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**O' Bias**  
**your future**

overcoming gender bias in career opportunities

## REPORT

# O`BIAS YOUR FUTURE

**Overcoming Gender Bias in  
Career Opportunities**

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## 1. Introduction

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The O'Bias project aims to help overcome existing gender imbalances in access to career and personal development opportunities. Career bias persists in many countries across Europe. Despite progress in recent decades concerning the equitable participation of both genders in an ample spectrum of job opportunities, gender stereotypes persist in the job market.

Job opportunities are frequently marked by the presence of gender-biased descriptions concerning the characteristics of the desired applicants. Consciously or unconsciously, the wording adopted by recruiters can often be tainted with terms that are culturally more associated with male or female gender, leading to self-selection bias from the potential applicants. Whereas the employability and job opportunities accessible to women have been of public concern and debate for years, gender bias in job descriptions is a problem that does not affect only women. For both recruiters and applicants, the association of a given gender to some professions is still common, therefore limiting a job's appeal for many.

Moreover, these challenges are bidirectional because they are imposed on both future candidates and employers and/or HR managers. At times, how an advert for a job vacancy is showcased may, unwillingly to the one who creates it, makes it so that, for example, more people from the male gender apply despite the qualifications required. Throughout the recruitment process, many biases persist, leading to uncomfortable, often unfair job interviews and again obstructing inclusive access to job opportunities.

This project aims to reduce gender bias in communication processes in the job market, notably in the development of job offers, and CVs from potential job applicants. To this end, it will raise awareness about the existing bias in such contexts, and offer guidelines and tools to support employers and job applicants for the conduction of more equitable recruitment practices.

The tools, methodologies, and materials produced during the execution of this project aim to contribute to the qualification of job applicants and employers to be better prepared to identify gender bias related to the job market so that they are then able to minimize the impact of such bias in a future job opportunity. The products of this project will contribute to reaching the priorities of social inclusion by promoting gender equality in job access.

## 1.1 Project's Outputs

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During the project's lifetime, three Intellectual Outputs will be developed:

- **IO1: Guides for the Identification and Mitigation of Gender Biases Practices**  
For job applicants and recruiting professionals
- **IO2: Lab for Gender Bias Awareness and Assessment**  
For recruiting professionals and managers
- **IO3: Toolkit and Training Packages**  
For job seekers and employers

## 1.2 Partners

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**O'BIAS YOUR FUTURE** is a large-scale Erasmus+ project. It involves 7 different organisations from 6 countries:

- [PT] University of Aveiro: [www.ua.pt](http://www.ua.pt)
- [DE] Wisamar Bildungsgesellschaft: <https://www.wisamar.de>
- [ES] DomSpain: [www.domspain.es](http://www.domspain.es)
- [GR] p-consulting: <https://www.p-consulting.gr>
- [CY] EUROSUCCESS CONSULTING Ltd: [www.eurosc.eu](http://www.eurosc.eu)
- [PL] Stowarzyszenie Edukacja przez Internet: [www.epi.org.pl](http://www.epi.org.pl)
- [PT] Inova-Ria: [www.inova-ria.pt](http://www.inova-ria.pt)

## 2. Countries Perspectives

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Over the years, the progress in terms of equal access to different careers and professional areas has been notable. Professional development currently plays a central role in the interest of citizens in several countries, mainly in Europe, which faces a scenario of increasing diversity and representation of men and women in different professional domains.

This chapter integrates the latest statistics from Cyprus, Germany, Greece, Poland, Portugal and Spain — European countries with different positions in the Gender Equality Index and critical aspects that affect equal gender access to the job market and career prospects. Based on the analysis of documents and public data, scientific manuscripts, interviews and questionnaires, the set of country reports provides an effective comparison through several metrics, statistical data, policies and indicators in order to serve as a basis for the creation of the Guide for the Identification and Mitigation of Gender Biases Practices in Job Market and Career Opportunities (IO1).

The guide will offer a comprehensive understanding of how unconscious gender bias plays an important role in impeding both women and men's participation in an ample spectrum of job and career advancement opportunities from a European perspective and accurate evidence from the partner countries. According to the Global Gender Gap Index<sup>1</sup>, the actions that accelerate gender parity are increasingly evident. Offering equal opportunities to all members of society, leveraging gender diversity and investing in all their talents through ongoing upskilling and reskilling is already part of the dignified and respectful treatment that public and private institutions are adapting. They are working together to create a new economic and social narrative for action and to coordinate and accelerate the process of change.

This section presents an overview of the national reality of the countries participating in the project regarding gender disparity data related to imbalances across gender in the participation and integration in the labor market. Social and demographic information are considered, including the distribution of population across gender, age, and the representation of male and female populations across areas of study and professions.

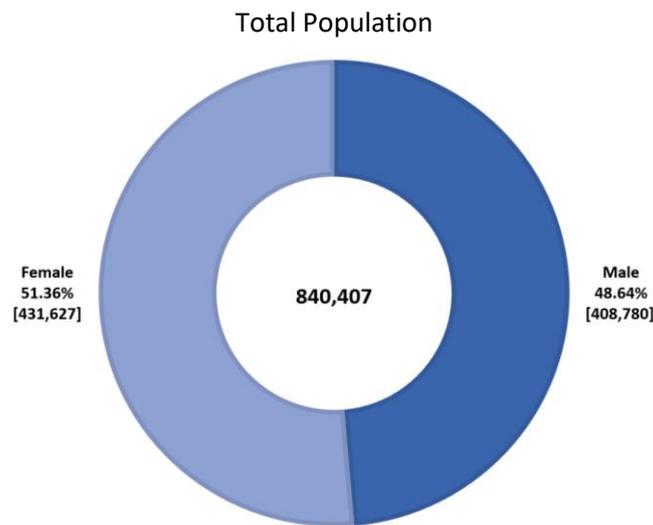
The report also provides key implemented actions and initiatives from government, industry or other sectoral policies. These have the twofold purpose to gain and combine knowledge about existing initiatives that can be disseminated and shared across countries; and identify key players in each country that are active in gender bias issues and who care about the project results (e.g., stakeholders).

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<sup>1</sup> Report published by the World Economic Forum in March 2021. Access: <https://www.weforum.org/reports/global-gender-gap-report-2021>

## 2.1. CYPRUS – Republic of Cyprus

### 2.1.1 Country context



Source: CYPSTAT (2011)

According to the study by the European Parliament and The Policy on Gender Equality in Cyprus, the Cypriot government during the last 10-15 years, has voted and adopted a plethora of legislative measures towards gender equality, since Cyprus works with the aquis communautaire. Additionally, throughout the years, the legislation has aligned with relevant international instruments. This legislation includes the Equal Treatment of Men and Women in Employment and Vocational Training Law, the Equal Pay Between Men and Women for the Same Work or for Work of Equal Value Law and the Violence in the Family (Prevention and Protection of Victims) Law.

The National Machinery for Women's Rights (NMWR) is a key gender equality institution under the Ministry of Justice and Public Order, which comprises the main coordinating body for the promotion of gender equality in Cyprus.

The role of the NMWR is to:

- Advise the Cabinet on policies, programmes and laws promoting women's rights
- Monitor, coordinate and evaluate the implementation and effectiveness of these programmes and laws
- Carry out information, education and training programmes on relevant issues
- Contribute to the mobilization and sensitization of the public sector on equality issues
- Serve as a cooperation channel between the Government and women's organisations and NGOs working on gender equality and women's rights

The NMWR consists of four bodies:

- The Council
- National Committee (60 NGOs are members of the National Committee)
- The Interministerial Committee

- The General Secretariat

Despite the impressive transitions and policies adopted in the country, statistics demonstrate that challenges remain.

As per the EIGE's publications and the Gender Equality Index 2020: Cyprus is ranked 21<sup>st</sup> among the EU countries on the Gender Equality Index, with an average score of 56.9 out of 100 points, which is 11 points lower than the EU's average score. It is crucial that since 2010, Cyprus managed to increase the score by 7.9, making slightly faster progress towards gender equality than any other EU state.

The highlights of the Cyprus Report of the Gender Equality Index 2020 are:

- **Best Performance:** Cyprus's highest scores are in the domains of health (88.0 points) and money (81.7 points), in which it also performs best in comparison with other Member States (ranking 13th for both).
- **Most Room for Improvement:** Gender inequalities are most pronounced in the domain of power (29.8 points), where Cyprus also performs worst in comparison with other Member States (ranking 24th).
- **Biggest Improvement:** Since 2010, Cyprus's scores have improved in all domains. The biggest improvements are in the domains of power (+ 14.4 points) and time (+ 5.4 points).
- **Least Progress:** Cyprus has made the least progress in the domains of work (+ 0.3 points), knowledge (+ 0.7 points) and money (+ 1 point).

For the purposes of this report's analysis, all the information provided refers to an area controlled by the Republic of Cyprus.

### 2.1.2 Job market profile

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The Gender Equality Index presented by the European Institute for Gender Equality (EIGE) shows a small variation for 2019 (59.3 points) and 2020 (56.9 points).

According to the EIGE, the lower score in Cyprus (2020) is for the 'Power' Index (29.8), while the higher score is for the 'Health' Index (88.8).

Examples:

- Cabinet of Ministers (2020): 3 Women, 8 Men
- Members of the Parliament (2021): 8 Women, 48 Men
- Share of members of boards in largest quoted companies, supervisory board or board of directors (%): 10.6% Women, 89.4% Men
- More than 73 per cent of school teachers in Cyprus are women, higher than the EU average.

Gender Equality Examples from the Market (Real Examples)

Case A: 'No men in secretarial positions.'

- Employers are not even considering men in the recruitment process.
- No men candidates.

Case B: 'Positive Discrimination based on gender.'

- Well-established multinational company: 'Silently' asked the Recruitment team to exclude any female candidates.

Reasoning: Many of their clients are from Arab countries and they will not take a woman's candidacy seriously.

Figure 1 provides an overview of the job market profile of Cyprus and exiting imbalances across gender in participation and integration in the job market.

Fig. 1 – Job Market Profile in Cyprus

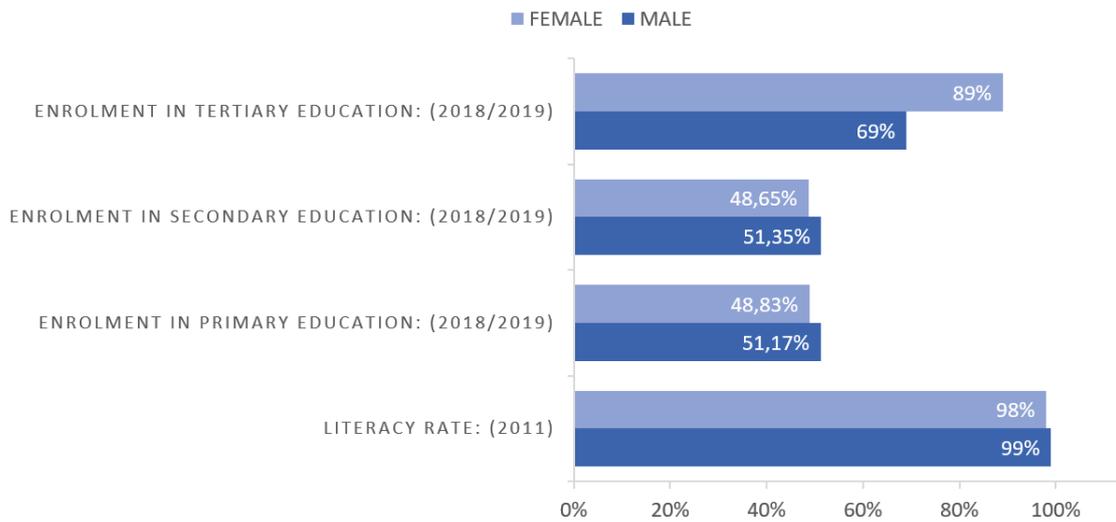


Source: CYSTAT (2019)

### 2.1.3 O'Bias imbalances in gender representation in areas of study

As per the Statistical Service of the Republic of Cyprus (CYSTAT, 2011), in Cyprus the Literacy rate is extremely high. In Primary and Secondary Education, male and female students are almost equal, however there is a significant difference in the percentage of male and female students attending the university, specifically 69% of male students go on to tertiary education after secondary education, compared to 89% of female students.

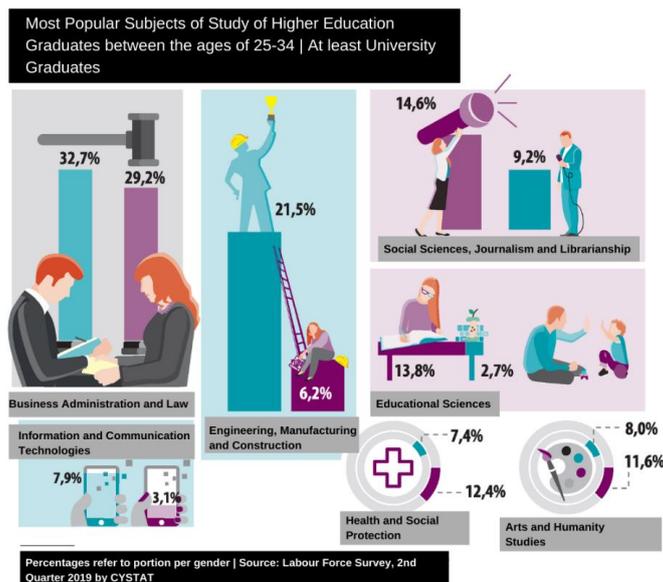
Fig. 2 – Educational Attainment by gender in Cyprus



Source: CYPSTAT (2011, 2019)

Figure 3 below shows the most popular subjects of study in Higher Education between the ages of 25 and 34 by gender. As per the graphic, the department that has an almost equal representation of male and female students is Business Administration and Law. The field least popular for women is Engineering, Manufacturing and Construction with a difference of 15.3%. Educational Sciences is the field with the greatest proportion of women (13.8% are women, 2.7% are men).

Fig. 3: Young People and Education



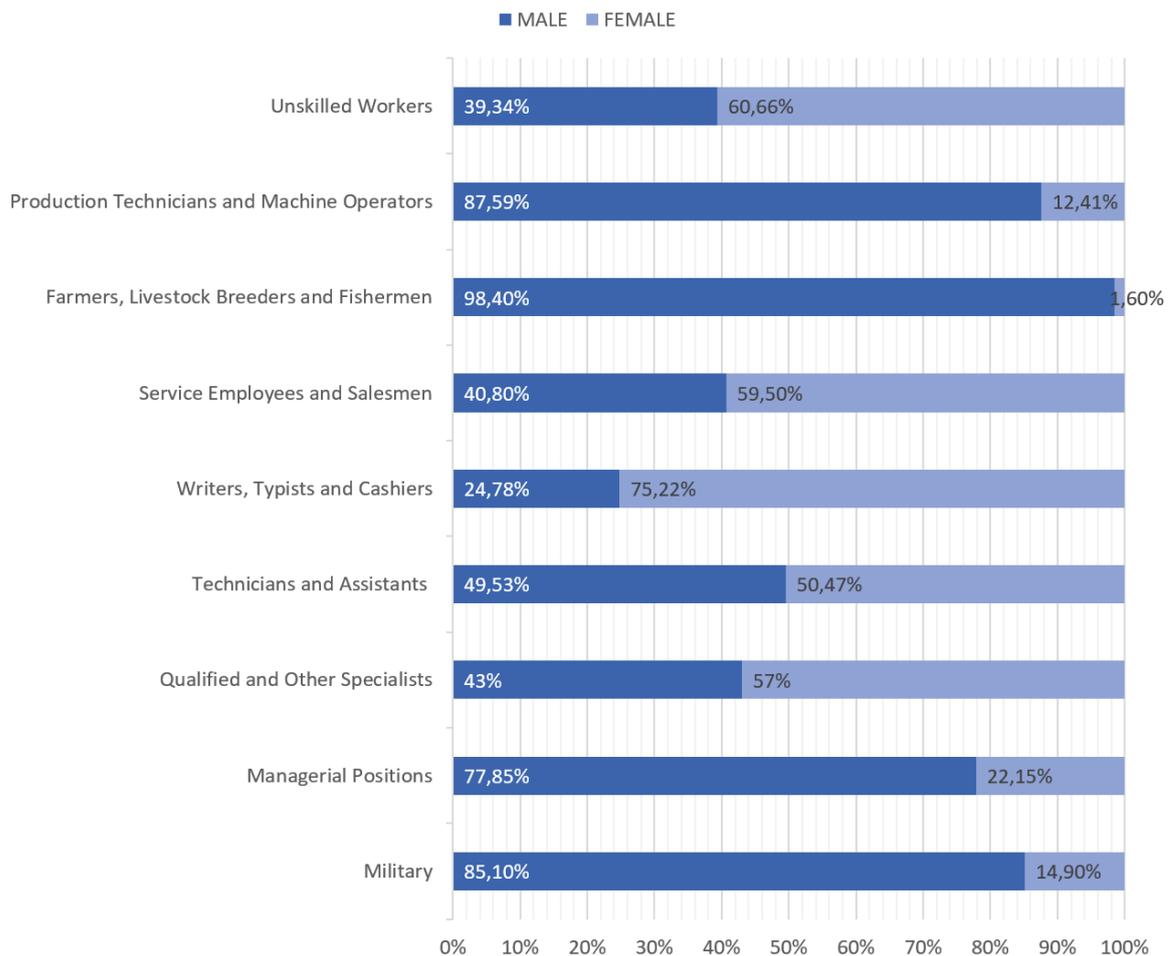
Source: CYPSTAT (2019)

### 2.1.4 O'Bias imbalances in professional occupations

As the table above demonstrates, even though women in Cyprus have the necessary education for promotion to managerial positions, in practice only 22.15% of the managers in Cyprus are women, while 77.85% are men.

Another sector in which women are underrepresented is production. CYSTAT (2019) reports that only 12.41% of the workers in the production industry are women. In addition, it's noteworthy that 4 out of the 10 employees in the service and sales industry are men, while 6 out of 10 are women.

Fig. 4 – Gender representation across the job market / professions in Cyprus



Source: ISCO-08(COM) and CYSTAT (2019)

### 2.1.5 Selected initiatives and priorities to address gender bias in the job market

In Cyprus, the Gender Equality Commission is the institution responsible for designing gender equality policies, implementing and monitoring the application of these policies. The institution of the Gender Equality Commission is subordinate to the Presidency of the Republic.

