

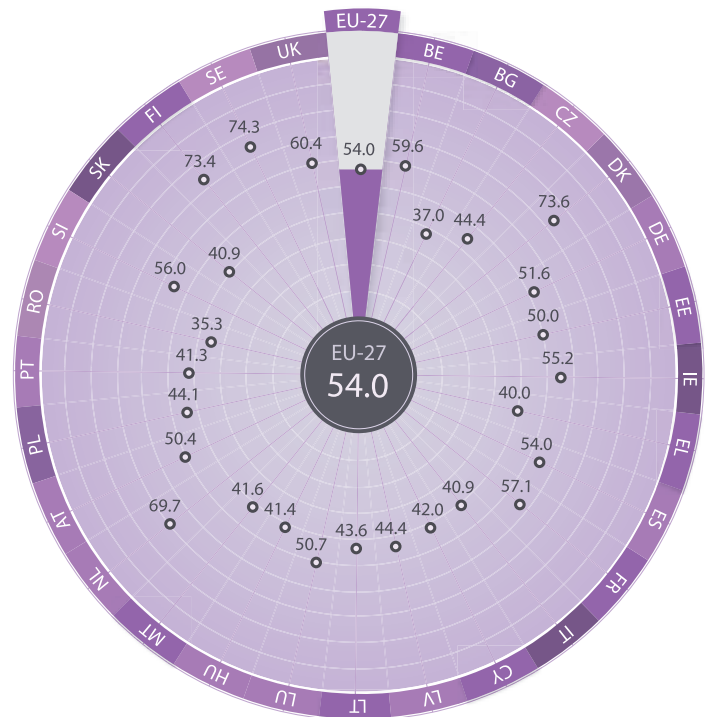
The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality as a multi-dimensional concept into a user-friendly and easily interpretable measure.

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 at both Member States and EU-27 level. The Gender Equality Index also provides results for each domain and sub-domain.

It 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. The Gender Equality Index assigns scores for Member States, between 1, total inequality and 100, full equality.

## Scores of the Gender Equality Index



## 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. 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 relevant priority domains at international or national level, different monitoring tools have been developed worldwide. However, none of them were specifically 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 that reflects the multi-faceted reality of gender equality, and is specifically tailored towards the policy framework of the European Union. It is one of the major assignments in the Institute's Mid-Term Work Programme 2010–2012. The Gender Equality Index started in 2010 and has been launched 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 give a tailor-made composite indicator measuring gender equality in 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 measure achievements in the area of gender equality over time



# Domains of the Gender Equality Index

## Work

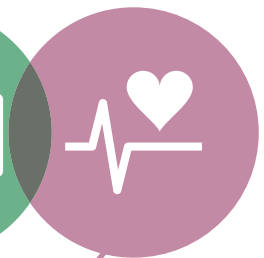
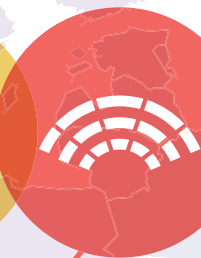
The domain of work relates to the position of women and men in the European labour market. It measures gender gaps in participation in the labour market, duration of working life, sectoral segregation patterns and quality of work such as flexibility of working time, training at work and health and safety.

## Money

The domain of money examines inequalities in the financial resources and economic situation of women and men. It measures gaps in earnings and income, as well as not being at risk of poverty and income distribution.

## Knowledge

The domain of knowledge shows differences between women and men in terms of education and training. This domain measures gaps in participation in tertiary education, segregation and life-long 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 on unpaid activities, including gender gaps in time spent in childcare and domestic activities, but also in other aspects of life such as cultural, leisure or charitable activities.

## Power

The domain of power examines how gender equality can be greatly affected by women's lack of participation in decision-making. It measures the gaps between women's and men's representation in the political and economic spheres.

## Health

The domain of health focuses 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 the 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 or carers, 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 Gender Equality Index. It remains empty due to lack of data. Violence is, nevertheless, a critical area of gender equality, and as such this blank domain should be seen as an urgent call to address the gaps in data collection.

