



# Measuring Gender Equality in the European Union: The Gender Equality Index





# & more...



**‘equal share of assets and equal  
dignity and integrity between  
women and men’**

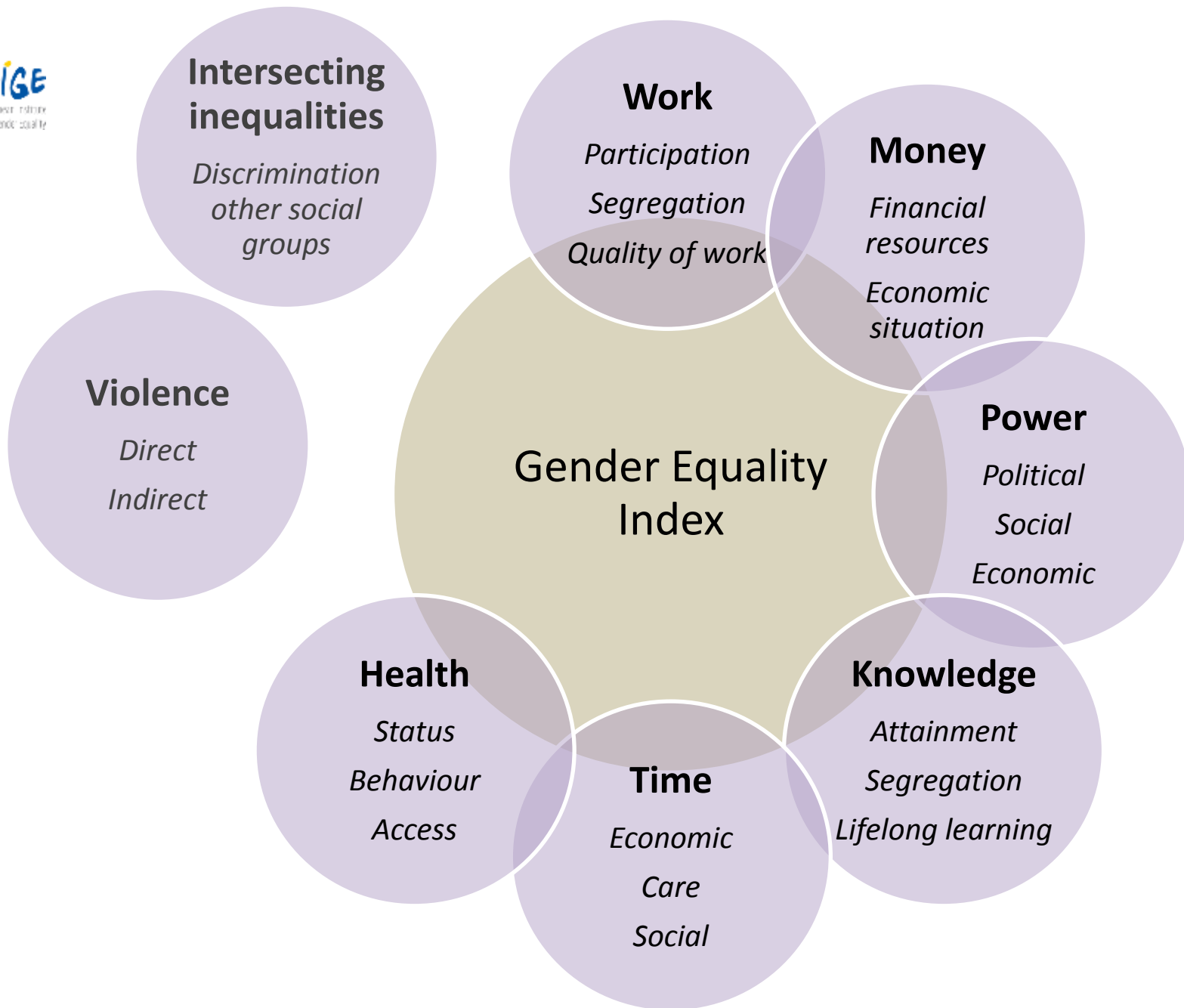


## Gender gaps adjusted for levels of achievement



# Added value of the Gender Equality Index

**... why another index ?**



A synthetic indicator obtained when individual indicators are compiled into a single measure, on the basis of a multidimensional concept



# Selecting variables

- Focus on individuals
- Outcome variables
- Comparable over time and for all EU MS
- No more than 10% missing data points
- Common year -> 2010
- Set that verifies the conceptual framework





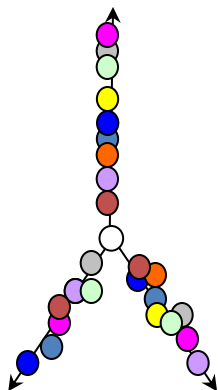
or



?

