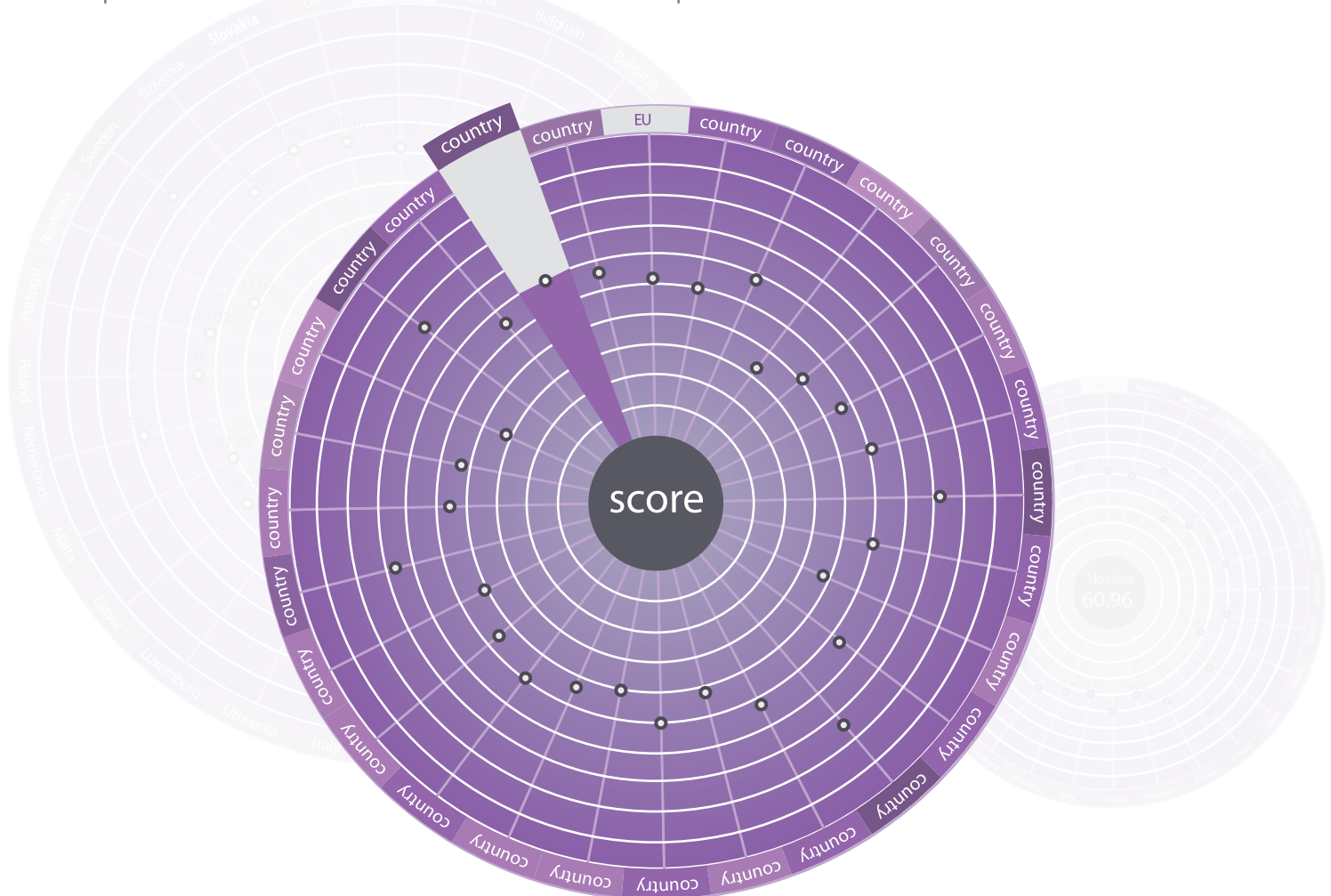


## THE GENDER EQUALITY INDEX

The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality as a multi-dimensional concept into a user-friendly and easily interpretable measure.

It is formed by combining gender indicators, according to a conceptual framework, into a **single summary measure**. It consists of **six core domains** (work, money, knowledge, time, power and health) and **two satellite domains** (intersecting inequalities and violence).

The Gender Equality Index measures how far (or close) the EU-27 and its Member States were from achieving complete gender equality in 2010. It provides results on Member State and EU-27. The Index also provides results for each domain and for sub-domains.



