



Gender gaps in the labour market **EU-28**

Gender gaps in the EU-28 persist

The female participation rate in the EU-28 is estimated at 50.9 per cent in 2017. This is 13 percentage points below their male counterparts (which stands at 63.9 per cent). The gap is lower than the global average of 26.7 percentage points (table 1).

Closing the gap would bring additional 2.1 per cent in GDP and €175.77 billion (US\$197.2 billion) in tax revenue

If the gap in participation rates could be closed by 25 per cent by 2025 (G20 commitment), the ILO estimates that it could add € 410.71 billion (US\$460.8 billion) to the EU-28 economy. In other words, by simply raising female participation rates by 3.2 percentage points, this would add 6.6 million women to the labour force and boost GDP.

Improving female participation requires a multi-dimensional approach

This includes, among others, introducing policies that improve work-family balance, prevent and eliminate discrimination based on gender as well as create and protect quality jobs in the care economy.

Table 1. Gender gap in labour force participation and potential impact of closing these gaps

Country/region	2017 Projections			25 per cent gap reduction by 2025		
	Labour force participation			Additional labour force	Additional GDP	
	Men (%)	Women (%)	Gap (percentage points)	Millions	%	\$ Billions, PPP
EU-28	63.9	50.9	13.0	6.6	2.1	460.8
World	76.1	49.4	26.7	203.9	3.9	5,767

Source: *World Employment and Social Outlook: Trends for Women 2017*. Participation rates and gaps for 2017 are projections.

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