

# Gender Equality Index

## Main findings



The Gender Equality Index is the result of three years of work by various contributors.

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This work builds upon the initial study for the development of the basic structure of a European Union Gender Equality Index, developed for EIGE by Prof Dr Janneke Plantenga, Prof Colette Fagan, Prof Dr Friederike Maier and Dr Chantal Remery. Important contributions to the Gender Equality Index were also made by Prof Eileen Drew, Dr Maris Goldmanis, Eva Heckl and Dr Irene Pimminger. Special gratitude goes to Dr Michaela

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The European Institute for Gender Equality is very grateful to many other individuals and institutions which provided valuable contributions and support to the building of the Gender Equality Index.

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# Halfway towards equality

Equality between women and men is a fundamental value of the European Union and is vital to its economic and social growth. To reach the objectives set by the EU in the Europe 2020 growth strategy, face current economic and social challenges, secure social justice and achieve smart and sustainable development, gender equality has to have a pivotal role in the political debate in Europe.

This publication summarises in an easy-to-comprehend manner the main results of the institute's work of the past 3 years on a synthetic measure of gender equality — the Gender Equality Index. I am proud to say that it is the only index that gives a comprehensive map of differences in outcomes between women and men at the individual level in the EU and across Member States. The index supports evidence-based policymaking and indicates where political priorities should be shifted to accelerate the process of achieving a gender-equal Europe.

As a result of the index, scores for each Member State and an EU average are presented to enable a detailed assessment of how close the EU and Member States have come towards achieving gender equality in each of the critical domains and within the EU policy agenda. With an average score of 54.0 (where 1 stands for no gender equality and 100 for full gender equality), the European Union is only halfway towards a gender equal society. Despite 50 years of policies and actions at European level, Member States have not managed to overcome gender gaps.

The results obtained show that the domain of power highlights the biggest gender gaps, with an average score of only 38.0 at EU level. The second domain where the widest gender gaps can be observed is the domain of time. The domain is marked by wide differences between women and men when it comes to time spent on unpaid caring and domestic activities, with an average score of 38.8 at the EU level. What also needs to be highlighted is that the area of violence is completely empty, calling all policymakers at the EU and Member State levels to ensure the collection of comparable data to support the fight against gender-based violence.

On behalf of the institute and its team, I would like to thank all institutions and experts who contributed to the creation of the Gender Equality Index, and especially the European Commission (Directorate-General for Justice and the Joint Research Centre); Eurofound; the International Labour Organisation; the European Women's Lobby; EIGE's Management Board, Experts' Forum and Working Group on the Gender Equality Index; and my colleagues at EIGE. We are happy that the index gives impetus for broader debate on the challenges of gender equality and contributes to making equality between women and men in Europe a reality for all. Every 2 years the institute foresees updates of the index and in 2015 we hope to offer you an even more substantial volume of analysis and data to monitor the progress on gender equality in the EU.

Virginija Langbakk,  
Director

The European Institute for Gender Equality (EIGE)



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## Country abbreviations (\*)

<b>BE</b>	Belgium
<b>BG</b>	Bulgaria
<b>CZ</b>	Czech Republic
<b>DK</b>	Denmark
<b>DE</b>	Germany
<b>EE</b>	Estonia
<b>IE</b>	Ireland
<b>EL</b>	Greece
<b>ES</b>	Spain
<b>FR</b>	France
<b>IT</b>	Italy
<b>CY</b>	Cyprus
<b>LV</b>	Latvia
<b>LT</b>	Lithuania
<b>LU</b>	Luxembourg
<b>HU</b>	Hungary
<b>MT</b>	Malta
<b>NL</b>	Netherlands
<b>AT</b>	Austria
<b>PL</b>	Poland
<b>PT</b>	Portugal
<b>RO</b>	Romania
<b>SI</b>	Slovenia
<b>SK</b>	Slovakia
<b>FI</b>	Finland
<b>SE</b>	Sweden
<b>UK</b>	United Kingdom
<b>EU-27</b>	The 27 EU Member States (**)

(\*)Croatia was not included in the calculations of the Gender Equality Index.

(\*\*)The Gender Equality Index presents the situation for the EU-27 in 2010, hence the reference to EU-27 in this publication.



# 1. Introduction

Equality between women and men is a fundamental value of the European Union (EU), enshrined in its treaties and in the Charter of Fundamental Rights of the European Union. The need for a Gender Equality Index was initially introduced by the European Commission in the Roadmap for Equality between Women and Men 2006–10 and subsequently included in the action plan of its Strategy for Equality between Women and Men 2010–15. The European Institute for Gender Equality (EIGE) 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 EU. It is one of the major assignments in the institute's mid-term work programme 2010–12. The Gender Equality Index is the result of 3 years of work and the result of a long consultation process with many organisations and stakeholders. It was first presented to the public in a conference in Brussels on 13 June 2013. The Gender Equality Index is a synthetic indicator that measures how far (or close) the EU and its Member States were from achieving complete gender equality in 2010. It will be updated every 2 years.

## 2. Why a Gender Equality Index?

The Gender Equality Index aims at:

- providing a synthetic measure of gender equality that is easy to understand and to communicate;
- giving a tailor-made composite indicator measuring gender equality at EU level and within the Member States;
- providing a tool to support decision-makers in assessing how far (or close) a given Member State is from reaching gender equality;
- allowing meaningful comparisons between different gender equality domains;
- measuring achievements in the area of gender equality over time.

The Gender Equality Index is a tool that is able to reconcile different perspectives and definitions of gender equality and that adds value to other existing measures of gender equality. It adopts a gender approach that measures gaps between both women and men. It expands on the framework of other indices by including important areas, not previously covered. The

Gender Equality Index is based on a comprehensive conceptual framework that reflects the critical areas of gender equality and is, importantly, not bound by data availability. This feature helps to identify and highlight data gaps. The Gender Equality Index is adapted to the context of the EU and is based on EU policy priorities. For example, existing indices may adopt indicators that are less relevant to the EU context such as son bias (preference for boy child) and literacy rates.

The definition of gender equality adopted by the index is a pragmatic one that can encompass several different perspectives: 'equal share of assets and equal dignity and integrity between women and men'. The index aims at reconciling different perspectives on gender equality that are present at policy and theoretical levels including approaches of sameness (Veerlo, 2005), difference (Walby, 2005) and transformation (Walby, 2005; Walby 2009). Based on this initial inclusive approach to gender equality, the Gender Equality Index measures gender gaps, for both women and men, but adjusts them for levels of achievement.



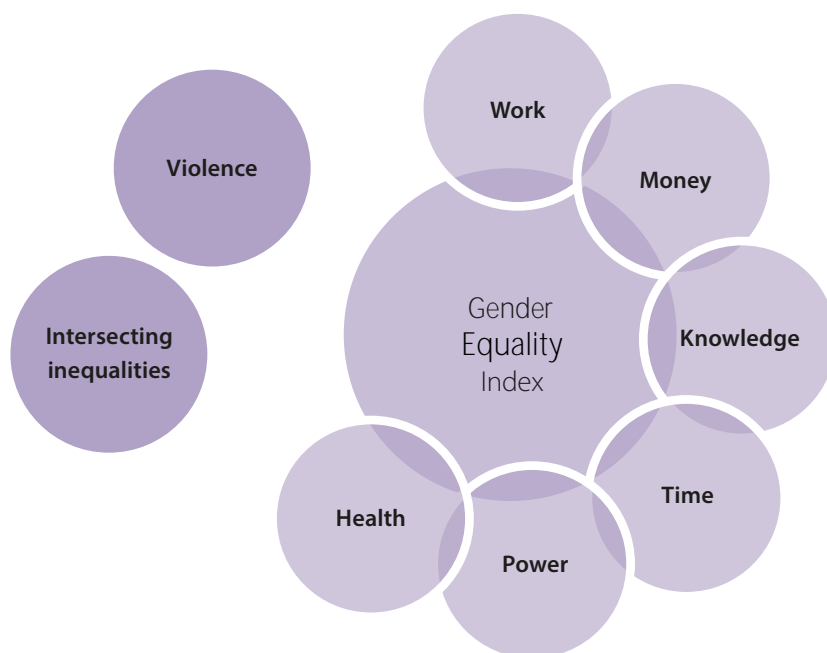
### 3. Conceptual framework

Devising a conceptual framework to describe gender equality is a difficult exercise because of the complexity of the concept (perspectives, heterogeneity of the population) and the necessity to draw out the main elements without losing the essence of what gender equality is.

Guiding the choice of domains are in-depth reviews of key gender equality policy documents at EU and international level (such as the European Commission’s Women’s Charter 2010, the European Commission’s Strategy for Equality between Women and Men 2010–15, the Council of the European Union Pact for Gender Equality 2011–20, the Convention on the Elimination of All Forms of Discrimination against Women or the Beijing Platform for Action), theoretical equality frameworks at international level and literature relevant to each of the identified domains and sub-domains.