Table 1 – Initiatives addressing gender job bias in job market

Initiative	Year	Description of the initiative	Gender bias issues addressed
Activity	Since 2018	Gender Equality and Integration of the Gender Dimension in R&I RIF actively supports the promotion of Gender Equality in Research and Innovation (R&I) and fully adopts the priorities of the European Research Area (Priority 4) and the Horizon 2020 Regulations (Article 16) which explicitly mention the importance of gender equality and gender mainstreaming in R&I. Integrating the sex and/or gender dimension into research content maximizes collective knowledge, impact and social benefit and ensures scientific excellence and research quality.	Inequality in the sector of Research & Innovation (R&I)
Establishment	Since 2009	UNESCO Chair for Gender Equality and Empowerment by the University of Cyprus in 2009 Establishment of the UNESCO Chair for Gender Equality and Empowerment by the University of Cyprus in 2009 which aims to propose and implement a new example of addressing the common problems faced by the population of the region, through the perspective of gender. Also, the University of Cyprus, through the Research Unit "Center for Gender Studies", aims at research in local, European and international context and the formation of new ideas and theories about gender, challenging traditional perceptions and actively contributing to social change.	Contribute to the Social change about gender inequality
Guide	2020	Guide to overcoming linguistic sexism in the wording of the Public Administration Documents of the Republic of Cyprus, by the Office of the Commissioner for Gender Equality.	Tackle the Public Administration Documents sexism
Governmental Financial Plans	2021	The Ministry of Energy, Commerce and Industry with the support of the EU, they have published a new Financial Plan which includes as a specific category for the Women between 30 – 55 who are out of the market for at least 6 months. The Plan aims to develop, support and promote entrepreneurship by emphasizing specific population groups such as young people and women who wish to do business in any economic activity other than those mentioned in the Plan Guides, using their knowledge, experience, their training and talents.	Enhancing new business activity for women

Source: EuroSuccess

The Gender Equality Commissioner is appointed by the President of the Republic and is directly accountable to the president. In 2014, the President of the Republic, Mr Nikos Anastasiadis, appointed Ms Iosifina Antoniou as Gender Equality Commissioner. By decision of the Council of Ministers, the Gender Equality Commissioner chairs the Council of the National Mechanism for Women's Rights (EMDG) and the National Commission.

Another governmental body which is working towards gender equality is the Gender Equality Unit by the Ministry of Justice and Public Order.

Table 2 – Initiatives addressing gender job bias in job market

Source	Year	Description of the initiative	Gender bias issues addressed
Award	Yearly	EY Cyprus and the Department of Business and Public Administration, coordinating a yearly award that honors female student leaders in memory of Christia Rossidou – Soteriou. The awarded student female leaders, are gaining this award as a recognition for female leadership and their achievements at the University of Cyprus (but not limited to). This is an encouragement to the young generations and the future female builders.	Inequality between female & male leaders in university years
Program	2017 - 2019	AIPFE Cyprus-Women of Europe has joined forces with EY Cyprus and The Cyprus Institute of Marketing (CIM) to locally relaunch the successful European initiative Women Fit for Business (WF4B) Cyprus. WF4B is an intensive 8-month collaboration targeting young, unemployed, female university graduates, under the age of 35. It aims to help provide them with the necessary hard and soft skills to enter or re-enter the labour market and/or start their own business. This program is open to all Cyprus residents and specifically aims at creating an inclusive and diverse team of female participants.	Equality in the job market
Internal Corporate Policy	2019	It is an internal policy applied by PWC Cyprus which is called 'Circles of Empowerment'. Is an initiative that is part of company's Diversity & Inclusion Gender action plan. Circles of Empowerment aims at the empowerment and support of all of women, so that each and every one of the employees, will reach your full potential. <b>Structure:</b> Took the form of informal gatherings, where participants have had the opportunity to share stories, experiences, and ideas on various topics. <b>One of the topics: 'Women in Leadership'</b> - Challenges that woman might be facing in reaching leadership positions - The importance of confidence for career progression - How a woman can be a great leader and a great mother at the same time	Diversity & Inclusion Gender action plan

Source: EuroSuccess

Finally, some of key players in Cyprus who are active in gender bias issues are listed in table 3.

Table 3 – Institutions engaged in the mitigation of gender job bias

Institution:	Mediterranean Institute of Gender Studies
Sector:	Research-focused team on gender equality
<p>MIGS promotes and contributes to social, political and economic projects related to gender equality and women's rights, with a focus on the Mediterranean region.</p> <p>They recognise that discrimination against women takes many different forms. They are committed to the elimination of this discrimination through a combination of research, lobbying and advocacy, education and training, awareness-raising, as well as the provision of expertise and consultancy services.</p>	
Contact:	<a href="https://medinstgenderstudies.org/what/">https://medinstgenderstudies.org/what/</a>

<p>Institution: AIPFE Cyprus</p> <p>Sector: Politics, Economy</p> <p>As an organization, their mission is to facilitate and open up the conversation about Women's role in society. They empower, motivate and connect women to sit at the table.</p> <p>They organize events, workshops and lead programs that will allow us to fulfill this mission.</p> <p>Their initiatives fall within the 2 broad categories: POLITICS (Society) and the ECONOMY (Leadership &amp; STEM).</p> <p>Contact: <a href="https://aipfe.com/?page_id=51188">https://aipfe.com/?page_id=51188</a></p>
<p>Institution: Unlocking Female Leadership</p> <p>Sector: Women Empowerment</p> <p>Founders, who are Anna Koukkides-Procopiou and Paul Koronis have been working together on various projects and programs related to female empowerment, challenging gender bias in society and the workplace, and, assisting individuals express their strengths and skills.</p> <p>Contact: <a href="https://unlockingfemalelea.wixsite.com/mysite/about-us">https://unlockingfemalelea.wixsite.com/mysite/about-us</a></p>
<p>Institution: Cyprus Women's Lobby</p> <p>Sector: Women Empowerment</p> <p>The Cyprus Women's Lobby, an umbrella network of 16 women's organisations and non-governmental organisations, was formed in September 2008 and brings together a wide range of women's organisations and NGOs throughout Cyprus.</p> <p>Lobby's mission is the promotion of gender equality and women's empowerment, to combat all forms of discrimination and violence against women, and to ensure the full participation and active involvement of women in decision making processes.</p> <p>Contact: <a href="https://www.womenlobby.org/Cyprus-Women-s-Lobby">https://www.womenlobby.org/Cyprus-Women-s-Lobby</a></p>
<p>Institution: Cyprus International Women of Today</p> <p>Sector: Women Empowerment</p> <p>CIWOT exists to help Cypriot local community, to help women become better leaders, strengthen individual talents, provide friendship and networking, thereby connecting women in their communities.</p> <p>They volunteer to raise money, donate time to local charities, offer courses to learn new skills and organize social events to get to know each other better, try new things and enjoy ourselves.</p> <p>Contact: <a href="https://www.ciwot.org/about-us">https://www.ciwot.org/about-us</a></p>
<p>Institution: BPW Cyprus (Cyprus Federation of Business and Professional Women)</p> <p>Sector: Women Empowerment</p> <p>Institution role is to achieve a just and equal status of women at all levels and areas of society where decisions are taken in true partnership with men, based on mutual respect for a more balanced and peaceful world.</p> <p>Contact: <a href="http://www.bpwcypus.org.cy">http://www.bpwcypus.org.cy</a></p>

Source: EuroSuccess

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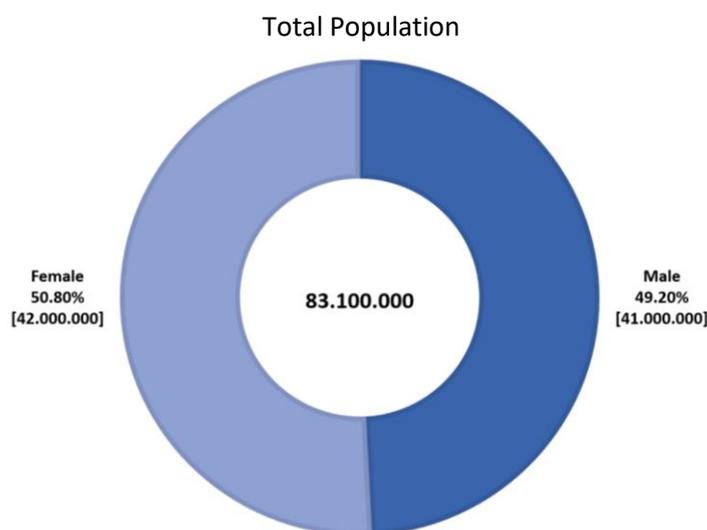
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## 2.2. GERMANY

### 2.2.1 Country context



Source: DESTATIS (2021)

The third article of the German constitution states that (1) “All persons shall be equal before the law”, (2) “Men and women shall have equal rights”, and (3) “No person shall be favoured or disfavoured because of sex, parentage, race, language, homeland and origin, faith, or religious or political opinions. No person shall be disfavoured because of disability”. (*Deutscher Bundestag - Grundgesetz für die Bundesrepublik Deutschland*, n.d.). Although this article has existed since 1949, it was only in 1994 that gender equality specifically was added to the law. While the constitution applies specifically to the actions of state, the General Equal Treatment Act of 2006 “incorporates four Anti-Discrimination Directives of the EU into German law [...] to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation” and “governs the claims and legal consequences in the case of discrimination, both in the field of work and also for the sphere of civil law” (*Antidiskriminierungsstelle - The Act*, n.d.).

Despite this legal groundwork, gender discrimination is still a prominent issue in German society. A government-issued study in 2017 found that 9.2% of the questioned individuals experienced discrimination based on gender or gender identity. The study also

showed that women are five times more likely to be discriminated against compared to men, and are more likely to be subject to multiple types of discrimination, e.g. a combination of age, religion, or pregnancy (Schröter, 2017, p. 2). Discrimination is most likely to occur at work (41% of the incidents), particularly for individuals trying to enter the labor market (2017, p. 4). Women are also prone to discrimination in terms of pay, promotions, and benefits, and are more likely to experience sexual harassment and violence at work, in public, and in their private life (Antidiskriminierungsstelle des Bundes, 2017, p. 322; Schröter, 2017, p. 5; also cf. Nienhaus et al., 2016).

Conversely, only 6% of the questioned individuals felt discriminated against when it came to education (Antidiskriminierungsstelle des Bundes, 2017, p. 45). Generally speaking, girls are more likely to achieve a higher educational degree in Germany (Statistisches Bundesamt, 2014, p. 466). This also contrasts the fact that women are less likely than men to enter high-profile positions in Germany. According to the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), “The number of top women managers lags significantly behind that of men despite comparable career paths. This applies to all levels of hierarchy and is especially evident at the top, on company boards. Only 6.5% of executive board positions in Germany’s Top 160 companies are held by women.”

Since 2011, the German federal government has committed to publishing a *Gleichstellungsbericht* (Gender Equality Report) once each legislative period (i.e. every four years), recognising that these reports are an important tool for the development of a gender-related equity and progress orientation. According to the report, gender equality means the equal participation of women and men in all aspects of society in order to ensure the usage of their knowledge and experiences as well as recognising their needs to further progress in social themes. Among the prominent issues in the most recent report of 2017 is the gender pay gap, which in 2016 was 21%. According to its sustainability strategy, the federal government aims to reduce it to 10% by 2030. The Equality Report identifies several factors for the gap, such as gendered job choices, fewer female executives, and family-related employment interruptions.

For women with the same qualifications and properties as men, the gender pay gap is measured at 6%. The report further identifies a gender care gap, stating that women spend about 52% more (unpaid) time as care-givers for children and/or relatives or with household-related tasks (Bundesministerium für Familie, Senioren, Frauen und Jugend, 2017, p. 8). Another issue relating to economic gender discrimination in Germany is the gender pension gap, measured in 2011 at 57.4%. Women earn fewer than half of old-age provisions. Notably, however, there is a significant difference between West (61.4%) and East Germany (35.7%) in this regard (Bundesministerium für Familie, Senioren, Frauen und Jugend, n.d., p. 74). Historically, women in East Germany have been more likely to have their own income, and mothers are more likely to work full-time compared to women in West Germany (Holst & Wieber, 2014, p. 968).

The 2015 German Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im Öffentlichen Dienst) aims at correcting the disparity mentioned above. The ministry is also responsible for “monitoring trends in the proportion of women in leadership positions and promoting platforms for exchange between industry, industry associations and government to foster discourse on current developments and trends” (*Gender Equality Policy*, n.d.).

Also established in 2015, the act Better Reconciliation of Family, Care and Work („Gesetz zur besseren Vereinbarkeit von Familie, Pflege und Beruf“) was introduced to better the equal opportunities and social security of individuals who are taking care of relatives. One of the goals of introducing a minimum wage in 2015 was to better the situation of women who often work in low-income sectors.

In 2016, a fixed gender quota of 30% was applied to new vacancies on supervisory boards in listed and fully co-determined companies. The federal government has been required to successively achieve a gender quota of 30% when appointing members to supervisory bodies in which the federal government has at least three seats. The federal administration as a whole is obliged to set specific goals for each management level to increase the proportion of women to men.

In 2017, a law for the enhancement of pay structure transparency was implemented with the goal of reducing the gender pay gap, enabling women by ensuring equal pay for equal work.

### 2.2.2 Job market profile

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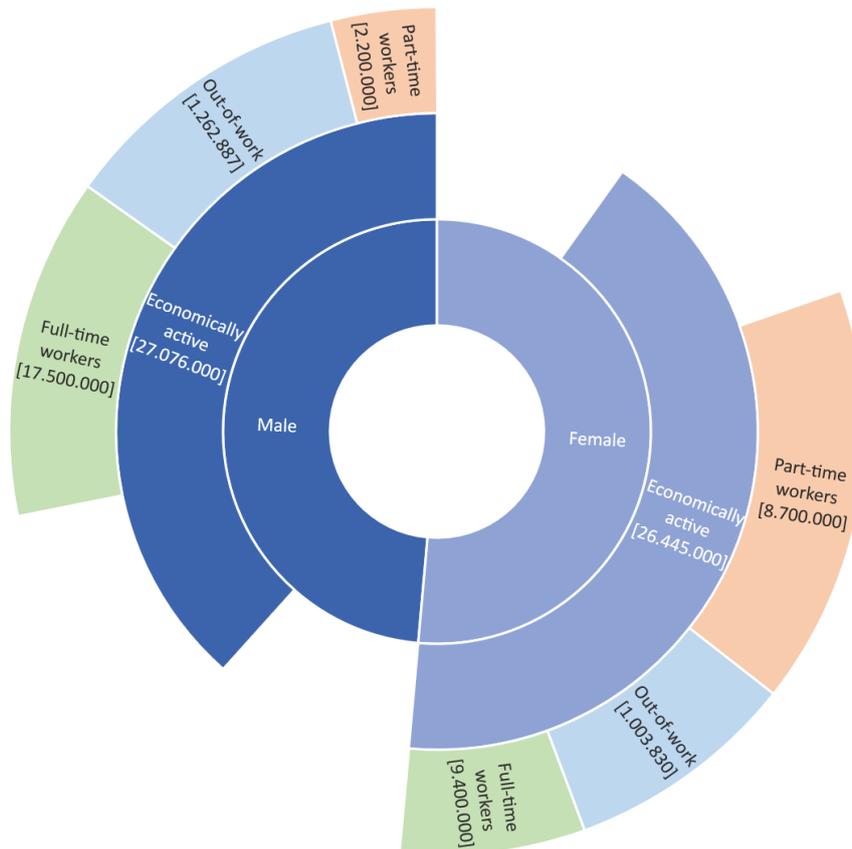
Generally speaking, employment rates of women in Germany are rising: In 2018, 72.1% of women between the ages of 15 and 64 were employed compared to 64.2% in 2008 (*Erwerbsbeteiligung*, n.d.). The numbers tend to be slightly higher for the former GDR states (73.9%) than for those in the West (71.6%) (*Erwerbstätigenquoten 1991 bis 2019*, n.d.). However, almost every second woman in Germany is only working part-time (45% in 2012) (Statistisches Bundesamt, 2014, p. 469). While women are less likely to lose their job, it is also harder for them to re-enter the job market after they have been unemployed. Women are also more likely to take the majority of the parental leave (and thus accept lower income and negative influences on their career in the long-term) even though, in theory, parents are entitled to equal periods of absence (Statistisches Bundesamt, 2014, p. 472).

48% of all women in employment subject to social insurance contributions worked part-time in June 2018, i.e., less than the working hours normally agreed upon in collective or contractual agreements. For men, the figure is only 11%. There are significant differences between the sexes depending on age: For female employees, the part-time rate rises steadily from the mid-30s to a peak of 59% in the mid-40s. Thereafter, the part-time rate decreases slightly up to the age groups close to retirement. Male employees have part-time rates of more than 10% in their 20s and early 30s. The regulations on parental leave may contribute to this. Also, among men, it those over 60 who are increasingly taking up part-time work.

In all sectors of the economy, more women of working age work part-time than men. Even in the sectors with a high overall part-time rate, relatively more women work part-time than men. For example, more than half of the women employed in education, hotels and restaurants, health and social work, and other services and private households work part-time, but only about one in three (education, hotels and restaurants) or one in five (health and social work) men do so. In some sectors, the part-time rate of women exceeds that of men many times over. For instance, in public

administration, almost half of the women are employed part-time, but only just under one in ten men (Bundesagentur für Arbeit, 2018).

Fig. 5 – Job Market Profile in Germany

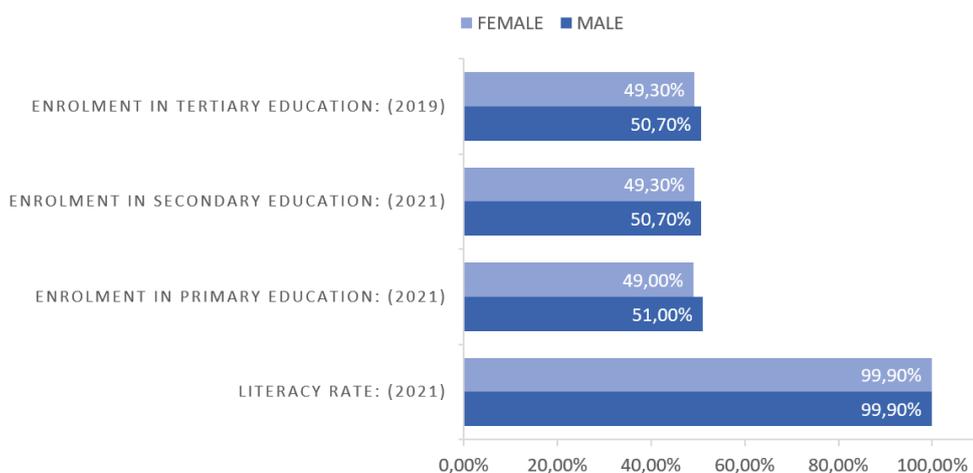


Source: Bundesagentur für Arbeit (2018); Die Arbeitsmarktsituation von Frauen und Männern (2018).