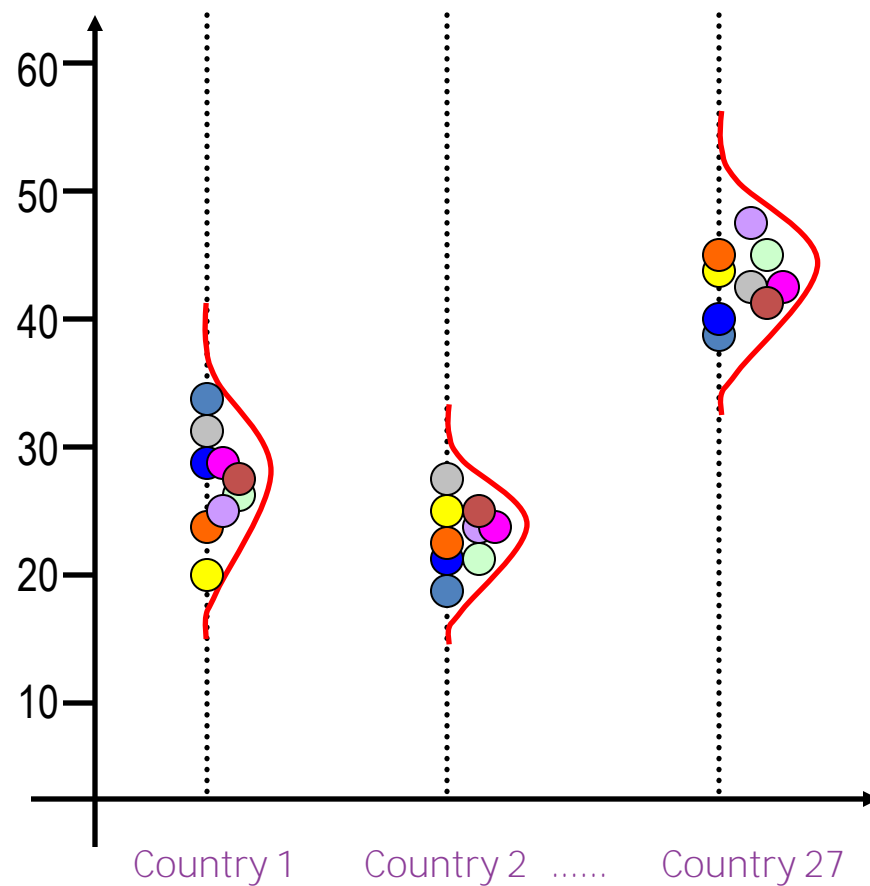
Multi-modelling principle

Weighting



Aggregation Imputation

3 636 indices



# The Gender Equality Index

$$I_i^* = \prod_{d=1}^6 \left\{ \prod_{s=1}^{12} \left( \sum_{v=1}^{27} w_v \Gamma(X_{idsv}) \right)^{w_s} \right\}^{w_d}$$