The structure of the conceptual framework of the Gender Equality Index consists of eight domains (**Figure 1**), the first six (work, money, knowledge, time, power, health) being combined into a core index and an additional two satellite domains (intersecting inequalities and violence). The satellite domains are conceptually related to gender equality, but cannot be included in the core index because they measure an illustrative phenomenon — that is, a phenomenon that only applies to a selected group of the population. This occurs when considering issues that are related to women only, as in the case of gender-based violence against women, or when examining gender gaps among specific population groups (people with a disability; lone parents; etc.). Each domain is further subdivided into sub-domains. In the following pages each domain is discussed conceptually.

**Figure 1. Domains and sub-domains of the Gender Equality Index**





The experiences of women and men within the domain of **work** vary significantly. Women are much less likely to participate in the labour market, more likely to work on a part-time basis or to work in the informal economy (European Commission, 2009). Furthermore, the sectors in which women and men operate tend to vary significantly, with women over-represented in sectors such as education and health, and greatly under-represented in science, engineering and technology (Folbre, 2006). Finally, the domain also considers how women and men get on in the labour market by considering the issue of quality of work. This is a gendered issue, as women are disproportionately involved in non-standard and/or precarious work that may hold fewer opportunities for training and promotion, which in turn may contribute to further segregation (European Commission, 2009).

Gender equality and employment is a major focus of the Lisbon Treaty, which includes a commitment to support Member States in achieving equality between women and men with regard to labour market opportunities and treatment at work, focusing not only on creating more jobs but also better jobs. This commitment has been inscribed in a number of strategic documents including the Women's Charter 2010, the European Pact for Gender Equality 2011–20 and the Strategy for Equality between Women and Men 2010–15, where the emphasis is on increasing women's employment, in conjunction with the reduction of labour market segregation. This is complemented by one of the Europe 2020 targets, which is to achieve a participation rate in employment of 75 % of 20–64 year-olds.

The domain of **money** examines financial resources. This includes pay, earnings and other forms of income, for example social transfers. Women tend to have lower financial resources than men and this may have an impact on the economic situation of women and men, with women as a result being both less wealthy and more at risk of poverty than men (Fraser, 1997; Pascall and Lewis, 2004). The income distribution between the richest and poorest women and men is also an important aspect when assessing the economic situation.

The principle of equal pay for male and female workers for work of equal value is part of the Treaty on the Functioning of the European Union (Article 157). As a result, the elimination of the gender pay gap has been

put at the heart of many strategic documents, including the Women's Charter 2010, the Strategy for Equality between Women and Men 2010–15, and the European Pact for Gender Equality 2011–20. In addition, Europe 2020 identifies the need for Member States to 'fully deploy their social security and pension systems to ensure adequate income support' and to ensure that the EU fights against poverty, by reducing the number of individuals living below the national poverty lines by 25 %, thereby decreasing the number of individuals at risk of poverty by 20 million within the EU.

The domain of **knowledge** shows differences between women and men in terms of education and training. A greater proportion of young women now reach at least upper secondary school and they outnumber men as university graduates. However, patterns of segregation persist (Lynch and Feeley, 2009). Although women increasingly enter male-dominated fields, the contrary remains untrue. Overall, one of the greatest segregations is in STEM (science, technology, engineering and mathematics). In addition, skills and competences need to be expanded through lifelong learning, in line with fast-changing technologies (including in information and communication), although participation remains low for both women and men.

At policy level, Europe's 2020 targets on educational attainment include the reduction of the drop-out rate to 10 % from the current 15 % and increasing the share of the population aged 30–34 having completed tertiary education. Moreover, the European Pact for Gender Equality 2011–20 seeks to eliminate segregation in educational paths, disciplines and professions. Skills are addressed in the Europe 2020 flagship initiative 'An agenda for new skills and jobs: A European contribution towards full employment', which stipulates that Europe must act in the fields of education, training and lifelong learning to contribute to delivering smart growth; and in the Europe 2020 initiative 'A Digital Agenda for Europe', which addresses the gap in digital literacy and skills and calls to increase the supply of ICT practitioners through making the sector more attractive to young women.

The fourth domain of **time** focuses on the trade-off between economic, care and other social activities (including cultural, civic, etc.). Although the rate of participation of men in the labour market has remained relatively stable over the past 50 years, there has been



a remarkable increase in the participation of women over that time period. However, this has not been fully translated into a more equal share of time spent on caring activities. On the contrary, decreasing differences in time spent on caring activities are due to women's reduced involvement rather than men's greater contribution. As a result, this can translate into fewer opportunities to spend time in other activities, including social, cultural or civic activities. The balance between work, care and social activities is emphasised in key EU strategic documents. Europe 2020, the Women's Charter 2010 and the European Pact for Gender Equality 2011–20 all address the need to achieve a better work–life balance for women and men. Their focus is on promoting long-lasting changes in parental roles, family structures, institutional practices and the organisation of work and time, with changes that do not merely affect women but also men and the whole of society. The need to adapt the organisation of society to a fairer distribution of women's and men's roles is identified. The Strategy for Equality between Women and Men 2010–15 recognises the existence of inequalities in entitlements to family-related leaves, notably paternity leave and carer's leave, and the necessity to address them in order to achieve economic independence for both men and women.

The domain of **power** examines how the attainment of gender equality can be greatly affected by women's lack of participation in decision-making. The representation of women and men in decision-making shows very large differences. There is an overall democratic deficit in the EU at all political levels. In addition, there is a low proportion of women in social areas, including for example in top positions on scientific boards, as university rectors or in the judiciary. Finally, women are also greatly under-represented in economic institutions, including on the boards of the largest quoted companies.

There is a strong emphasis on decision-making in key gender equality strategic documents, including the Women's Charter 2010, the European Pact for Gender Equality 2011–20 and the Strategy for Equality between Women and Men 2010–15. The priorities include more equal gender balance and fairer representation; political representation at all levels; and social as well as economic representation.

The last of the core domains is **health**. It focuses on differences between women and men in terms of health status, behaviour and access to health structures. There are differences, both related to sex and gender, between women and men. First, women live longer, but have shorter healthy life years (Kirby, 2000). There are also differences in behaviours, leading to differences in determinants of health. Men are for example at greater risk of violent death, of being victims of car accidents, smoking, drinking, or engaging in unsafe sex (Doyal, 2000). Finally, women may be more likely to access health structures because of their gendered role in society and their reproductive needs (Kirby, 2000), although their position in households can deprive them of access to health as it makes them give priority to the needs of others over their own (Doyal, 2000).

At policy level, Europe 2020 emphasises the need to reduce health inequalities as well as to ensure better access to healthcare systems. In addition, the Women's Charter 2010 recognises the importance of the elimination of gender inequalities in the access to healthcare and in health outcomes. The Strategy for Equality between Women and Men 2010–15 goes beyond equality of access and focuses on addressing gender-specific health risks and diseases as well as tackling gender-based inequalities in healthcare and long-term care and health outcomes.

**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. On the one hand, the concept of diversity contends that focusing solely on the binary categories of gender is not sufficient, while on the other hand the number of intersecting categories is theoretically as great as the number of individuals concerned. The problem is compounded by pragmatic issues such as determining the areas of gender equality that can be examined under the principle of intersectionality. Being a horizontal issue, different gender gaps exist between different groups in all of the domains considered here. For example, it has been noted by several studies that the most vulnerable group during the recent economic crisis was that of male migrants (from outside the EU), as they were worst hit by job losses (European Commission, 2013).

The principle of anti-discrimination/intersecting inequalities is enshrined in the EU treaties. The Amsterdam Treaty (1997) was a forward step since discrimination moved beyond the two grounds of nationality and sex, to include race and ethnicity, religion and belief, age, disability and sexual orientation. Later, the Treaty on the Functioning of the European Union (Articles 10 and 19) declared the EU's aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. The Charter of Fundamental Rights of the European Union goes further including new types of discrimination (genetic features, language, opinions, membership of a national minority, property and birth) and asserts that non-discrimination should be observed on the grounds described. The Strategy for Equality between Women and Men 2010–15 pays attention to the intersection of gender and migration.

**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 the 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.

Declaration 19 on Article 3 of the Treaty on the Functioning of the European Union states the EU's ambition of combating all forms of domestic violence. The need to eradicate violence against women is addressed in key strategic documents. The European Pact for Gender Equality 2011–20, Women's Charter 2010 and Strategy for Equality between Women and Men 2010–15 specifically refer to the need to combat all forms of violence against women as well as stereotyped, degrading and any offensive manner of portraying women.



