

ARQUS WOMEN CONNECT

Mission Statement



We believe empowerment begins with connection.

We envision a world in which women in academia and beyond are seen, heard, and valued and where their experiences and knowledge are shared to drive meaningful change.

Driven by the principles:

Community

Empowerment

Equality

What do we do:



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Events

The opportunity to hear from and connect with individuals from different disciplines and job fields.

Digital Platform

An environment in which people from different disciplines gather to build meaningful community, share personal and professional stories, and learn from one another's experiences.

Resources

A growing collection of resources shaped by events, shared experiences, and collective knowledge across disciplines.

Who are we:



How to connect:



Instagram to stay up to date on
future events and news:

@arquswomenconnect



“Women on the labour market - opportunities, challenges and gender barriers”





- **Unemployment rate by sex and age in the EU**
- **Gender pay gap**
- **Violence against women - sexual harassment in the workplace**

Unemployment rate by sex and age



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FEMALES

Under 25 :

- Lithuania 5.2, Germany 8.6, Austria 13.6, Poland 16.3, Spain 27.8 (second highest score in EU)

From 25 to 74 :

- Malta 2.0, Poland 2.8, Germany 3.1, Austria 5.2, Lithuania 5.3, Spain 10.7 (with the highest score)

MALES

Under 25 :

- Germany 7.7, Austria 9.1, Poland 10.8, Lithuania 16.2 , Spain 25.2

From 25 to 74 :

- Poland 2.2, Germany 3.7, Austria 4.6, Lithuania 6.5, Spain 7.9 (the highest is Finland with 9.0)



Youth unemployment

- In April 2025, 2.859 million young persons (under 25) were unemployed in the EU, of whom 2.272 million were in the euro area.
- Romania is the country with the highest youth unemployment rate 26.9%; Next is Spain with 25.3%. The EU average is 15.2%. Lithuania 12.9%, Poland 12.6%, Austria 12.1%. Germany ranks with the lowest youth unemployment rate with 6.6%.



Principle of equal pay for male and female



Art 157 TFEU - legal context

1. Each Member State shall ensure that the **principle of equal pay for male and female** workers for equal work or work of equal value is applied,
2. For the purpose of this Article, 'pay' means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his employment, from his employer. Equal pay without discrimination based on sex means:
 - (a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;
 - (b) that pay for work at time rates shall be the same for the same job.

Principle of equal pay for male and female



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3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, **shall adopt measures to ensure the application of the principle of equal opportunities** and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.

4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to **make it easier for the underrepresented sex** to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers.



Gender pay gap - does it exist in the EU?



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Yes:

- The gender pay gap in the EU **stands at 12 % in 2023** and has only changed minimally over the last decade. It means that women **earn 12.0 % on average less per hour than men.** : The highest rate has Latvia with 19% and lowest Belgium with 0.7%. Austria 18.3%, Germany 17.6%, Lithuania 11.5% Spain 9.2 %, Poland 7.8%
- Less than **1 in 10** of top companies' CEOs are women (and still they earn **23% less than men** CEO)
- Women across the EU **earn just 77% of what men** earn annually. This means they must work on average 15 months and 18 days to take home the same as men in a year





Violence against women - sexual harassment in the workplace

Almost **1 in 3 women** have experienced sexual harassment at work in their lifetime, with 18 % facing it multiple times. Yet **75 %** of women think that workplace sexual harassment is not common.



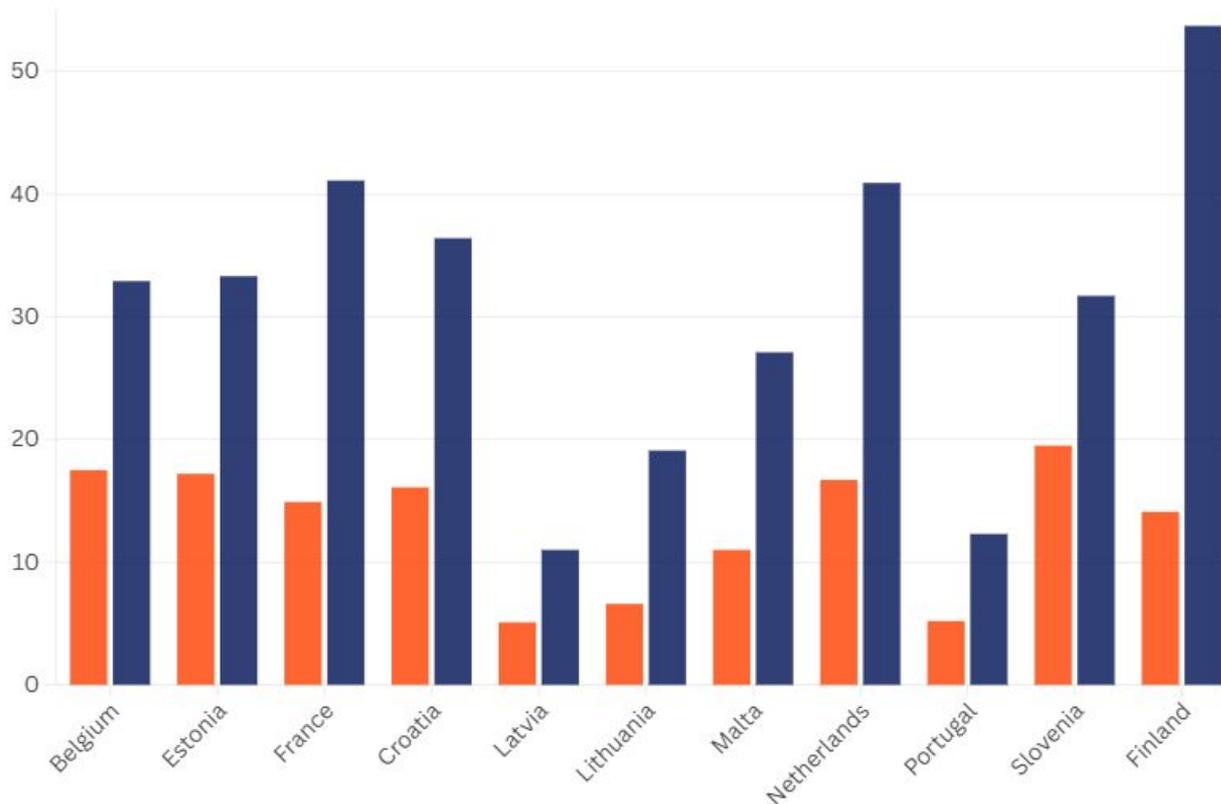
Violence against women - sexual harassment in the workplace

Ever-working persons who have experienced sexual harassment at work, by sex (%)

Men Women



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“Women on the labour market opportunities, challenges and gender barriers” - Panel Discussion

