



## Women's Unemployment

The 19<sup>th</sup> E-bulletin of the Observatory of the General Secretariat for Gender Equality (GSGE) belongs to the thematic area of the Beijing Platform for Action “Women and the Economy”.

More specifically, statistical data are presented for the following indicators of the Observatory:

- **Unemployment rate by gender and marital status**
- **Percentage of women employees**

**Table 1:** Employment status by gender in thousands (Greece, 4<sup>th</sup> quarter 2018)

	Employed	Unemployed	Inactive
Women	1.584,0	492,8	2.650,9
Men	2.249,7	388,3	1.760,6
<b>Total</b>	<b>3.833,7</b>	<b>881,1</b>	<b>4.411,6</b>

**Table 2:** Employment status by gender in percentages (Greece, 4<sup>th</sup> quarter 2018)

	Unemployment rate (%)	Labor force rate (%)
Women	23,7	43,9
Men	14,7	60,0
<b>Total</b>	<b>18,7</b>	<b>51,7</b>

In the above tables we can observe that for the 4<sup>th</sup> quarter in Greece, the labor force rate for women is smaller than the same rate for men (43,9% for women and 60,0% for men). Additionally, the unemployment rate for women is increased by 9% in comparison to men’s rate (23,7% for women and 14,7 for men).

**Table 3:** Unemployment rates by gender (Greece, December 2013-2018)

	Dec. 2013	Dec. 2014	Dec. 2015	Dec. 2016	Dec. 2017	Dec. 2018
Women	31,2	29,5	27,8	27,9	26,0	23,1
Men	24,5	23,0	20,7	19,7	16,7	14,1
<b>Total</b>	<b>27,4</b>	<b>25,9</b>	<b>23,9</b>	<b>23,4</b>	<b>20,8</b>	<b>18,0</b>

For the unemployment rates that refer to December for the years 2013-2018, it is worth noting the large gender gap across the time series, with the largest difference appearing in December 2017 (9,3 percentage points).

Similar conclusions can be drawn from the time series for November for the same years shown in Table 4 below, with the largest difference being noticed in November 2018, which reaches 9,4 percentage points.

**Table 4: Unemployment rates by gender (Greece, November 2013-2018)**

	Nov. 2013	Nov. 2014	Nov. 2015	Nov. 2016	Nov. 2017	Nov. 2018
Women	31,7	29,6	28,7	27,9	25,9	23,7
Men	24,5	22,9	21,1	19,6	17,2	14,3
Total	27,6	25,9	24,5	23,3	21,1	18,5

### Employment rates with underage children in Europe - Unemployment rates by marital status in Greece

At a European level, we can notice that the more underage children included in the household, the greater the difference between the employment rate of women and men. On average, the employment rate for men is higher than that of women (73% compared to 62% in EU-28, 2017 data). More specifically, in the EU-28 for 2017 the employment rate for women without any children was 66%, while for men it was 74%. For the individuals with one child, the percentages were higher and reached 71% for women and 86% for men. For women with two children, the percentage remained similar (72%), while the corresponding percentage for men was 90%. For individuals with three or more children, employment rates were lower and reached 57% for women, compared to 85% for men. A similar trend is observed in the majority of EU-28 member states.



In Greece, for the 4th quarter of 2018, the unemployment rates by marital status are presented in the following table:

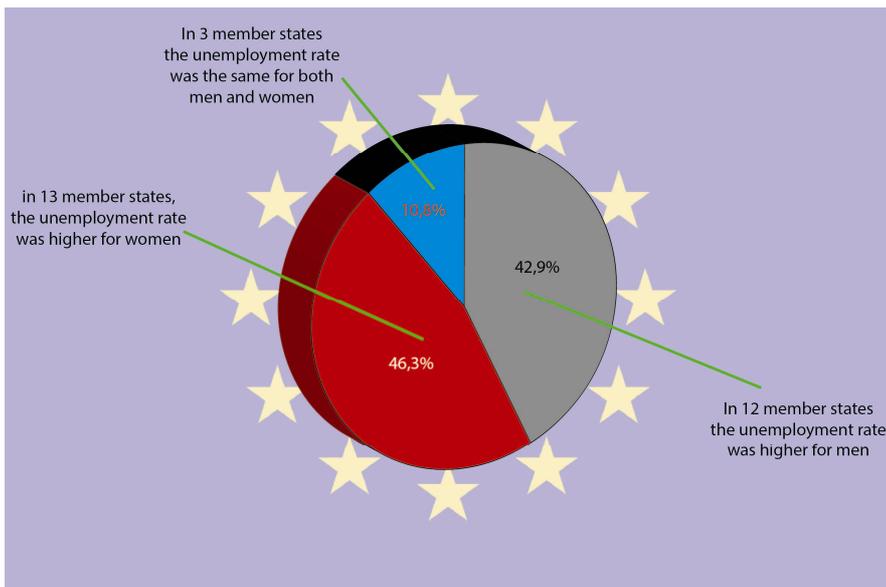
**Table 5: Unemployment rates by gender and marital status (Greece, 4<sup>th</sup> quarter 2018)**

