

Young men are more satisfied than young women with their chances of promotion in their jobs

International Women's Day is celebrated on March 8. This year 2023 the slogan is "[Emakumeak gora!](#)", to claim that it is necessary to have more women in decision-making and leadership positions in our society and that, for this, it is necessary to create the conditions for women to develop their full professional potential under equal conditions.

For this reason, the Basque Youth Observatory presents data on the possibilities of promotion of young women in the workplace. The data come from the Working Conditions Surveys periodically carried out by the Department of Labor and Employment of the Basque Government and are accessible on the website of Eustat, the Basque Institute of Statistics.

In 2020, the year of the last survey, 13.0 % of salaried or cooperative women in the Basque Country between 16 and 29 years of age were very satisfied with the possibilities of promotion in their job. Among men of the same age and employment situation, the percentage of those who said they were very satisfied with the possibilities of promotion was 21.6%.

The difference in satisfaction with their chances of promotion between young men and young women has never been as striking as it is in 2020 (8.6 percentage points).

Women continue to face barriers to equal advancement to decision-making positions that are sometimes invisible or difficult to detect, such as glass ceilings, gender roles and stereotypes, etc.

Furthermore, in most of the measurements, young women are as satisfied or more satisfied with their possibilities of job promotion than the average of women in the Basque Country.

The data presented can be consulted on the Eustat website, in the Society section; specifically in the statistical tables relating to the [Labor Outlook](#), within the subsection relating to the Labor Market.