

Grey literature on employment

What is grey literature? It is literature produced by non-commercial publishers, such as public institutions, universities, research institutes and civil society. It contains a lot of useful content, but is often hard to find as it is scattered across different loca-

tions. EIGE has collected grey literature on gender equality and you can access our collection through a simple search interface. EIGE's collection of grey literature is available in several EU languages and documents come from all EU Member States.

The relevance of gender in employment

Over the past decades considerable progress has been made in relation to women's labour market participation. However, deep gender gaps persist as a result of discriminatory norms and attitudes, unequal distribution of care responsibilities and the failure of institutions to integrate gender into policymaking. The biggest gender gaps in the labour market relate to the rate of employment, part-time work, unpaid care and family responsibilities, access to rights and assets, working conditions, hourly wages and economic independence.



Grey literature in EIGE's library

EIGE's library hosts one of the largest collections of gender-related literature related to employment. The collection presents **good practices** of current policies throughout Europe as well as **gender indicators** aimed at assessing gender equality in employment. Several

resources focus on the ways in which the EU has mainstreamed gender into **policy processes** for employment. You will also find **research reports** and **statistical documents** providing data on key gender issues related to employment.

Equal pay and the gender pay gap

Equal pay for equal work is one of the EU's founding principles, embedded in the treaties since 1957. Nevertheless, a **gender pay gap** persists across all Member States, particularly in relation to high-skilled workers and mothers (**motherhood pay gap**), as well as self-employed women.

In the library you will find a comprehensive analysis of the sources and determinants of **wage differences** between male and female workers in Europe. The **causes** of the gender pay gap are complex and include the gender-segregated labour market, working time, difficulties in reconciling paid work and private life, stereotypes and undervaluation of women's skills.

You can also find country studies providing **statistical evidence** on the gender pay gap, including pay gap analysis by age, ethnicity, and temporary and part-time jobs. A set of policy documents assesses the implementation of directives and provides recommendations and guidance for closing the gap.

Reading list

Magnitude and impact factors of the gender pay gap in EU countries.

Gender segregation

Another form of inequality in the labour market is gender-based segregation in different fields of work, and in **decision-making and management** positions.

The library of grey literature includes resources examining gender segregation in Europe and across the world. The resources examine the causes and consequences as well as possible policy responses. They show that educational segregation in the fields of study that young women choose perpetuate gender segregation in the

labour market. They also show that women's representation in decision-making and senior positions is still low even in developed countries — the **'glass ceiling'**.

Reading list

Gender Segregation in the Labour Market — Root causes, implications and policy responses in the EU.

Part-time work and flexible workplace practices

The over-representation of women in part-time work represents one of the biggest gender differences in relation to labour market participation.

Resources in the library analyse both the opportunities and challenges of part-time work. They reveal that part-time work and other **flexible work arrangements** (flexible working time, teleworking) are frequently a way for women to balance work and family responsibilities, particularly where childcare facilities and policies for **work-life balance** are insufficient. At the same time, library resources emphasise that part-time work can have a negative effect on women's **economic independence** and result in a higher risk of old-age poverty.

Library resources also include policy recommendations, exchanges of good practices, country studies on part-time work and gender, as well as cross-country comparisons addressing working time flexibility and gender equality.

Reading list

Flexible working time arrangements and gender equality — A comparative review of 30 European countries;
Reconciliation of work, family and private life in the European Union;
European Reconciliation Package.

About EIGE

The European Institute for Gender Equality is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe. With over 800 000 items, EIGE's Resource and Documentation Centre is a one-stop shop for gender knowledge. Access our collection of policy documents, books, articles, studies, specialised databases and more at www.eige.europa.eu

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