## Scores of the Gender Equality Index

Country	Index	Work	Money	Knowledge	Time	Power	Health
SE	74.3	78.6	80.2	66.3	63.9	74.3	93.1
DK	73.6	81.6	79.2	75.1	64.9	60.0	91.8
FI	73.4	82.0	78.4	67.0	63.8	68.8	89.9
NL	69.7	73.1	82.5	65.5	71.3	52.2	94.7
UK	60.4	76.6	74.3	68.8	43.2	35.2	95.4
BE	59.6	66.4	79.3	54.7	45.3	45.2	94.1
FR	57.1	67.0	75.9	49.4	35.8	50.3	90.6
SI	56.0	69.1	70.2	51.4	49.1	36.0	88.7
IE	55.2	71.0	77.0	52.8	53.4	26.5	96.4
ES	54.0	61.3	60.7	53.5	33.8	47.2	90.7
DE	51.6	72.5	76.3	44.1	41.6	28.0	89.5
LU	50.7	66.4	90.9	61.1	48.9	14.7	93.9
AT	50.4	73.9	77.9	44.6	40.0	24.3	91.6
EE	50.0	64.6	49.1	53.0	51.4	27.5	83.8
CZ	44.4	71.6	59.3	37.3	23.2	29.6	89.6
LV	44.4	54.9	42.0	38.8	35.2	38.6	77.1
PL	44.1	61.4	52.2	44.0	20.9	34.5	82.6
LT	43.6	61.0	41.5	47.4	24.1	32.1	84.9
CY	42.0	68.7	74.1	52.9	25.3	12.2	91.1
MT	41.6	55.0	68.2	34.0	37.5	18.7	93.2
HU	41.4	55.9	54.4	35.1	32.5	24.4	83.7
PT	41.3	66.2	56.3	30.4	22.4	30.6	84.5
SK	40.9	61.0	53.7	35.0	17.8	33.1	85.8
IT	40.9	60.6	68.2	32.1	33.0	18.6	90.8
EL	40.0	59.7	63.3	36.7	17.4	24.4	92.4
BG	37.0	49.9	40.7	32.0	17.3	33.8	84.5
RO	35.3	60.4	39.0	28.8	17.8	24.9	84.0
EU-27	54.0	69.0	68.9	48.9	38.8	38.0	90.1

## Main Findings

The scores of the Gender Equality Index show that, overall in the EU, **gender equality remains far from reality**, with the most problematic areas in the domains of power, time and violence.

**Work** ● Women are less likely to participate in the labour market and segregation patterns remain. The measurement of quality of work in a gender sensitive way is essential to ensure better jobs for all.

**Money** ● Lower earnings and income among women lead to greater risk of poverty and higher disparities of income. Individual rather than household level indicators are needed.

**Knowledge** ● Although women's educational attainment exceeds men's, segregation patterns persist. However, participation in lifelong learning remains low or largely feminised where it is higher.

**Time** ● Inequalities in the gendered division of time persist, with women remaining disproportionately responsible for caring activities, and the unequal division of time extending to other activities.

**Power** ● A large imbalance exists in the EU in decision-making, with low levels of gender equality in both political and economic areas together with a lack of suitable indicators to measure social power.

**Health** ● There are low gender gaps, including in access to health structures, although small differences in status remain. The gender gaps in behaviour that can affect health could not be measured.

**Violence** ● No harmonised and comparable gender indicators exist to measure gender-based violence against women and the norms, attitudes and stereotypes that underpin gender roles.

**Intersecting inequalities** ● Disparities between women and men among different groups matter as these are linked to different levels of gender equality.

Comparison over time, through the first update of the Gender Equality Index in 2015, will provide an **invaluable assessment of the progress** made by Member States in reaching greater gender equality.



## 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 need 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 the Organisation for Economic Co-operation and Development and the European Commission (Joint Research Centre) in 2008<sup>1</sup>, which establishes the following 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 the 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, normalisation, weighting or aggregation methods).
- 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 relies on robust and transparent methodological choices, consistent with the soundness of its strong theoretical framework.

This methodology can be replicated at the national and regional level by national statistics offices, academics or NGOs.

## Unique Features and Benefits of the Gender Equality Index

The Gender Equality Index:

- adopts a **gender approach** instead of a women's empowerment approach;
- relies on a **comprehensive framework** of gender equality;
- highlights **gaps in data availability** and calls for harmonised, comparable and reliable data that are both sex-disaggregated and available for all Member States;
- can be used to support gender equality policies, **providing comparability over time and across the EU-27**.

<sup>1</sup> OECD, European Commission, Joint Research Centre, Handbook on Constructing Composite Indicators: Methodology and User Guide, by Nardo, Salsana, Saltelli and Tarantola (EC/JRC), Hoffman and Giovannini (OECD). OECD publication Code:302008251E1. <http://ipsc.jrc.ec.europa.eu/?id=742>

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.

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