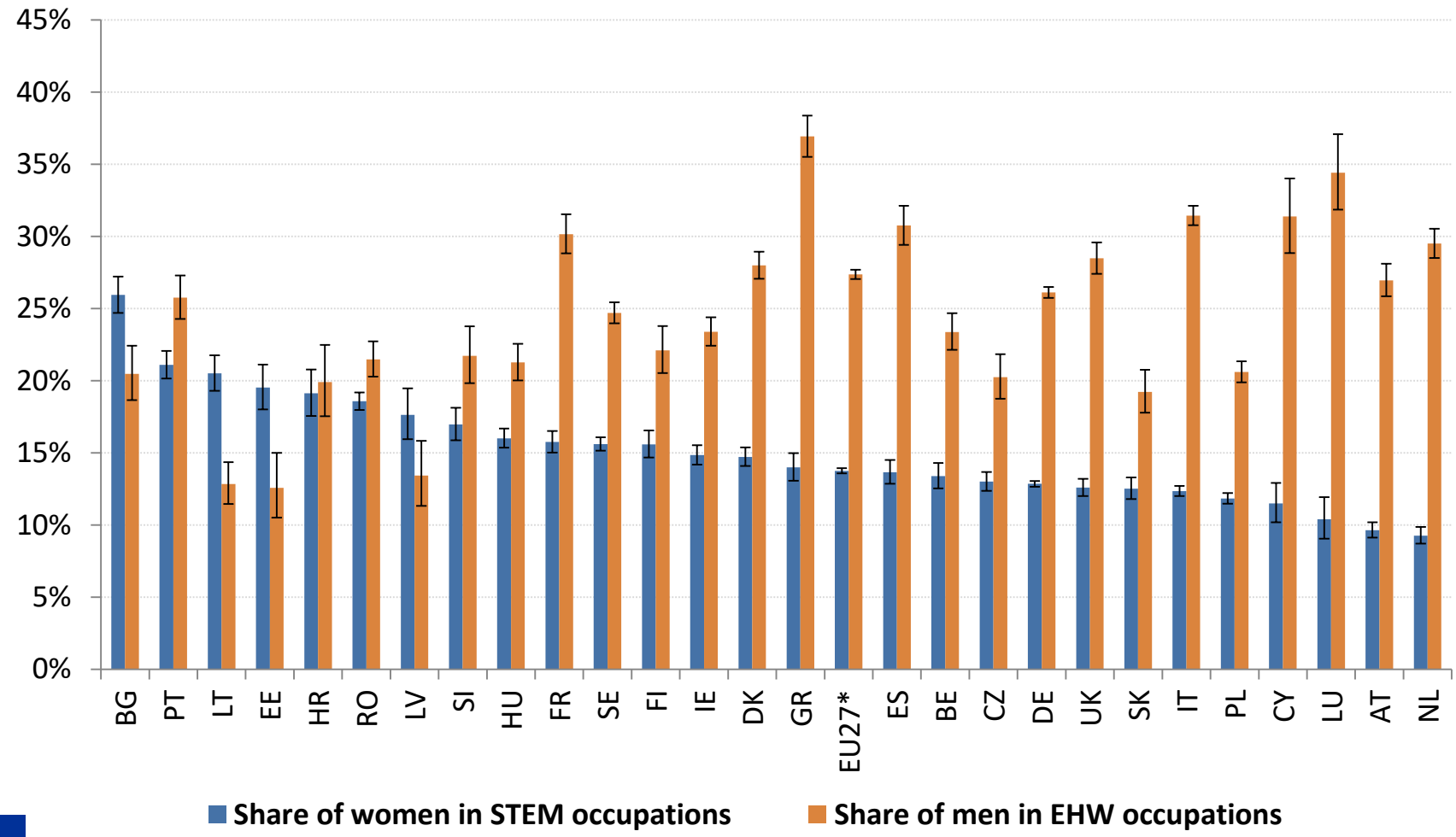
	Men	EU range	Women	EU range
Science and engineering professionals	**75**	56 -80		
ICT professionals	**84**	68-92		
Science and engineering associate professionals	**84**	71-91		
ICT technicians	**82**	65-91		
Building and related trades workers	**97**	**94-100**		
Metal, machinery and related trades workers	**96**	**93-100**		
Electrical and electronic trades workers	**96**	**89-100**		
Stationary plant and machine operators	**67**	37-82		
Health professionals			**70**	45-89
Teaching professionals			**69**	62-85
Health associate professionals			**80**	52-94
Personal care workers			**90**	**81-98**