	Single (%)	Married (%)	Widowed (%)	Divorced (%)
Women	32,4	19,6	14,4	27,8
Men	23,5	9,0	16,3	17,5

We can observe a large difference (8,9%) in the unemployment rate between single men and women, the unemployment rate for single women is 32,4%. An even greater difference is depicted between married men and women (10,6%) with the unemployment rate for women remaining at a high level (19,6%).

## Unemployment in EU-28

It is worth noting that the percentage of women who are unemployed is higher than that of men. More specifically, in the EU-28 for 2017, the unemployment rate was 7,9% for women and 7,4% for men. In thirteen more EU-28 member states, the unemployment rate was higher for women as well, whereas in twelve other member states the unemployment rate was higher for men. On the other hand, there were also countries where the unemployment rates were the same for both men and women (Belgium, Luxembourg and Poland). The largest

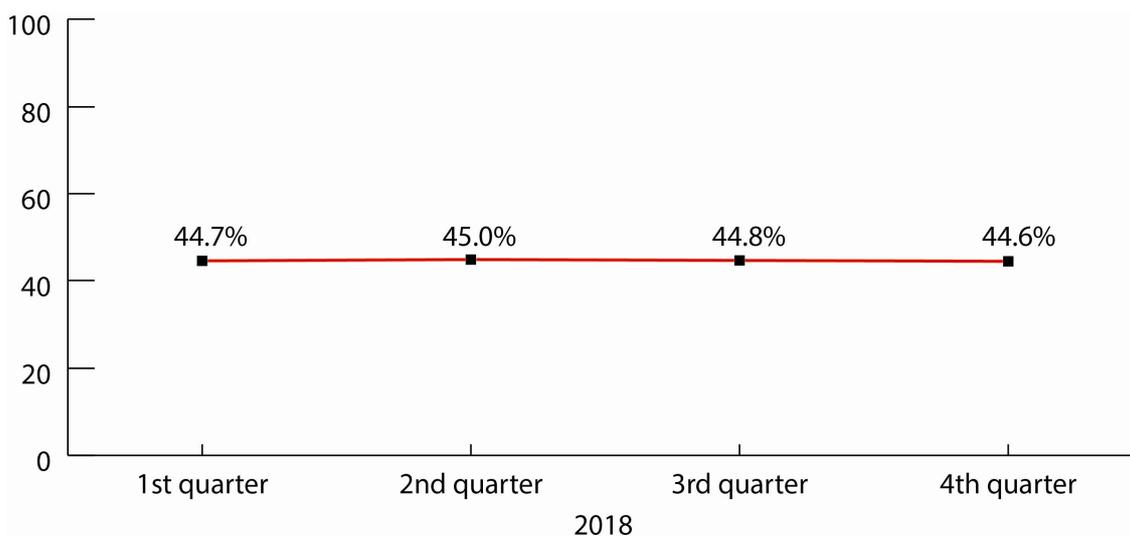


differences between the unemployment rates of men and women, where women rates were higher than those of men, were observed in Greece (26,1% for women and 17,8% for males) and Spain (19,0% and 15,7% respectively). The largest differences of the opposite pattern, where the rate was lower for women than that of men, were observed in Lithuania (5,7% for women and 8,6% for males) and Latvia (7,7% and 9,8%, respectively).