$$i = 1, \dots, 27$$

$$d = 1, \dots, 6$$

$$s = 1, \dots, 12$$

$$v = 1, \dots, 27$$

$$w_v, w_s, w_d \in [0, 1]$$

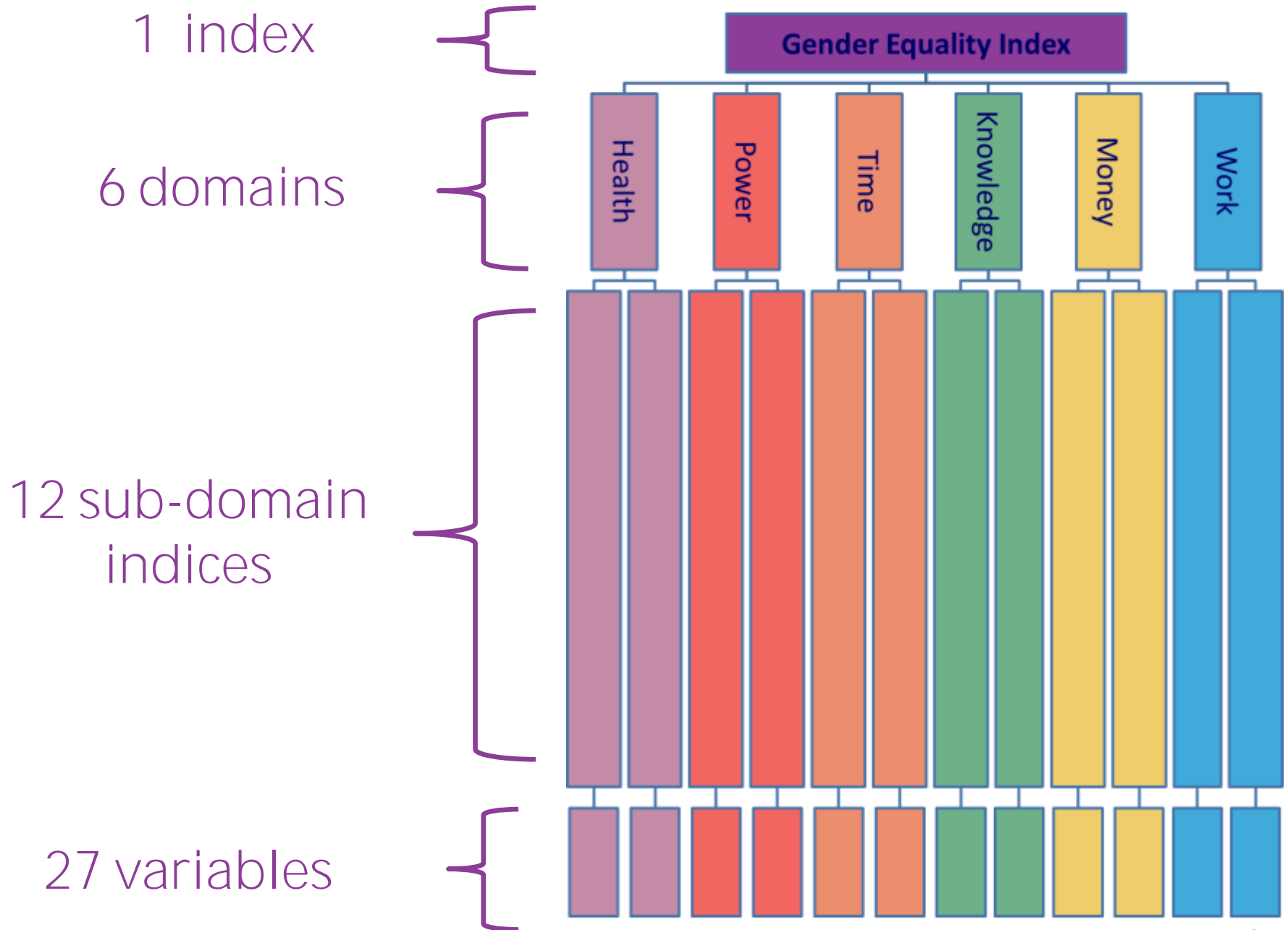
$$\sum w = 1$$

Inequality

Equality

1

100





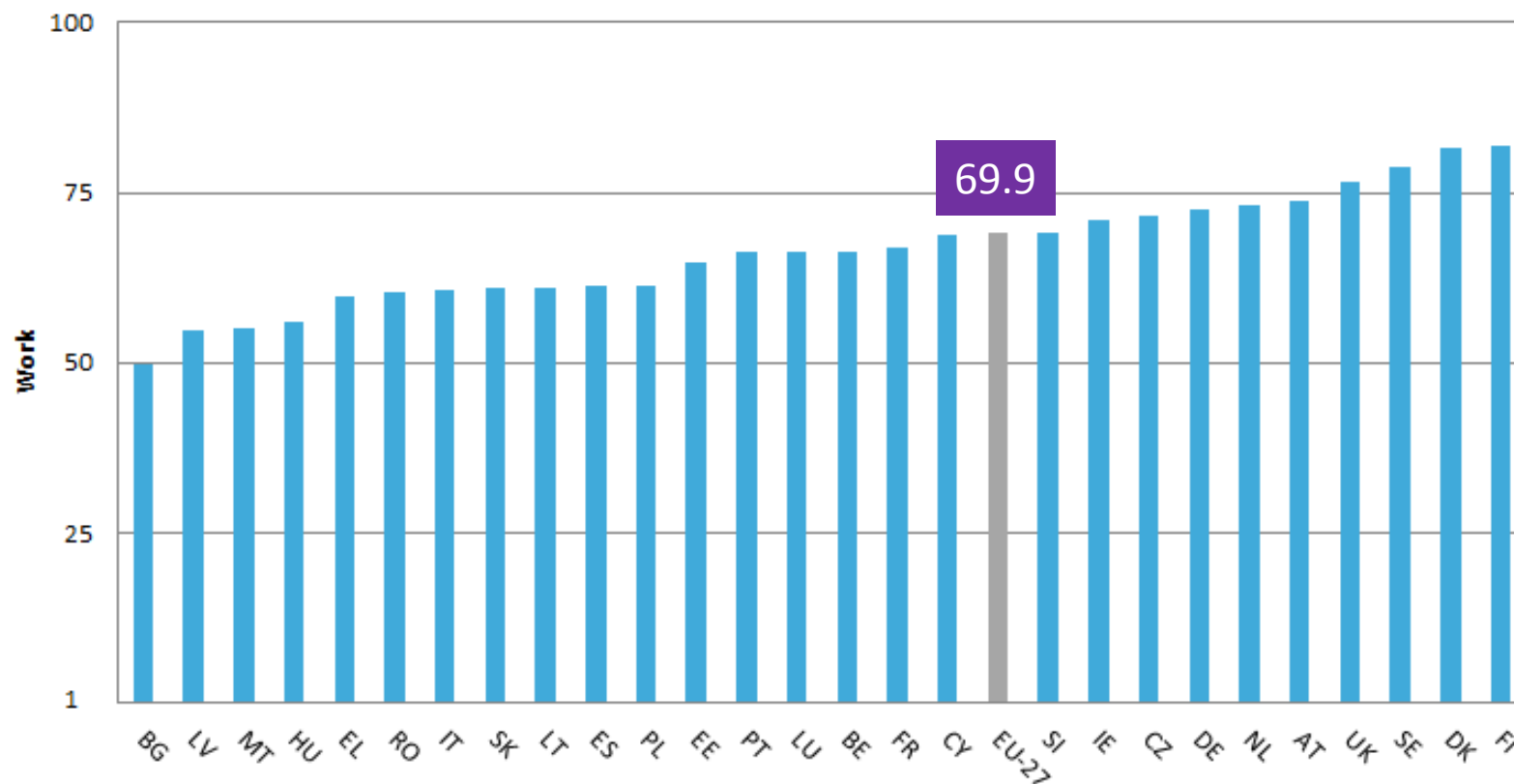
Women remain less likely to participate in the labour market



