



European Foundation
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Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Equality, Diversity and Inclusion - beyond Tokenism

Focus on gender

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Equality, Diversity and Inclusion – beyond Tokenism

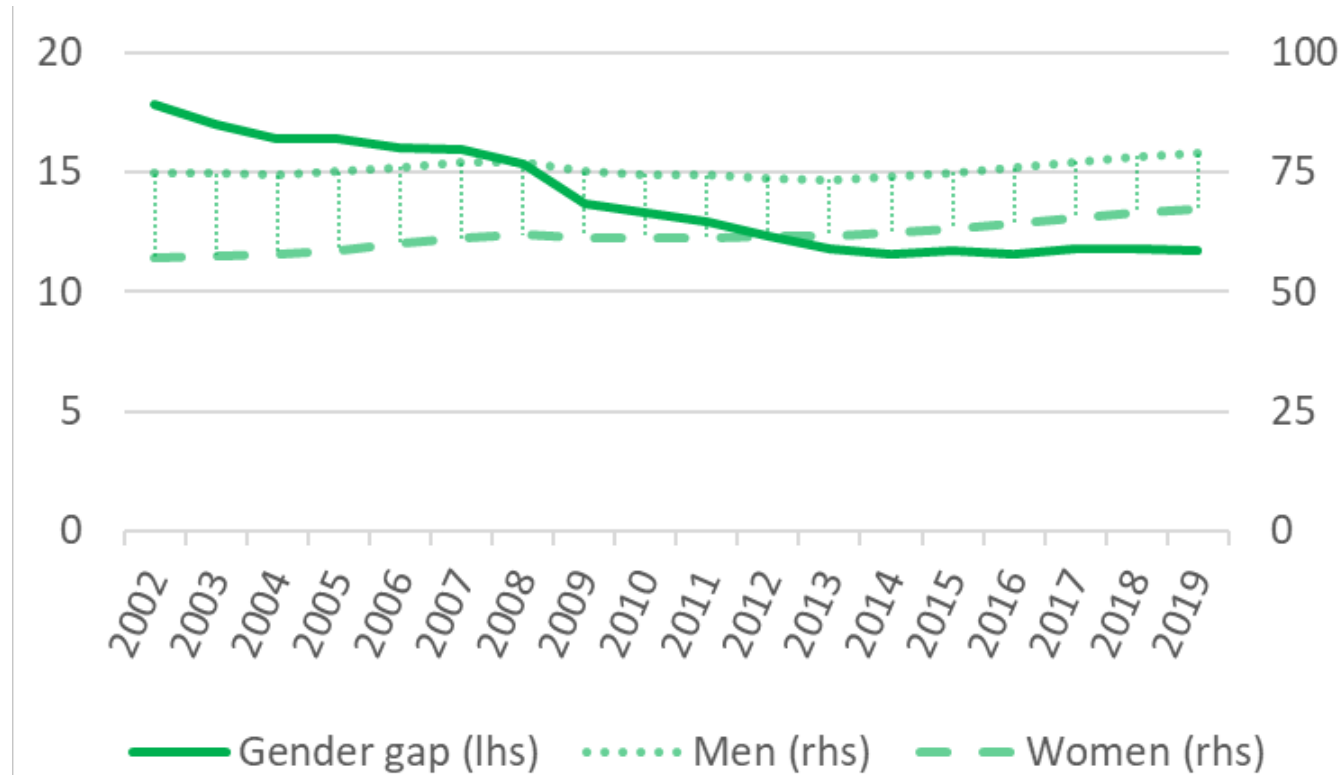
- Gone are the days when equality, diversity and inclusion are mere tick-box exercises
 - Demographics and labour shortages are compounding the change
 - Youth are attracted to organisations that embed D&I
 - Discriminatory experiences of employees
- From diversity to inclusion

Diversity and Inclusion – beyond Tokenism

« *Diversity is to be invited to the party, inclusion is to be invited to dance* »