## 4. Methodology

The Gender Equality Index is a synthetic indicator obtained when individual indicators are compiled into a single measure on the basis of a multidimensional concept. The Gender Equality Index relies on three essential components: a transparent and solid methodology, sound statistical principles and statistical coherence within the theoretical framework. It relies on the 10-step methodology on building composite indicators developed by the European Commission's Joint Research Centre and the Organisation for Economic Cooperation and Development (OECD) (Nardo et al., 2008).

The selection of the initial indicators for the Gender Equality Index is made on a theoretical basis, from among over 200 variables from different sources including Eurostat, the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and DG Justice. These indicators have different time and country coverage and target populations, and are derived from data collected for different purposes. The variables focus on individuals, rather than on institutions or countries (for example, it is possible to include 'healthy life years', but not 'healthcare expenditure'). Furthermore, they consist of outcome variables that measure current status as opposed to process or input variables (for example, 'time spent on care activities', but not 'provision of childcare services').

In addition, strict data quality criteria are applied. Data need to be accessible, updated, comparable over time

and for all EU Member States, and have no more than 10 % of missing data points, with preference given to the indicators of the Beijing Platform for Action endorsed by the Council of the EU or Europe 2020 indicators.

To calculate the Gender Equality Index, an initial metric is developed. It considers the position of women and men to each other, by taking the absolute value of the difference. This means that a gender gap where women are at a disadvantage compared to men (for example with earnings) is treated in the same way as where men are at a disadvantage (for example educational attainment in third-level education).

**Initial metric:**

$$Y_{(X_{it})} = \left| \frac{\tilde{X}_{it}^w}{\tilde{X}_{it}^a} - 1 \right|$$



Subsequently, it takes into account the context and the different levels of achievement of Member States, ensuring that a good score is the reflection of both low gender gaps and high levels of achievement. For example, a good score needs to be the reflection of both a low gender gap but also a high level of participation in the labour market or education.

**Correcting coefficient:**

$$\alpha_{(X_{it})} = \frac{\tilde{X}_{it}^a}{\max \tilde{X}_{it}^a}$$



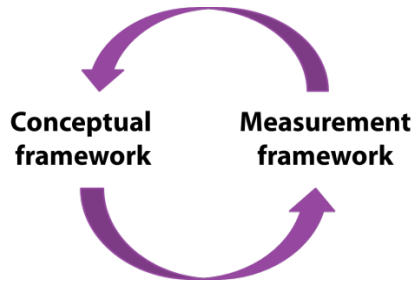
The final metric is obtained by adjusting the initial gap by levels of achievement.

**Final metric:**

$$I_{(X_{it})} = 1 + [\alpha_{(X_{it})} \cdot (1 - Y_{(X_{it})})] \cdot 99$$



The indicators selected need to conform to a solid statistical structure. This is achieved by using a multivariate analysis called a principal components analysis (PCA). The technique assesses the internal structure of the data and aims at providing statistical support to the conceptual framework by creating a measurement framework.



The results of the multivariate analysis provide the final set of 27 indicators, grouped into six domains, each further sub-divided into two sub-domains (giving a total of 12 sub-domains). The indicators used refer to 2010, the latest year for which a complete set of data could be obtained during the construction of the Gender Equality Index.

The comparison of the statistical structure of the data and the structure provided by the conceptual framework shows that the majority of sub-domains remained unchanged. Two sub-domains are left unmeasured due to lack of data. There is no data disaggregated by sex to measure health behaviour in the domain of health, as well as no suitable data on social decision-making in the domain of power. The sub-domain of time spent in economic activities is not included in the domain of time to prevent overlapping with the domain of work that measures the participation of women and men in the labour market. Furthermore, indicators measuring segregation, in the domains of work and knowledge, are closely associated with other domains and therefore merged with other indicators. The full comparison between the conceptual and measurement frameworks can be found in **Table 1**.



**Table 1. Comparison of conceptual and measurement frameworks in the Gender Equality Index**

Domain	Conceptual framework	Measurement framework
Work	Participation	Participation
	Segregation	Segregation and quality of work
	Quality of work	
Money	Financial resources	Financial resources
	Economic situation	Economic situation
Knowledge	Educational attainment	Educational attainment and segregation
	Segregation	
	Lifelong learning	Lifelong learning
Time	Economic	—
	Care activities	Care activities
	Social activities	Social activities
Power	Political	Political
	Social	—
	Economic	Economic
Health	Status	Status
	Behaviour	—
	Access	Access
Intersecting inequalities	Discrimination and other social grounds	Discrimination and other social grounds
Violence	Direct	—
	Indirect	—

Calculating the index relies on eliminating as much subjectivity as possible, by computing the set of all potential indices, from which to select the most representative index. Different indices can be obtained changing the ways in which indicators are imputed (estimation of missing data), aggregated (groups data according to the structure provided by the

measurement framework) and weighted (assigns a relative importance to variables, sub-domains and domains). The selection of the best index is the one that is the closest to the most central, as measured by the median distance, among the 3 636 possible indices that were computed.

The characteristics of the best index are given in **Table 2**.

**Table 2. Weighting and aggregation methods used to compute the Gender Equality Index**

	Variables	Sub-domains	Domains
<b>Weighting</b>	Equal	Equal	Experts
<b>Aggregation</b>	Arithmetic mean	Geometric mean	Geometric mean

It relies on experts'(!) weights at the domain level, which are derived using a process called an analytic hierarchy process (it is based on ordinal pair-wise comparison of

domains) and equal weights at the sub-domain and variable level.

Mathematically, it is expressed as:

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

$i = 1, \dots, 27$   
 $d = 1, \dots, 6$   
 $s = 1, \dots, 12$   
 $v = 1, \dots, 27$   
 $w_v, w_s, w_d \in [0,1]$   
 $\sum w = 1$

The aggregation relies on the arithmetic mean at the variable level, which means calculating the average in the usual sense of the terms. However, at sub-domain and domain level, the aggregation is done using the geometric mean, a property of which is that it minimises the potential compensations between low and high values (2).

However, its interpretation remains simple, since a score ranges from 1 to 100, which stands for full gender equality. For example, a score of 50 can be interpreted as halfway towards gender equality or 50 out of 100.



(!) The experts consulted consisted of members of EIGE's Working Group on the Gender Equality Index and EIGE's Expert Forum.

(2) For example, the arithmetic average of two scores of 10 and 90 is 50. The value of the geometric average for the same scores is only 30, which means that it does not fully allow for compensations between the scores in different domains.

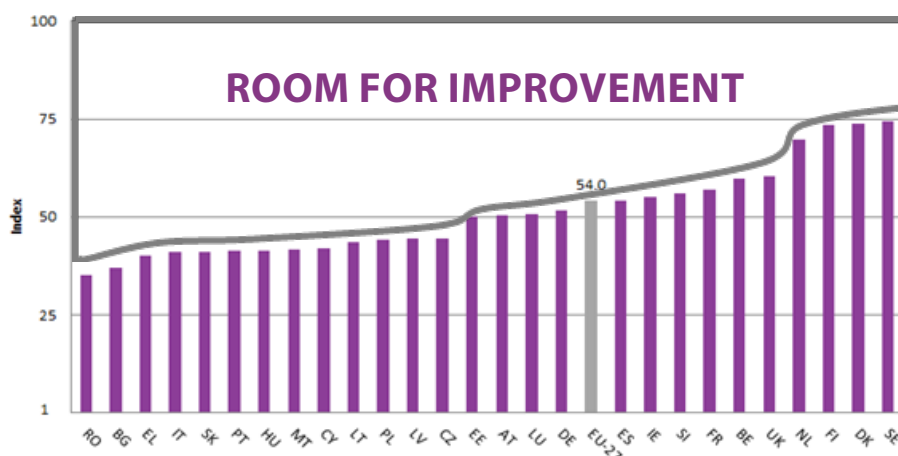


## 5. Far, far away from gender equality?

Despite more than 50 years of gender equality policy at EU level, the findings show that gender gaps are prevalent across the EU. With an average score of 54.0 (Figure 2), the EU remains far from reaching its gender equality aim. The range across Member States, from 35.3 to 74.3, shows the broad scale of variation

throughout the EU in the level of gender equality achieved overall. Nearly half of the Member States (13) are below the score of 50. Nevertheless, four countries — the Netherlands, Finland, Denmark and Sweden — are leading with scores between almost 70 and slightly above 74 out of 100.

**Figure 2. Scores of the Gender Equality Index by Member State**



The Gender Equality Index is supplemented by six sub-indices at the domain level (Table 3) and 12 sub-indices at the sub-domain level. It provides a detailed assessment of where EU Member States stand

with achieving gender equality in selected policy areas (detailed figures for the Gender Equality Index, broken down by domains and sub-domains, can be found in the Annex.