### 2.2.3 O'Bias imbalances in gender representation in areas of study

In Germany, girls tend to do better in school than boys and achieve higher educational degrees. Especially in the Eastern states, female students are more likely to gain a high school degree and thus access to higher education (*Geschlechterunterschiede Bei Bildungsverhalten Und Bildungserfolg (Verbundvorhaben) - EBF*, n.d.). The gender balance among university level students is almost even. However, certain academic disciplines are strongly dominated by one gender. While law and economy-related subjects are popular with both male and female students, STEM subjects are overwhelmingly chosen by male students, while women often tend towards degrees in medicine, social sciences, education, and humanities (Klischee Frei, n.d.). In vocational training, too, numbers of female trainees are only marginally below those of their male counterparts. However, the German job market is still divided into female and male dominated vocations (Pimminger, 2012, p. 5).

Fig. 6 – Educational Attainment by gender in Germany



Source: Statistisches Bundesamt Deutschland - GENESIS-Online (2021) and Frauenanteile an Hochschulen bis (2019)

#### 2.2.4 O'Bias imbalances in professional occupations

In general, women tend to be employed in the service sector, while men are mainly employed in industry and construction. With almost 3.7 million women in employment subject to social insurance contributions and a share of female employees of working age of 77% in June 2018, health care and social work continued to be the economic sector with the most women in absolute and relative terms. The education sector also recorded a high share of women (72%; 0.9 million women). In private households and other services, which include travel agencies and call centers, and in public administration, just under two-thirds of employees were women. The construction industry is dominated by men - almost nine out of ten employees of working age are men (1.6 million). In transport and storage and manufacturing, three out of four employees were men (1.3 and 5.1 million, respectively).

Although almost half of the workforce is female, women are still significantly underrepresented in supervisory and management positions. Only a quarter of employees with supervisory and management functions are female. Even with the same qualifications (same professional degree), women are underrepresented in supervisory and management positions: Just under half of employees with an academic degree are female. However, the proportion of women in supervisory and management positions is only 32% and 25% respectively. The lowest proportion of women in supervisory and management positions is among master craftsmen and technicians, at just 13% and 15% respectively. However, the proportion of female employees with this professional qualification is also just under one third (Bundesagentur für Arbeit, 2018).

In a 2018 survey on various reasons for employment discrimination by gender, 52% of women surveyed said they had ever felt they had been discriminated against because of their gender in their work life or when applying for a job (*Verschiedene Gründe für Diskriminierung im Arbeitsleben nach Geschlecht 2018*, n.d.). Women are also discriminated against in the allocation of training positions, especially in typically male occupations. In a test

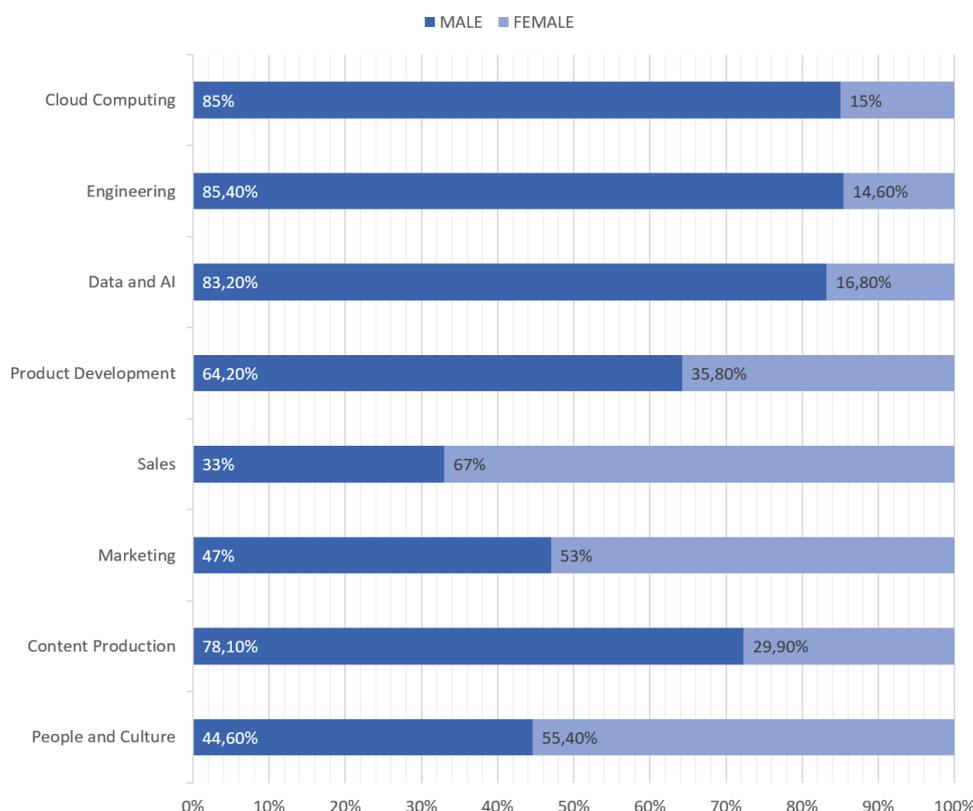
conducted by the BiBB, 636 personnel managers of training companies were asked to evaluate fictitious CVs. On average, women were rated significantly lower. The discrimination was economically substantial (*Frauen*, n.d.).

The So-arbeitet-Deutschland study found that 60% of women have already been discriminated against at work because of their gender. Conversely, 66% of men have never been discriminated against at work. 47% think that women only got their job because of a quota ("woman quota") (*So-arbeitet-Deutschland-Studie*, n.d.).

A study in 2019 by the BHF, among others, in which 9000 fictitious job applications were submitted to companies in Austria, Germany and Switzerland, found that in part-time jobs, married women without children were invited to interview less often, but men in general were invited less often. The subject was discrimination against women of childbearing age in accounting and secretarial jobs, so-called female-dominated occupations (*Fertility Discrimination In Hiring*, 2019).

Small and medium-sized enterprises in Germany rely more heavily on female managers than listed companies: In 2020, the proportion of women on the board of directors or in management was 16% on average in SMEs. This means that the proportion has increased slightly: in 2018, it was still 14%. By contrast, on average across the DAX, MDAX and SDAX stock market indices, just 9% of management board positions are held by women (*EY Mittelstandsbarometer – Frauen in Führungspositionen*, n.d.).

Fig. 7 – Gender representation across the job market / professions in Germany



Source: Schulz et al. (2020), Average regarding leading positions in German media (Infografik, n.d.), Berufe Auf Einen Blick - Statistik Der Bundesagentur Für Arbeit, n.d., and Handelsverband Deutschland (HDE) - Beschäftigungsstruktur, n.d.

## 2.2.5 Selected initiatives and priorities to address gender bias in job market

Table 4 – Initiatives addressing gender job bias in job market

Source	Year	Description of the initiative	Gender bias issues addressed
<i>Gesetz zur Errichtung der "Bundesstiftung Gleichstellung" in Kraft</i>	2021	Establishment of a "Federal Equality Foundation" by the Federal Government. The Federal Foundation is to provide information, develop ideas, strengthen citizens, municipalities, associations and companies and be an open house for equality. The goal is to enable women and men to live self-determined lives according to their own ideas, so that they can develop their potential regardless of gender. The foundation is intended to help accelerate the changes needed to achieve this.	General gender bias
<i>Mädchen und Jungen entdecken digital neue Berufsfelder</i>	annual	Girls Day/Boys Day: Raising awareness among girls and boys for a career choice free of gender stereotypes. Both days are sponsored by the Federal Ministry of Youth. On April 22, Girls' Day and Boys' Day are held throughout Germany. Their aim is to awaken an interest in girls and boys for professions that are not their main focus. And to sensitize them to make their career choice independent of gender stereotypes. Girls and boys in grades five to ten can participate.	Gendered career choices
eg-check	n/a	The eg-check.de check tool can be used to make gender inequality in pay visible. Each pay component is checked separately. On the one hand, this is a legal requirement, but on the other hand, it is also logical: If the total gross pay of women and men (or of a woman and a man) were compared in one sum, it would not be possible to identify disadvantages and their causes in detail, so that the result of the check would not be reliable. The tool is provided by the Federal Anti-Discrimination Agency.	Gender pay gap
Gender Equality Policy	2015	German Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im Öffentlichen Dienst) aims at correcting this disparity.	Disparity in leading positions
Gender Equality Policy	2017	The Act to Promote Transparency in Wage Structures among Women and Men, das Gesetz zur Förderung der Transparenz von Entgeltstrukturen (Transparency in Wage Structures Act), which came into force in 2017, provides a clear legal basis for the principle of equal pay. The Act entitles employees individually to obtain information on wages, requires companies to file reports on gender equality and equal pay calls on companies to conduct internal pay reviews.	Pay Gap

Source: Wisamar

Table 5 – Institutions engaged in the mitigation of gender job bias

Institution	Antidiskriminierungsstelle (Federal Anti-Discrimination Agency)
Sector	Federal Agency
	The Federal Anti-Discrimination Agency operates on the basis of the General Equal Treatment Act (AGG). With the AGG, a law came into force in Germany in 2006 that regulates protection against discrimination on racial grounds or on the grounds of ethnic origin, gender, religion or belief, disability, age or sexual identity in the area of working life and in parts of civil law. The agency is responsible for publishing a report on gender equality ("Gleichstellungsbericht") on a regular basis, including the development of gender pay and care gap, etc. They also publish studies on gender related issues such as bias in job advertisements.
Contact	<a href="https://www.antidiskriminierungsstelle.de/DE/Home/home_node.html">https://www.antidiskriminierungsstelle.de/DE/Home/home_node.html</a>
Institution	Equal Pay Day
Sector	Politics
	Equal Pay Day symbolically marks the gender pay gap, which according to the Federal Statistical Office is currently 18% in Germany. Assuming that men and women receive the same hourly wage, Equal Pay Day represents the day until which women work for free, while men have been paid for their work since January 1. In 2021, EPD was on March 10. The initiative is supported by the Federal Ministry for Family Affairs, Senior Citizens, Women, and Youth and was initiated by BPW Germany: Business and Professional Women (BPW). As an umbrella organization of 31 regional BPW Clubs throughout Germany, BPW Germany and its more than 1,500 members are committed to equal opportunities in the workplace, business, politics and society - inter-professionally, non-partisan, non-denominational and international.
Contact	<a href="https://www.equalpayday.de/startseite/">https://www.equalpayday.de/startseite/</a>
Institution	ver.di (United Services Union)
Sector	Workers Union
	Since 2005, ver.di has been organizing an expert dialogue on the topic of gender. The conferences, which have different focal points, focus on approaches and practical experiences that help to implement and realize gender aspects and gender democracy in social and organizational contexts. ver.di thus offers a platform for exchange for experts from theory and practice, from organizations and companies. Since November 2011, the Gender Dialogue has set itself the task of shedding light on diversity in companies and administrations.
Contact	<a href="https://gender.verdi.de/">https://gender.verdi.de/</a>
Institution	Deutscher Frauenrat (German Women's Council)
Sector	Lobby
	The German Women's Council, an umbrella organization of around 60 women's organizations active throughout Germany, is the largest women's and equality policy interest group in Germany. They are the women's lobby. They represent women from professional, social, socio-political and women's rights associations, from political parties, trade unions, from the churches, from sports, culture, media and business. They are committed to women's rights in Germany, in the European Union and in the United Nations. Their goal is the legal and de facto equality of women and men in all areas of life.
Contact	<a href="https://www.frauenrat.de/">https://www.frauenrat.de/</a>

Source: Wisamar

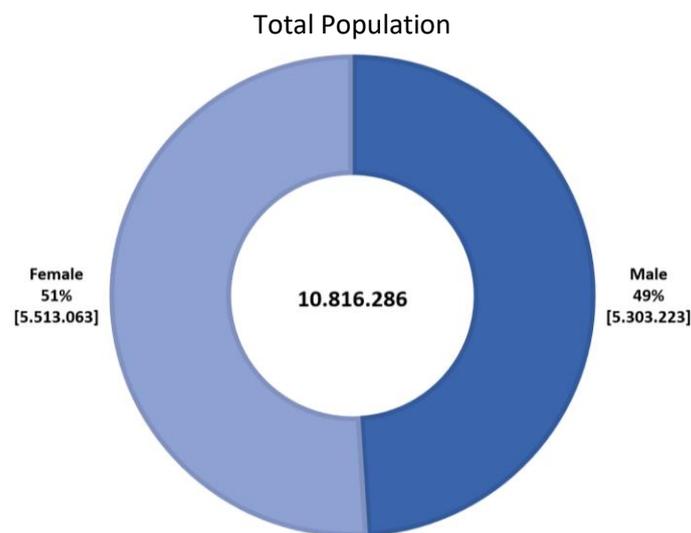
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## 2.3. GREECE

### 2.3.1 Country context



Source: Hellenic Statistical Authority (2014)

According to the study by the European Parliament “The Policy of the Gender Equality in Greece”, the Greek state started making legislative and policy steps to promote gender equality at the end of 1970s and the beginning of 1980s, in response to the legislative reforms within the EU and the obligations of Greece by its membership, but also because of the contribution of dynamic feminist and women’s organisations. The most important equality policies are the following:

- **Family Law Reform.** In 1983, a landmark in the evolution of gender equality legislation took place. The Family Law reform constituted very advanced legislation for Greece and was one of the most ‘woman-friendly’ in the EC. The new Law emphasized the social protection of the family. Article 1329/1983 determines that women are obliged to keep their maiden name after marriage and can even pass it on to their children. It also abolishes the Civil Code provision that the legal residence of women is that of their spouses. Also, the surname of the children is determined by common declaration made before the wedding by both parents and can be the surname of either or of both parents.
- **Employment Relations.** According to Article 22 of the 1975 Constitution ‘all workers, irrespective of sex or other distinction are entitled to equal pay for work of equal value’. Law 1414/84 applies the principle of sex equality in employment relations, abolishes all forms of discrimination against women and differentiation between male and female jobs and creates opportunities for the integration of women in the labour market through participation in training programmes. It also includes provisions for protection against displacement for maternity reasons. Legislation covers private sector employees, the self-employed and those who provide independent services.

Law 3488/2006 with Directives 2000/78 and 2004/113 on sexual harassment and equality in access to goods and services promote equal treatment between men and women in access to employment and in employment relations, as well as defining and tackling sexual harassment in the workplace. Law 3896/2010 modifies 3488/2006 and prohibits gender discrimination in employment. Specifically, it covers issues such as equal pay, equal treatment by social security and equal access to employment and opportunities for professional development between men and women. Recently Law 4097/2012 was passed, which targets the application of equal treatment of women and men in self-employment in collaboration with the 2010/41/EU Directive.

The Greek Ministry of Labor and Social Affairs (General Secretariat for Family Policy and Gender Equality), stated to the Comprehensive National Review Report Beijing+25 (2020), that since 2015, the Promotion of gender equality and empowerment of women and girls in Greece is being implemented under the National Action Plan for Gender Equality. In 2015 the new National Action Plan for Gender Equality 2016-2019 (NAPGE) was drafted, debated and adopted. Its main priorities are:

- Protecting the rights of women, with a focus on vulnerable population groups, migrant women and women refugees.
- Preventing and tackling violence against women in family, work, and society.
- Supporting the employment of women and tackling the consequences of decreasing male employment with regard to gender identities and gender relations.
- Promoting gender equality in education, culture, the media and sports.
- Eliminating gender inequalities in health.
- Balanced participation of women in decision-making centers.

The progress in Greece on the gender equality index is slower than the EU average. Specifically, the European Institute for Gender Equality reported to the Gender Equality Index 2020: Greece, that with 52.2 out of 100 points, Greece ranks last in the EU on the Gender Equality Index and its score is 15.7 points below the EU's score. Some important highlights are the following:

- The economic situation improved for both women and men
- There has been an improvement in gender balance in economic decision-making since 2010, as the percentage of women on company boards was 12% in 2020 (6% in 2010) and the percentage of women on the board of the central bank was 17% in 2020 (8% in 2010)
- The full-time equivalent (FTE) employment rate in 2018 is 31% for women and 50% for men.
- The gender gap in employment remains high. In 2020, in couples with children, 55% of women and 86% of men were employed. On the other hand, in couples without children, 26% of women and 32% of men were employed.

Regarding the demographic characteristics and social characteristics of the Resident Population of Greece, according to the 2011 Population - Housing Census revision of 20/3/2014, the Resident Population of Greece is 10.816.286, of which 5.303.223 are male (49,0%) and 5.513.063 are female (51,0%). The highest percentage of males (50,7%) is recorded for the Region of Central Greece, while the highest percentage of females (51,8%) is recorded for the

Region of Attiki. In 9 out of the 10 largest municipalities in the country, females outnumber males, while in one, the Municipality of Rodos, females are fewer than males and account for 49,9% of the Resident Population. The Municipality of Thessaloniki has the highest share of females (54,3%).

### 2.3.2 Job market profile

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Women's employment in Greece recorded a sustained growth from 1980 until 2008. This can be seen from the following facts: first, the rising women's labour force participation rate in line with rising employment and second, the shift away from unpaid status to independent (paid) employment. This increase was due to the Government sector, as one in four working women was occupied there in conditions of relative gender balance and high social protection. On the other hand, in the private sector the level of protection was low. Policies, laws and measures promoting gender equality were generous in the public sector, but were essentially ignored in the private sector. (Lyberaki A. & Tinios P., 2016).

In recent years, the economic crises in Greece (2009 – 2018) had a big impact on women's employment. The problems in women's employment during the economic crisis have been particularly impactful and are reflected in data concerning a number of indicators for the domestic labor market during the reporting period. The employment rate of women aged 20-64 followed a steady downward trend (from 52.9% to 43.3%) between 2009 and 2013, according to Eurostat data, and began increasing only after 2014. In 2019, there was a higher performance than during the beginning of the crisis (with 51.3%). (Lalioti V., 2020).