## Women Employees

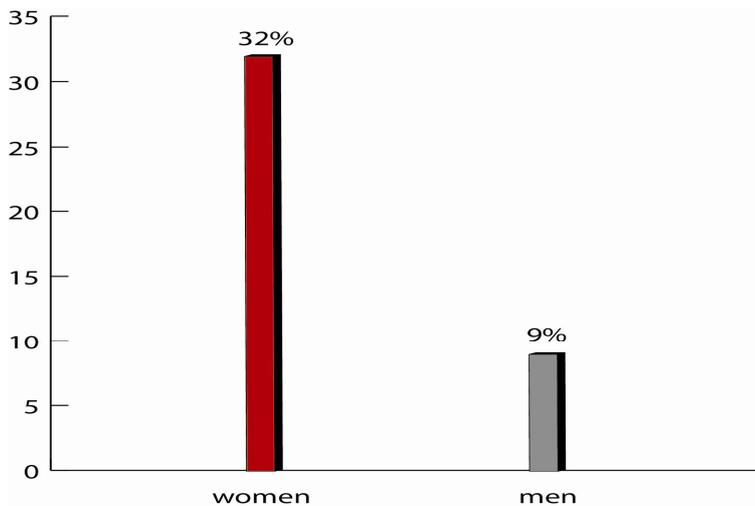
Focusing on the data of the second indicator "Percentage of women employees" for Greece, which is also part of the thematic area "Women and the economy", we can easily observe that for the year 2018 the range of the particular indicator is very small. More specifically, the lowest value of the indicator is noticed in the last quarter of 2018 (44,6%) and the highest in the second quarter of 2018 (45,0%). All the values for 2018 are shown in the figure below:

**Figure 1:** Percentage of women employees per quarter (Greece, 2018)



## Part-time labor in EU-28

**Figure 2: Part-time rates by gender (EU-28, 2017)**



Almost one third of employed women in the labor force work part-time. In EU-28, for 2017, 32% of employed women were working part-time, compared to the much lower rate of men that reached 9%. The rates vary between different member states, with the largest number of women working part-time being registered in the Netherlands (76%), Austria (47%) and Germany (46%), while for men in the Netherlands and Denmark the rates were 27% and 16% respectively. The lowest percentage for both women and men working part-time was in Bulgaria (2% for women and men).

## According to the International Labor Organization (ILO)

The current global labor force participation rate for women is close to 49%. For men, it's 75%. In developing economies, women who have a spouse or partner are less likely to work in paid work or to look actively for work. This is often the result of the financial stability of their partner and the stereotype of the man who works hard for the house needs. In developed countries, vice versa, financial obligations lead women into paid work regardless their personal and family circumstances. Across the board, both women and men report that the biggest barrier for women in paid work is the struggle to balance it with family responsibilities. Work such as childcare, cleaning and cooking is necessary for a household's welfare – and therefore for the well-being of societies as a whole – but women still shoulder the brunt of this often invisible and undervalued workload. In developing and emerging countries, the lack of safe and accessible transportation is the most challenging factor for the small percentage of women who report being affected by this. Globally, the lack of affordable care for children or family members is an obstacle for women, both for those looking for a job and those in paid work. In fact, it decreases a woman's participation chances by almost 5% in developing countries, and 4% in developed countries.

There are still many people who believe it is unacceptable for a woman to have a paid job outside the home: 20% of men and 14% of women globally, to be exact. Many women reported that their immediate family disapproved of their decisions to work outside the home.

## What women want

ILO and Gallup teamed up to ask women across the globe if they preferred to work in paid jobs, care for their families, or do both. The data show that a staggering 70% of women – regardless of their employment status – prefer to work in paid jobs.

In order to eliminate the inequalities in the labor force, to reduce women's unemployment that are mentioned in this report and to strengthen women's entrepreneurship and according to the National Action Plan for Gender Equality 2016-2020, the General Secretariat for Gender Equality has set 4 basic objectives:

1. Promoting the principle of equality in entrepreneurship and generally in business sector
2. Encouraging female entrepreneurship (generally, but also particularly in the social economy)
3. Improving the position of women in the agricultural sector
4. Reconciliation of family and professional life

*The sources used are: Greek Statistical Authority (ELSTAT), International Labor Organization (ILO) and Gallup Institute.*

**paratiritirio.isotita.gr** is a special website of the General Secretariat for Gender Equality designed to include, analyze, process and diffuse statistical data and indicators for gender equality policies.

Its goal is mapping gender differentiations in 12 basic policy areas and the monitoring of any relevant trends and advances in Greece. Moreover, it includes 82 gender indicators based either on the Beijing Platform for Action or on specific national priorities and is followed by metadata.

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