



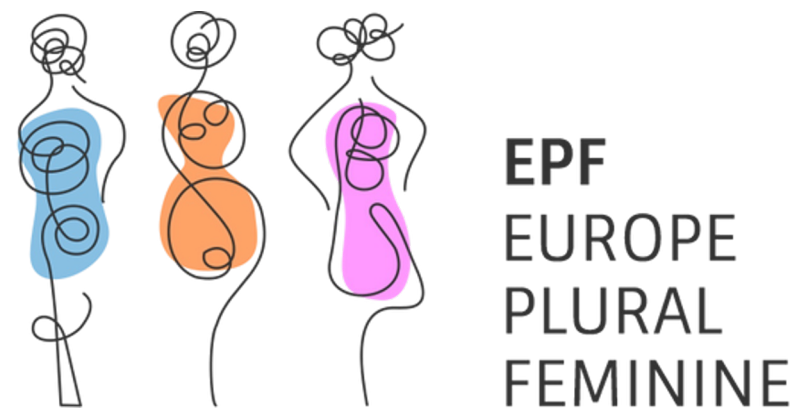
EPF Europe Plural Feminine

Local Meeting 12

COMPLEXITY OF DISCRIMINATIONS

TOOLKIT

women 's leadership - glass ceiling



**A mass of numbers tells the same story:
women study more than men, often more successfully,
but they are penalized at work, where stereotypes and segregation are the norm.**

The proportion of men and women in access to the professions
is about half for women.

On average, women have access to 21 professions,
men to 53.



The social distance between men and women

Intersectionality of discrimination

Credit: **Fanpage.it**
video 3' 36"



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In the last quarter of 2024

the European average of employed women, in the 15-64 age group, is 66.3%.

Italy, Greece and Romania rank last with female employment rates between 50 and 54% .

The European average of employed men is 75.4%.

Between the ages of 25 and 54 - out of training courses and not yet of retirement age -

the EU average of employed males is 87.5%.

Gender gaps in employment vary greatly across EU countries but

between 2022 and 2024, the gender gap increased in all EU countries.



from the EU 2025 Gender Gap Report

In July 2023, **11 EU States** (Belgium, Greece, Spain, France, Croatia, Italy, Luxembourg, Poland, Portugal, Romania and Slovenia) introduced binding gender quotas for European elections into their legislation.

Only 6 States achieved a gender balance above 40%,
with Sweden and Finland at 46%

Members of Parliament are less than 25% in Bulgaria, Ireland, Slovakia, Greece, Romania, Cyprus and Hungary.

The European Parliament is currently composed of 40% women and 60% men



Women's leadership?

A goal still to be achieved.

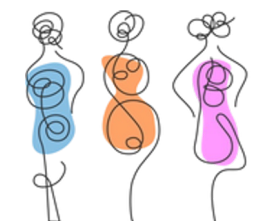
from **Lunàdigas Mediterranean Live Archive**
Albania 2025

Video 2' 38"



tetto di cristallo

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The **gap between women and men in all areas is persistent and important**, in particular in the top positions of careers related to new technologies, research and innovation, the space sector and not least sport, where there is gender inequality both in participation in sport and in access to the roles of coaches, referees and managers.

Credit: Bianca Bagnarelli from hbr.org



Women are underrepresented in international diplomacy, economics, key climate sectors and continue to be in the minority in corporate decision-making bodies across the EU.

A directive of December 2022 requires companies listed in the EU to have at least 40% of each gender among the members of the boards of directors

In 2023, in EU financial institutions, men still outnumber women in top decision-making positions, occupying 79.7% of the seats.

Although in 2023 the European Central Bank and the European Investment Fund were led by women, their boards of directors are mostly made up of men.



An intersectional perspective is necessary to see and understand
the complex system of inequalities
based on gender, race, social position, sexual orientation...

Credit: **Cartografia Feminista**
Canal Encuentro

video 2' 57"

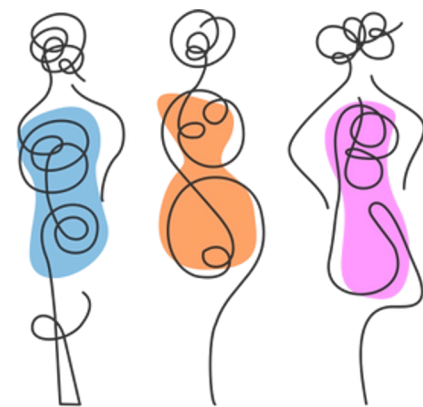


**Cartografía feminista: Interseccionalidad, Sandra Hoyos (UNITV) -
Canal Encuentro**

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beyond gender stereotypes
against all forms of discrimination



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