**Table 3. Scores of the Gender Equality Index at domain level in the EU**

Country	Index	Work	Money	Knowledge	Time	Power	Health
EU-27	54.0	69.0	68.9	48.9	38.8	38.0	90.1

The scores of the Gender Equality Index show that, overall in the EU, gender equality remains far from a

reality, with the most problematic areas in the domains of power and time.





## 6. Domain of work: disparities in how women and men are getting into and getting on in the labour market

The domain of work in line with the policy focus, in particular of the Lisbon strategy, examines not only patterns of how women and men are getting into the labour market, but also how they are getting on there.

It captures some of the gendered patterns that exist within the labour market: participation, segregation and quality of work (Table 4).

**Table 4. Concepts measured and indicators used in the domain of work**

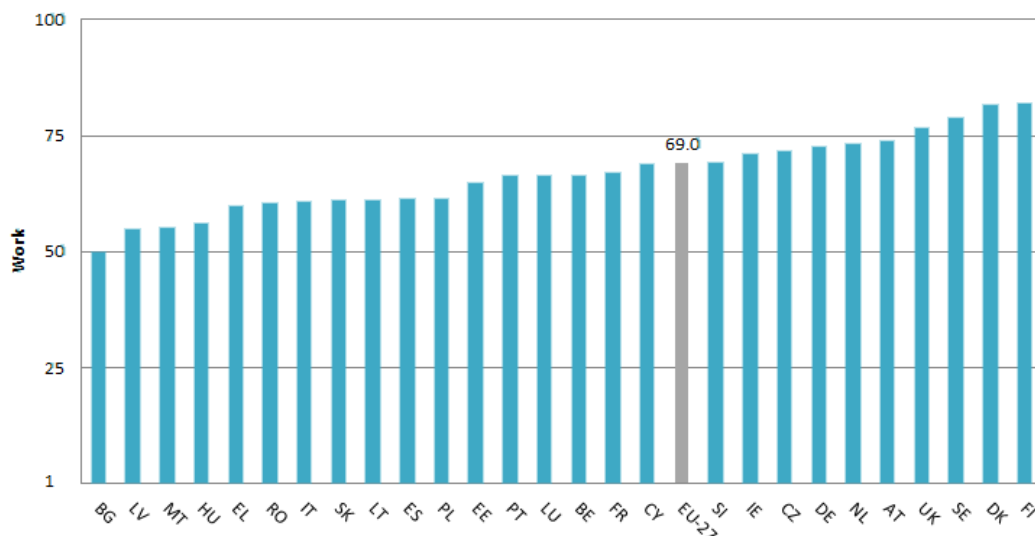
Sub-domain measured	Concept measured	Indicator	Source
Participation	FTE employment	Full-time equivalent employment rate (% 15+ population)	Eurostat — EU labour force survey
	Duration of working life	Duration of working life (years)	Eurostat — EU labour force survey
Segregation and quality of work	Sectoral segregation	Employment in education, human health and social work activities (% 15–64 employed)	Eurostat — EU labour force survey
	Flexibility of working time	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (% 15–64 employed)	Eurostat — EU labour force survey
	Health and safety	Workers perceiving that their health or safety is not at risk because of their work (% 15+ workers)	Eurofound — European working conditions survey
	Training at work	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (% 15+ workers)	Eurofound — European working conditions survey

In the domain of work, on average, the EU has achieved a score of 69.0, that is only slightly above two thirds of the way towards gender equality. Moreover, all Member States are above halfway towards equality in this domain, but only four of them are over three

quarters of the way towards gender equality: Finland scores highest in the domain of work, reaching a value of 82.0, Denmark with 81.6 and Sweden having attained 78.6 towards gender equality.



**Figure 3. Scores of the Gender Equality Index by Member State in the domain of work, 2010**



## Women remain less likely to participate in the labour market

In 2010, not only are women less likely to participate in the labour market (on average in the EU in 2010 full-time equivalent participation was 41 % for women compared with 56 % for men), but throughout all EU Member States they are also working fewer hours when they do so, and spend fewer years overall in work than men. The duration of working life extended to 32 years on average in the EU for women and to 37 years for men in 2010. On average in the EU, the sub-domain of participation scores 76.6 out of 100. There are important differences between Member States, with scores ranging from 53 in Malta to 91.2 in Sweden. These trends may put women at a higher risk of economic dependence.

At policy level, the Gender Equality Index scores show that wide gender gaps remain in achieving the Europe 2020 target of ensuring that 75 % of the population aged 20–64 should be employed. Experiences of working lives for women and men represent the heart of the EU policy agenda on gender equality. Incentives

to increase women's participation in the labour market have been increasingly supported. This is done through recognising that gender gaps exist in family-related entitlements (such as parental or carer's leave, or other measures to support greater work–life balance).

## Large gender segregation in the labour market remains prevalent

Gender gaps show the extent to which sectoral segregation remains a feature of the EU labour market, with women persistently representing a strong majority, in 2010, of those working in typically feminised occupations such as human health and social work as well as education. In 2010, on average in the EU, 29 % of employed women were involved in those sectors compared with only 8 % of men.

Gender segregation of labour markets is an issue that can exacerbate gender inequalities in earnings, impacts on career advancement, quality of work and possibly economic independence.

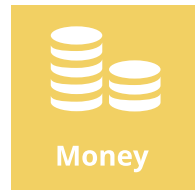
## The gendered nature of quality of work needs to be measured

EU policy focuses not only on providing more jobs, but also on ensuring the provision of better jobs as part of the Europe 2020 strategy. The Gender Equality Index takes into consideration several aspects of quality of work, however it is to date not possible to add an indicator that measures work–life balance.

Notwithstanding the difficulties of measuring the multiplicity of dimensions of quality of work, the three indicators used showed a mixed picture in gender terms. On average, men in the EU, in 2010, were more likely to be able to control their working hours, with 45 % of men able to vary their working time or not having a fixed end of a working day, compared with 39 % of women. However, men remained more at risk when it came to health and safety at work. As many as 29 %

of men, on average in the EU in 2010, perceives their health and safety being at risk because of work compared with only 19 % of women. Training at work did not present a uniform picture across Member States. At the extremes, for example, women in Latvia were 15 percentage points more likely than men to receive training paid for or provided by their employer (or themselves if self-employed), while in Portugal the reverse was observed with an 8 percentage point difference towards men.

As indicated in the methodology section, the multivariate analysis grouped the indicator for segregation with those measuring quality of work, representing the strong association between the two issues. The score reached at EU level is of 62.2, although this masks some very strong differences between Member States. Bulgaria achieves a score of just 33.0 compared with Finland which obtains the highest score of 76.1.



## 7. Domain of money: women remain in more precarious conditions

Economic independence is seen as a prerequisite for European citizens, both women and men, to exercise control and make genuine choices in their lives.

However, women remain in more precarious situations throughout the EU in terms of access to financial resources and economic situation (**Table 5**).

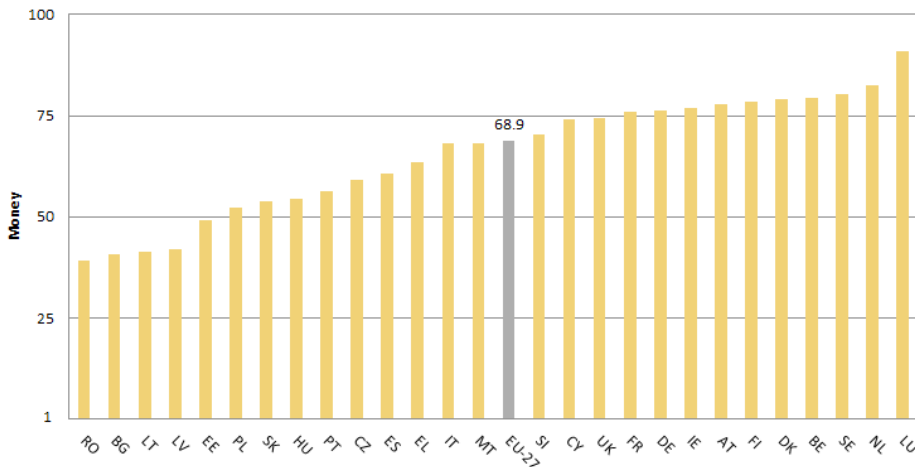
**Table 5. Concepts measured and indicators used in the domain of money**

Sub-domain measured	Concept measured	Indicator	Source
Financial resources	Earnings	Mean monthly earnings — NACE Rev. 2, categories B–S excluding O, 10 employees or more (PPS)	Eurostat — Structure of earnings survey
	Income	Mean equivalised net income (PPS, 16+ population)	Eurostat — EU statistics on income and living conditions
Economic situation	Not at risk of poverty	Not at risk of poverty, ≥60 % of median income (% 16+ population)	Eurostat — EU statistics on income and living conditions
	Income distribution	S20/S80 income quintile share (% 16+ population)	Eurostat — EU statistics on income and living conditions

The domain of money, with a score of 68.9 on average at EU level, brings it only two thirds of the way towards achieving gender equality when it comes to the financial resources and economic situation of its citizens. Twenty-two Member States pass the halfway score

towards gender equality, with three Member States going beyond 80 towards gender equality: Sweden (80.2), the Netherlands (82.5) and Luxembourg (90.9). The remaining Member States score low, with the lowest in Romania with 39.0 (**Figure 4**).

