

# Same chances to work for women and men

'PATHS 2 INCLUDE' is a project that studies:

- Why some people are left out of jobs;
- How to make work fairer for everyone.

The project was made  
thanks to money from the European Union.



## What the study showed

Our study showed that in Europe:

- Women often work less after having children;
- Men usually keep working the same or work more after having children.

Ideas about the roles of women and men  
affect their chances at work.

In many countries in Europe,  
women are still expected to look after their children  
more than men.

In countries where the ideas  
about the roles of men and women  
are fair and equal,  
both women and men can work  
and take care of their children more easily.



When mothers and fathers can look after their children and have fair jobs and fair pay, life is fairer for everyone.



## Things change, but slowly

Today, more people can work from home. Working from home gives mothers more time and makes it easier for them to keep their jobs and look after their children too.



## What helps make work fairer for women and men

Our study showed that these are some of the things that help make work fairer for women and men:

- Giving parents flexible jobs, like working from home.
- Making childcare cheap and easy to get. Childcare means someone helps look after the children when their parents are busy.
- Supporting mothers and fathers to look after their children equally.
- Giving women with children the same chances to work.
- Learning more about how work affects parents and families.
- Understanding that things are different in different countries in Europe. This way, plans can adapt to the needs of each country.