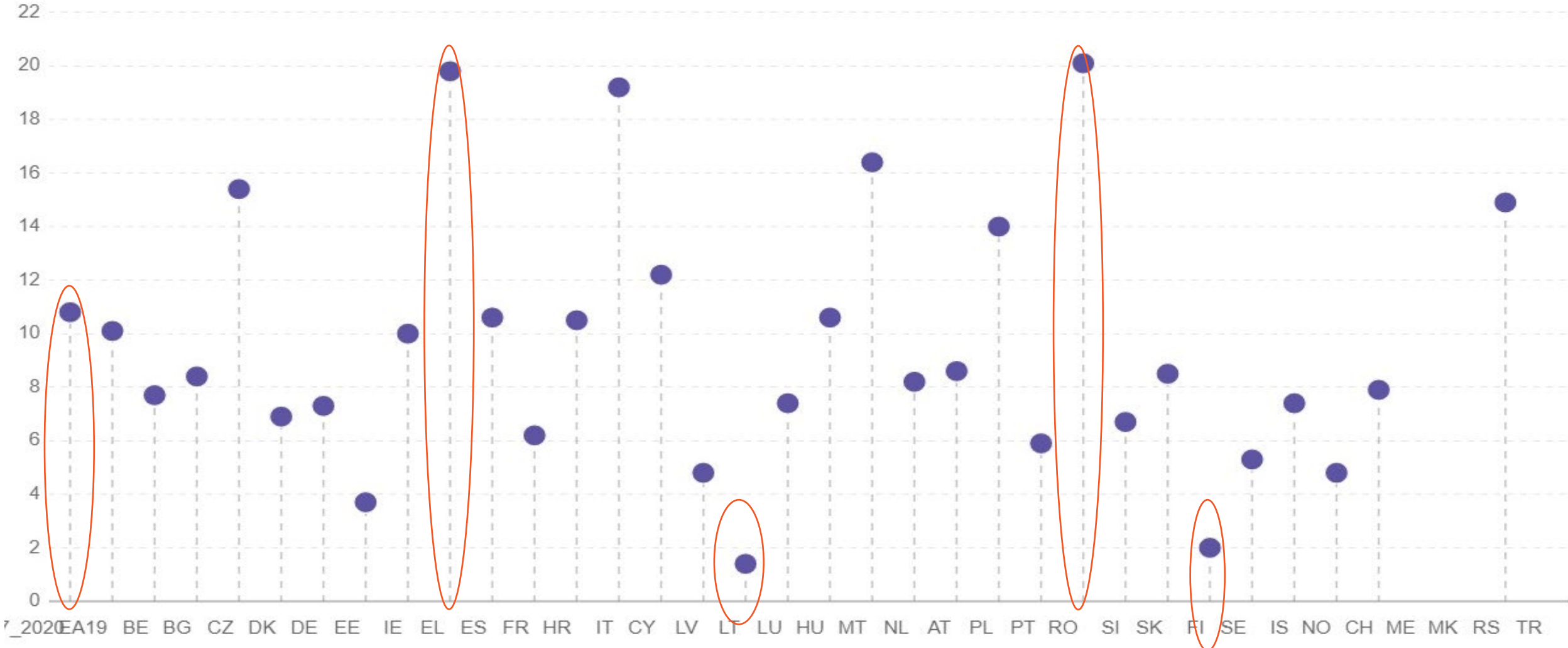
Cynthia Bolongo

Narrowing of the gender employment gap



Source: European Union Labour Force Survey, 20-64 age group

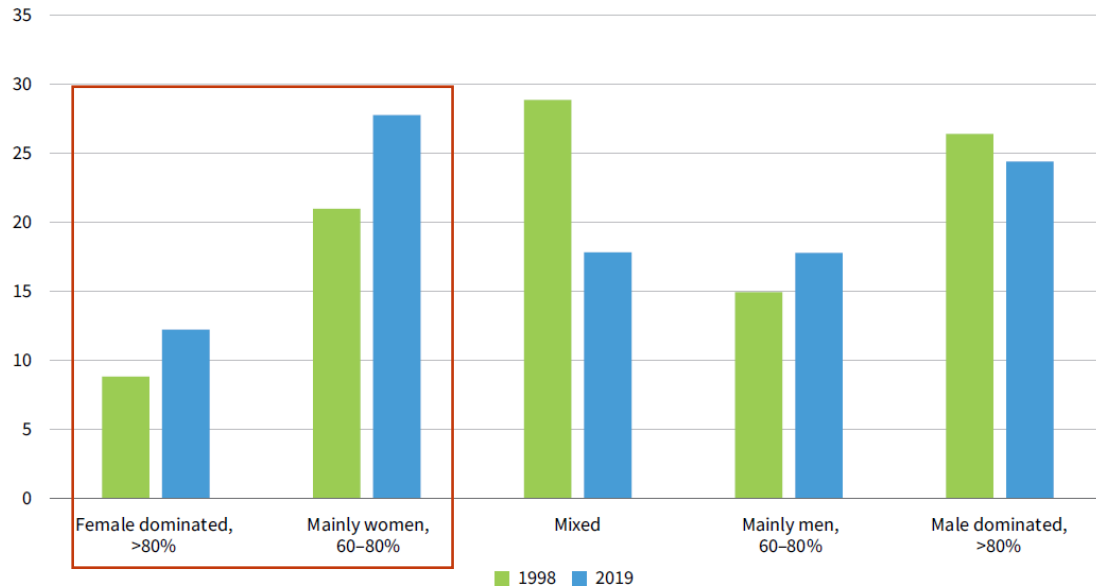
Gender employment gap, 2021



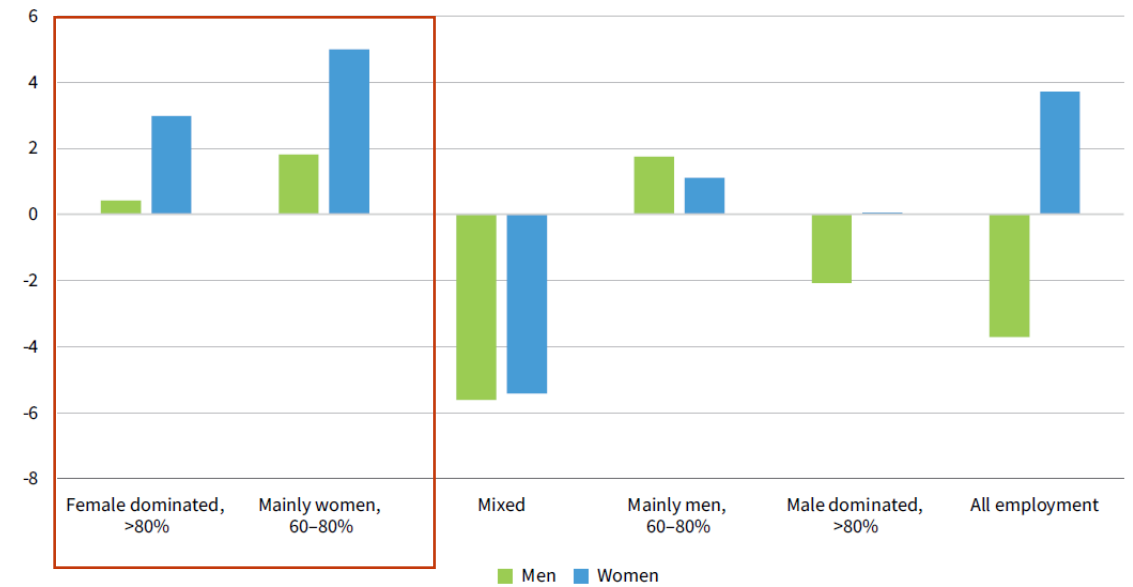
EIGE's Gender Statistics Database - Indicator: Gender employment gap, by type of employment