Gender segregation in STEM and EHW occupations



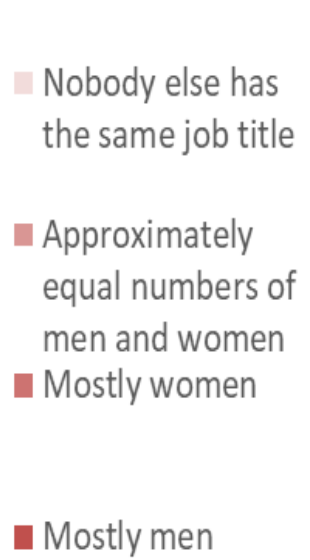


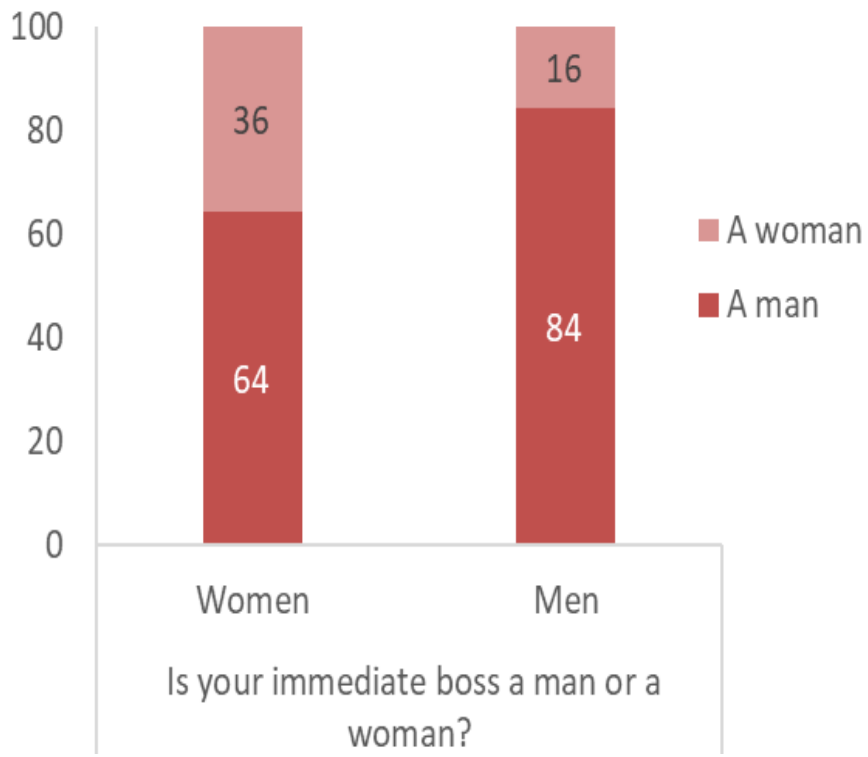
Gender segregation in STEM and EHW occupations by country