**Figure 4. Scores of the Gender Equality Index by Member State in the domain of money, 2010**



## Women receive lower earnings and income than men in the EU

In 2010, throughout the EU, women earned less and received less income than men, with progress in closing the gender gap painstakingly slow. The average EU income, in purchasing power standard (PPS) <sup>(3)</sup>, was of 2 021 for women and 2 533 for men in 2010 which represents a 20 % difference. In addition to pay, the policy focus extends to income in the form of social transfers, with for example the Europe 2020 strategy emphasising the need to ensure adequate income support from social security and pension systems in Member States. The Gender Equality Index scores show the necessity to close gender gaps in this area, with women having less income after social transfers than men. On average in the EU, women's average income in PPS was 16 512 compared with 17 367 for men, representing a 5 % difference in 2010. At EU level, the score is 59.5 out of 100, with very wide variations among Member States: Luxembourg achieves the top score with 95.0 and Romania the lowest with 21 out of 100.

<sup>(3)</sup> PPS, which stands for purchasing power standard, is an artificial currency unit which takes into account national price differences. PPS provides greater comparability because it represents the ability for individuals to buy the same amount of goods and services across Member States, and not solely their economic development level.

## Women are at a disadvantage in terms of their economic situation

Differences in earnings and income do not translate in a straightforward manner to economic situation. As a result of receiving lower disposable income, women on average were more likely than men to be at risk of poverty, with 15 % of men at risk of poverty compared with 16 % of women on average in the EU in 2010. Meanwhile, income inequalities were relatively similar between women and men in the majority of Member States. Gender gaps in income distribution were very small on average in the EU in 2010, as the poorest quintile of women earned 20.4 % of the income of the richest women, compared with an equivalent figure of 20 % for men. However, for approximately half of Member States, there is greater income equality among women than men, although differences remain small. At EU level, scores for the sub-domain of economic situation range from nearly two thirds to a level close to equality, suggesting that there is more gender inequality in earnings and incomes than in the resulting economic situations. On average, the EU has reached a score of 79.6 out of 100 in this sub-domain, where the lowest is Lithuania with 64.3 and the highest is the Czech Republic with a score of 97.9.



## 8. Domain of knowledge: women’s educational attainment overtakes men’s but segregation patterns persist

The domain of knowledge examines differences between women and men in education and training. This includes ensuring equal access and attainment, eliminating gender segregation in education fields and promoting lifelong learning for both women and men (Table 6).

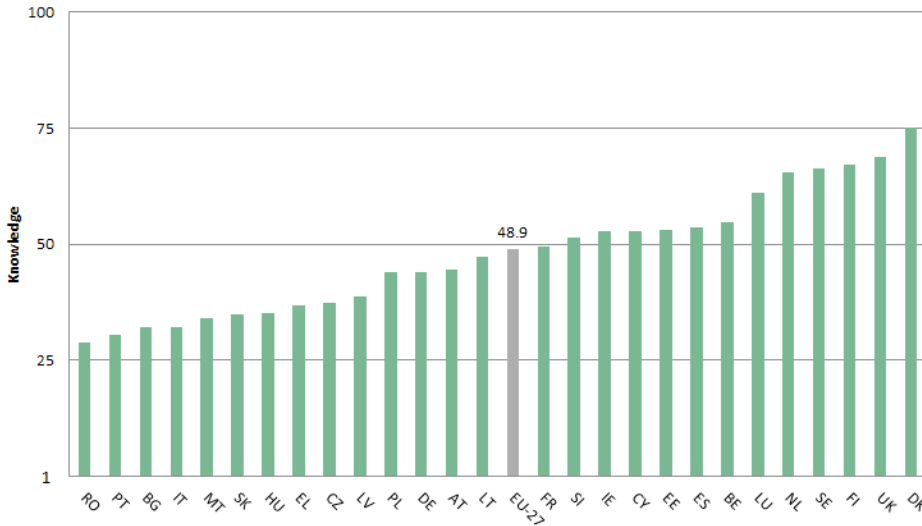
**Table 6. Concepts measured and indicators used in the domain of knowledge**

Sub-domain measured	Concept measured	Indicator	Source
Educational attainment and segregation	Tertiary education	Graduates of tertiary education (% 15–74 population)	Eurostat — EU labour force survey
	Segregation	Tertiary students in the fields of education, health and welfare, humanities and arts — ISCED 5–6 (% tertiary students)	Eurostat — Unesco/OECD/Eurostat (UOE) questionnaires on educational statistics
Lifelong learning	Lifelong learning	People participating in formal or non-formal education and training (% 15–74 population)	Eurostat — EU labour force survey

The domain of knowledge shows that, on average, EU Member States have only attained the middle point towards gender equality with an average value of 48.9 at EU level (Figure 5). Gender equality scores in this

domain vary greatly across Member States, from as little as 28.8 in Romania to just above three quarters of the way towards gender equality in Denmark (75.1).

**Figure 5. Scores of the Gender Equality Index by Member State in the domain of knowledge, 2010**



## Participation rates in tertiary education have now reversed, with men becoming a minority

The majority of gaps in other domains act to the detriment of women; however, in this domain the situation is more nuanced. Since 2008 participation rates in tertiary education (undergraduate and postgraduate together) for the 15–74 year-old population have reversed; women’s achievements in education have started to overtake men’s (Eurostat, LFS, 2013). The population having attained first and second stage of tertiary education in 2010, on average in the EU, was of 22 % for women and 21 % for men.

## Gender segregation in educational fields remains high

Despite the changes in the educational attainment of women and men, segregation patterns remain deeply entrenched throughout Member States, with women over-represented in feminised sectors such as education, health and welfare, humanities and arts. On average in the EU, women represented 44 % of those

participating in these fields in 2010, compared with only 22 % of men. The sub-domain of gender segregation in education achieves a score of 57.2, ranging from 29.9 in Portugal to 81.3 in the United Kingdom.

It is important to tackle gender segregation in education as it translates into further inequalities in the labour market and contributes to differences in the economic independence of women and men. Addressing patterns of segregation is an essential feature of building a more gender-equal society. Furthermore, it is important to create a more gender-equal society that enables everyone to develop their human and professional capabilities.

The multivariate analysis, as discussed in the methodology section, merged indicators for educational attainment and segregation together. This reflects the strong level of association that exists between the two concepts. In the EU, on average, the score is only a little bit over halfway towards gender equality, with a score of 57.2. However, this is subject to great variation among Member States, ranging from 29.9 in Portugal to 81.3 in the United Kingdom.



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

There is a very uneven participation in lifelong learning across the EU. On average in 2010, participation in formal or non-formal education and training throughout life was of only 17 % for women and 16 % for men. In the few Member States where participation is higher, gender gaps indicate that this is disproportionately women who do so. The average score for the EU in this sub-domain is of 41.8 out of 100, with a large variation across Member States (ranging from 22.7 in Bulgaria to 84.7 in Denmark).

This trend points to the need to pay attention to both improvements in levels of achievement along with a reduction of disparities between Member States, and the elimination of gender gaps. To promote adaptability and employability, active citizenship, as well as personal and professional fulfilment, the policy agenda focuses on enabling women and men to take part in lifelong learning. The findings of the Gender Equality Index reaffirm the importance of one of the key targets of the strategic framework for European cooperation in education and training (ET2020) to have at least 15 % of adults (25–64) involved in lifelong learning by 2020, a target that is currently still out of the reach in the majority of Member States.





## 9. Domain of time: inequalities in the division of time between women and men persist

The domain of time attempts to capture the gendered nature of the allocation of time spent between economic, care and social activities. It is an important domain from a gender perspective, given the imperative to ensure a better integration of work and family

life for women and men. As participation in the labour market is measured in the domain of work and since there exists a trade-off between activities, no further indicators have been included for economic activities (Table 7).