At the same time, unemployment rates for women in the same age group (20-64), also increased significantly, as, according to Eurostat data, they jumped from 13.3% of the active population in 2009 to 31.1% in 2013. In 2019, the percentage of unemployed women in Greece was 21.6%.

However, the reduction of female employment during the last years in Greece (2009-2018) was less than male employment. The main reason is that the "male-dominated" industries (eg. construction and manufacturing) were hit harder by the economic crisis. A sign of the times was also the increase in the number of households headed by women.

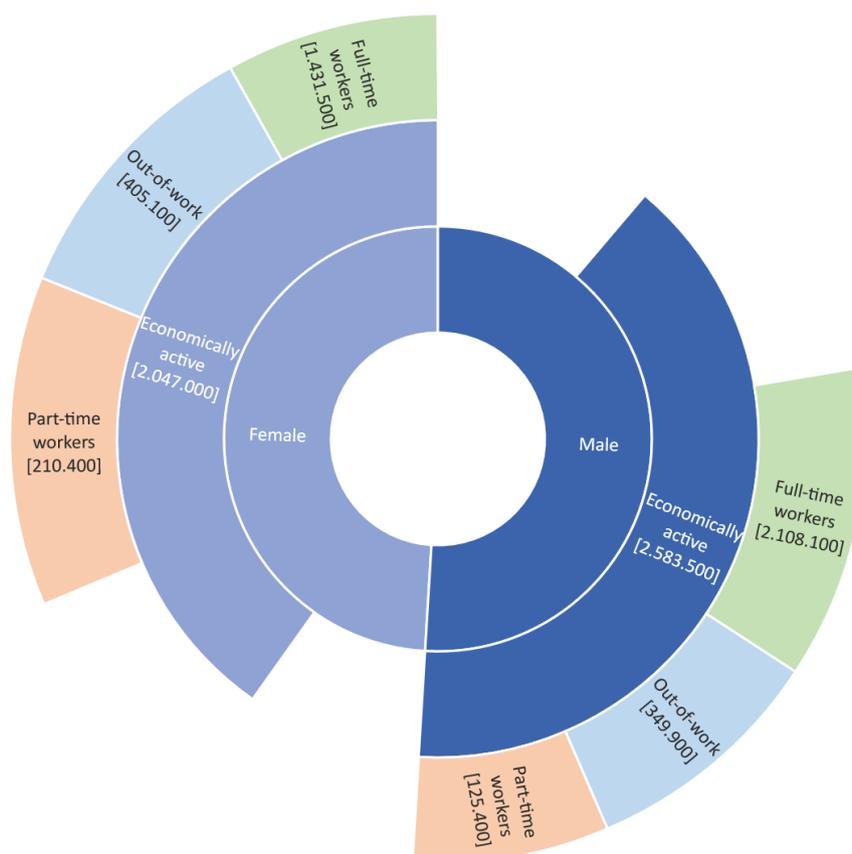
In general, and despite the great progress that has been made in recent decades, the rate of female employment in Greece still remains low, compared to the corresponding rate for men. More specifically, according to data from the Hellenic Statistical Authority, in the second quarter of 2020 women, regardless of age (age range from 15 years up to 65+), accounted for 42,40% of the workforce at the territorial level. The corresponding percentage for men was 57,60%.

The situation is similar regarding the unemployment rate of women and men. For the exact same age range and reference period, the percentage of unemployed women in Greece was 19,9%. The corresponding figure for men was 14,1%. Women belong to the population groups that are facing a large rate of unemployment, along with those who belong to the age group 20-24 or who haven't completed primary school.

The employment and unemployment rates of women in Greece also deviate significantly from the European average. According to data from Eurostat, for the year 2019 the European average employment rate for women was 68,2% and the unemployment rate was 6,4% (for the 28 Member States and the ages from 20 to 64 years).

In addition, it has even been estimated that the employment gap between men and women in Greece is not expected to change in the coming decades. Greece is the country with the poorest performance at European level, in terms of the gap observed between male and female employment.

Fig. 8 – Job Market Profile in Greece



Source: Hellenic Statistical Authority (2020)

### 2.3.3 O'Bias imbalances in gender representation in areas of study

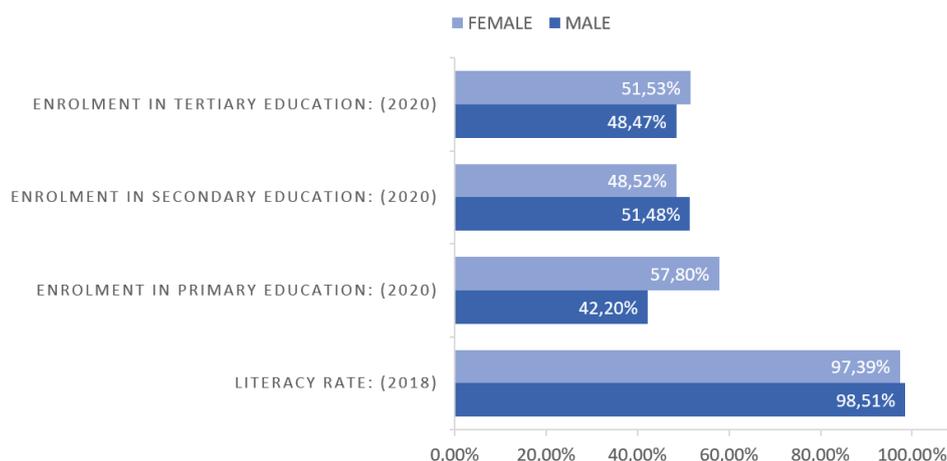
In Greece, it has been observed in recent decades, that girls perform in general better than boys in schools (primary and secondary level). This is mirrored in the higher number of female students admitted to Greek higher education institutions (universities). Nevertheless, there are differences in the subject of degrees of female and male university graduates, which have resulted in the existence of gender inequalities in the labour market, including the gender pay gap and occupational segregation. In specific, women are over-represented in education, humanities and social studies, which are sectors of the labour market with lower wages.

In contrast, women tend to be underrepresented in natural sciences and technology, which are areas with higher wages. Other factors that play an important role in different

choices of degrees by Greek men and women are gender stereotyping and the labour security of prospective jobs, which is higher in some sectors, especially the public sector, where women are overrepresented. Furthermore, the education system plays an important role in the reproduction of gender stereotypes, inequalities and hierarchies that prevail in the Greek labour market. From an early age, girls and boys learn how to adjust themselves to social norms. Several educational pilot projects have been implemented, for encouraging female pupils and students to attend educational courses and vocational training in areas in which females are underrepresented, such as new technologies of information and communication and the natural sciences. However, these programmes were not implemented on a large scale and in the long term.

Gender mainstreaming in general and specialised courses, in particular gender equality career guidance and vocational training, are still rare in Greek schools and universities. Overall, there have been no systematic and nationwide efforts to introduce gender equality education at different stages of the education system, nor to sensitise pupils and students to the need to challenge gender stereotyping in employment, private and family life. (Kampouri N., 2013)

Fig. 9 – Educational Attainment by gender in Greece



Source: The World Bank (n.d.) and Hellenic Statistical Authority (2020)

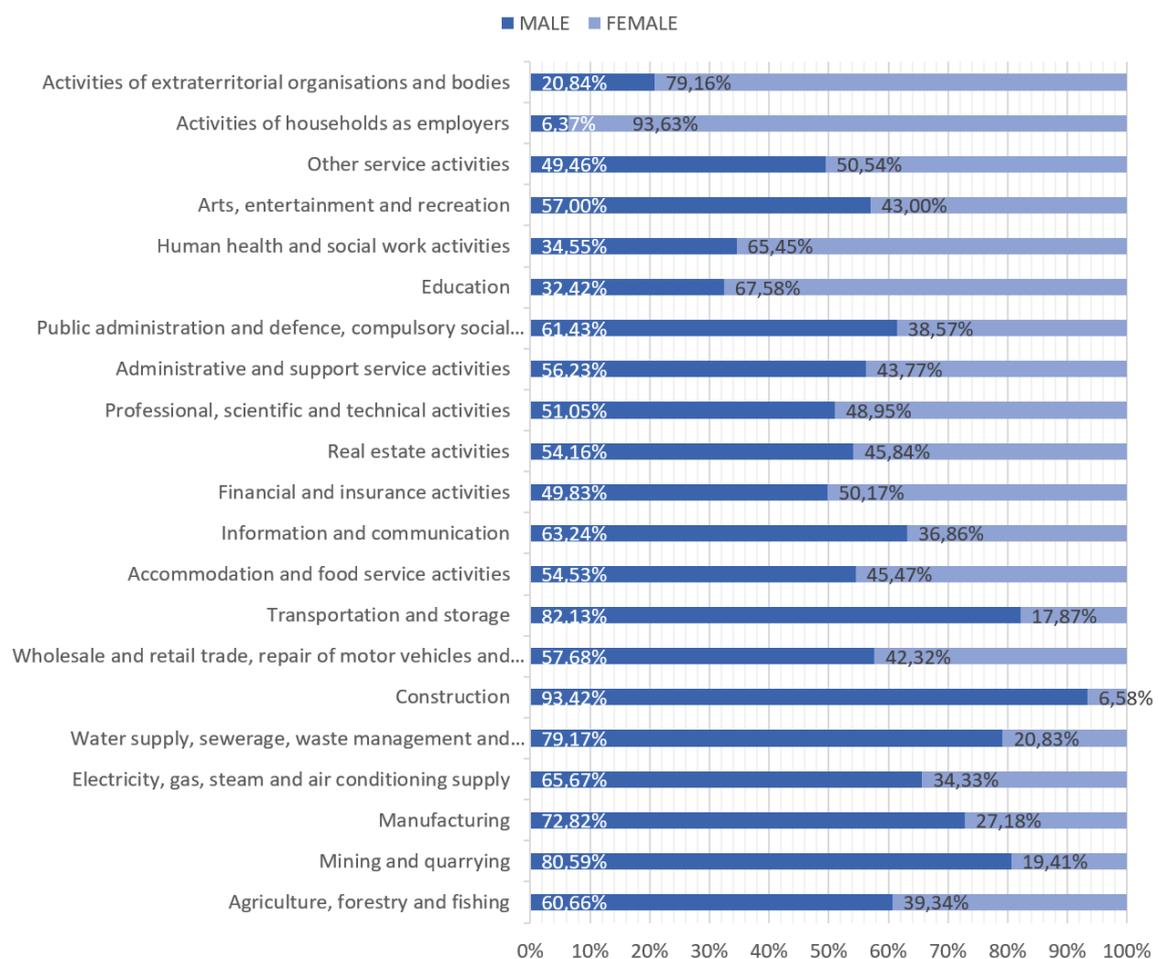
### 2.3.4 O'Bias imbalances in professional occupation

There is much horizontal and vertical gender segregation in the Greek labour market. The main causes for this segregation are gender stereotyping, educational choices, differential income roles, care responsibilities between men and women, and organisational structures and biases. Educated women have more opportunities to enter the labour market, even in male dominated sectors, and prejudices against both salaried and self-employed women have declined. However, several occupations continue to be stereotypically associated with essentialist notions of masculinity and femininity. For example, heavy industry or construction are commonly identified as sectors suitable for men, because they require physical strength,

while occupations associated with care and children, such as care services, education, nursing, or cleaning are identified as sectors more suitable for women. In addition, there are several professions, such as plumbers, drivers, pilots, police and army personnel, which are perceived to require “male skills”. In contrast, “female skills” tend to be associated with beauty services, secretarial or office work. On the other hand, in Greece there are several professional areas that are increasingly perceived as gender neutral, such as, law, medicine, economics, architecture, business administration and marketing. (Kampouri N., 2013).

In addition, pressures from the family and social environment on women, to take responsibility for private and family duties push many women towards occupations that are less well paid, but offer more time flexibility and fewer working hours. This tendency explains the underrepresentation of women in the hierarchy of business sectors, in executive and directorial positions that require time investment. Women in Greece tend to pay more attention to security of employment and the extent to which gender equality legislation is safeguarded, a factor that explains the high percentage of female civil servants.

Fig. 10 – Gender representation across the job market / professions in Greece



Source: Hellenic Statistical Authority (2020)

### 2.3.5 Selected initiatives and priorities to address gender bias in job market

Table 6 - Initiatives addressing gender job bias in job market

Source	Year	Description of the initiative	Gender bias issues addressed
Website	2021	<p>"SHARE – Promoting work-life balance in companies and a better sharing of care between men and women"</p> <p>The Project is implemented by the Partnership of the General Secretariat for Family Policy and Gender Equality (Coordinator), the Centre for Research on Equality (KETHI) and the Organization for the Professional Empowerment of women – Women On Top.</p> <p>The Project is co-financed by the REC Program of the European Commission (Grant Agreement Number: 881730 – SHARE REC-AG-2019 / REC-RGEN-WWLB-AG-2019).</p> <p>It aims to contribute in tackling traditional gender family roles and promoting reconciliation of work and private life, emphasizing in companies' working environments, by taking into consideration the relevant European and national priorities and by developing complimentary activities that approach the field in a multi-dimensional and multifaceted way.</p> <p>Project's main objectives include:</p> <ul style="list-style-type: none"> <li>- engaging companies to apply gender sensitive interventions for the reconciliation of work and private life</li> <li>- promoting knowledge sharing on good practices and initiatives on the field</li> <li>- contributing in the development of methodology for the establishment of companies' Label on Gender Equality (process, criteria and evaluation)</li> <li>- raising awareness on the importance of work-life balance with special focus in the role of men, and</li> <li>- highlighting the benefits arising from family friendly working conditions and work-life balance initiatives both for employers and employees.</li> </ul>	Stereotypical gender roles within the family and promotion of work-life balance.
Action Plan	2018	<p>National Action Plan for Gender Equality 2016-2020 of the General Secretariat for Gender Equality (GSGE)</p> <p>The National Plan for Gender Equality (NAPGE) aims at the integration of the gender dimension in all policies and the implementation of special measures or positive actions for the prevention, elimination and treatment of gender inequalities.</p> <p>The strategic objectives of the NAPGE are:</p> <ul style="list-style-type: none"> <li>- Protecting the rights of women, with a focus on vulnerable population on groups, migrant women and women refugees</li> <li>- Preventing and tackling violence against women in family, work, and society</li> <li>- Supporting the employment of women and tackling the consequences of decreasing male employment with regard to gender identities and gender relations</li> <li>- Promoting gender equality in education, culture, the media and sports</li> <li>- Eliminating gender inequalities in health</li> <li>- Balanced participation of women in decision-making centers</li> </ul>	Gender discrimination and stereotypes in the fields of work, social exclusion, education, family, as well as in every other aspect of private and public life.

Source: P-Consulting

Table 7 – Institutions engaged in the mitigation of gender job bias

<p>Institution: Secretary General for Family Policy and Gender Equality Sector: All sectors</p> <p>The General Secretariat for Gender Equality is the governmental agency competent to plan, implement, and monitor the implementation of policies on equality between women and men in all sectors. Its policies include four axes with as many goals: promoting women to employment and combating the equality gap in the labor market, preventing and combating violence against women, combating stereotypic perceptions about the roles of the sexes through educational procedures, and reinforcing women's participation in decision-making centers.</p> <p>The General Secretariat implements co-financed Programmes and Actions through the Coordination, Managing and Implementation Authority for co-funded actions of the Ministry of Interior</p> <p>Contact: <a href="https://www.isotita.gr/en/home/">https://www.isotita.gr/en/home/</a></p>
<p>Institution: Research Centre for Gender Equality Sector: All sectors</p> <p>The Research Centre for Gender Equality (KETHI) is a Legal Entity under Private Law of the Ministry of Labour and Social Affairs. The Research Centre for Gender Equality is activated dynamically in the promotion of gender equality in all sectors: social, political, cultural and economic life. Its aim is mainly on the elimination of gender discriminations and inequalities. It promotes gender mainstreaming in all policies and actions, as well as the enhancement of positive actions for women, so as to contribute to the elimination of gender discriminations, stereotypes and inequalities.</p> <p>Contact: <a href="https://www.kethi.gr/en">https://www.kethi.gr/en</a></p>
<p>Institution: The Greek Ombudsman Sector: All sectors</p> <p>The Greek Ombudsman is the national equality body with a mandate to combat discrimination and promote the principle of equal treatment irrespective of gender, racial or ethnic origin, family or social status, religion or belief, disability or chronic disease, age, sexual orientation, gender identity or gender characteristics (law 3896/2010 and Law 4443/2016). These laws incorporate into national legal order the Directives: 2000/43/EC, 2000/73/EC, 2004/113/EC, and 2014/54/EC. The Department of Equal Treatment is competent for handling cases of discrimination pertaining to all aforementioned grounds as they relate to access of employment, vocational training and promotion and working conditions, in both in the public and the private sector, including contractual employment, self-employment, work and pay. It also responsible for handling cases of discrimination based on gender, ethnic or racial origin in regards to access to and supply of goods and services. The promotion of the principle of equal treatment is an additional important mission which is carried out in cooperation with government agencies, NGOs and enterprises/agencies of the private sector.</p> <p>Contact: <a href="https://www.synigoros.gr/?i=equality.en">https://www.synigoros.gr/?i=equality.en</a></p>
<p>Institution: Center Diotima Sector: Gender equality on employment, violence against women, social action, networking, advocacy</p> <p>The Centre for Research on Women's Issues (CRWI) "Diotima" is a non-profit, non-governmental women's organization, aiming at systematically highlighting discriminations against women on all levels of social, political and economic life. Diotima intervenes systematically on the basis of establishing gender equality on employment and the job market. It monitors the data concerning the place of women in the job market, it publishes researches and develops tools, methods and techniques, it proposes political measures and it implements supporting consults for women, in order to inform themselves on the job market conditions, as well as to develop their skills, aiming to ensure their equal social and financial integration.</p> <p>Contact: <a href="https://diotima.org.gr/en/">https://diotima.org.gr/en/</a></p>
<p>Institution: Women On Top Sector: All sectors</p> <p>Women On Top is an organization for the professional empowerment of women and for equality at the workplace. Using mentoring, lifelong learning, consulting and content creation as tools, we seek to support working and unemployed women and their environment so that together we can create a more equal future for all.</p> <p>Contact: <a href="https://womenontop.gr/en/">https://womenontop.gr/en/</a></p>

Source: P-Consulting

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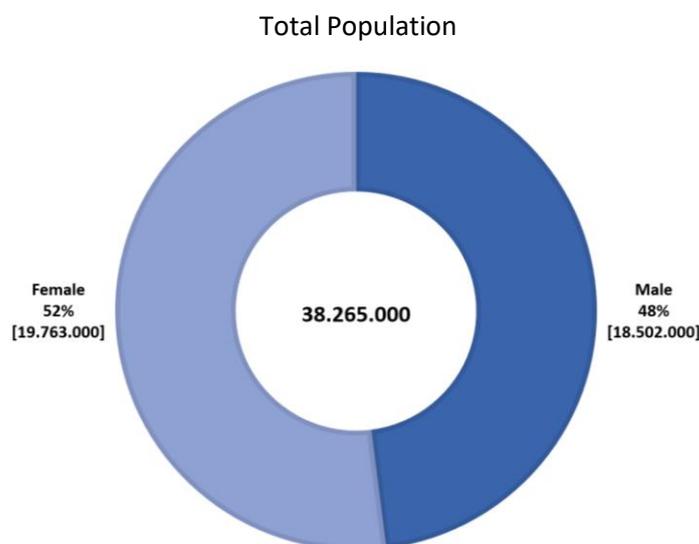
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## 2.4. POLAND

### 2.4.1 Country context



Source: Statistics Poland (2020)

In international law, the prohibition of discrimination is directly related to human rights. The development of the international protection of human rights began only after World War II with the founding of the United Nations. Already in the Preamble to the 1945 United Nations Charter there was a call for equality between men and women, and among the objectives of the United Nations there were actions to promote human rights "irrespective of race, gender, language and religion" (Article 1 point 3). Even more clearly, the prohibition of discrimination and equality in access to human rights was regulated in the Universal

Declaration of Human Rights of 1948, i.e. the first international document containing a general catalogue of human rights. The prohibition of discrimination can also be found in other international treaties in the field of human rights protection adopted at the universal level - within the framework of the United Nations system. Poland is a party to the following: UNESCO Convention Against Discrimination in Education of 1960, Convention on the Elimination of All Forms of Racial Discrimination of 1965, Convention on the Elimination of All Forms of Discrimination Against Women of 1979 and the Convention on the Rights of disabled people from 2006. (Burek, Klaus, 2013).