Rise in female employment came mainly from jobs already held by women

Employment share in the EU by gender concentration category, 1998 and 2019 (%)



Employment shifts from 1998 to 2019 in the EU by gender and by gender concentration category (pps)



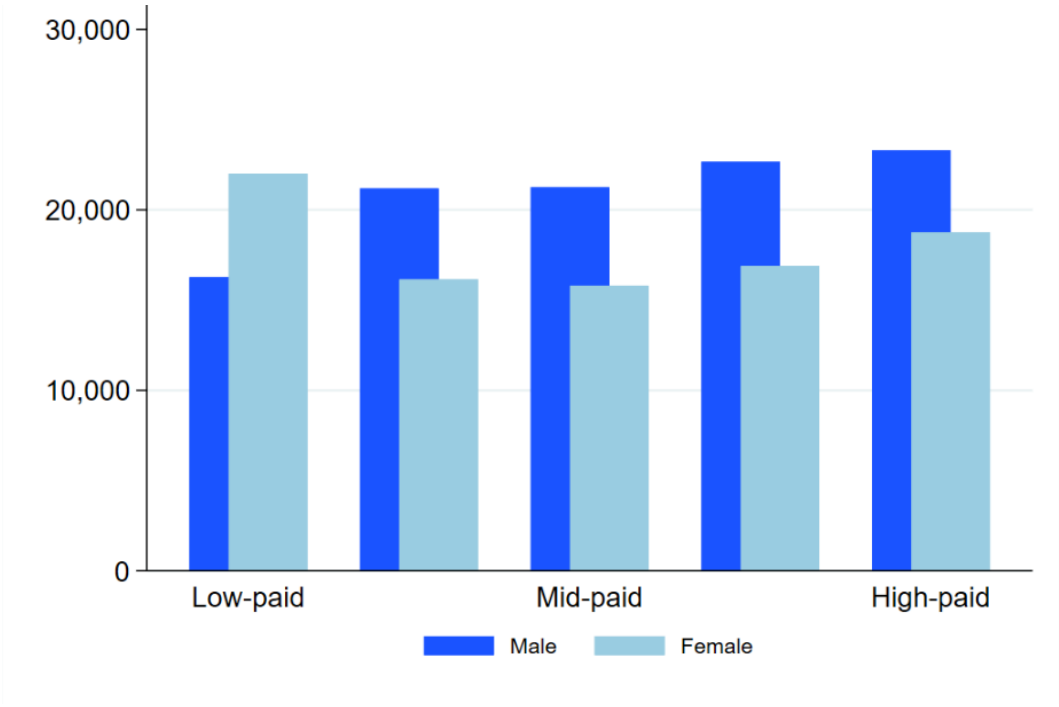
Source: European Union Labour Force Survey, Eurofound elaboration

Upgrading female employment, but still more women in low-paid jobs

Employment shifts in the EU by gender and job-wage quintile, 2011–2019 (%)



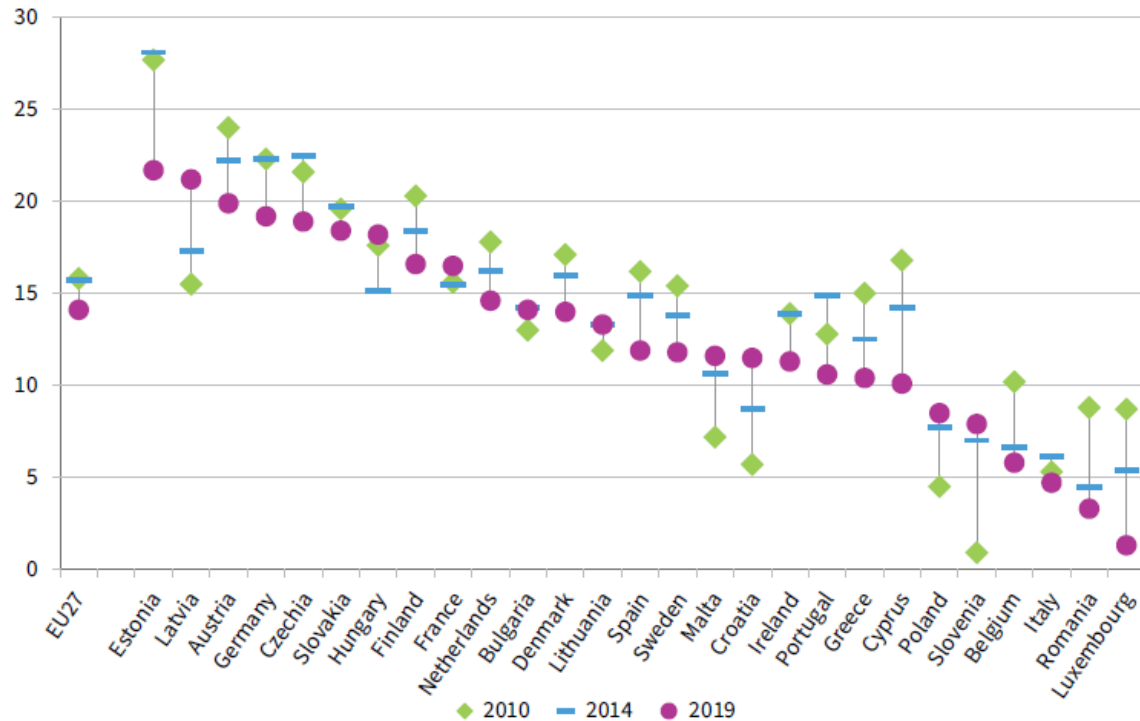
Employment (thousands), distribution by gender and job-wage quintile, 2019