**Table 7. Concepts measured and indicators used in the domain of time**

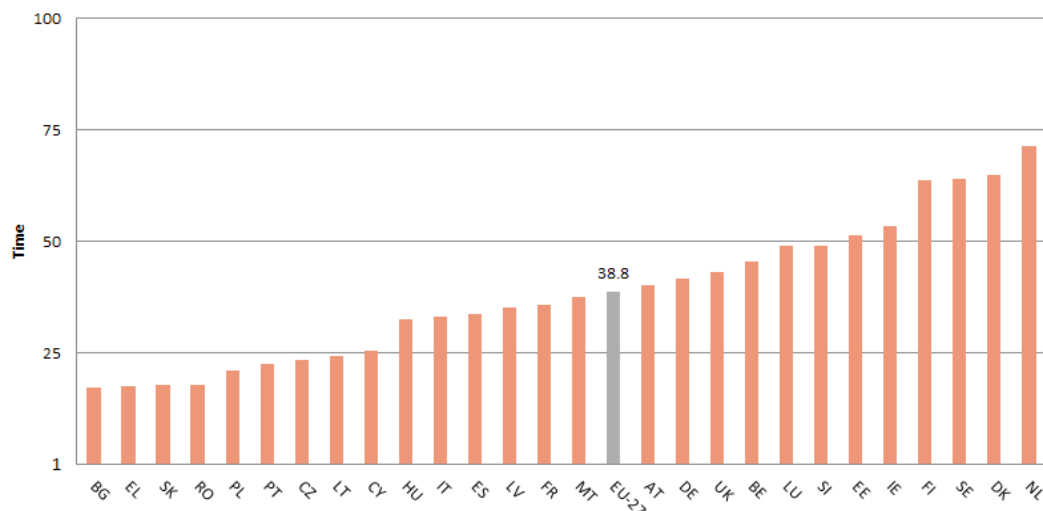
Sub-domain measured	Concept measured	Indicator	Source
Care activities	Childcare activities	Workers caring for and educating their children or grandchildren, every day for 1 hour or more (% 15+ workers)	Eurofound — European working conditions survey
	Domestic activities	Workers doing cooking and housework, every day for 1 hour or more (% 15+ workers)	Eurofound — European working conditions survey
Social activities	Sport, culture and leisure activities	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (% 15+ workers)	Eurofound — European working conditions survey
	Volunteering and charitable activities	Workers involved in voluntary or charitable activities, at least once a month (% 15+ workers)	Eurofound — European working conditions survey

The Gender Equality Index shows (Figure 6) that there are very important differences between women and men in the division of time spent on care and social activities. The domain of time presents the second lowest gender equality scores following the domain of

power, with an average of 38.8 at EU level, well below halfway towards gender equality. Scores range from below 20.0 in Bulgaria, Greece, Slovakia and Romania to a maximum of 71.3 in the Netherlands.



**Figure 6. Scores of the Gender Equality Index by Member State in the domain of time, 2010**



## Women remain disproportionately responsible for care activities

This domain reveals wide gender differences in time spent in care activities in the EU. Throughout all Member States, it is women who are disproportionately involved in caring activities, with extremely wide gender gaps between the time spent on caring and educating children and grandchildren. As many as 41 % of women spent, on average in the EU in 2010, 1 hour or more on the care and education of children and/or grandchildren per day, compared with 25 % of men. Women are, throughout all Member States, also disproportionately responsible for cooking and housework — 77 % of women compared to only 24 % of men, on average in the EU in 2010, were involved in cooking and housework every day for an hour or more. This translates into an average score of 45.5 out of 100, well below halfway towards gender equality. The Members States fare differently, from just 20.0 in Greece to 80.4 in Denmark.

## The unequal division of time extends to social activities

Men were more likely than women, in all Member States but one, to participate in sporting, cultural or leisure activities on a regular basis. In 2010, on average in the EU, only 9 % of women were involved in sporting, cultural or leisure activities at least every other day compared with 12 % of men. The situation was more divided when it came to involvement in voluntary or charitable activities with, on average in the EU in 2010, 15 % of women and 14 % of men involved in a voluntary or charitable activity at least once a month. Although inexistent in some Member States, in others gender gaps were evident towards both women and men. The score in this sub-domain is, on average in the EU, 33.0 out of 100, ranging from 9.9 in Portugal to 74.8 in Finland.

The findings of the Gender Equality Index reaffirm the importance of the measures to promote a better work–life balance for women and men, namely the objectives set by the European Council in Barcelona in 2002, with regard to adequate, affordable and high-quality childcare provision and the call to promote cohesion

and employment opportunities for workers, including promoting men’s role in the family, equality between women and men and reconciliation of work and family life as stipulated in the Council conclusions on the reconciliation of work and family life in the context of demographic change of 17 June 2011.



## 10. Domain of power: gender imbalance in decision-making remains an important challenge at EU level and for all Member States

Women are greatly under-represented in top positions of decision-making in the majority of Member States. Despite the fact that women make up nearly half of the workforce and account for more than half

of tertiary-level graduates, the proportion of women involved in top-level decision-making remains very low. This discrepancy shows a waste of highly qualified and skilled human resources (**Table 8**).

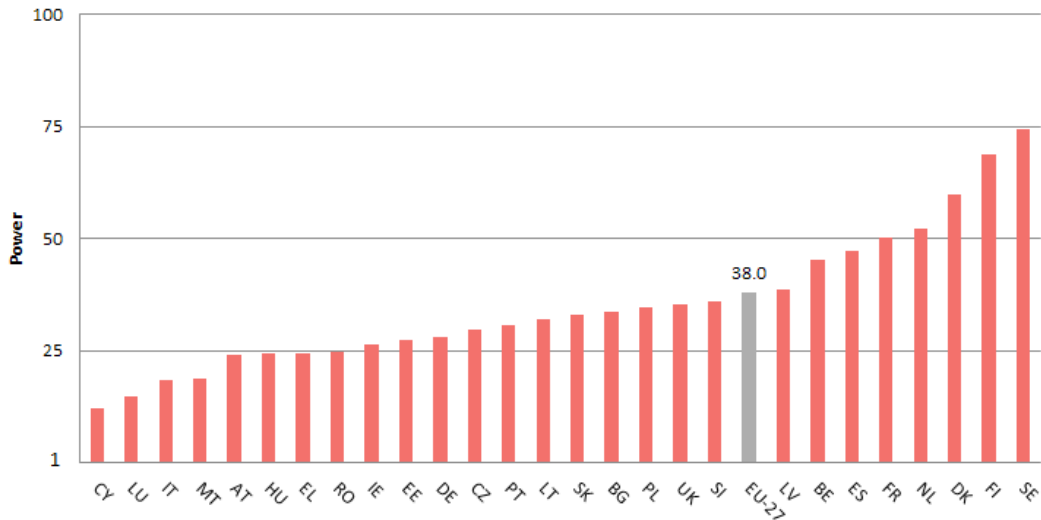
**Table 8. Concepts measured and indicators used in the domain of power**

Sub-domain measured	Concept measured	Indicator	Source
Political	Ministerial representation	Share of ministers (% , 18+ population)	EC-DG Justice — Women and men in decision-making
	Parliamentary representation	Share of members of parliament (% , 18+ population)	EC-DG Justice — Women and men in decision-making
	Regional assemblies representation	Share of members of regional assemblies (% , 18+ population)	EC-DG Justice — Women and men in decision-making
Economic	Members of boards	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 18+ population)	EC-DG Justice — Women and men in decision-making
	Members of central bank	Share of members in all key decision-making bodies in central bank (% , 18+ population)	EC-DG Justice — Women and men in decision-making

The Gender Equality Index in this domain highlights a significant deficit in gender equality with an average score of 38.0 at EU level. This is the area where the lowest gender equality score can be observed, with the majority of Member States below this level. Indeed, only five Member States have achieved a score that is

above halfway towards gender equality in the domain of power (France, Netherlands, Denmark, Finland and Sweden) with a maximum score of 74.3 in Sweden. Cyprus, Luxembourg, Italy and Malta score below 20 out of 100 (**Figure 7**).

**Figure 7. Scores of the Gender Equality Index by Member State in the domain of power, 2010**



## Low levels of gender equality in political decision-making

In political decision-making, the representation of women is very low, despite the strong policy focus in this area at EU level and in wider international frameworks (Beijing Platform for Action, Convention on the Elimination of All Forms of Discrimination against Women). Women, on average in the EU in 2010, represented 25 % of ministers, 23 % of members of parliaments and 30 % of members of regional assemblies. This produces, on average in the EU, a score of 49.9 out of 100, ranging from 15.1 in Hungary to 91.5 in Sweden. This finding shows the importance of the key actions specified by the Commission as underlined in the Strategy for Equality between Women and Men 2010–15 to ‘consider targeted initiatives to improve the gender balance in decision-making’; ‘monitor progress towards the aim of 40 % of members of one sex in committees and expert groups established by the Commission’; and ‘support efforts to promote greater participation by women in European Parliament elections including as candidates.’