In Polish law, a very important document that should be mentioned is the Constitution of the Republic of Poland. Article 32 of the Polish Constitution says: "Everyone is equal before the law. All are entitled to equal treatment by public authorities. Nobody may be discriminated against in political, social or economic life for any reason." In addition, Art. 33 speaks of equal rights of women and men in family, political, social and economic life. They have, in particular, an equal right to education, employment and promotion, to equal remuneration for work of equal values, to social security or to occupying positions, and to holding public dignities and decorations. (Konstytucja Rzeczypospolitej Polskiej of 2 April 1997, Journal of Laws 1997, No. 78, item 483, as amended).

Despite the many years of functioning of the bodies responsible for observing the principle of equal treatment, the activities of non-governmental organisations, as well as the introduction of a number of anti-discrimination provisions into Polish law, there is still low awareness in the society of the phenomenon of discrimination, as well as insufficient awareness of the legal environment of the phenomenon. Research indicates that in 2018 Poles showed less knowledge of anti-discrimination law in Poland than in previous years. There was no significant change in the knowledge of institutions or organizations supporting people experiencing discrimination, but it is worth noting that every seventh Pole believes that there are no institutions supporting people experiencing discrimination. ("Krajowy Program Działań na rzecz Równego Traktowania", 2020).

The report from the study "The Workforce View in Europe 2018" showed that 35% of employees in Poland experienced discrimination in the workplace (similar in Europe - 34%). 11% was age discrimination (Europe 10%) and 7% was gender discrimination (Europe 10%). The most vulnerable to discrimination are people over 55 (23%) and between 16 and 24 (15%). ("Opracowanie i wdrożenie spójnego systemu monitorowania równości szans płci oraz modelu współpracy międzysektorowej na rzecz równości szans płci", n.d., p. 28).

The National Action Plan for Equal Treatment for 2021-2030 assumes that the projects implemented under it must be available to everyone, regardless of origin, psychosexual orientation, and age. It contains a whole chapter on gender equality. In the document, the authors emphasize that equality is in line with EU standards. The Polish government also noticed that the COVID-19 pandemic affected women and men to a different extent. It has been estimated that in the case of people working remotely "there is an asymmetrical burden of additional household duties", and among those who work in other sectors "there is a direct threat to the health or life of professional groups in which women predominate (nurses, kindergarten teachers, teachers, etc.)".

It is to be implemented mainly on the economic and economic levels. Regardless of gender, everyone of working age should have equal opportunities in accessing the labour market. According to the KPO, women and men should have the opportunity to develop

professionally and personally. The government excludes the necessity to facilitate the combination of work with raising children.

An important element of the KPO within the framework of gender equality is to increase access to work for women 50+. („Krajowy Program Działań na rzecz Równego Traktowania”, 2020)

## 2.4.2 Job market profile

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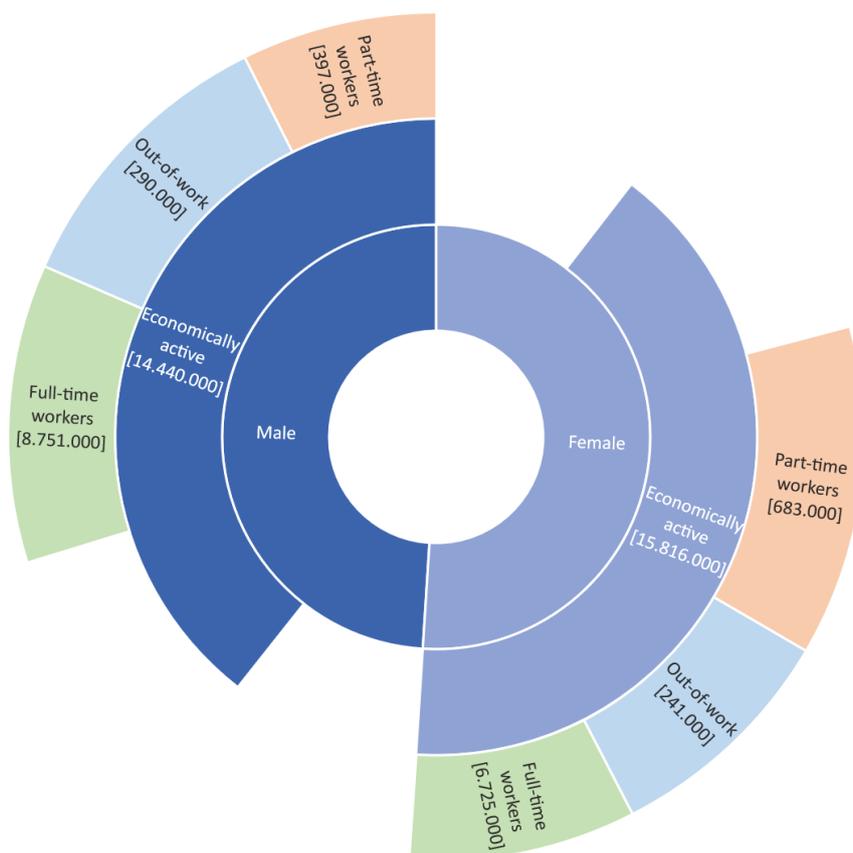
In 2014, the Supreme Audit Office published a report on equal pay in public administration, which covered people employed in ministries, offices and public companies. According to the Supreme Audit Office, women employed in these units on average earn about 11% less than men in similar positions. In 80% of the 109 analyzed positions in individual units of the public sector, women receive salaries lower than men, and the differences reach up to 30%. In ministries, in the positions of clerks, men earn over 6% more than women. In central offices as specialists, men earn 15% more. Big differences can also be seen in the case of additional pay components: men on average receive more rewards and with higher and higher value. In central and provincial offices or municipal companies, men also more often use additional benefits, e.g. a company telephone, laptop, fuel lump sum, etc. (Magda, Tyrowicz, van der Velde, 2015, p. 16).

The Polish labour market and economy underwent a significant transformation in 2010-2019 - as evidenced by the data. According to the Central Statistical Office, in December 2010 the unemployment rate in Poland was over 12%. In the following three years, it was slightly higher in this period, but it has been systematically falling since 2014. At the end of the decade, according to the analysis of the Ministry of Labor and Social Policy, unemployment was only 5.2%. The development of the labour market was also favoured by high GDP growth, which at that time kept Poland at the forefront of the European ranking of growing economies, well above the average for the European Union. (Skwarska, Kuć, 2020).

In 2020, the largest proportion of men were employed full-time (61%), mainly men living in cities. However, economically inactive men made up 35%. The male unemployment rate was 3.1%. Most unemployed men were between 20 and 24 years of age.

Among women, the most economically active were aged 35-49 - 44% in total. 57% of all women are economically inactive. The unemployment rate among women was slightly higher and amounted to 3.2%. Among economically inactive women, women over 60 are the largest group. However, a large group is also women 15-17 and 20-24 years old. (“Aktywność ekonomiczna ludności Polski IV kwartał 2020 roku”, 2021).

Fig. 11 – Job Market Profile in Poland



Source: Statistics Poland (2020)

### 2.4.3 O'Bias imbalances in gender representation in areas of study

Education is perceived as the foundation of the modern economy in which man is human capital. The huge dynamics of change processes in Polish education is reflected by the fact that in the period between 1995 and 2009, the share of people with higher education in the 25-64 age group increased from 9.7% to 21.2%.

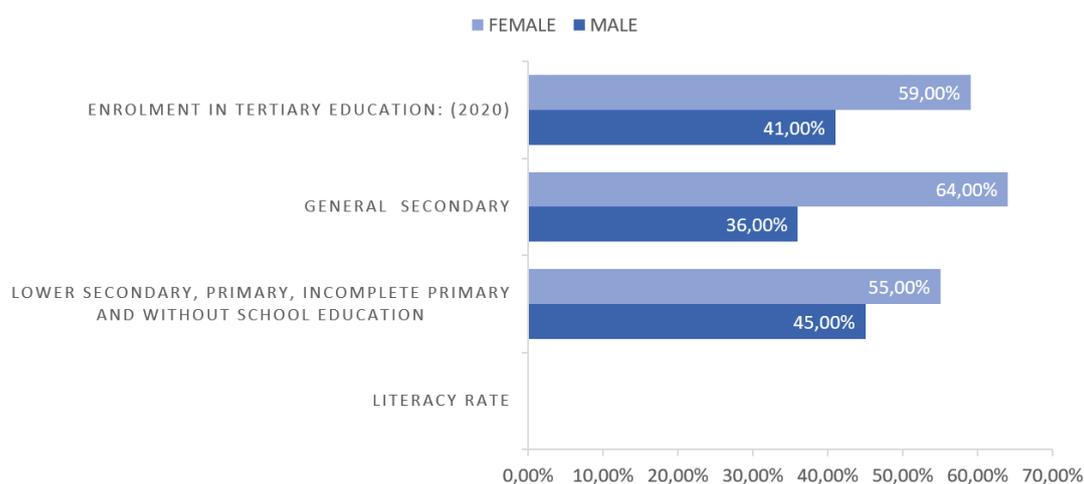
In the 1990s, the percentage of people with higher education was almost the same for both women and men. The number of graduates then increased almost threefold among women, while among men there was only a doubling of the number in this respect. In 2009, the share of women who graduated from university amounted to over 24% in the total population aged 25-64, and among men it was approximately 17%. This result is comparable with other OECD countries, however, the gap between women and men is lower than the average, as in OECD countries it does not exceed 1 percentage point.

It is also worth noting the fact that women are more likely to pass high school exams than men. (Federowicz, Sitek, 2013, p. 19-23). Despite the fact that women have a higher level of education than men, education at the secondary level prevails among them, which translates into the lack of preparation for any profession. Men more often choose to study in

basic vocational schools or technical schools, which means obtaining permission to perform a specific profession. (Kust, 2014, p. 319).

The report of the Central Statistical Office of 2020 shows that among men in the labour market, people with basic vocational / industry education (29%) prevail. On the other hand, in the case of women, the same percentage is constituted by people with higher education and it is also the group with the highest number. In the group of economically active women, almost half are people with higher education. The smallest group are women with lower secondary, primary, incomplete primary education and no school education - only 3%. Most economically inactive women and men have lower secondary or less education. Interestingly, the smallest group in this respect among men are people with secondary vocational education, while among women they are people with post-secondary education. („Aktywność ekonomiczna ludności Polski IV kwartał 2020 roku”, 2021).

Fig. 12 – Educational Attainment by gender in Poland



Source: Statistics Poland (2020)

#### 2.4.4 O'Bias imbalances in professional occupation

In 2017, 1/3 of working women were employed in the public sector, compared to 1/6 men. Almost 17% of men are self-employed and have no employees. Among women, this situation applies to less than 10%.

Among the employed women there were 10.6% of those working part-time, while this was the case for 4.4% of men. The main reason, in both groups, was the personal preferences of this type of solution. However, there is a significant difference when it comes to looking after children and others. For this reason, part-time work was chosen by 16.5% of women and only 4.5% of men.

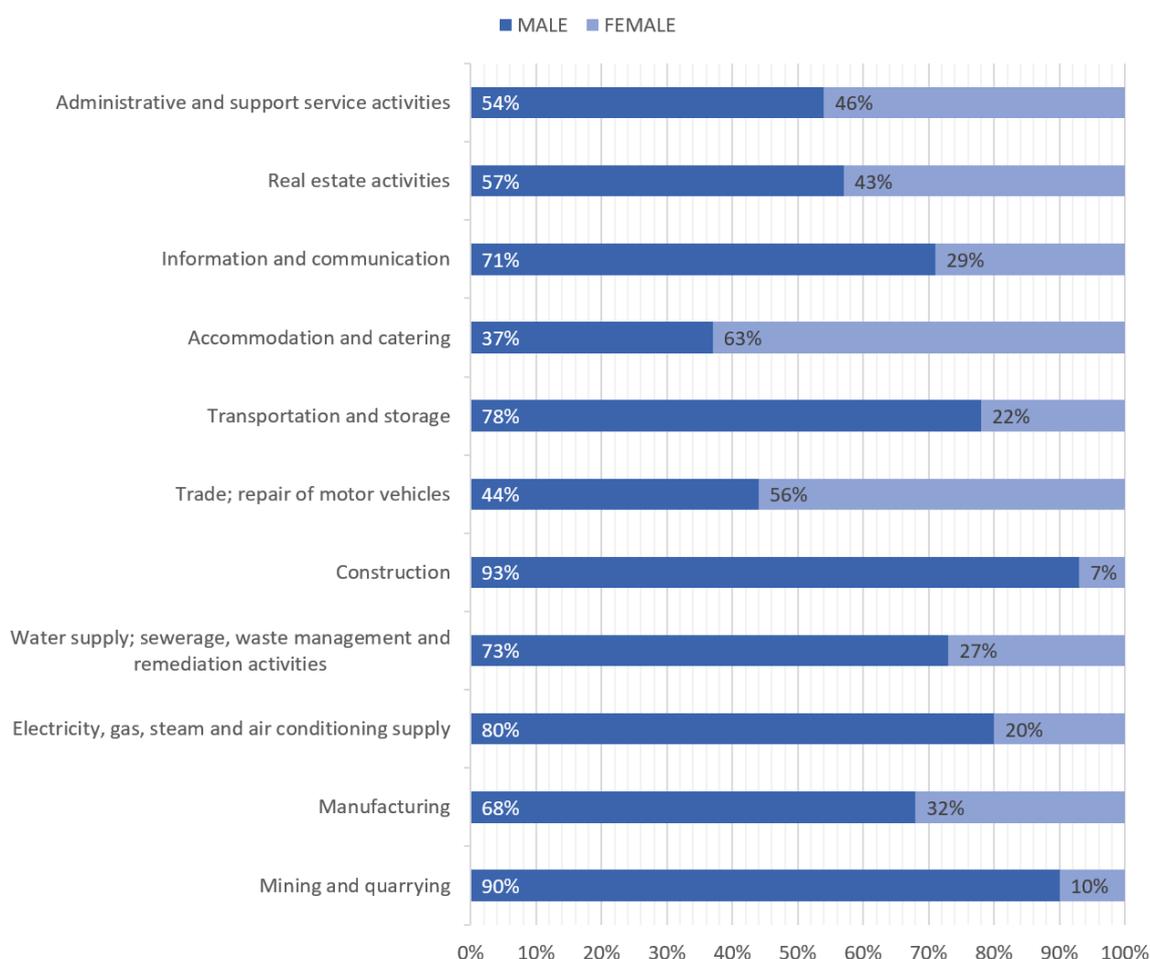
When broken down by professional group, it should be noted that women predominated among the following: service and sales workers, specialists, office workers, workers performing simple tasks and, to a small extent, technicians and other associate

professionals. Among the operators and assemblers of machines and devices as well as industrial and craft workers, women constituted less than 20% of the employees.

Men were the majority in such sections as construction, mining and quarrying, transport and storage, electricity, gas, steam and air conditioning supply, water supply, sewerage, waste management and remediation activities, manufacturing, information and communication. (“Kobiety i mężczyźni na rynku pracy”, 2018)

In 2019, the most economically inactive group was women (62.2%). Retirement pension was the main cause of inactivity in both women and men, which was indicated by more than half of the economically inactive. In the case of women, the second most important reason was family and housekeeping duties, while for men it was education and supplementing qualifications, as in 2017. In 2019, 25,000 fewer women and 84,000 more men declared that they had a job. In sections such as: health and social care, education, other service activities, financial and insurance activities as well as accommodation and catering, the number of women was significantly greater. (“Sytuacja kobiet i mężczyzn na rynku pracy w 2019 roku”, 2020).