Source: EU-LFS, Structure of Earnings Survey, Eurofound calculations

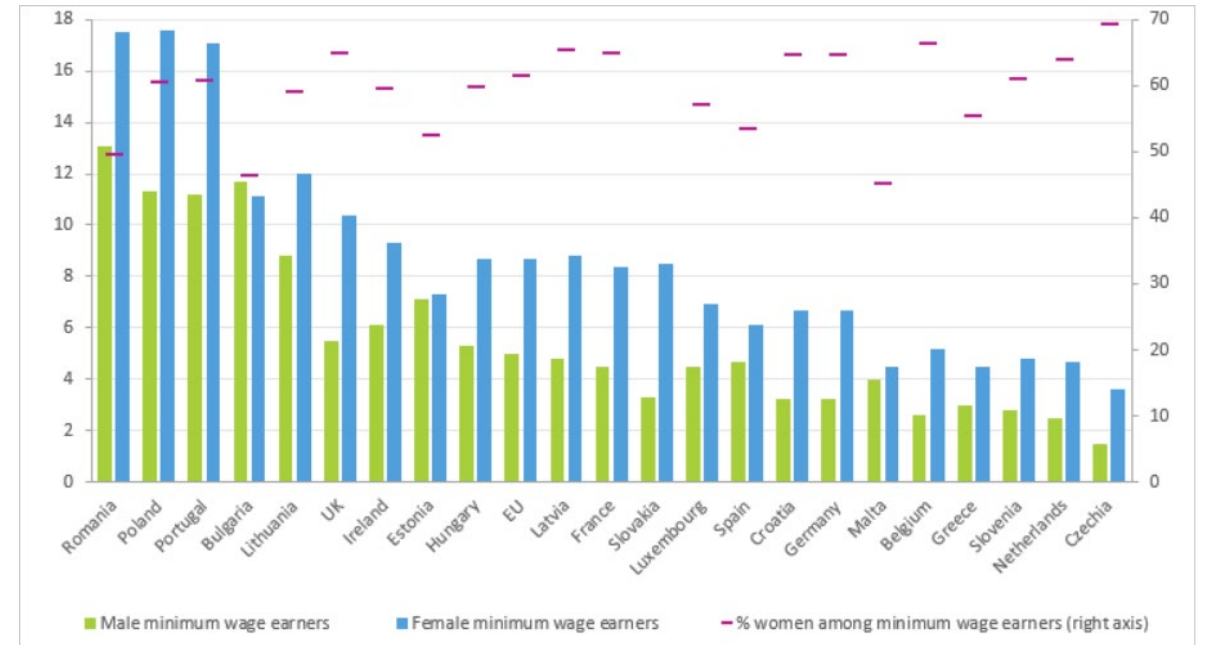
Narrowing but persistent gender pay gap

Change in gender pay gaps (%), EU and Member States, 2010–2019



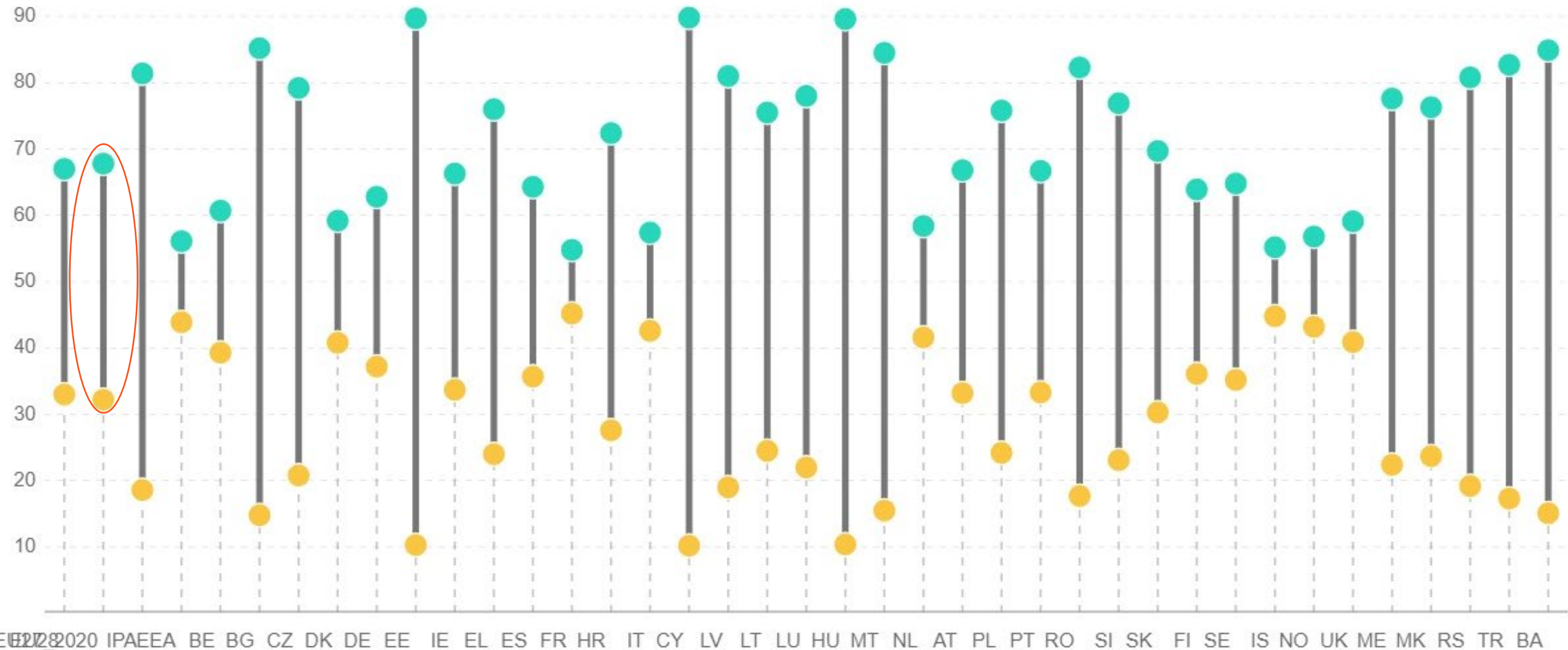
Source: Structure of Earnings Survey

Share of minimum wage earners, by gender and share of women among minimum wage earners (%)

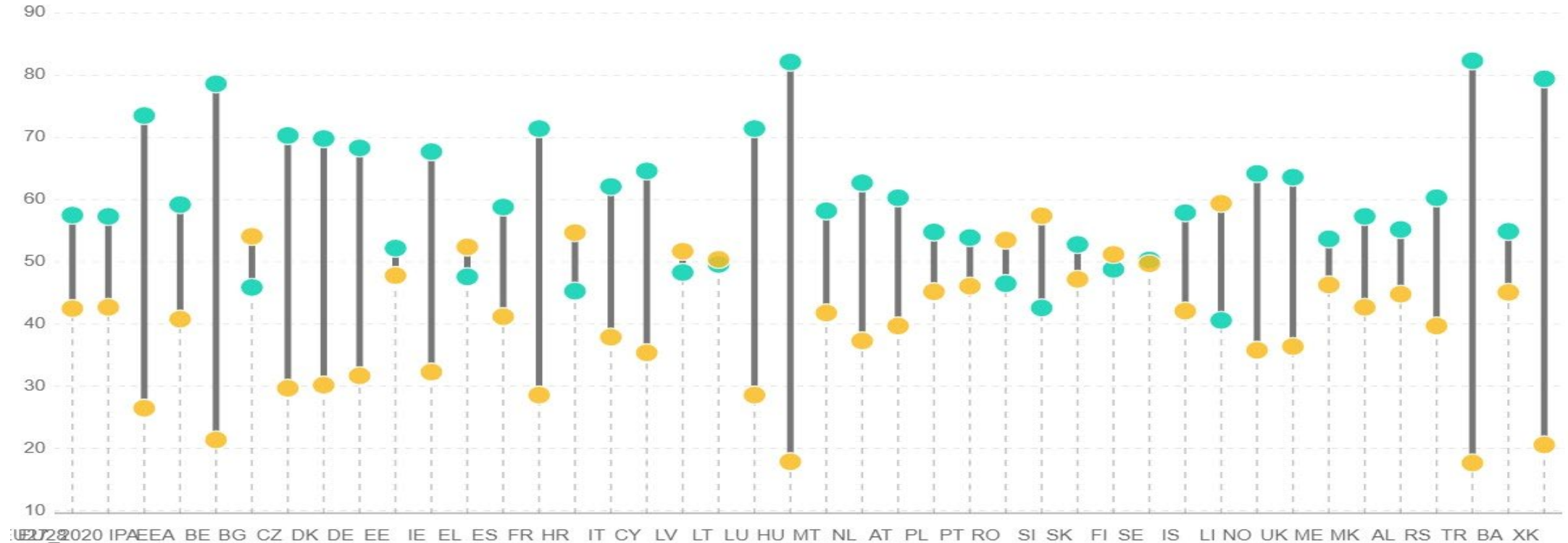


Source: EU-SILC, 2019

Largest listed companies: board members, 2022-2 semester



National administrations: top two tiers of administrators by function of government, 2022



EIGE's Gender Statistics Database - Indicator: National administrations: top two tiers of administrators by function of government
 Source: European Institute for Gender Equality
 LAST UPLOAD ON: 28.11.2022

Status

- Progress has slowed down since 2015 – reached the quotas
- Progress fastest in countries with national quotas But binding legislation and soft measures do not filter through to senior administrative level, nor senior management in general. Quid stereotypes.
- Diversity enough?

ED&I more generally

- From sub-component under the HR department to core business function
- Goal is that it is no longer necessary to put additional effort into the implementation of equality, diversity and inclusion because it will become a standard part of ongoing procedures, ways of operating and will infiltrate the entire organisational culture and work organisation

Diverse and inclusive work environment – its about job quality

Job quality (EWCTS 2021)



Job demands

- Physical demands high and physical risks frequent
- Intimidation
- High levels of work intensity
- Unsocial and long hours, work in free time and work at short notice

Job resources

- High levels of autonomy and possibility to influence decisions
- Easy to take one hour off
- Good social support by colleagues and managers
- Recognition at work: Majority report 'fair pay' in relation to their effort
- Prospects: good for around half of workers