## BACKGROUND AND POLICY FRAMEWORK

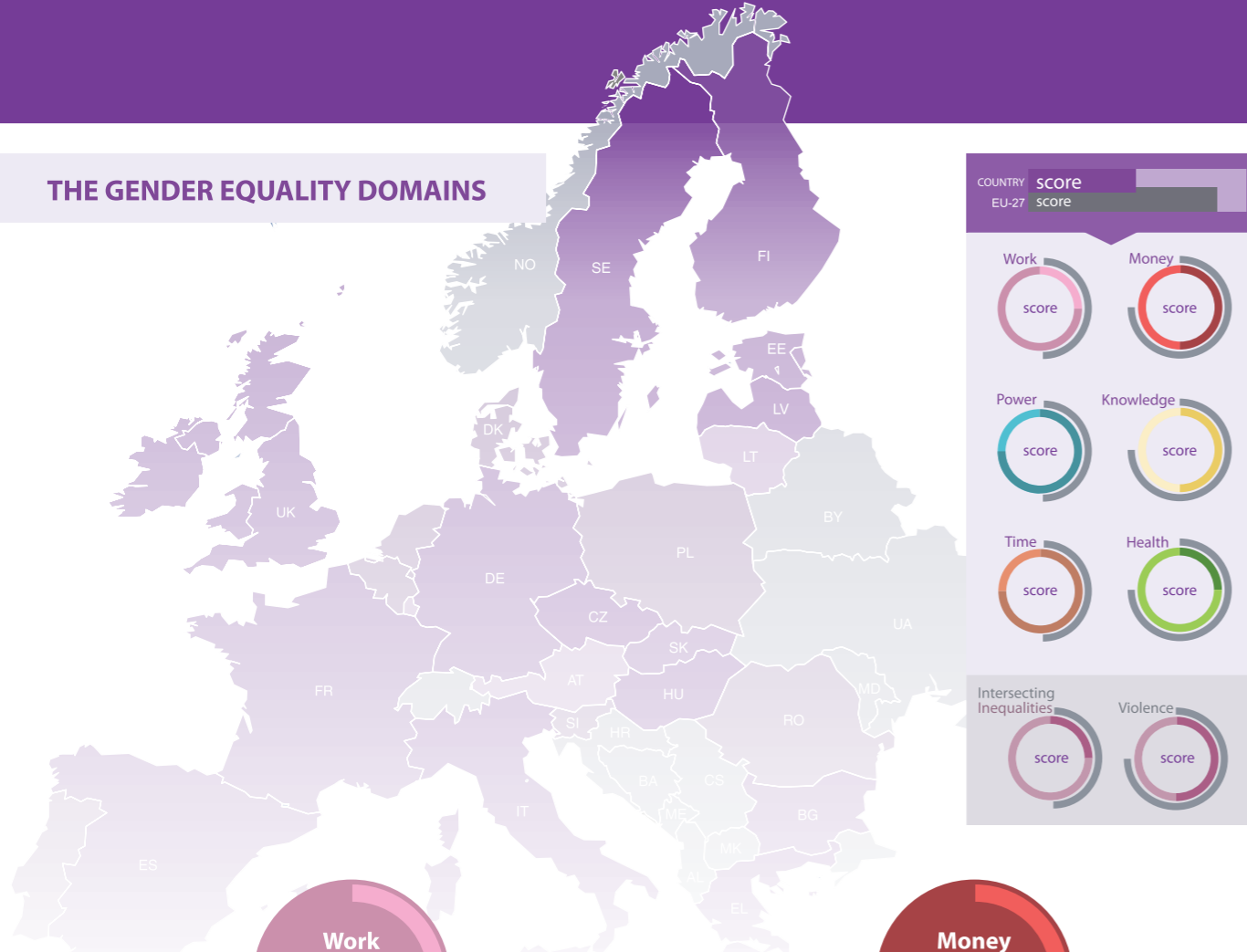
Equality between women and men is a fundamental value of the European Union, enshrined in its Treaties and in the Charter of Fundamental Rights of the European Union. The EU plays a crucial role in ensuring that the principle of gender equality filters down from the international and EU level to national, regional and local levels. Over time and in various areas specific policies have been developed to improve gender equality in the European Union and in the Member States. To measure the level of gender equality in specific domains and on international or national levels, different monitoring tools have been developed worldwide. However, none of them were intentionally created for the purpose of measuring gender equality within the policy framework of the European Union.

The need for the gender equality index was initially introduced by the **European Commission** in the Roadmap for Equality between Women and Men 2006–2010 and subsequently included in the action plan of its Strategy for Equality between Women and Men 2010–2015. The **European Institute for Gender Equality** undertook the task of constructing a composite indicator on gender equality that reflects the multi-faceted reality of gender equality, and is specifically tailored towards the policy framework of the European Union and Member States. It is described as one of the major assignments in the Institute's Mid-Term Work Programme 2010–2012. The work on the development of the **Gender Equality Index** started in 2010 and the results will be officially presented at a conference in Brussels on 13 June 2013.