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

The dearth of representation of women in the economic sphere is even more pronounced than in political decision-making. Women are greatly under-represented among board members of the largest quoted companies (12 % on average in the EU in 2010) and among members of central banks (18 % on average in the EU in 2010) in the vast majority of Member States. This sub-domain is the one that bears the lowest score of the Gender Equality Index, 29 out of 100. The variability across Member States is high and ranges from almost 5 out of 100 in Cyprus and Luxembourg to 60.3 out of 100 in Sweden. This is an important finding, given the launch by the European Commission in 2011 of the ‘Women on the board pledge for Europe’ — a call on publicly listed companies in Europe to sign a voluntary commitment to increase women’s presence on corporate boards to 30 % by 2015 and 40 % by 2020, by means of actively recruiting qualified women to replace outgoing male members.



# 11. Domain of health: small gender gaps throughout most EU Member States

The final core domain examines issues related to gender and health. It is a domain which is affected by issues to do with both sex and gender. It considers both the health status of women and men, and their access to health structure (Table 9). The challenge in

this area is to ensure that levels of achievement are maintained or raised further, while closing the remaining gender gaps, as health is directly linked not only to economic independence, but also to dignity and physical integrity.

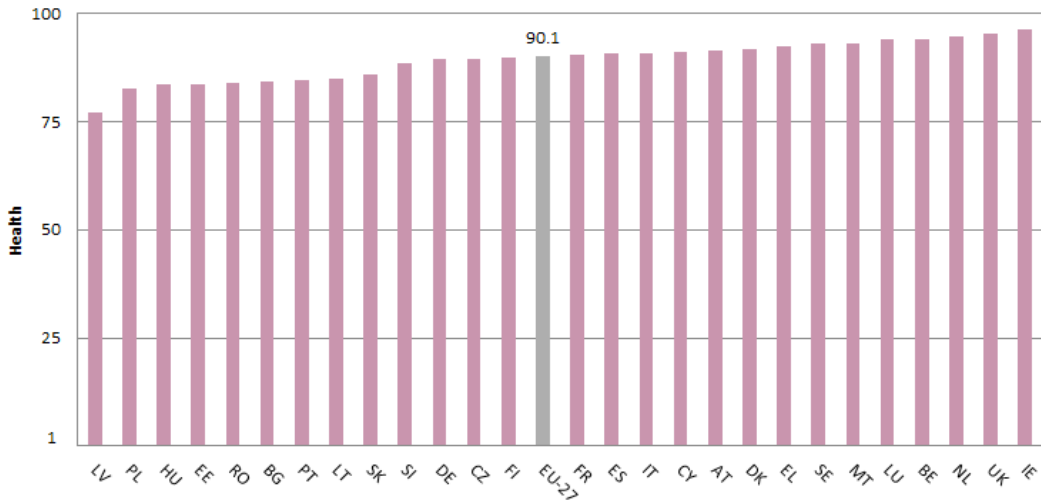
**Table 9. Concepts measured and indicators used in the domain of health**

Sub-domain measured	Concept measured	Indicator	Source
Status	Self-perceived health	Self-perceived health, good or very good (% 16+ population)	Eurostat — EU statistics on income and living conditions
	Life expectancy	Life expectancy in absolute value at birth (years)	Eurostat — Demographic statistics
	Healthy life years	Healthy life years in absolute value at birth (years)	Eurostat — EU statistics on income and living conditions combined with Eurostat's demographic statistics
Access	Unmet medical needs	Population without unmet needs for medical examination (% 16+ population)	Eurostat — EU statistics on income and living conditions
	Unmet dental needs	Population without unmet needs for dental examination (% 16+ population)	Eurostat — EU statistics on income and living conditions

The scores of the Gender Equality Index show that EU Member States are, on average, close to gender equality when it comes to health issues, with a score of 90.1 towards gender equality (Figure 8). It reflects both the small gender gaps and the low level of unmet needs that characterise health provision in the EU. As a result, both the United Kingdom and Ireland achieve the highest scores at or above 95.

In terms of gender gaps, the domain of health presents a mixed picture. Although there are small or no gender gaps in terms of unmet needs, medical or dental, this does not translate into health status, where important gender gaps can be seen.

**Figure 8. Scores of the Gender Equality Index by Member State in the domain of health, 2010**



### ‘Women get sicker and men die younger’

Men have a slightly higher level of self-perceived health than women, with an average in the EU in 2010 of 71 % of men with good or very good self-perceived health compared with 66 % of women. There is, nevertheless, a large degree of truth, both at EU level and across Member States, to the old adage that ‘women get sicker and men die younger’. Indeed, women enjoyed, on average in the EU in 2010, 62.7 years of healthy life compared with 61.9 for men, but women’s life expectancy was of 82.9 years compared with 77 for men at the same time. The Gender Equality Index in this sub-domain shows, on average in the EU, a score of 86.6 out of 100. The differences across Member States are not as large as in other domains, ranging from 71.0 in Latvia to 96.7 in Sweden. In line with EU policy in this area, it is important to recognise the gender dimension of health and to continue to address health outcomes, including gender-specific health risks and diseases.

### Low gender gaps exist in access to health structures

The domain of health overall shows small or in-existent gender gaps in unmet medical or dental needs, although the scores in the latter are relatively lower. As many as 93 % of women and 94 % of men, on average in the EU in 2010, have no unmet medical needs. The figure for no unmet dental needs is 93 % for both women and men. This sub-domain, on average in the EU, scores 93.7 out of 100 with the highest score in Slovenia (99.9) and the lowest in Latvia (83.7). Ensuring better access to a healthcare system remains central to EU policy, specifically in relation to the demographic changes taking place across Europe. The economic crisis also brought new challenges related to public healthcare provisions. Evidence exists that some countries have boosted health and long-term care facilities but many others have raised fees or reduced health- or care-related monetary benefits as part of public expenditure cuts. This has a disproportionate impact on women (European Commission, 2013), therefore it will be important to monitor gender gaps in the future.



## 12. Domain of intersecting inequalities

The concept of diversity within women and men contends that focusing only on the binary categories of gender is not sufficient. It is hence important to consider the effect of gender combined with other characteristics that may influence their experience. Following

this argument, it would therefore be necessary to build a multitude of gender-equality indices, one for each interest group: an impossible task in itself and one which would take away the power of a single composite measure.

**Table 10. Concepts measured and indicators used in the domain of intersecting inequalities**

Sub-domain measured	Concept measured	Indicator	Source
Discrimination and other social grounds	Employment rates: minorities and/or migrants, older workers, lone parents/carers	Employment of people born in a foreign country (% 15–64 population born in a foreign country)	Eurostat — EU labour force survey
		Employment of people aged 55–64 (% 55–64 population)	Eurostat — EU labour force survey
		Employment rates of people living in a household with one adult and one or more dependent children (%)	Eurostat — EU labour force survey

Within the Gender Equality Index, intersecting inequalities are measured through gender gaps in employment rates among specific groups of population (migrants, older workers and lone parents and carers).

### Intersecting inequalities: disparities between women and men among different groups matter as these may be linked to different levels of gender equality

The three illustrative groups examined are: people born in a foreign country (as a proxy for migrants), people aged 55 to 64 (older workers) and people living in a household with a single adult and one or more children (as a proxy for lone parents or carers) (Table 10). Although relying on illustrative groups is not in itself sufficient to draw strong conclusions as to how intersecting inequalities contribute to gender equality

overall, they represent an opportunity to debate this important area in greater depth.

The indicators selected explore employment rates, as these can serve as relevant proxies to illustrate how certain groups of women and men fare in the EU in terms of economic participation, as a means of tackling poverty and social exclusion.

As this is a satellite domain, each of the indicators selected are only indicative of existing gender inequalities. This means that they are not combined into a single sub-index of intersecting inequalities (although they are positively correlated), nor aggregated into the main index. The results provide a score for gender equality of three different illustrative groups, which can be compared to the full population, aged 15–64 (Table 11).



**Table 11. Scores of the Gender Equality Index by Member State in the domain of intersecting inequalities, 2010**

Country	Employment — Foreign born	Employment — Older workers	Employment — Lone parents/carers	Employment — Population 15–64 (*)
DK	84.7	76.3	92.3	95.2
SE	78.6	94.7	80.2	93.2
NL	80.9	61.1	80.4	92.8
FI	77.2	79.1	86.6	89.7
AT	83.7	48.4	93.3	89.0
DE	77.7	72.0	79.8	88.6
UK	81.2	70.6	66.1	86.6
CY	98.6	60.7	85.7	84.5
SI	83.7	35.4	93.2	84.0
PT	90.2	62.1	90.9	82.0
EE	81.2	74.4	89.0	81.3
FR	69.9	53.7	84.0	80.1
LV	83.8	67.9	91.0	79.5
LU	87.3	45.0	94.6	76.8
LT	84.7	65.4	84.1	76.4
BE	63.2	42.0	74.2	75.9
BG	66.7	54.0	81.6	75.7
CZ	78.6	50.9	85.6	75.6
IE	75.8	60.2	55.6	75.0
PL	61.7	35.0	82.0	71.2
ES	75.4	47.7	84.2	70.3
SK	54.8	41.3	89.2	70.3
RO	78.6	47.4	88.8	69.9
HU	87.3	43.3	82.2	68.1
EL	71.8	41.6	84.4	64.7
IT	69.4	37.8	86.4	62.1
MT	65.4	19.3	54.7	53.1
<b>EU-27</b>	<b>75.6</b>	<b>55.2</b>	<b>78.8</b>	<b>78.1</b>

(\*) Comparative indicator.