In ICT women tend to work in more gender diverse environments

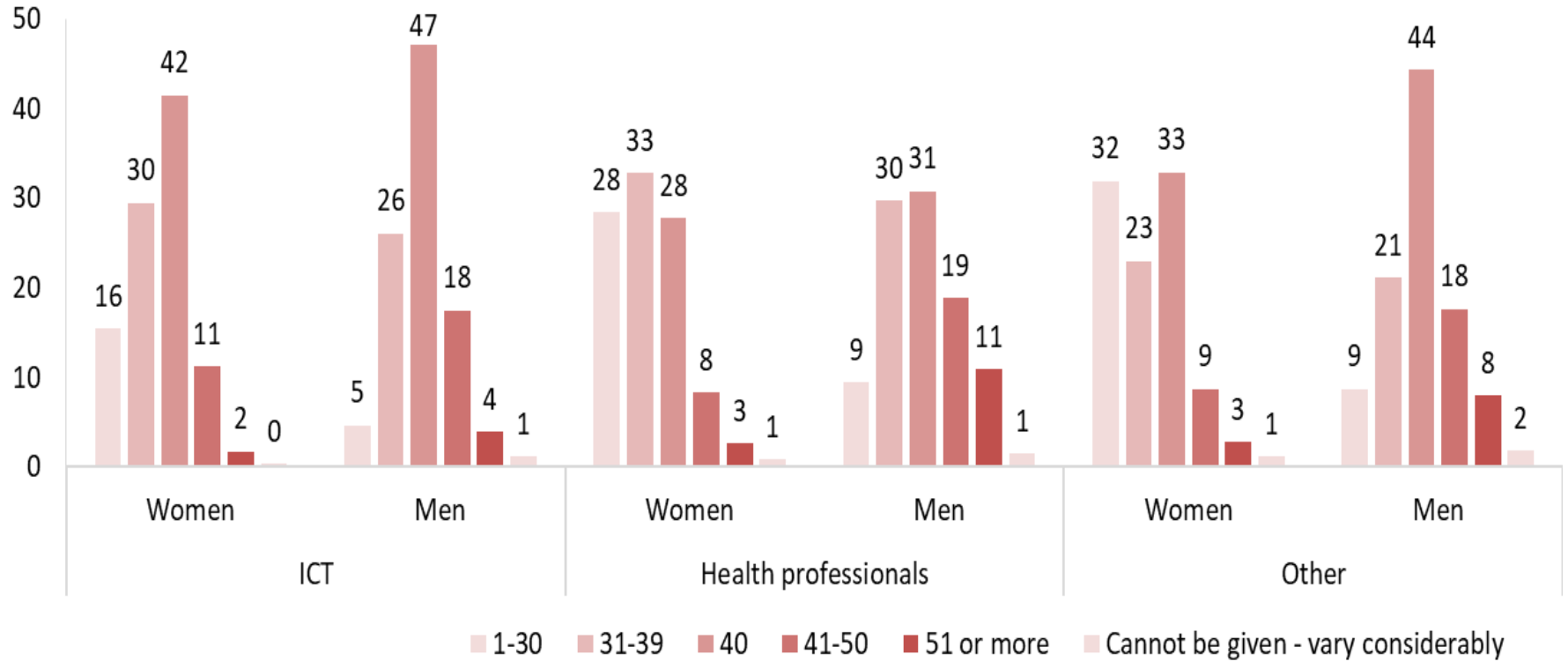
Gender composition of ICT specialists' workplace in the EU-28 (%, 2015):