Work

Large gender segregation in the labour market remains prevalent

The gendered nature of quality of work needs to be measured



Women receive lower earnings and income than men in the EU

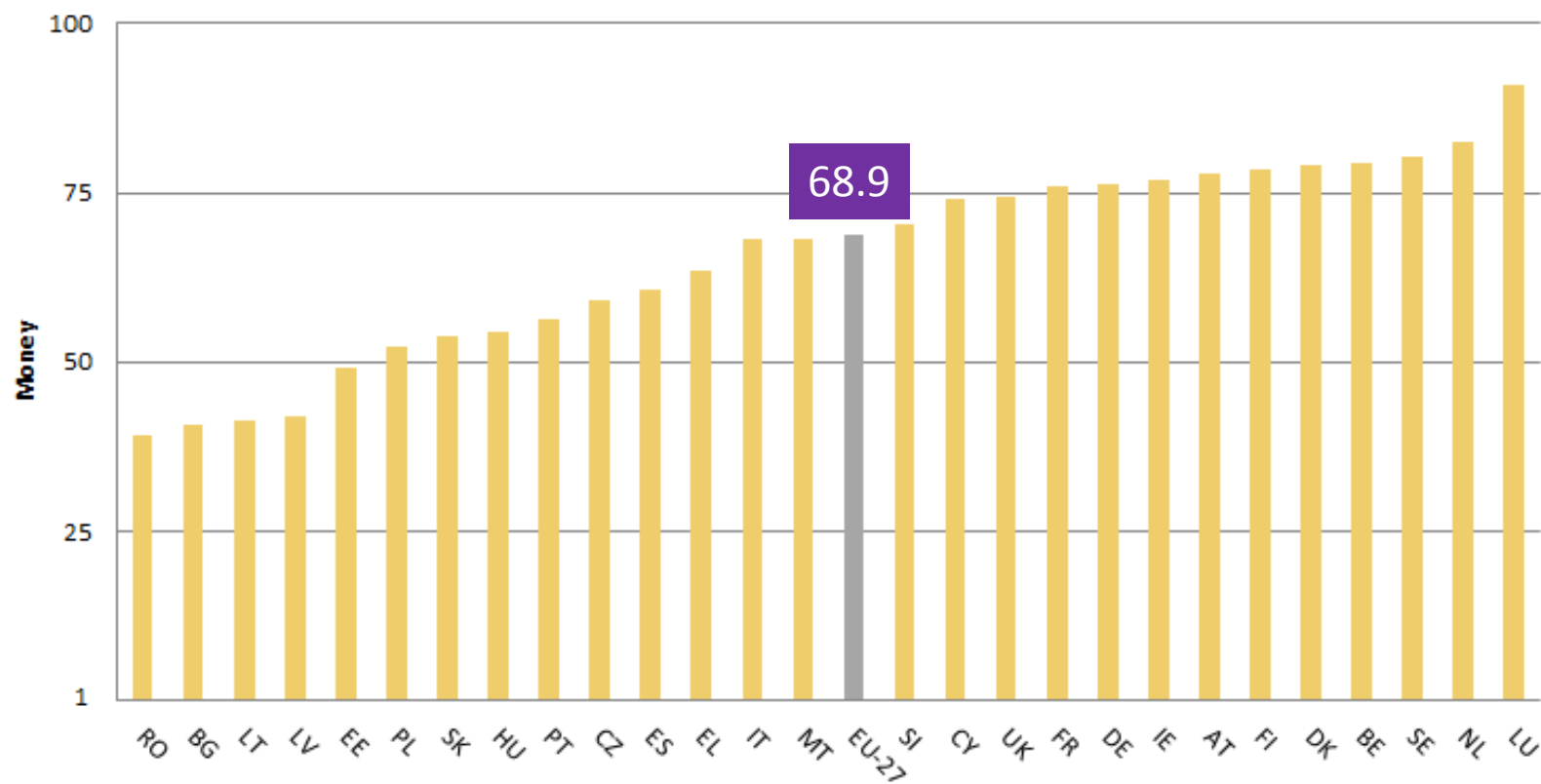


Money

Women are at a disadvantage in terms of their economic situation

Individual rather than household level indicators could measure gender differences in a more sensitive way





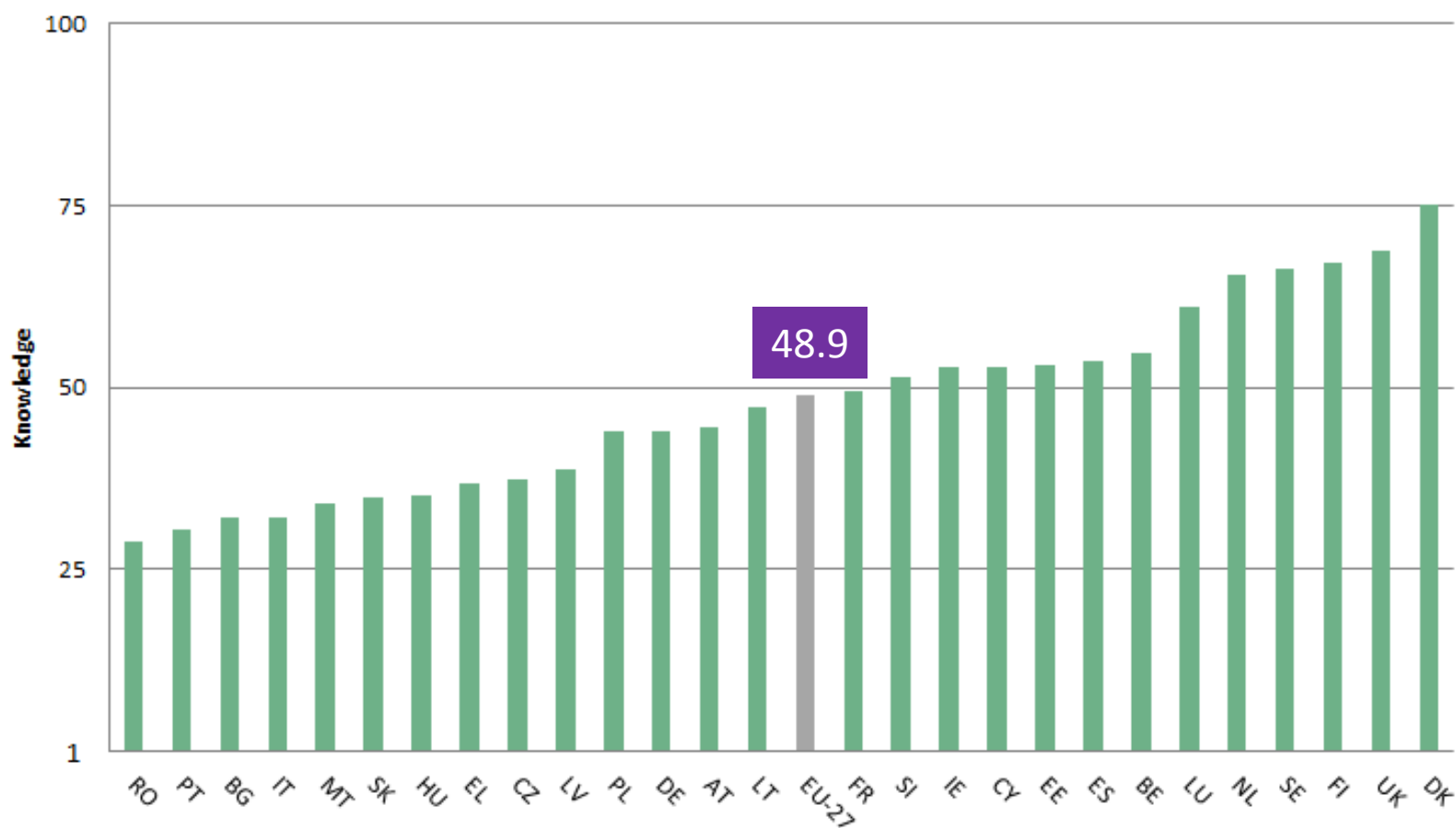
Women outnumber men as university graduates in the EU