Fig. 13 – Gender representation across the job market / professions in Poland



Source: Vortal of Public Employment Services (2020)

## 2.4.5 Selected initiatives and priorities to address gender bias in job market

Table 8 – Initiatives addressing gender job bias in job market

Source	Year	Description of the initiative	Gender bias issues addressed
Polish Agency for Enterprise Development	Since 2010	POMOST program - An initiative of the Foundation for Polish Science, co-financed from structural funds under Measure 1.2 "Strengthening the human resources potential of science" POIG 2007-2013 (for bio, info and techno sciences, projects from other sciences may be financed from FNP's own funds). The program has been running since 2010. , it takes the form of a grant or scholarships for scientists who do not have habilitation, who take long leaves related to raising a young child. The total amount of support granted under the combined parts is a maximum of PLN 140,000. PLN, projects implemented with the support of POMOST may last from 1 to 3 years.	Objectives of the activity: Support for scientists returning to scientific work after childcare-related breaks, enabling them to conduct scientific research and pursuing a scientific career. The project aims to strengthen the participation of women in the scientific and research space. It is also supposed to allow for the combination of a scientific career with duties related to motherhood and family life.
Polish Agency for Enterprise Development	2010-2012	Gender mainstreaming as a tool for changing the labor market - The project was launched by the Ministry of Labor and Social Policy and is implemented by the Department of Economic Analysis and Forecasts from the resources of the General PROGRESS Program for employment and social solidarity, priority 5 Gender equality.	Objectives of the activity: Indication of solutions favoring the reconciliation of family and professional duties, including the dissemination of employee rights related to giving birth among working fathers; raising the awareness of employers, employees and representatives of the labor market environment (e.g. trade unions, employee organizations, chambers of commerce) in the field of implementing employment policies favoring working parents and eliminating gender-related prejudices - perceiving women as less attractive employees due to the burden of caring. The project consists of two modules (module I addressed to: employers representing the SME sector, trade unions, employees of the SME sector, students of economic universities; module II is addressed to the Ministry)
Polish Agency for Enterprise Development	2010-2011	Workshop "Commercialization of Innovative Sciences": A training program for employees of research units and entities operating for science in the field of research and development management, commercialization of research results and basic PR and marketing-mix techniques. The initiative was organized by the "Nowe Media" foundation for building a knowledge-based society. It is a public-private initiative.	Objectives of the activity: The aim of the project is to build innovative potential, the source of which is an efficiently operating research sphere cooperating with the economy; supporting the development in Poland of strong, innovative enterprises; action for equality between women and men in science. The project also aims to raise the participants' awareness of gender mainstreaming and to support the innovative potential of women scientists.
Polish Agency for Enterprise Development	Since 2009	Competition "Girls of the Future. In the footsteps of Maria Skłodowska-Curie" - The competition has been organized since 2009. It promotes women who conduct independent research in their studies or engage in research projects. The addressees of the competition are students of science, science, technology and medicine. The competition is organized by the Minister of Science and Higher Education in cooperation with the Editor-in-Chief of the "Elle" magazine.	Objectives of the activity: Support for students (women) of engineering, technical, mathematical or natural science, who conduct independent scientific research or are involved in research projects.

Polish Agency for Enterprise Development	Since 2001	L'OrealPolska Scholarships for Women and Science - The scholarship is the result of cooperation between L'OrealPolska and UNESCO, based on the "For Women In Science" agreement. The total amount of all awards to date is \$ 100,000. Private initiative.	Objectives of the activity: Selecting young talents, the example of which is to encourage next generations to embark on the path of learning. Scholarship holders (women) take up research challenges in the field of, inter alia, medicine, biotechnology, biology.
Polish Agency for Enterprise Development	Since 2009	DarbovenIdee Grant - Competition run by the Albert Darboven Foundation. The award has been awarded in Germany since 1997 under the name Darboven IDEE. In Poland since 2009.	Objectives of the activity: Supporting innovation, creativity and entrepreneurial spirit of Polish women, promoting high-quality business projects, distinguishing entrepreneurial individuals, supporting professional independence and the idea of an active society, creating new jobs, strengthening good Polish-German relations.
Polish Agency for Enterprise Development	Since 2008	A woman in the world of finance - educational activity - Information and educational campaign for women, the patrons of which are BPH and the Women's Help Center Foundation. Private initiative. The campaign was conducted mainly on the Internet (since 2008) - its website offers information on training courses, financial advice and promotion of entrepreneurship among women, especially in the context of finance.	Objectives of the activity: The aim of the program is to increase the knowledge of women in the field of finance, both in the context of everyday life and entrepreneurship.
Polish Agency for Enterprise Development	2009-2011	Socio-economic activation of women at the local and regional level - The system project is divided into a series of trainings, a social campaign under the slogan "Equal opportunities in the labor market" and an internet portal that serves as an information and promotion tool. The project was a social initiative. Training related to the project was held in each voivodeship city. The project is co-financed by the European Union under the European Social Fund. The project was fully financed by the ESF in the amount of PLN 6,548,300.	Objectives of the activity: The project was aimed at popularizing the idea of equal opportunities, increasing the level of professional activity of women and education in this area. The last of the activities concerned both employers and representatives of public administration, and employees, mainly women, among whom he promoted increasing intellectual capital and activation of women over 50.
<a href="https://cordis.europa.eu/project/id/101006416">https://cordis.europa.eu/project/id/101006416</a>	2021-2025	ATHENA is a H2020 project that started in February 2021 and will end in January 2025. ATHENA project is coordinated by Consulta Europa Projects and Innovation S.L. (Canary Islands, Spain) and counts as partners with 6 Research Performing Organizations (RPOs) from Slovenia, Poland, Romania, Slovakia, Spain, and Bulgaria and 3 Research Funding Organizations (RFOs) from Italy, Canary Islands, in Spain, and Azores, in Portugal. Total budget € 1 828 310	The project's goal to contribute to the unlocking of the research potential of the partner organizations, thus improving the overall performance of the European Research Area and helping to close the innovation divide by avoiding the waste of talent and inefficient use of skilled women from weaker regions of the EU. The project will support eight partner organizations in developing and implementing Gender Equality Plans to enable a cultural and institutional change and achieve a gender equal participation of researchers, professors, and administrative staff.

<a href="https://sukcespisanyzminka.pl/wp-content/uploads/2020/02/Report_ChampionsOfChange.pdf">https://sukcespisanyzminka.pl/wp-content/uploads/2020/02/Report_ChampionsOfChange.pdf</a>	Since 2018	The Male Champions of Change club was established on the initiative of the founders of the Lipstick Success Foundation - Olga Kozierowska and Olga Legosz, and the Australian Ambassador to Poland, Paul Wojciechowski. The main assumption of the project is to support diversity and promote equal opportunities for women and men in business and the labor market through the involvement of male presidents. The club's pioneering activities constitute an important element of promoting and implementing the best solutions in practice, and thus inspiring other companies to change.	increasing the number of women in high positions, closing the wage gap, introducing tools conducive to better use of the talents of both sexes
<a href="https://siecprzedsiebiorczychkobiet.pl/mama-warszawianka/">https://siecprzedsiebiorczychkobiet.pl/mama-warszawianka/</a>	2020	Mama – Warszawianka - The activities are aimed at women who permanently live in Warsaw. The program is especially designed for mothers who have difficulties returning to the labor market or further developing their careers. The training program was planned in Polish, but it was encouraged to include migrants living in Warsaw, from Ukraine or Belarus.	Workshops and training sessions are intended to protect professionally active mothers from the negative effects of the pandemic on the labor market and, at the same time, to strengthen self-esteem.

Source: EPI

Table 9 – Institutions engaged in the mitigation of gender job bias

Institution	PTPA
Sector	All sectors
They are expert non-governmental organization of lawyers, specializing in anti-discrimination, cooperating with a network of national and international organizations.	
The members of the society are law practitioners – attorneys, counsellors, lawyers of non-governmental organizations, whose interests are focused on the issue of protection of human rights, anti-discrimination, promotion of the principle of equal treatment in particular regardless of gender, age, race and ethnicity, sexual orientation, religion and beliefs and disability.	
The aim of the Society is to promote the development of anti-discrimination law, to disseminate knowledge in this field, and to actively counteract discrimination.	
Contact	<a href="http://www.ptpa.org.pl/">http://www.ptpa.org.pl/</a>
Institution	STOWARZYSZENIE KOBIET KONSOLA
Sector	All sectors
They advocate for women's rights, non-violence and awareness-raising through feminist publications, holding seminars and conferences on gender-based violence, women's equality and lesbian empowerment. They are also dedicated to feminist activism and organized numerous public demonstrations, actions and campaigns.	
Contact	<a href="http://www.konsola.org.pl/">http://www.konsola.org.pl/</a>
Institution	Centrum PrawKobiet
Sector	All sectors
The mission of the Women's Rights Centre is to counteract all forms of violence and discrimination against women in private, public and professional life. They strive to create conditions enabling women to exercise their human rights, including the right to a life free from violence and discrimination, and to implement the constitutional principle of gender equality.	
They are guided by the belief that:	
<ul style="list-style-type: none"> <li>· women's rights are an inalienable, integral and indivisible part of fundamental human rights, and violence against women, regardless of whether the perpetrator is a family member, another person or group of persons or the state, constitutes a violation of these rights;</li> <li>· the state has a duty to effectively protect women against all forms of violence and discrimination and to pursue an active policy of equality;</li> <li>· the state is responsible for any failure to meet the above-mentioned obligations and violations of women's rights.</li> </ul>	
Contact	<a href="https://cpk.org.pl/?itemid=1">https://cpk.org.pl/?itemid=1</a>
Institution	National Ambulance Service for Victims of Domestic Violence "Blue Line"
Sector	All sectors

The National Emergency Service for Victims of Domestic Violence was established in 1995 as a facility of the Institute of Health Psychology of the Polish Psychological Society. For 25 years they have been implementing tasks in the broadly understood scope of counteracting domestic violence and education in this area.

Activities that run include:

- Psychological help
- Legal assistance
- Nationwide e-mail clinic
- Nationwide telephone clinic
- Center for crime victims
- Training and advisory activities for state organizations (including ministries, police) and private individuals
- The annual, national competition "The policeman who helped me", run since 2008
- Publishing of the "Blue Line" magazine

Contact <https://www.niebieskalinia.pl/index.php>

Institution Feminoteka Foundation

Sector All sectors

They believe that what is perceived as feminine and what society expects of women does not come from nature, but from culture. Because:

- they work to eliminate discrimination based on sex in all spheres of social, public and cultural life. They conduct trainings, workshops, organize meetings, book promotions, discussions and publish books.
- they believe that we would not be here if it were not for our predecessors - they cultivate the traditions of Polish emancipated women, remind us of the history of women.
- countering violence against women and girls is one of their priority actions. They implement projects to counteract violence both in the city and in the countryside, at school and at work

Contact <https://feminoteka.pl/>

Institution Women's Foundation eFka

Sector All sectors

eFka is a feminist organization. The statutory goals of EFk are supporting the solidarity and independence of women, counteracting discrimination against women and developing women's culture. With funds obtained from domestic and foreign foundations, EFka implements projects for women. The Foundation includes: Women's Center, feminist quarterly 'Zadra', Feminist Academy, project 'Election of Women', training of self-defence and assertiveness trainers Wen Do, feminist Gender mailing list, eFka publishing house. EFka organizes nationwide feminist conferences and discussion meetings.

Contact <http://efka.org.pl/>

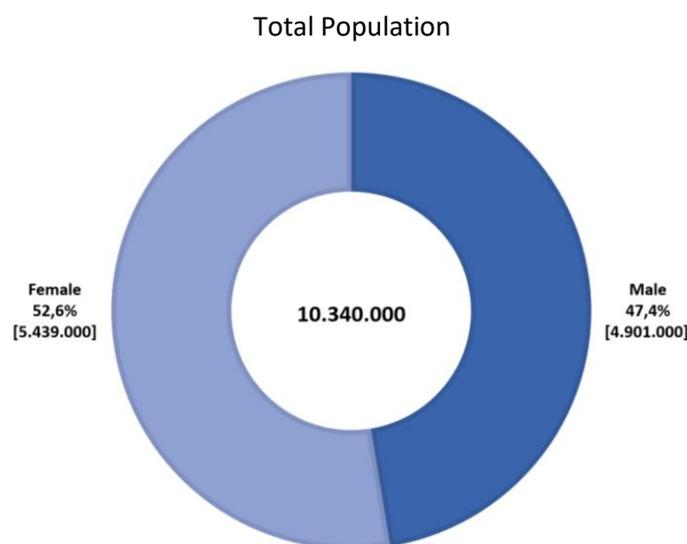
Source: EPI

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## 2.5. PORTUGAL

### 2.5.1 Country context



Source: INE (2021)

The Portuguese Republic is established by the Constitution of the Portuguese Republic (C.R.P.), as sovereign, based on the dignity of the human person and the will of the people and committed to building a free, just and solidary society.

It is a democratic State of law, based on popular sovereignty, on pluralism of democratic expression and political organisation, in the respect and guaranteeing the realisation of fundamental rights and freedoms and the separation and interdependence of powers, aiming at the realisation of economic, social and cultural democracy and the deepening of participatory democracy.

Regarding the core issues related to this publication, the P.R.C. establishes, inter alia, that it is the task of the State to promote equality between men and women.

It also establishes that all citizens have the same social dignity and are equal before the law and that no one shall be privileged, favored, prejudiced, deprived of any right or exempted from any duty based on ancestry, sex, race, language, territory of origin, religion, political or ideological beliefs, education, economic situation, social condition, or sexual orientation.

The Treaty of Lisbon confirms the principle of democratic equality: all citizens are equal before the institutions. It also strengthens representative by giving a greater role to the European Parliament and greater involvement of national parliaments. It also develops participatory democracy by creating new mechanisms for interaction between citizens and the institutions, for example the citizens' initiative. It strengthens the principle of equality between women and men by including it among the Union's values and objectives (Articles 2

and 3(3) of the EU Treaty) and promoting gender mainstreaming in all gender perspective in all European Union policies (Article 8 of the Treaty on the Functioning of the European Union).

The Charter of Fundamental Rights also enshrines the equality of women and men (Article 23) and the right to reconcile family and professional life (Article 33(2)).

The European Pact for Gender Equality was adopted by the Brussels European Council of 23 and 24 March 2006.

In 1974, for the first time, women were able to vote (and be elected) in a universal and free manner. Three diplomas open access for women: The local administrative career; diplomatic career; and the judiciary.

In 1976, the right of the husband to open his wife's correspondence was abolished and in 1978, with the revision of the Civil Code:

- The married woman no longer had a status of dependence on her husband;
- The figure of the "head of the family" disappeared as well as the provisions that attributed the administration of the couple's property to men;
- Domestic government ceased to belong, in its own right, to the woman;
- The couple's residence became the decision of both spouses (and not just the man);
- Regarding parental power, the woman ceased to have only a secondary position as a mere advisor and now holds full decision-making power on an equal footing with her husband;
- Husband and wife were able to add up to two of the other's surnames to their names at the time of marriage.
- The woman no longer needed her husband's permission to have a trade;
- Each spouse could exercise any profession or activity without the other's consent.

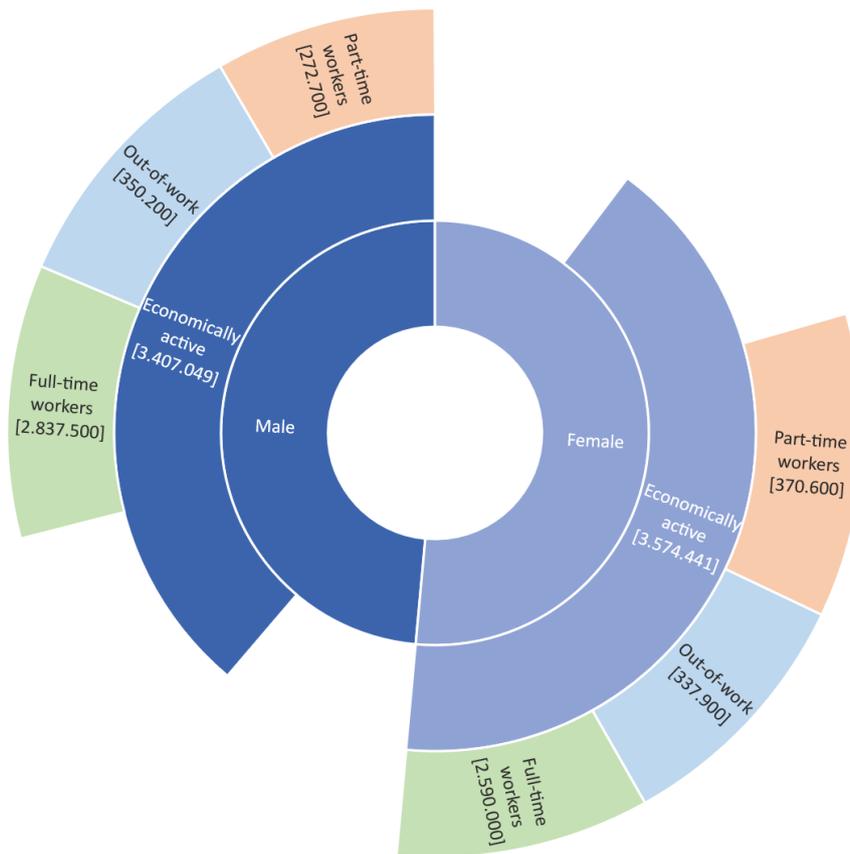
Since then, the female social participation rate has not stopped growing, and has now reached substantial figures that place Portugal among the European Union countries with the highest participation of women in the labor market.

## 2.5.2 Job market profile

According to a study by the Commission for Citizenship Gender Equality (CIG, 2017) and, analysing the Eurostat data, which allows a comparison between Portugal and the EU28, it is concluded that the difference between Portuguese and European men in relation to part-time work does apply to the case of women: In Portugal the percentage of women employed part-time is only around 12.5% of the total number of part-time workers, and the European average is around 32%.

In Portugal the proportion of involuntary part-time workers is higher than the EU28 average. In the case of men, the difference is only 2.5 percentage points but in the case of women the difference reaches 28.7 percentage points. Data indicate that most Portuguese women who work part-time do so only because they cannot work full time.

Fig. 14 – Job Market Profile in Portugal



Source: CIG (2017)

### 2.5.3 O'Bias imbalances in gender representation in areas of study

Portugal is the least educated country in the entire European Union, with only 52% of the population completing secondary and/or higher education by 2019, about 26 percentage points below the EU average (78%). This low level of education can help explain several problems of our country such as: low economic growth, low productivity, low wages, high voter abstention, low digital literacy, low financial literacy, low demand with the political power, etc.