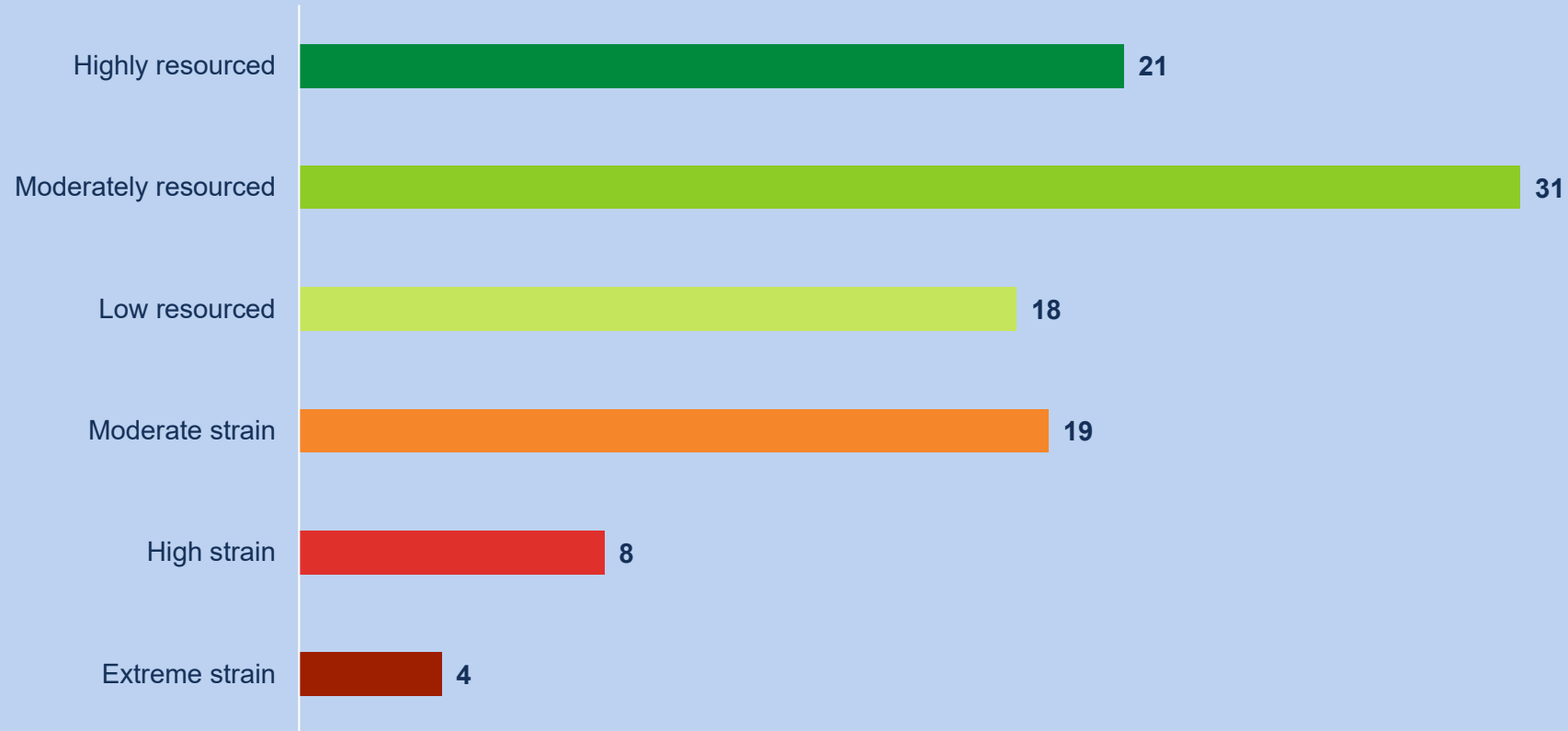
Calculating job quality – examining the balance between job demands and job resources



Six categories of job strain

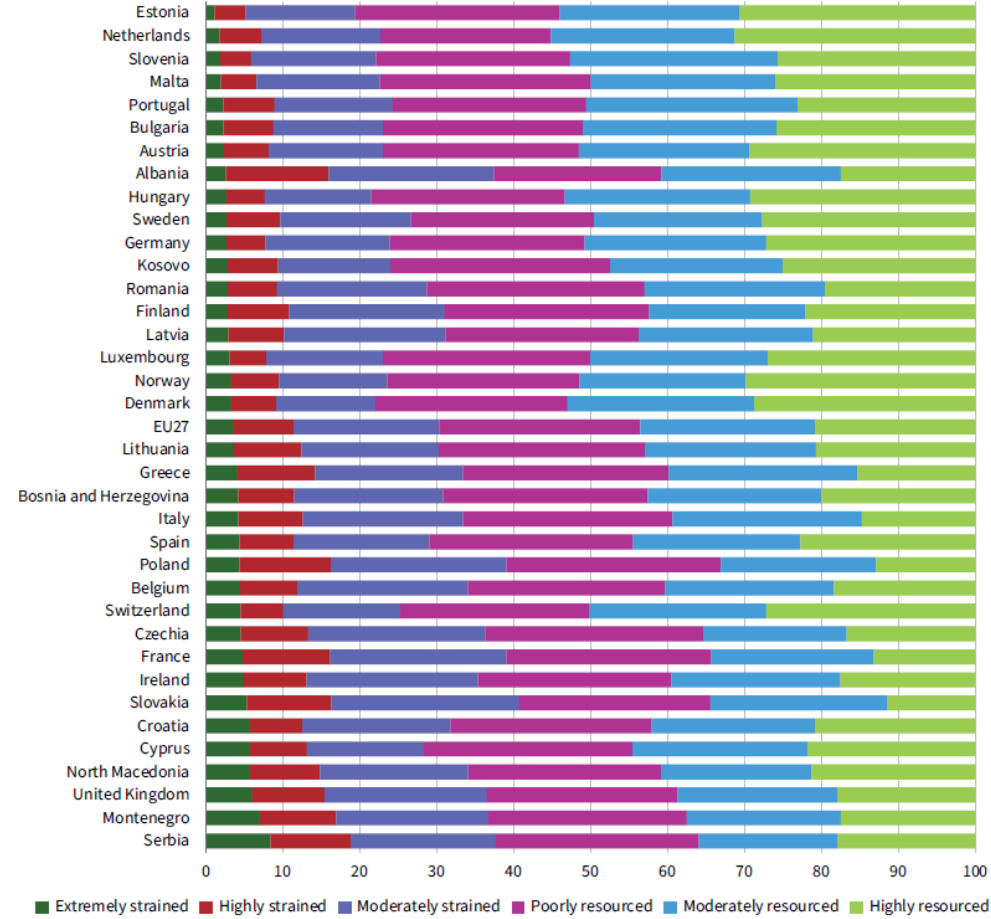
- **Extremely strained** Cases where the gap between the proportion of job demands and the proportion of job resources is greater than 50%. This would occur, for example, when an employee was exposed to five of their possible six demands, but only two of their possible eight resources.
- **Highly strained** Cases where the gap between the proportion of job demands and the proportion of job resources is greater than 25%, but no greater than 50%. This would occur, for example, when an employee was exposed to three of their possible six demands, but only one of their possible eight resources.
- **Moderately strained** Cases where the proportion of job demands is greater than the proportion of job resources, but the gap between the two is no greater than 25%.
- **Poorly resourced** Cases where the proportion of job demands is lower than or matches the proportion of job resources, and the gap between the two is less than 25%.
- **Moderately resourced** Cases where the proportion of job demands is lower than or matches the proportion of job resources, and the gap between the two is greater than 25% but no more than 50%
- **Highly resourced** Cases where the proportion of job demands is lower than or matches the proportion of job resources, and the gap between the two is greater than 50%