## WHY A GENDER EQUALITY INDEX?

- to provide a synthetic measure of gender equality that is easy to understand and to communicate
- to provide an Index measuring gender equality tailor-made for the European Union and its Member States
- to provide a tool to support decision-makers in assessing how far a given Member State is from reaching gender equality
- to allow meaningful comparisons between different gender equality priority domains
- to allow for the measuring of achievements in the area of gender equality over time

## THE GENDER EQUALITY DOMAINS



**Work**

The domain of work relates to the position of women and men in the European labour market. It measures gender gaps for participation in the labour market, duration of working life, sectoral segregation patterns and quality of work such as flexibility of working time, training at work and health and safety.

**Money**

The domain of money examines inequalities in the financial resources and economic situation of women and men. This domain is important since the financial resources of women tend to be lower and their economic situation is generally disadvantaged compared to men, exposing them to greater risk of social exclusion. It measures gaps in earnings and income, as well as the variable 'at risk of poverty' and income distribution.

**Knowledge**

The domain of knowledge shows differences between women and men in terms of education and training. Gender differences and inequalities still persist in education, for example in terms of subject preferences and performance. This domain measures gaps in participation in tertiary education, segregation and lifelong learning.

**Time**

The domain of time focuses on the trade-off between economic, care and other social activities (including cultural, civic, etc.). It measures time spent in unpaid activities, including gender gaps in time spent in childcare and domestic activities, but also in other aspects of life like cultural, leisure or charitable activities.

## METHODOLOGY

The Gender Equality Index is obtained by compiling individual indicators on the basis of a model of the multi-dimensional concept that is being measured. In other words, it is a mathematical combination of a set of indicators that aims to provide a summary of a complex reality.

The construction of composite indicators involves different stages where several choices have to be made. It is essential to work with a solid and transparent methodology based on sound statistical principles to increase the value of the outcome. The methodology used to compute the Gender Equality Index is based on the widespread and internationally accepted procedure developed by OECD and the European Commission (JRC) in 2008<sup>1</sup>. It established ten steps:

1. **Developing a theoretical framework** that defines and structures what is measured and provides the basis for the selection and combination of variables into a meaningful index
2. **Selecting variables**, based on analytical soundness, measurability, country coverage, cross-country comparability, and relevance of indicators
3. **Imputing missing data**, in order to obtain a complete dataset for all countries
4. **Conducting a multivariate analysis** to study the overall structure of the dataset, assess its suitability, and guide subsequent methodological choices
5. **Normalising the data**, if needed, to ensure the comparability of variables
6. **Weighting and aggregating** the indicators, according to both the underlying model and the results of the multivariate analysis
7. **Conducting an uncertainty and sensitivity analysis** to assess the robustness of the index in terms of all possible sources of uncertainty in its development (choice of imputation method, normalisation scheme, weighting system or aggregation method)
8. **Returning to the data** to analyse what domains and sub-domains are driving the index results
9. **Identifying possible association with other variables** and commonly used indicators
10. **Presenting and disseminating** the index results in a clear and accurate manner

These ten guiding principles ensure that the Gender Equality Index is user-friendly, simple and easy to understand, while at the same time based on transparent and robust methodological choices consistent with the soundness of a strong theoretical framework.

<sup>1</sup> OECD, European Commission, Joint Research Centre, Handbook on Constructing Composite Indicators: Methodology and User Guide, by Nardo, M. M. Saisana, A. Saltelli and S. Tarantola (EC/JRC), A. Hoffman and E. Giovannini (OECD), OECD publication Code: 302008251E1. <http://composite-indicators.jrc.ec.europa.eu/Handbook.htm>

### Power

The domain of power measures the gaps between women's and men's representation in the political and economic spheres. This measure is crucial since gender inequality can be greatly affected by the lack of women's participation in decision-making.