To understand why we are so far behind the rest of Europe, we have to look at our historical past. Portugal is one of the oldest nation-states of the EU and has historically had a high degree of linguistic homogeneity, so, unlike other states, it did not need to bet on the literacy of its population to have the same language spoken throughout the country. Another relevant historical factor is the fact that Portugal lived under a dictatorship for over 40 years in the last century. These regimes are known for not investing in Education, so that the population is as illiterate and less educated as possible, making it easier to manipulate. If we look at other countries that had fascist dictatorships during the 20th century, such as Spain

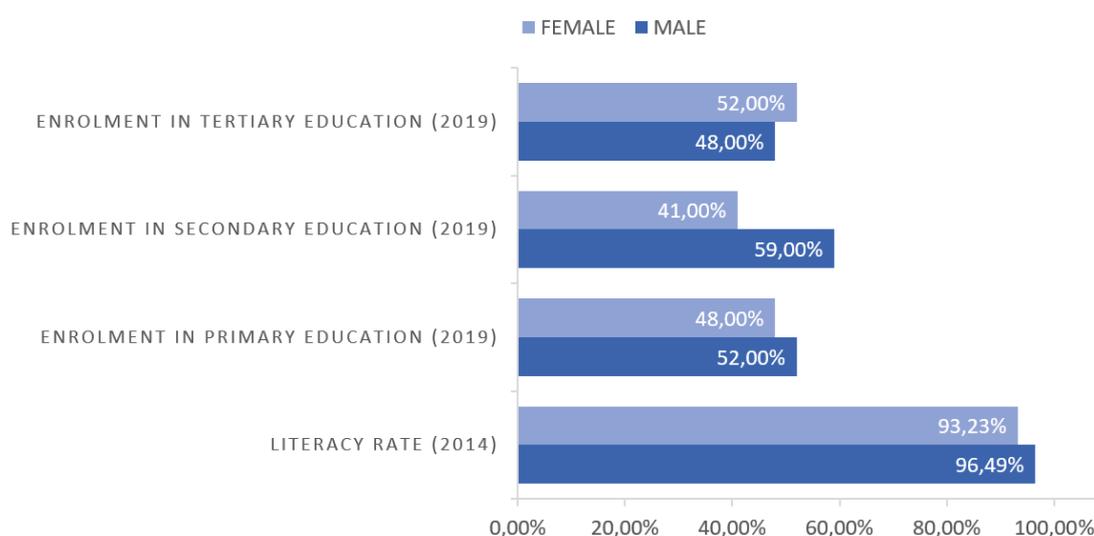
and Italy, we see that they are also at the tail end of the EU when it comes to the educational level of their populations.

The illiteracy rate decreased very significantly, both for men (-16.2 percentage points) and women (-24.2 percentage points), which was more noticeable in the case of women.

In 1970, although the rate of graduates was very low for both sexes, the rate for men was almost three times higher than for women.

In 2011, the percentage of women graduates far exceeds that of men.

Fig. 15 – Educational Attainment by gender in Portugal



Source: CIG (2017)

#### 2.5.4 O'Bias imbalances in professional occupations

Portugal is among the most equal countries in terms of gender in the fields of engineering and science.

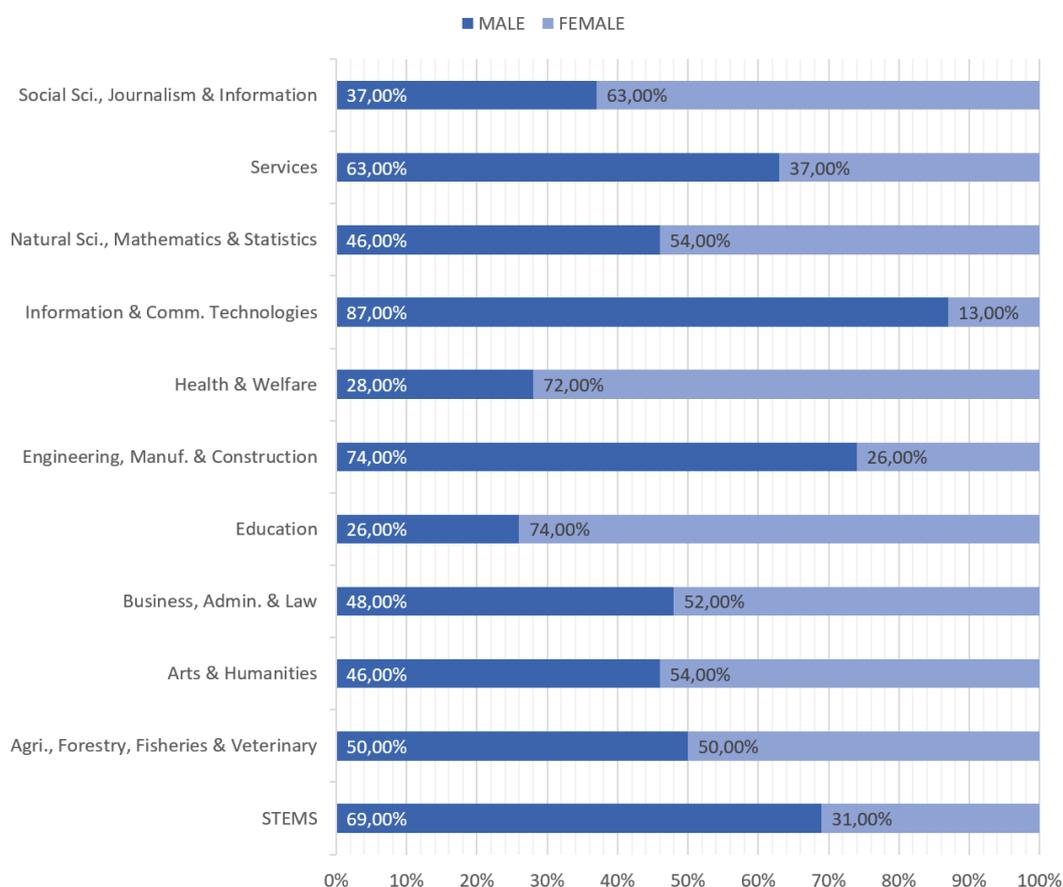
In 2019, there were more than 6.3 million women scientists and engineers in the European Union (EU), which represents 41% of total employment in these fields. Portugal is among the most egalitarian countries in this field, with a percentage of women scientists or engineers between 45% and 49%, Eurostat reveals. However, it is not mainland Portugal that stands out. The analysis by Nomenclature of Territorial Units for Statistics (NUTS) reveals that the Portuguese archipelago even has a higher percentage of women working in this field than men. In engineering and science, 57% of workers are female.

In 2020, The World Federation of Advertisers (WFA), of which APAN (Portuguese Advertisers Association) is a member, and a set of global partners will launch the first worldwide diversity, equity and inclusion census in the marketing and advertising industry. This study was conducted in 27 countries, including Portugal, from 21 June to 2 July 2021.

In Portugal, APAN, APAP, APAME, APEIP and APPM will promote among their members, partners and all the chain that integrates this industry, the participation in this survey, to get the largest possible sample of professionals in the national market.

The survey will assess where the global marketing and advertising industry stands in relation to diversity, equity and inclusion, evaluating the composition of the workforce in this industry, as well as people's perception of diversity and inclusion in the workplace, including their sense of belonging and perception of progression.

Fig. 16 – Gender representation across the job market / professions in Portugal



Source: INE (2014) and EIGE (2019)

## 2.5.5 Selected initiatives and priorities to address gender bias in job market

Table 10 – Initiatives addressing gender job bias in job market

Source	Year	Description of the initiative	Gender bias issues addressed
Guide for the implementation of an equality plans in companies	2008	The present guide on equality plans in companies aims to respond to what is foreseen in the III National Plan for Equality, Citizenship and Gender, in the determinations issued by the Council of Ministers, through resolutions no. 49/2007 of 28 March and no. 70/2008 of 22 April and in the National Strategic Reference Framework (2007-2013), so that companies may carry out diagnoses and implement plans that promote equal treatment and opportunities between men and women and conciliation between professional activity and family and personal life.	The document presented here is a tool that enables the implementation, mainstreaming and operationalization of gender equality in a business context.
Equality Glossary		The Glossary is designed to be a useful tool. In addition to the definition and clarification of about 140 terms, the document identifies hyperlinks that help to answer questions, facilitate solutions, deepen knowledge on the subject and provide information on tools to support the promotion and consolidation of equality between women and men.	Some legal terms were compiled from the main legislative and normative references in force. In addition to the principle of equality, enshrined in the constitution and taken up again here, the other concepts relate, fundamentally, to equality in access to employment and working conditions (including equal pay), protection of parenthood, conciliation between work and family life, prevention of harassment at work, and balanced representation of women and men in management bodies. The clarification of terms, in this case, has always been adapted to incorporate inclusive language. Many other terms collected in this Glossary are fundamental for the understanding of the various phenomena related to asymmetries between women and men in the labour market and in organisations, to structural inequalities associated with the division of roles and responsibilities according to gender, and to the mechanisms of discrimination (direct and indirect) and the processes of sexual segregation. In these cases, the sources used for each definition come from reference bibliography.
Training Course	2018	The Interdisciplinary Centre for Gender Studies (CIEG), together with the Institute for Training and Consultancy (ISCSP-iFOR), offered the 3rd edition of the Specialized Training Course on Gender Equality. This course aims to provide participants with a broad reflection and to enhance critical capacity, as well as a deepened knowledge and the acquisition of practical skills on Gender Equality issues. It is also expected to facilitate the appropriation of resources by the participants so that they can carry out an accurate evaluation and analysis of the organizations with a view to an intervention that promotes a more equal context through the integration of the gender perspective in public policies and action plans. The 3rd edition of the course started on January 6 and ends on May 19, 2018.	Curriculum plan: Gender and inequalities in contemporary societies Gender rights and equalities History of women's movements and contributions of women's theories and contributions of women's theories Gender equality work, family personal life and citizenship Promotion of gender equality in education and communication Gender violence Public policies and national plans Diagnoses and global and sectoral action plans for gender equality

Source: INOVARIA

**Table 11 – Institutions engaged in the mitigation of gender job bias**

<p>Institution: Commission for Citizenship and Gender Equality (CIG)          Sector: Education          The priority areas of intervention for the IGC are education and higher education, the labour market and conciliation, political and economic decision-making, the media and the territorialisation of public policies for gender equality.          Contact: <a href="https://www.cig.gov.pt/">https://www.cig.gov.pt/</a></p>
<p>Institution: Commission for Equality at Work and Employment (CITE)          Sector: Training</p> <ul style="list-style-type: none"> <li>· Issuing opinions and analysis of complaints, at the request of any interested party;</li> <li>· Issuing opinions prior to the dismissal of pregnant workers and workers who have recently given birth or are breastfeeding, or of workers on parental leave;</li> <li>· Issuing of a prior opinion in the event of the employer's intention to refuse authorisation for part-time work or flexible working hours to male and female workers with children under 12 years of age;</li> <li>· Information and legal support;</li> <li>· Evaluation of the legality of provisions on equality and non-discrimination between women and men at work and in employment, contained in collective labour regulations;</li> <li>· Assistance to victims of discrimination on the grounds of sex in work, employment or vocational training;</li> <li>· Conciliation proceedings, in case of individual conflict, when requested by both parties;</li> <li>· Recommendations to the members of the Government responsible for the areas of employment and Public Administration for the adoption of legislation that promotes equality and non-discrimination between men and women at work, in employment and in professional training, in the protection of parenthood and in the conciliation of professional activity with family life;</li> <li>· Promotion of Social Dialogue in the area of equality between men and women in the labour world;</li> <li>· Promotion and elaboration of studies on gender equality in the labour market, conception and development of projects;</li> <li>· Training in gender equality in the labour area for strategic publics;</li> <li>· Cooperation at national and international level with public and private entities, namely companies, in actions and projects related with CITE's mission.</li> </ul> <p>Contact: <a href="http://cite.gov.pt/">http://cite.gov.pt/</a></p>
<p>Institution: Interdisciplinary Center for Gender Studies (CIEG)          Sector: Education and Training          The Interdisciplinary Centre for Gender Studies (CIEG), a research centre belonging to the Institute of Social and Political Sciences of the University of Lisbon (ISCSP-ULisboa), was created in February 2012. Integrating the network of research centres of the Foundation for Science and Technology (FCT), it kept the classification of Excellent in the last evaluation promoted by FCT and it is the only centre in Portugal that is specifically dedicated to gender studies.          CIEG counts with the collaboration of researchers from various national and foreign universities who work on gender issues from different perspectives and disciplines.          Contact: <a href="http://cieg.iscsp.ulisboa.pt/">http://cieg.iscsp.ulisboa.pt/</a></p>

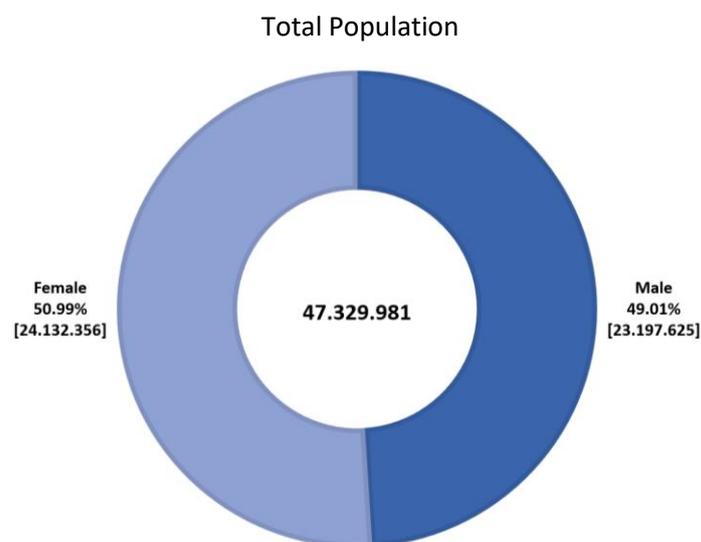
Source: INOVARIA

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## 2.6. SPAIN

### 2.6.1 Country context



Source: Statista (2019)

On 24 March 2007, the Spanish parliament passed the Law of Equality Act or 'Gender Equality Act' (*Ley de Igualdad*). The government of Prime Minister Jose Luis Rodriguez Zapatero proposed the bill in an effort to improve gender balance in elected political office and at board level in companies. With some small towns excepted, the law requires political parties to field female candidates in at least 40% of the seats they contest. It also grants 15 days of paternity leave to new fathers.

The Law to Promote the Conciliation of Work and Family Life also allows parents of children under the age of 7 to reduce their daily hours worked. In particular, the law makes it illegal to fire a worker if they have asked for a reduction in hours in the past. In practice, the law mainly protects workers with permanent contracts since the employer is not forced to renew a fixed-term contract. It had adverse effect on female employment, as companies became less likely to hire childbearing-aged women and to promote them into good jobs. Instead, companies were more likely to let women go compared to their male counterparts.

Spain has become a force for gender parity in politics since Mr Sánchez was first elected prime minister in June 2018. In 2019, the most female-heavy cabinet in Europe was created, filling more than half of the top jobs with women. The April 2019 Spanish general election resulted in women comprising 47% of elected members of parliament.

According to the Gender Equality Index, Spain ranks 8<sup>th</sup> in the EU (72.0 out of 100 points). Since 2010, its score has increased by 5.6 points. Spain's scores are highest in the domains of health (90.1 points) and money (77.8 points). Gender inequalities are most pronounced in the domains of time (64.0 points) and knowledge (67.6 points), although the latter is one of the highest scores among all countries. Spain's score has improved the most in the domain of power, by 16.8 points from 2010 and 7.4 points from 2017.

In Spain, approximately 34% of women hold senior management positions in companies with a staff of anywhere from 50 to 500 employees according to the Women in Business 2020 report, 5% more than the global average. Madrid leads the way in the recruitment of women in senior management positions, with 38%, 7% more than in the previous year. In second place is Catalonia, with 32%, four per cent higher than in 2019, followed by Galicia, with 31%, and Andalusia, with 26%. At the bottom of the list are Valencia (23%) and the Basque Country (24%).

With regard to the type of positions, the highest percentage of women in positions of responsibility are typically within Human Resources (36%), closely followed by those in Finance (36%). Spain is the first country in Europe with the highest percentage of women occupying the highest executive positions in its companies (25%).

According to the Ipsos report Global Attitudes towards Gender Equality, Spain is the third country in the world where the highest percentage of its citizens consider themselves to be feminists: 44%.

Regarding the distribution of the population, it is quite balanced. The biggest part of the population is between 36 and 61 years old, which suggests that these generations have had fewer descendants and that the population is aging. Although the retired population is smaller, it shows a clear tendency of having more people who live longer and not many children, teenagers, or young people to contrast this tendency.

While most men are between 39 and 55 years old, with 43-45 y.o. being the biggest group, not many of them arrive live to old age. Women are the majority in that age group as well, though with slightly lower numbers, and make up a bigger proportion at late ages, which contributes to the aging of the population.

When it comes to geographical distribution, the women population is bigger in almost every Community of Spain, except for the Balearic Islands, Castille la Mancha, Murcia, Ceuta, and Melilla. In these places, the population of men is slightly superior.

## 2.6.2 Job market profile

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According to the BBVA research, the impact of the pandemic has widened the gender gap in Spain's labour market. The COVID-19 pandemic is taking a high toll on Spain's economy in terms of production and employment. According to data published by the Spanish Statistics Institute (INE), the economic downturn translated into a job loss rate of 18.5 percent in the second quarter of 2020 (compared to the second quarter of 2019) and 5.7 percent in the third quarter of 2020 (compared to the third quarter of 2019). Breaking this data down by gender, there are differences in this decline between men and women.

The previous economic crisis reduced gender differences in the unemployment rate (which stood at nearly 27 percent in early 2013). The recovery that followed that crisis caused unemployment rates to drop, albeit at different rates for men and women (leaving the unemployment rate for women above the rate for men), thus widening the employment gender gap. According to the data resulting from the first impact of COVID-19, there has been a slight increasing trend in gender differences of the unemployment rate.