Gender segregation in educational fields remains high

## Knowledge

Participation in lifelong learning is low and is more feminised where participation is higher



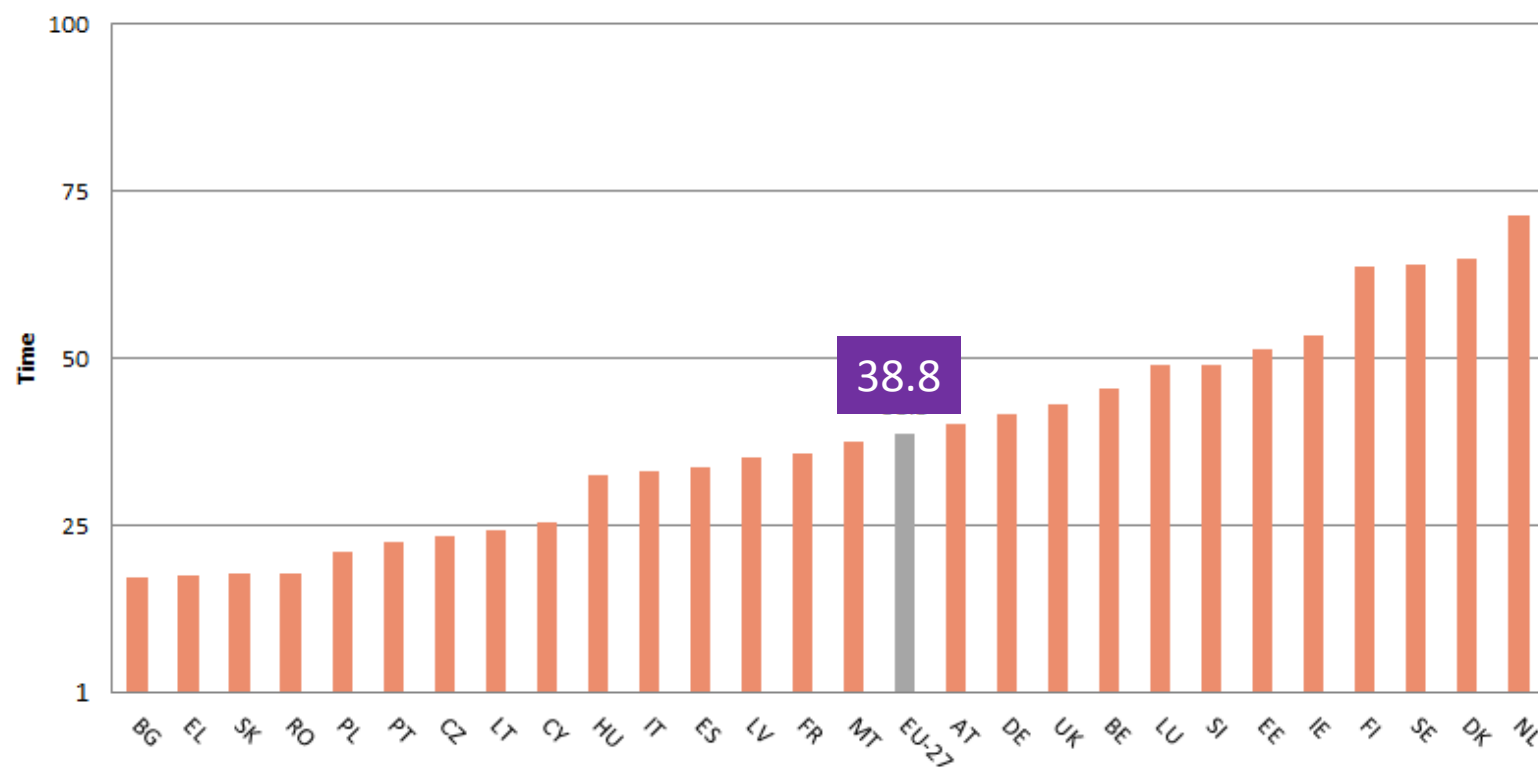
Women remain disproportionately responsible for caring activities



Time

The unequal division of time extends to other activities

Addressing the division of time can provide an opportunity towards transformative change



