

FACTFILE - FEMM

4. Committee on Women’s Rights and Gender Equality

FEMM

The question of reducing gender bias and modernizing the workspace

Professionals for Science, Technology, Engineering and Mathematics (STEM) are in great demand. The number of men working in traditionally male-dominated fields like STEM still greatly surpasses the number of women. As these scientific fields become increasingly more important with regards to digitalization, development, healthcare etc., measures should be taken to simultaneously promote gender equality in male dominated fields and modernize the workspace. How should these measures look like? How can gender bias be reduced in the job market?

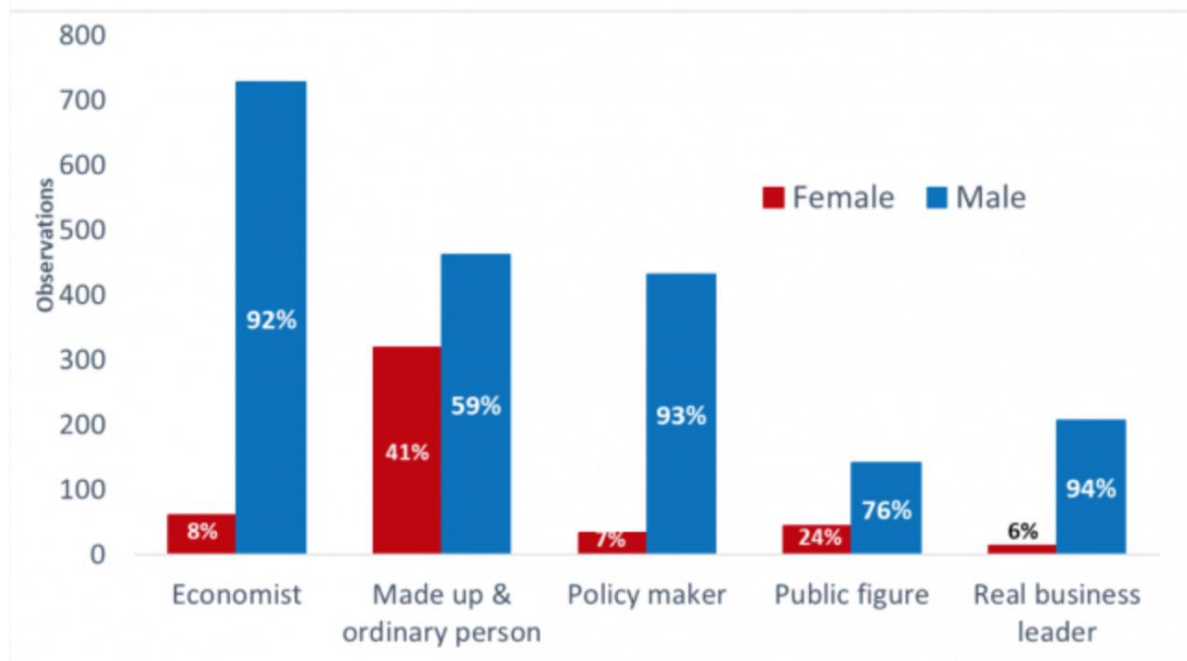
What is gender bias?

Gender bias is behavior that shows favoritism toward one gender over another. Most often, gender bias is the act of favoring men and/or boys over women and/or girls.

What are male dominated occupations?

Male-Dominated occupations are those comprised of 25% or fewer women. Male-dominated industries and occupations are particularly vulnerable to reinforcing harmful stereotypes and creating unfavorable environments that make it even more difficult for women to excel.

