Infographic

Better For Women: How Female Labor Force Outcomes in the United States and Europe Differ

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Today the American Action Forum (@AAF) released a new infographic examining the difference between the female labor force outcomes in the United States and Europe. AAF research finds that women are more likely to hold managerial and professional positions in the United States than in Europe. Additionally:

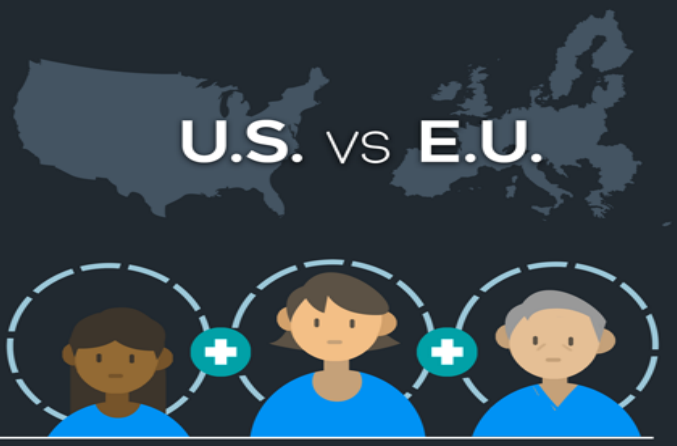
- Overall labor force participation for women is lower in the EU than in the United States.
- Part-time employment among women is greater in the EU than in the United States.
- The gender wage gap is larger in the EU than in the United States.

Read the entire analysis here.

BETTER FOR *women?*

When considering ways to improve female career growth and increase gender equity in the workforce, many argue the U.S. should implement a generous paid family leave programs like those in E.U. countries.

But, are female workers in Europe really that much better off than in the U.S.?



| US | EU

Occupations

	US	EU
MANAGERIAL (FEMALE)	39.2%	33.9%
PROFESSIONAL (FEMALE)	57.2%	50.5%

The lower representation of women in high-wage jobs may be a result of the excessively long and generous paid leave programs unintentionally resulting in **gender discrimination** in the workplace.

Gender PAY GAP

US	EU
17.5%	19.1%

Research shows that overly long paid leave programs **negatively impact** women's pay, employment, and career growth.

Part-Time EMPLOYMENT RATE

US	EU
25%	27.5%

Women in Europe work part-time more frequently than women in the U.S., suggesting that E.U. policies **have not** helped women remain in full-time positions, opting instead to pursue jobs with fewer hours and more flexibility.

Estonia, Latvia, and Finland have the **largest** gender wage gaps in the E.U. These countries also have among the **most** generous paid leave benefits for women.



E.U. AVERAGE **65.6 WEEKS**



Rather than following Europe's lead, Americans would be better off with a more modest approach that specifically targets the **low-income workers** who would benefit most.

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