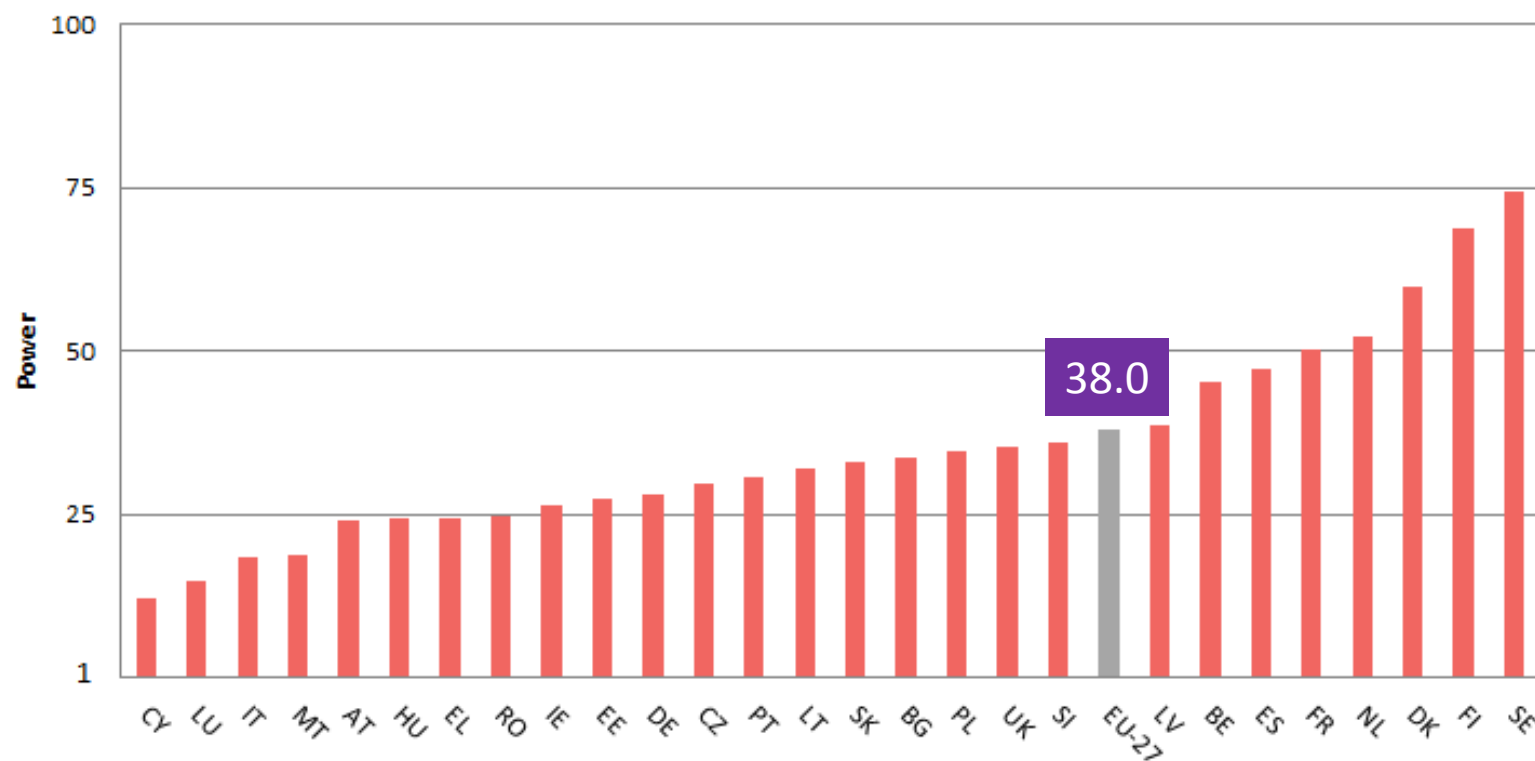
Low levels of gender equality in political decision-making