Distribution of job quality, EU 27 (%)



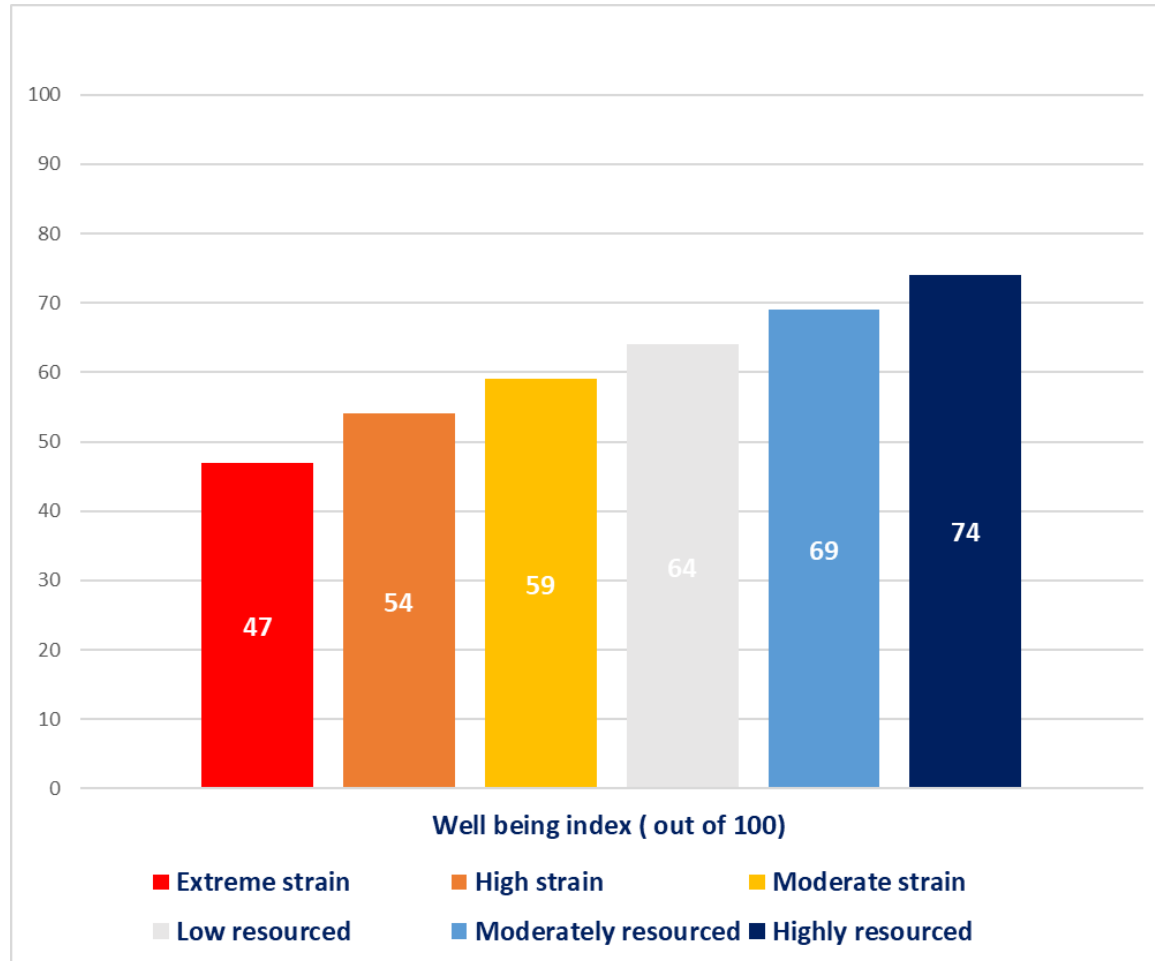
Job Quality index per country, 2021

Figure 35: Job quality index, EU Member States and other European countries (%)