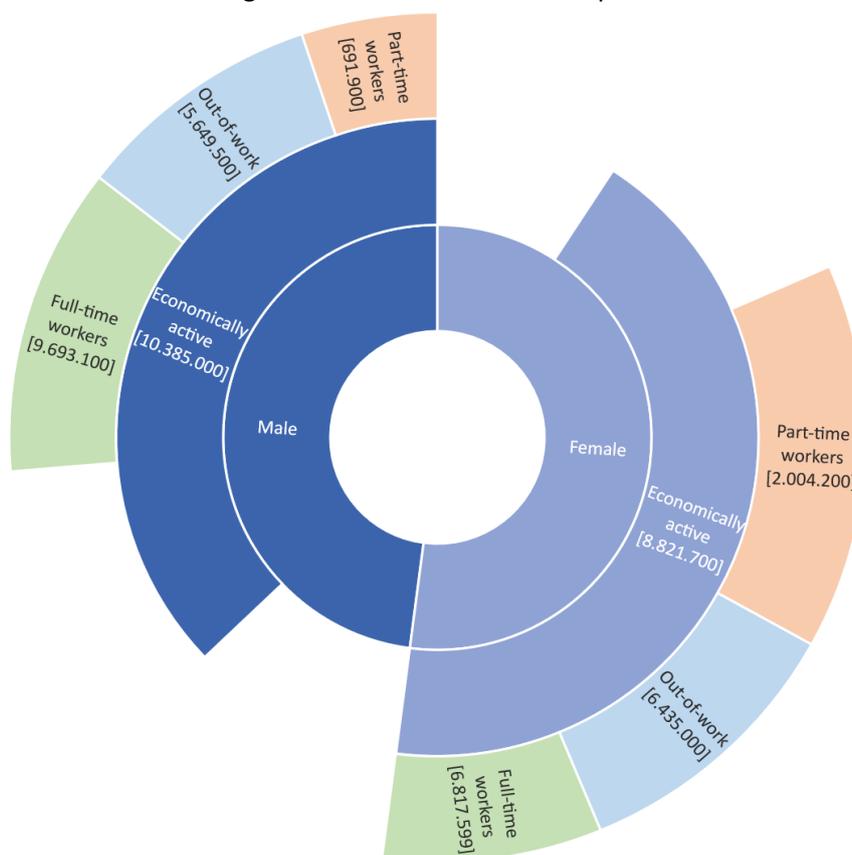
Most women have part-time jobs, not because they want to, but because they are not offered full-time jobs as often as men. They are tied to part-time jobs while they are searching, but more than a half of the women interviewed mentioned that they have not found anything better, and less than 15% say that it is because they must take care of somebody.

There are variations between men and women’s salaries in the same jobs. Women are mostly qualified to do the same jobs, because they have superior studies. However, in their 30s, when they should be gaining more recognition and better salaries, their opportunities might be reduced if they become mothers.

While the differences of opportunities and salaries are evident, the COVID-19 crisis has increased them. Many women, especially the migrants, were affected by the pandemic, as most of them were employed “informally”, for example in house cleaning or as caretakers for the elderly. Informal employment is usually understood as employment that is not subject to labour law and tax law (European Commission, 1998; ILO, 2002).

Some women have been employed formally but, in the sectors mostly affected during the pandemic: nurses, hospital cleaning, supermarket cashiers among other care sectors. There were women working in the tourism sector or in restaurants who stopped working temporarily and some of them have not started again. They could not do their jobs remotely, like most jobs in which men are involved, which resulted in women being more affected by the pandemic in an economic and personal way.

Fig. 17 – Job Market Profile in Spain



Source: IDESCAT (2021) and INE (2021)

### 2.6.3 O'Bias imbalances in gender representation in areas of study

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Although women's participation in education in Spain was initially addressed during the 2nd Republic (1931-1936), only towards the end of the Franco Era in 1970, an educational reform was started and a single-sex Catholic education was replaced by a co-educational school system, with reorganization of the school curriculum and reduction of visible gender differences in school structures.

In 1983-1988, a common strategy for achieving equal opportunities through the creation of a mixed-sex, comprehensive school system was launched with the extension of comprehensive schooling up to the age of 16. By the late 1980s the Ministry of Education and Science was developing a "global", gender perspective aiming at embedding and "guaranteeing" greater educational equality opportunities.

The Gender Equality Index 2020 states that uneven concentration of women and men in education is becoming more pronounced in Spain. More women than men study education, health and welfare, or humanities and the arts, and the gap is growing.

The report from the Spanish Ministry of Education (MECD, 2019), analysing the data from formal to informal education, shows that women are the majority in tertiary education, but especially in university studies, not so much in VET, where men are the majority. Women also surpass men in artistic and language studies, but they are left far behind in sports: only 15,2% choose to study sports. In terms of adult studies, women are the majority.

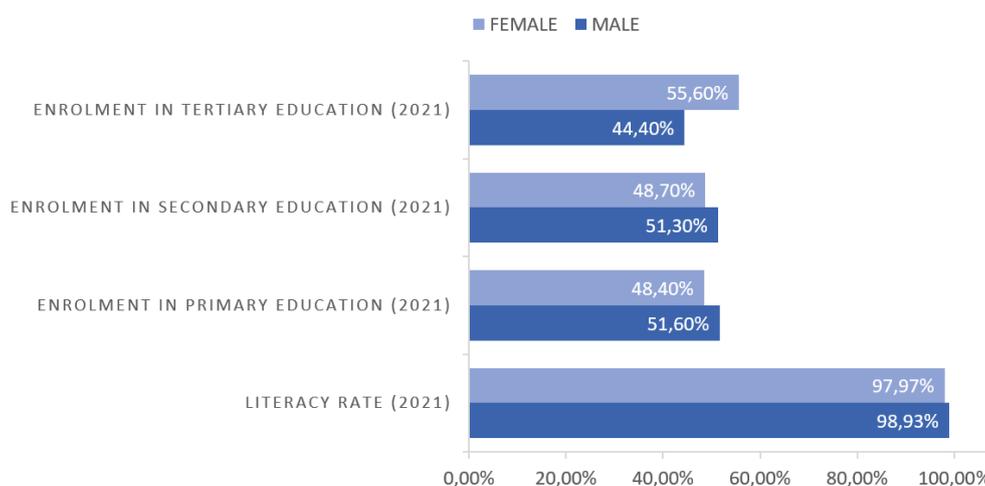
When it comes to choosing the sector of the degree they are going to do, women mostly decide to do a degree in Education (77,9%, against the 22,1% of men) or health and social services (71,8% against the 28,2% of men).

There are typically "male" degrees, such as IT, Engineering, Industry, and Construction, and nowadays, many girls are reluctant to choose STEM disciplines related to engineering, computer science, and physical science. In fact, and according to the Spanish Ministry of Education (MECD, 2018), during the 2016–2017 academic year women represented only 17, 17.39, and 11.83% of the student enrollments in computer science, electrical and energy engineering, and electronics and automation technologies, respectively.

However, women are more significantly represented in scientific disciplines such as biology, mathematics, and chemistry, accounting for 61.78, 37.66, and 53.20%, respectively, of student matriculation in these university degrees. Above all, women outnumbered men in disciplines related to the provision of healthcare, such as medicine or pharmacy, representing 65.8 and 69.58% of total enrollments in these studies, respectively.

When it comes to age, the report from the Ministry of Education takes as reference the period between 16 years old and 24 years old. Even though both are decreasing as the population ages, it is remarkable that at all ages, the proportion of women is larger than men. It is more differentiated between 19 and 22 years old, where the proportion of women studying is much greater than that of men.

Fig. 18 – Educational Attainment by gender in Spain



Source: Expansion (2018) and MEFP (2021)

#### 2.6.4 O'Bias imbalances in professional occupations

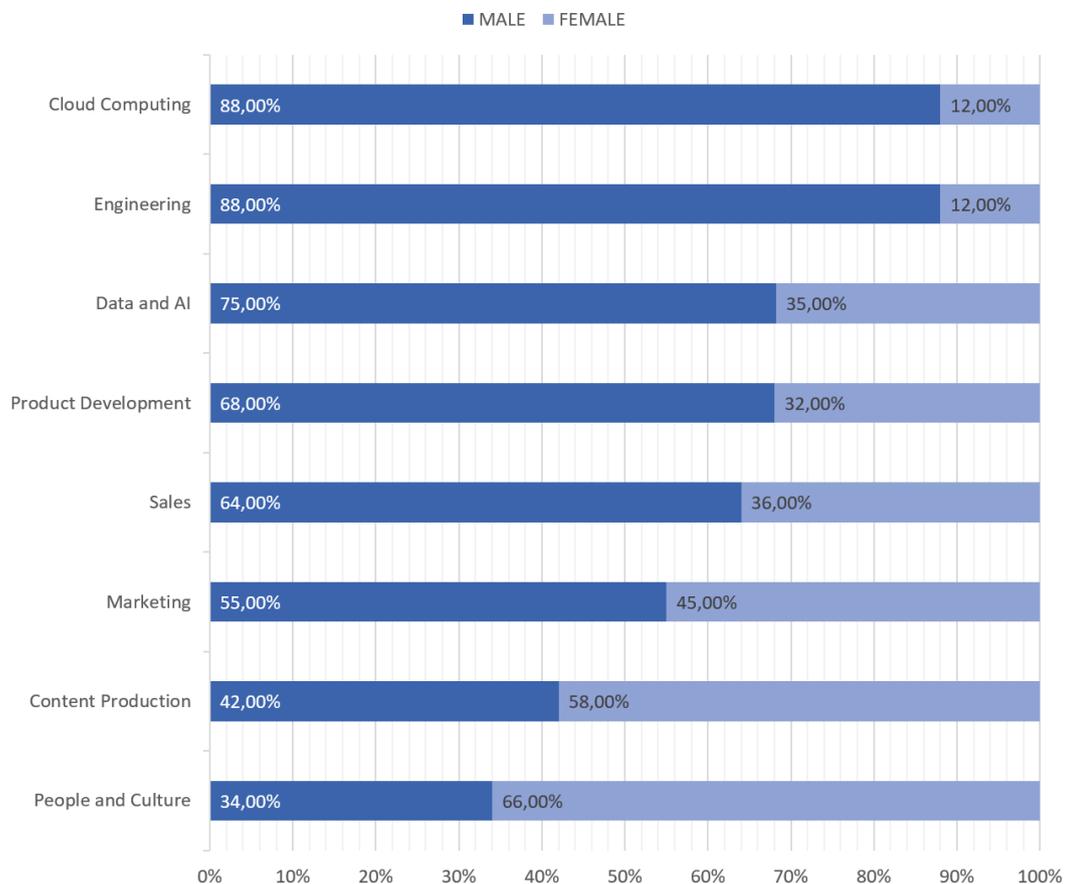
In the life cycles of women in Spain, various combinations of informal, precarious and formal employment and unemployment are quite common, which reflect the influence of the gendered division of labour in the Spanish employment model. This has brought about the development of a so-called continuum between formal and informal employment originated in Spain in the pre-industrial tradition of the 1950s and in the weak industrialization that followed. These factors led to a poor dissemination of the Fordist-Taylorist industrial philosophy; an entrepreneurial culture with a low level of innovation based on immediate profits; and a work culture in which the combination of different forms of formal and informal employment is considered normal. This situation forms the backdrop to the acceptance of career paths that mostly started with informal employment. The generation aged 50 years and older was able to move, in just a few years, from informal jobs to formal ones, with a stable contract throughout their career paths. However, these stable jobs were often combined with informal jobs to supplement their income. The continuum emerges as a female reality that is more pronounced in the younger group, especially in the working class.

Regarding the gendered occupations, there is still a marked gender gap in the academic and professional aspirations that young people develop during secondary education (Sáinz and Müller, 2018). Although they have nearly attained equality with men in several formerly male-dominated fields, women remain underrepresented in several fields of science, technology, engineering and mathematics (UNESCO, 2017). This situation is caused by gender-role stereotyping of careers: women are thought to behave in a communal fashion (concerned about other people, friendly, and expressive) and, in contrast, men are thought to behave in an agentic manner—independent, assertive, and instrumental (Eagly, 2001).

Regarding the gender-marking language, the use of the masculine generic in Indo-European-origin languages with grammatical gender, such as Spanish and Catalan, and the existence of semantic gender markers activates gender categories and the perpetuation of differing expectations for men and women. It also reinforces existing gender stereotypes

(Gabriel and Gyax, 2016). For instance, the use of the feminine singular *enfermera* or *infermera* to refer to a female nurse in Spanish and Catalan, or the usage of the masculine singular to refer to a doctor in both languages as *médico* or *metge*, or the generic plural masculine to refer to different professions such as engineers, physical scientists, or scientists either in Spanish—*ingenieros, físicos, científicos*— or in Catalan—*enginyers, físics, científics*. In a recent research study conducted in the context of Spain, secondary students associated more masculine than non-masculine references to a person working in a highly male-dominated field such as information and communication technologies (Sáinz et al., 2016b). These workers were associated with masculine characteristics through the use of adjectives and other markers.

Fig. 19 – Gender representation across the job market / professions in Spain



Source: World Economic Forum (2020)

## 2.6.5 Selected initiatives and priorities to address gender bias in job market

Table 12 – Initiatives addressing gender job bias in job market

Source	Year	Description of the initiative	Gender bias issues addressed
	Since 2013 currently available	<p>Programa Promociona is an initiative of business school to provide training scholarships for women who want to make the leap to management positions. This project promoted by the Institute of Women (autonomous body at the Ministry of Equality) seeks to raise awareness, identification and visibility of female talent, training, professional development, leadership and promotion of highly qualified female managers to improve and facilitate their access to decision-making positions in companies, as well as the awareness of the companies themselves in the matter of equality.</p> <p>It is achieved through the development and strengthening of the capacities and professional and leadership skills of the participants, reinforcement and active development of their professional networks, promotion and dissemination of their own brand etc.</p> <p>The companies also play an active part, being responsible for choosing and supporting their candidates in the programme and committing to actively continue their promotion, once the programme is over.</p>	Difficulty to get CAREER PROMOTION and development within the company
	2019	<p>With this initiative, the Institute of Women, with the support of the State Secretary of Equality and Gender Violence aims to establish protocols and agreements with companies at national level and in different sectors of activity that raise awareness of gender equality policies and social and labour inclusion of women who have been victims of gender violence.</p> <p>Over 70 companies have joined this initiative</p>	GENDER VIOLENCE, EQUAL OPPORTUNITIES for women in the labour market
	2015	<p>BBVA</p> <p>In 2015, 60% of recruitments were women. This responds to the objective of the bank to manage diversity as a competitive advantage, ensuring equal opportunities and respect for all.</p>	RECRUITMENT AND SELECTION
	2009	<p>IBM</p> <p>Country Women's Network aims at improving the working environment in which women participate and increasing their representation in management positions. It ensures non-penalization in terms of career development and job opportunities to people who use some measure of flexibility. Responsibility at work, performance and the capacity are the basic criteria to promote any person.</p>	PROMOTION AND CAREER DEVELOPMENT

2010-2013	BANESTO Bank HR managers regularly conduct interviews to detect reconciliation difficulties and offer various solutions depending on each position (telework, laptop, flexible hours, financial aid for the care of dependent people, reduced working hours, less liability period...)	CONCILIATION OF FAMILY, WORK AND PERSONAL LIFE
From 2008	Public grants to SMEs for the elaboration of Equality Plans to incorporate them in their company polices	EQUAL OPPORTUNITIES and TREATMENT FOR ALL, , PREVENTION OF DISCRIMINATION WITHIN SMEs

Source: DomSpain

**Table 13 – Institutions engaged in the mitigation of gender job bias**

<p>Institution: Mahou, S.A. Sector: Spanish leader in Brewery sector Carrying out a focus group with women working in the company from different departments (commercial, industrial and corporate) with the aim to:</p> <ul style="list-style-type: none"> <li>• ensure the correct focus and development of the company's equality plans;</li> <li>• identify possible improvements in the matter of Equality;</li> <li>• know the opinion of women about possible determining factors in professional development</li> <li>• reflect on the image of the company in attracting female talent.</li> </ul> <p>Contact: <a href="https://www.mahou-sanmiguel.com/en-gb/about-us">https://www.mahou-sanmiguel.com/en-gb/about-us</a></p>
<p>Institution: Reale Seguros Generales, S.A. Sector: Insurance After the annual diagnosis (performed to establish action plans in case of detecting some deviations from the plan of equality), it was observed that women were less presented in some groups within company. Reale's Good Practice consists of promoting the incorporation of women or men to positions where there is underrepresentation of some of both sexes, giving preference to the hiring of candidates of the least represented sex. The following actions were carried out:</p> <ul style="list-style-type: none"> <li>- Include in the II Equality Plan (signed in 2013) the measure "Promote the incorporation of women / men to positions and other groups where they are underrepresented, giving preference to hiring candidates of the sex less represented on equal terms and conditions".</li> <li>- To comply with the measure, the person responsible for selection guarantees that within the candidates that will be presented to the or the responsible for the vacancy and the management of the corresponding area, there is always at least one woman or one man, depending on the position is masculinized or feminized, respectively.</li> <li>- If the required profile is not found in the recruitment sources usually used, it is searched in others, such as job search websites, until the right profile and the representation of both sexes in the selection process are found.</li> <li>- Preference is given to hiring candidates of the sex less represented to equal powers and conditions.</li> </ul> <p>Contact: <a href="https://www.reale.es/es">https://www.reale.es/es</a></p>
<p>Institution: "Instituto de las Mujeres", which belongs to the State Secretary of Equality and Gender Violence Sector: Gender Equality, Education The Women's Institute is an autonomous body attached to the Ministry of Equality, which promotes and develops the transversal application of the principle of equal treatment and opportunities between women and men. It also draws up, in cooperation with other Departments, the reports on the application of the European Union Directives, in which the Institute is the Body for the Promotion of Equality.</p> <p>Contact: <a href="https://www.inmujeres.gob.es/">https://www.inmujeres.gob.es/</a></p>
<p>Institution: Escuela virtual de igualdad Sector: Education This is an open school that offers online training on equality issues (at personal level, for companies and enterprises, etc.) The school started in 2007 and is still active. It has trained over 25000 people. In the current year (2020-21) they offered courses for 21000 students distributed in 8 courses.</p> <p>Contact: <a href="https://www.escuelavirtualigualdad.es/">https://www.escuelavirtualigualdad.es/</a></p>

Institution: "Instituto de las Mujeres", which belongs to the State Secretary of Equality and Gender Violence Sector: Equality and Gender Issues The Women's Institute is an autonomous body attached to the Ministry of Equality, which promotes and develops the transversal application of the principle of equal treatment and opportunities between women and men. It also draws up, in cooperation with other Departments, the reports on the application of the European Union Directives, in which the Institute is the Body for the Promotion of Equality. Contact: <a href="https://www.inmujeres.gob.es/">https://www.inmujeres.gob.es/</a>
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Source: DomSpain

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