Power

The lowest gender equality score can be found in economic decision-making

Key actions should be taken to consider gender balance in decision-making



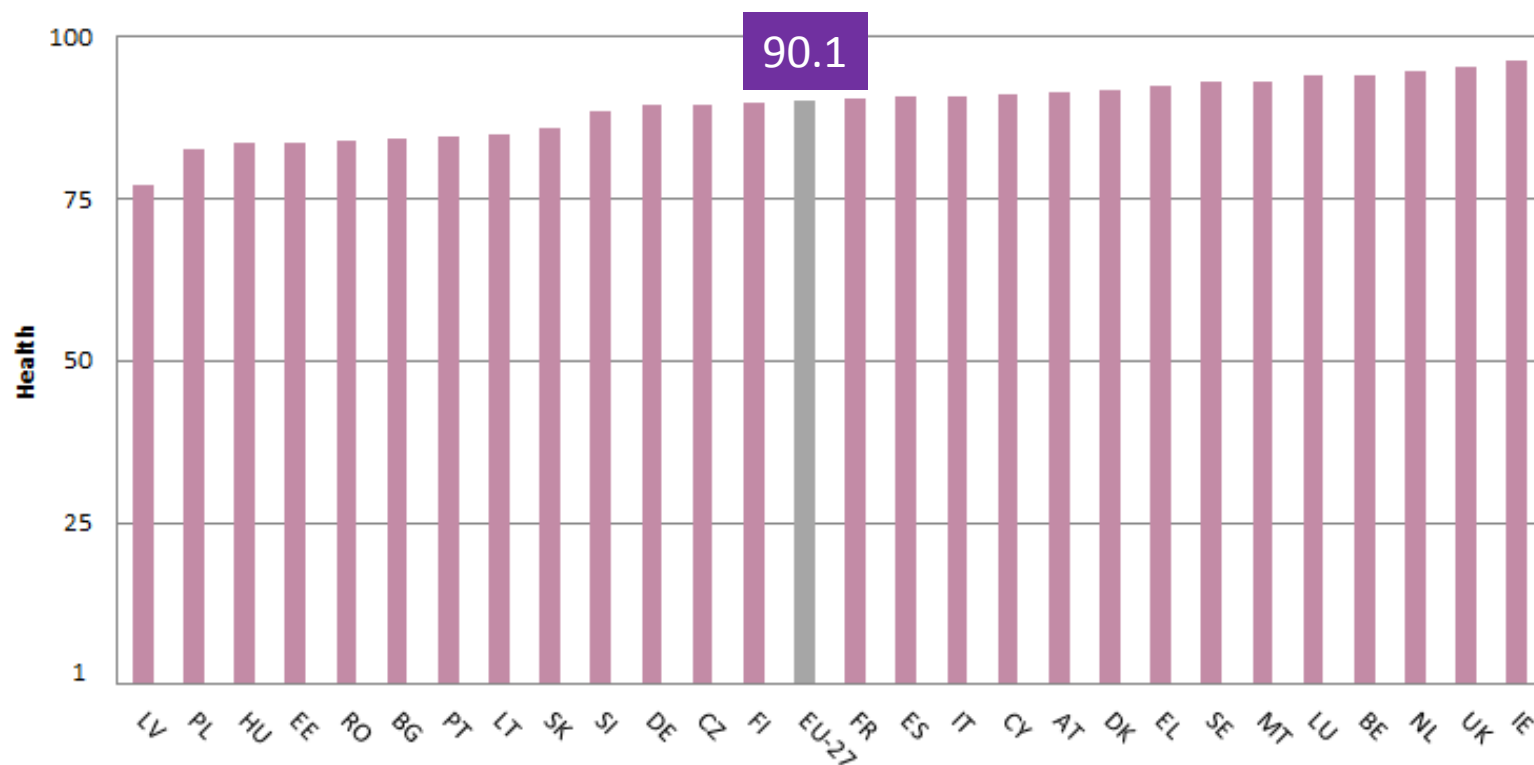


Health

Low gender gaps exist in access to health structures

The old adage that 'women get sicker and men die younger' remains largely true







## **Intersecting Inequalities**

Disparities between women and men among different groups matter as these may be linked to different levels of gender equality



## Employment rates for:

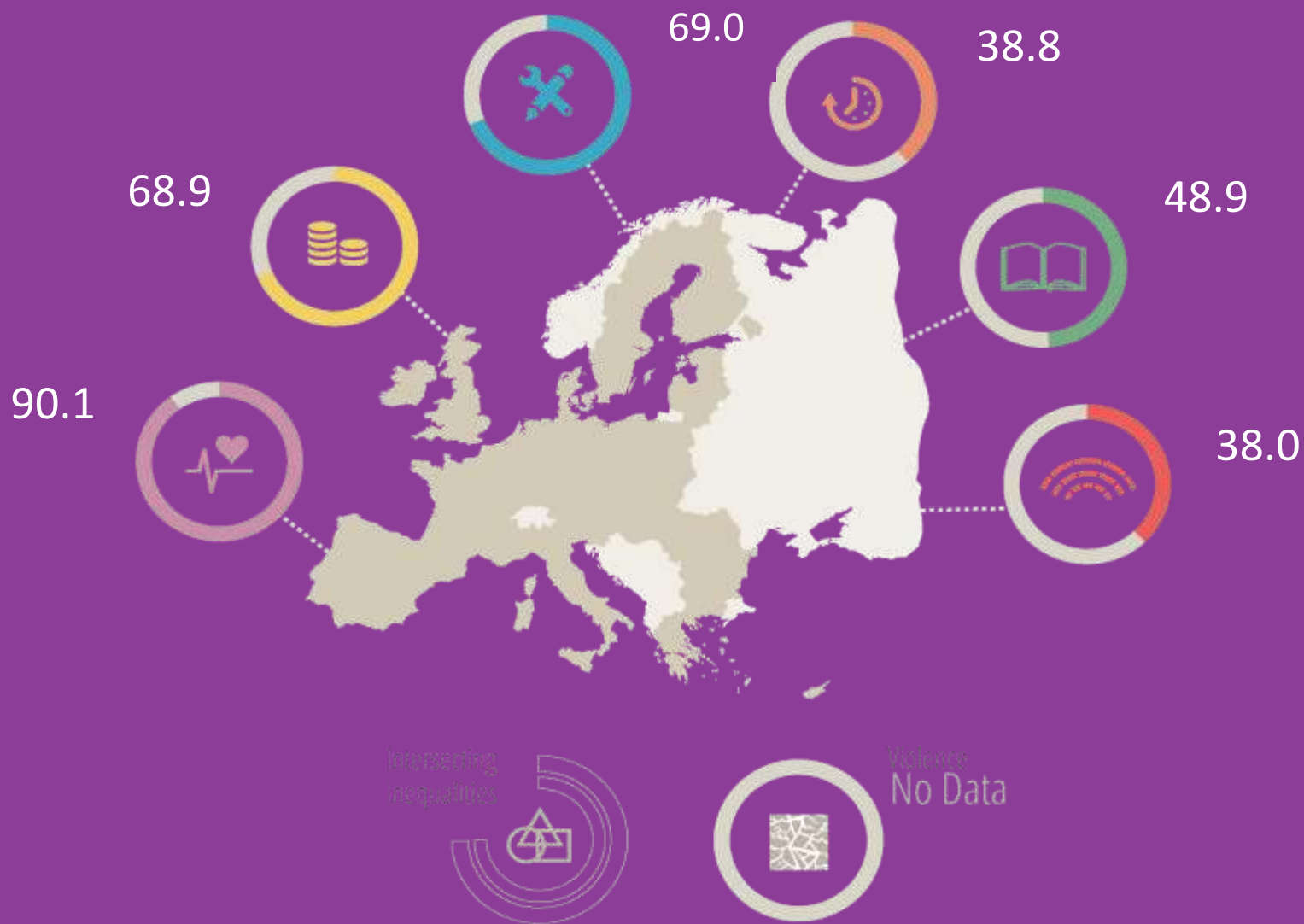
- Minorities and migrants
- Older workers
- Lone parents/carers