Source: EWCTS 2021

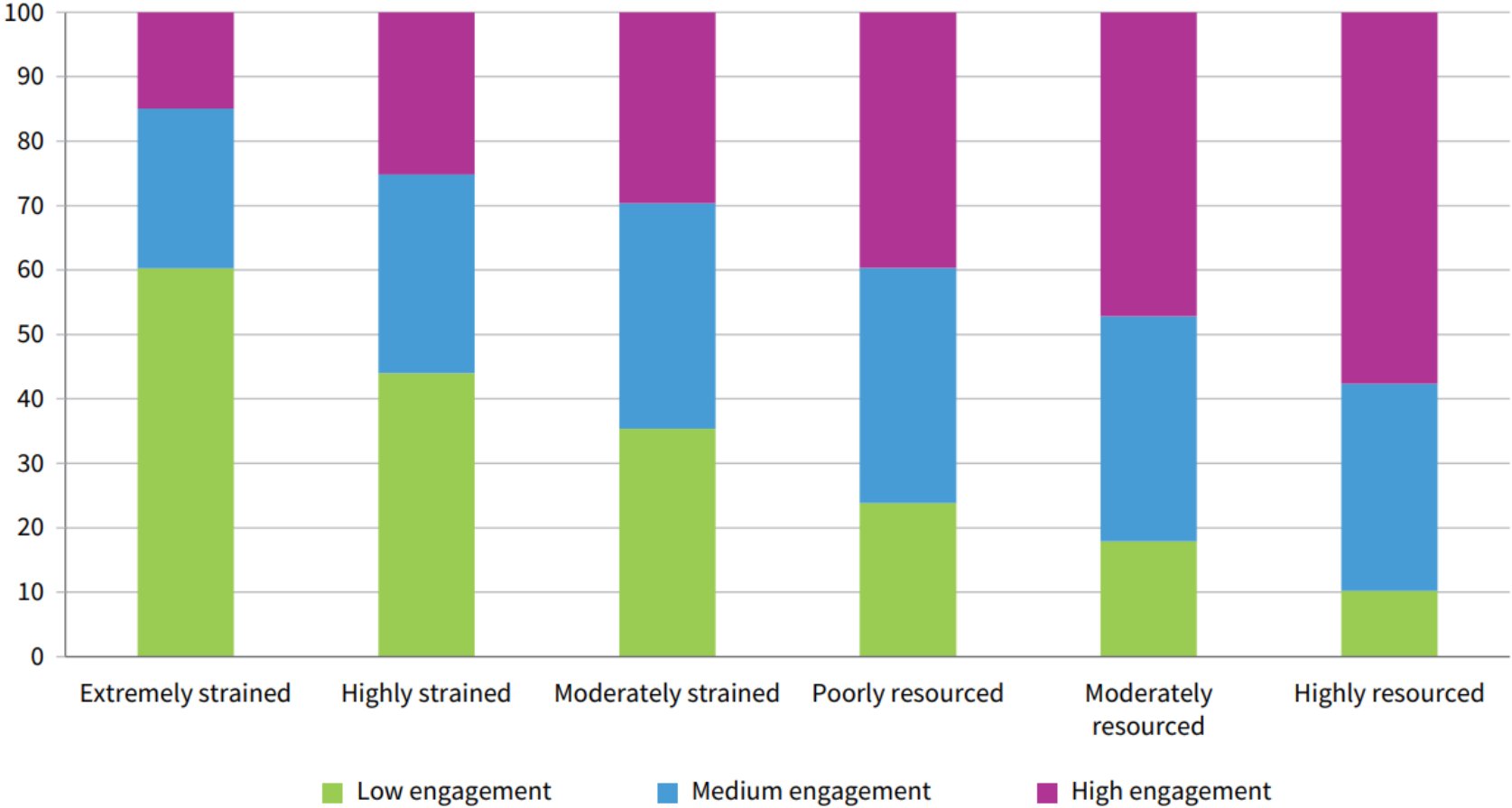
Job quality and well-being



Positive association of job quality with

- Health and well-being
- Engagement, trust and cooperation
- Making ends meet
- Work life balance

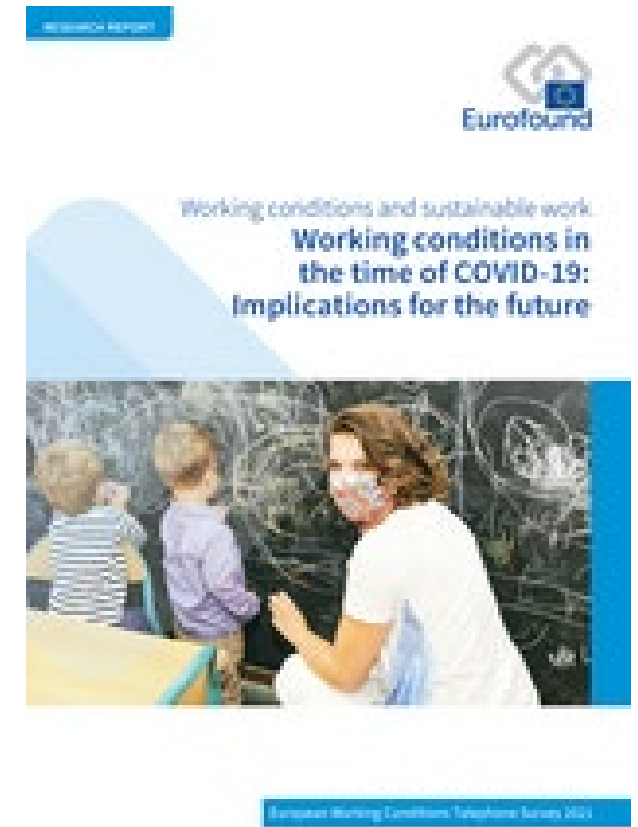
Work engagement by the job quality index, EU27 (%)



Conclusion

Equality, Diversity and Inclusion is about creating an inclusive workplace with good quality jobs *for everybody*

Thank you for your attention



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