Male and Female Mentions By Category of Person

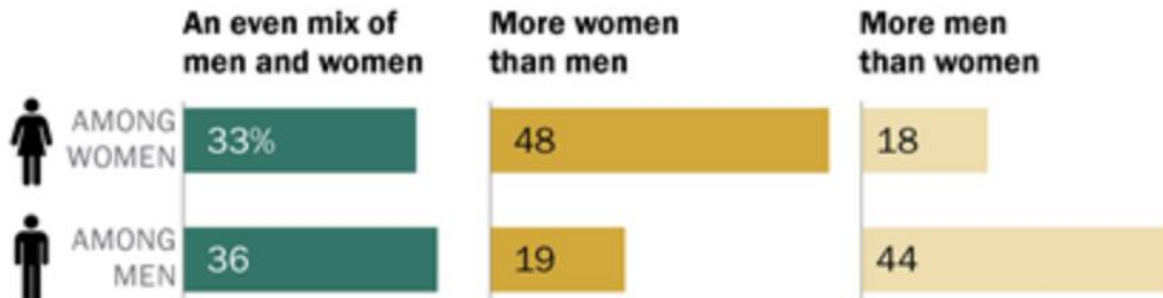


Europe²³

Total Employed – Percent Women by Industry (2021)	EU-27	France	Germany	Italy	Netherlands	Spain	Sweden	Switzerland	UK(2020)
Construction	10.0%	12.5%	15.0%	7.2%	9.9%	8.5%	11.3%	12.5%	13.0%
Manufacturing	29.6%	29.9%	26.4%	24.9%	22.9%	26.9%	25.9%	28.3%	25.8%
Transportation and Storage	21.7%	25.4%	26.3%	19.2%	24.1%	21.2%	19.5%	26.3%	20.4%

Only about a third of men and women say their workplace is balanced in terms of gender

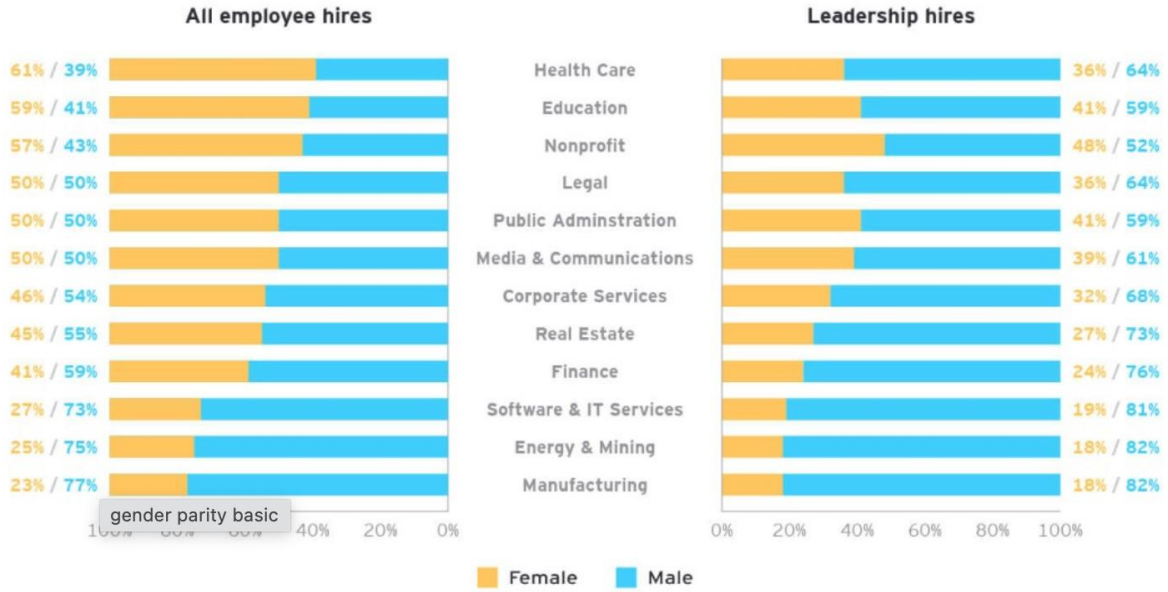
% of employed adults saying their workplace has ...



Source: Survey of U.S. adults conducted July 11-Aug. 10, 2017.

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Gender parity differences across industries



Source: World Economic Forum, LinkedIn data featured in the Global Gender Gap Report 2017.

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