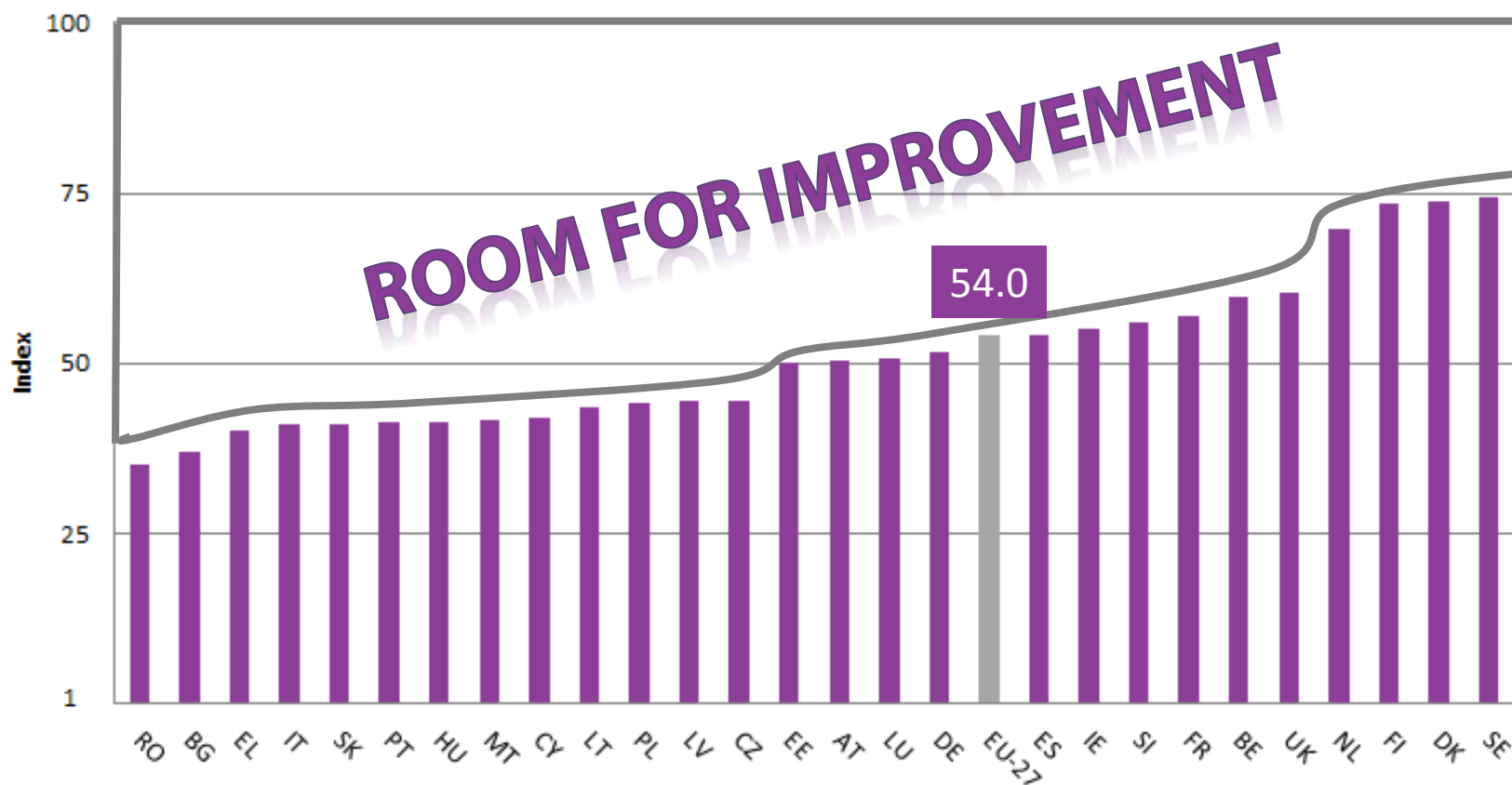


**Violence**

The biggest gap of all







A set of Country Profiles is provided together with the report to facilitate the contextualisation of the scores:

- Results at the country level
- Policy initiatives to promote gender equality
- Key socio-economic indicators





Consistent frameworks

Flexible structure

Support to decision-making

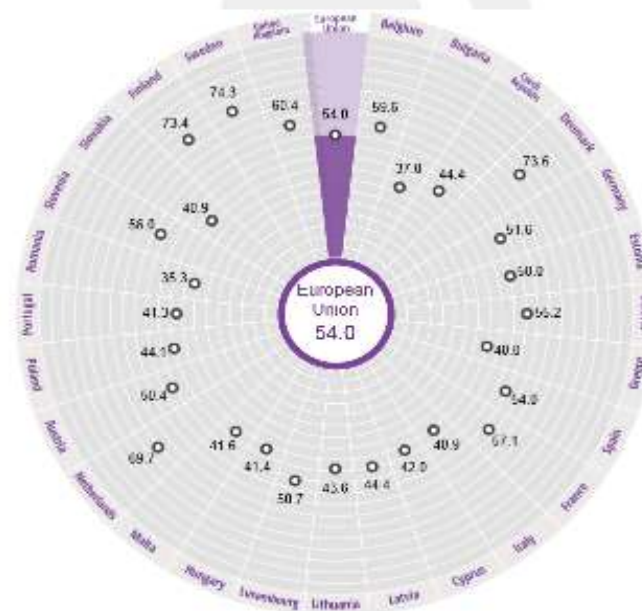




## Gender Equality Index

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## Index



## SUMMARY

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, health** and two **satellite domains (intersecting inequalities and violence)**. The satellite domains are conceptually related to the Index but cannot be included in the core index because they measure an illustrative phenomenon. Specifically, the domain of violence measures gender-based violence against women, and the domain of **intersecting inequalities** considers specific population groups such as lone parents, carers or people with disabilities.

The Index provides results at the domain and sub-domain level for the EU overall and for each Member State. It provides a measure of how far (or close) each Member State was from achieving gender equality in 2010.



How can we move forward  
when half of us are being  
held back?





# The Index Team

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