### Health

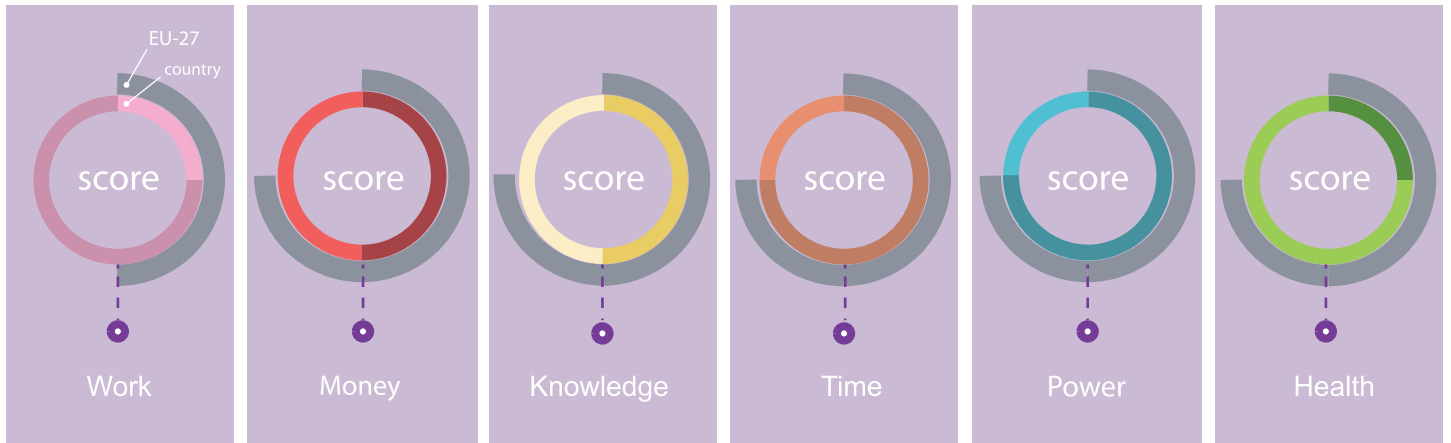
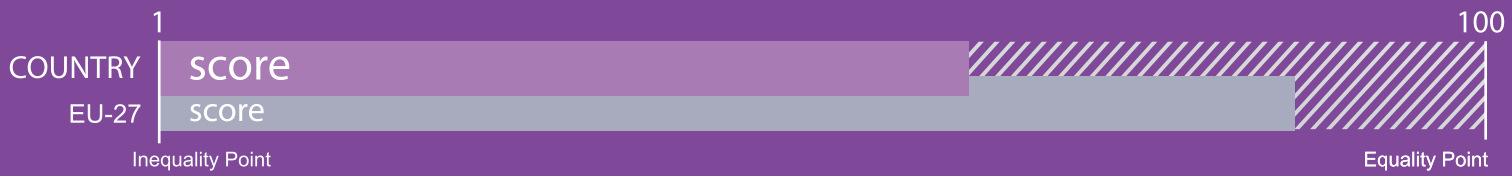
The domain of health focused on gaps between women and men in terms of health status and access to health structures. It measures sex-based differences in self-perceived health, life expectancy and healthy life years and differences in fulfilment of medical and dental needs.

### Intersecting Inequalities

Intersecting inequalities is the first of the two satellite domains. The values of this domain are not taken into account when calculating the final score of the Index. Since women and men cannot be considered as homogeneous groups, this domain looks at other characteristics that may affect gender equality by exploring gender gaps in employment rates among people born in a foreign country, older workers and lone parents, as illustrative groups.

### Violence

Violence is the second satellite domain. Conceptually, it considers gender-based violence against women and also focuses on the attitudes, norms and stereotypes that underpin the lack of progress in terms of gender equality. As a satellite domain it is not combined into the score of the Index. It remains empty due to the lack of data. Violence is, nevertheless, a critical area of gender equality, and as such this blank domain should be seen as a strong call to start measuring this as soon as possible.



## UNIQUE FEATURES OF THE GENDER EQUALITY INDEX

The Gender Equality Index:

- is specifically tailored towards the European Union gender equality policy framework and objectives;
- adopts a gender approach instead of a women's empowerment approach;
- relies on a more comprehensive framework of gender equality than those of other women's or gender indicators;
- measures gender gaps that are adjusted to levels of achievement, ensuring that gender gaps cannot be regarded positively where they point to an adverse situation for both women and men;
- highlights gaps in data availability by identifying potential gender indicators and calls for harmonised, comparable and reliable data that are both disaggregated by sex and available for all Member States.

**EIGE will publish a Gender Equality Index Report that will include both the Index results and Country Profiles. These Profiles will present country specific Index results, additional variables and information about main policies for the promotion of Gender Equality for each Member State.**

## USES AND BENEFITS OF THE GENDER EQUALITY INDEX

The Gender Equality Index measures **gender gaps** in each Member State, showing how far each country is from achieving gender equality. The Index can be broken down to the domain and sub-domain level, revealing the gender gaps in the realms of work, money, knowledge, time, power and health. In addition to this, it can be disentangled to the variable level, providing more detailed information on the Member States' performance.

The Gender Equality Index can be used to support gender equality policies, providing comparability over time and across the EU-27. It uses a methodology that can be replicated at the national and regional level by national statistics offices, academics or NGOs. It reveals current gaps in data provision and calls for harmonised data on gender equality at regional, national and EU-level.

### About EIGE

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policy makers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

More information: [eige.europa.eu](http://eige.europa.eu)