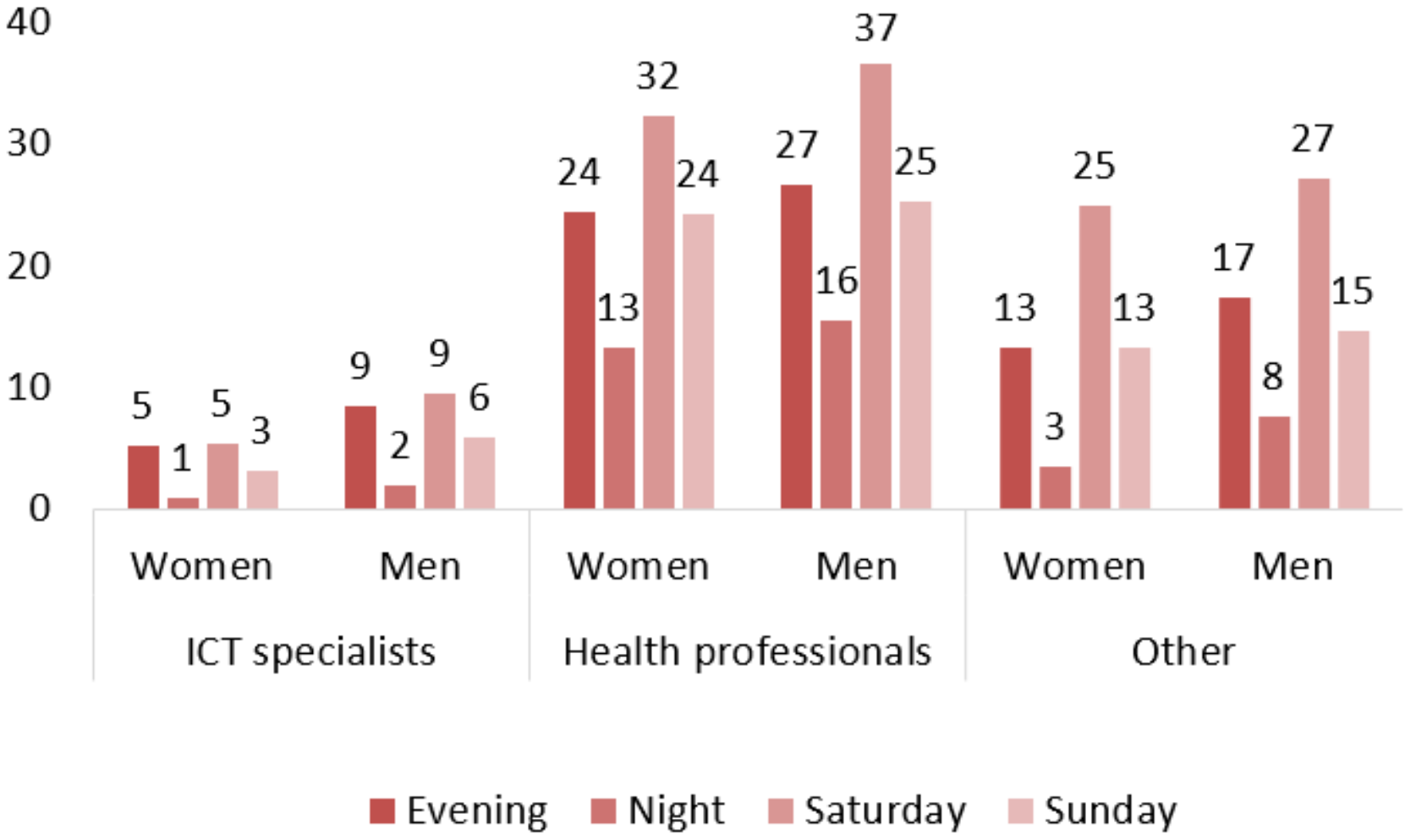


Work-life balance: longer working hours in ICT jobs

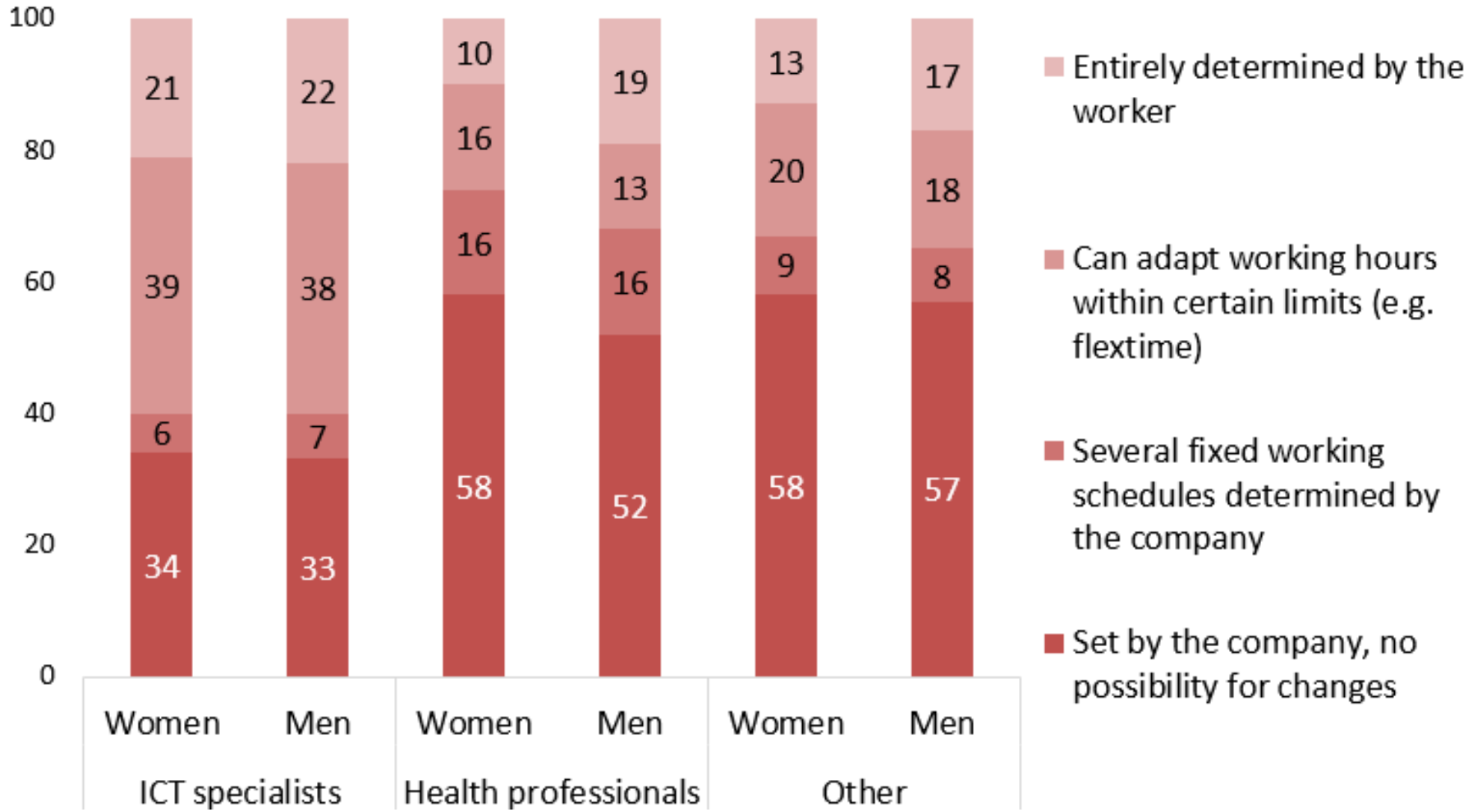
Average weekly working hours in the EU, by occupational group and gender (20-64, %, 2016):



… but atypical hours are less common



…and ICT specialists have more flexibility in working hours



ICT jobs: why a gender perspective matters?

- Without women actively engaged in shaping digital technologies, **future digital products and services will hold biases and future lines of work will remain closed to women.**
- **ICT jobs offer solid earnings, more flexibility and autonomy of working hours**. This asks re-thinking of gender stereotypical occupational choices
- **The number of women in ICT/STEM sectors** does not correspond the economic potential of the sectors. **Multiple traps are behind**: a high shortage of e.g. ICT specialists implies a need to work longer hours; this implies increased **pressures for women** to balance work and care responsibilities; those unable to cope, might not even enter or leave…
- **Increasing flexibility in working hours** cannot go without **a more balanced sharing of total work and care** hours **among women and men**, as otherwise this might create even bigger strains for women and negative spill-overs between work and private life.

Let's talk

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