Source: ELGE's calculations.

In all the grounds considered by the domain of intersecting inequalities, men on average were more likely to participate in the labour force than women. Differences were small or inexistent in some Member States but, in others, large differences existed.

Among the score for employment rates of those born in a foreign country (as a proxy for migrants), there are strong differences with the gender equality scores of the population aged 15 to 64 years. Scores are notably smaller, which means lower levels of gender equality combined with lower levels of achievement, by as many as 10 percentage points or more in France,



Denmark, Germany, the Netherlands, Finland, Belgium, Sweden and Slovakia. On the other hand, it appears that there are much higher scores, at or above 10 percentage points with the full population aged 15–64 in Luxembourg, Malta, Cyprus and Hungary.

The scores for gender equality among older workers (aged 55 to 64 years) show a significant drop in all Member States, except Sweden. The EU average score stands at 78.1 for the population 15–64, compared with only 55.2 for older workers. The most extreme drop can be seen in Slovenia, where the gender equality score for the 15–64 population stands at 84, but which only stands at 35.4 when it comes to older workers. This represents a difference of 48.6 points.

In the last illustrative group, lone parents or carers, differences with the reference population are more heterogeneous. There is a large drop, over 10 percentage points in gender equality among lone parents or carers, compared with the population aged 15–64 in the Netherlands, Sweden, Ireland and the United Kingdom. The scores in these Member States correspond to a relatively high score for the reference population (86.9 on average). There is a significant increase, above 10 points, in gender equality in a number of Member States, including the Czech Republic, Poland, Latvia, Spain, Hungary, Luxembourg, Romania, Slovakia, Greece and Italy. However, this coincides with lower levels of gender equality in the 15–64 population, with an average of 70.9.



# 13. Domain of violence: the biggest gap of all?

Gender-based violence against women remains one of the most pervasive human rights violations of our time, undermining women's dignity and integrity, as well as imposing serious harm on individuals, families, communities and societies. It is a manifestation of historically unequal power relations between women and men, which poses a major obstacle to the achievement of equality between women and men. In the EU, 9 out of 10 victims of intimate partner violence are women. Even if the data are scarce, it is estimated that up to one quarter of all women in the EU have suffered physical

violence at least once during their adult lives (Council of Europe, 2006).

The domain of violence represents the largest statistical gaps in measuring the progress of gender equality at EU level in this area. It is a crucial domain of gender equality that conceptually combines direct and indirect violence (Table 12), recognising that women are exposed to higher risks of gender-based violence than men and that gender-based violence disproportionately affects women.

**Table 12. Concepts measured and indicators used in the domain of violence.**

Sub-domain measured	Concept measured	Indicator
Direct	—	—
Indirect	—	—

## Insufficient gender indicators to measure gender-based violence against women

There are generally few indicators that can measure gender-based violence against women, since principles of crime classification systems for statistical use have yet to be established in the EU. The possibility of obtaining comparable administrative data on gender-based violence is also very limited at the EU level as there is no common methodology agreed among the Member States. The norms, attitudes and stereotypes that largely underpin gender-based violence against women also remain critically under-measured with, as a result, a strong dearth of potential indicators. There are to date no data sources that provide reliable, harmonised and comparable data for all Member States on these aspects.

available data over time, it was not possible to identify suitable indicators. This is symptomatic of a deeper dearth of information and data at national and international level, although some of these data gaps may soon be partly addressed by the EU-wide survey on gender-based violence against women carried out by the European Union Agency for Fundamental Rights. However, to date there are no plans to ensure that harmonised data at EU level on this important issue will be collected on a regular basis.

Statistical gaps in measuring gender-based violence against women are important evidence in supporting the European Parliament's resolution on priorities and the outline of a recent EU policy framework to combat violence against women. It calls on the European Commission to develop and provide annual statistics on violence against women. This resolution also calls on Member States to show clearly in their national statistics the magnitude of violence against women, including its gender-based nature, and to take steps to ensure that data is collected on the sex of the victims, the sex of the perpetrators, their relationship, age,

Coupled with the methodological constraints of the Gender Equality Index that require harmonised,

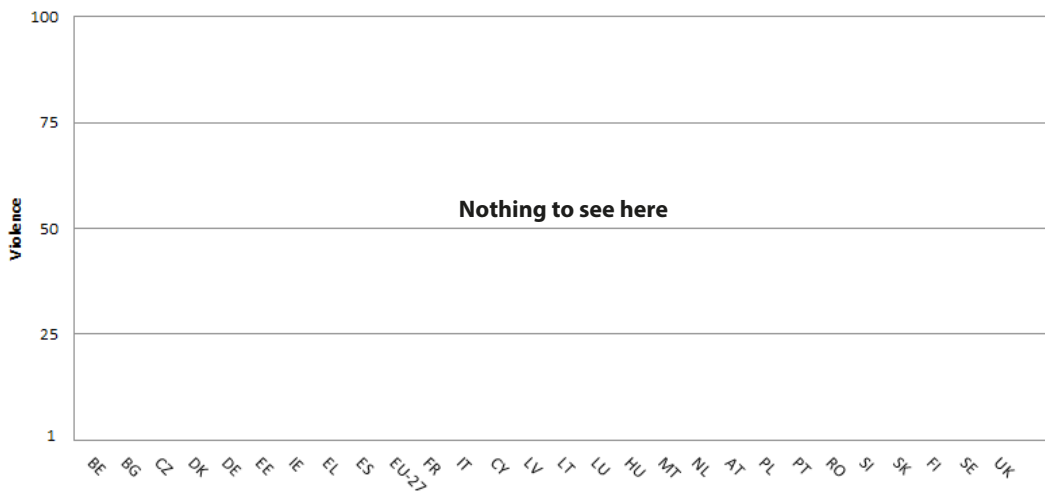


crime scene and injuries. The Council in its conclusions of 6 December 2012 on combating violence against women, and the provision of support services for victims of domestic violence also calls to improve the collection and dissemination of comparable, reliable and regularly updated data on victims and perpetrators of all forms of violence against women at both national and EU level.

The second sub-domain is indirect violence. It aims at measuring the gender norms, attitudes and stereotypes, which underpin current patterns of gender-based violence against women, in addition to other forms of gender inequality.

The domain of violence, due to a lack of harmonised and comparable gender statistics at the EU level, remains empty (**Figure 9**). It nonetheless represents an indispensable domain for the measurement of gender equality. Maintaining this satellite domain is motivated by the pressing need to begin measuring this void which, supported by suitable indicators, could provide essential information in this domain. Although no gender indicators could be selected to measure gender gaps in this domain, it nevertheless remains as a blank space, ready to be filled at the first opportunity.

**Figure 9. Scores of the Gender Equality Index by Member State in the domain of violence, 2010**



## 14. Conclusion

The Gender Equality Index is a synthetic statistical tool that provides a comprehensive measure of equality between women and men relevant to the EU policy framework. The results have shown that the EU is halfway towards gender equality, although there are large differences between Member States in how close they are to the equality point. The biggest gender gaps can be found in the areas of decision-making and the division of time, with the Gender Equality Index also pointing to the absence of suitable data to measure gender-based violence against women. These results show the extent of the work that remains to be done to make gender equality a reality.

### Limitations of the indicators used

The domain of money would be better measured by data on income disaggregated at the individual level. Indeed, most of the gender indicators (mean equivalised income, income distribution, at risk of poverty) which are included in the domain of money are collected at the household level and in order to calculate individual income, equivalence scales are used <sup>(4)</sup>. Equivalised income relies on the assumption of equal distribution of financial resources between household members. This is problematic since it ignores possible power relations within the family, and thus underestimates the true extent of gender gaps in this domain.

### Promising avenues of developments to measure gender equality in the future

Several sub-domains could not be measured due to data availability constraints, including social power in decision-making because of insufficient data quality or health behaviour because of lack of disaggregation of the data by sex. Finally, the measure of time could be greatly improved by relying on a harmonised time-use survey, although the current data collection does not

cover all Member States, is not fully harmonised and does not provide a uniform time period.

### The Gender Equality Index needs to be analysed together with broader indicators to yield new perspectives

As the Gender Equality Index is based on individual-level variables, it needs to be analysed further within the framework of wider gender policy perspectives, which are not bound by the stringent statistical considerations of building a composite indicator. It is therefore fundamental to interpret its general score, and scores at sub-domain level, in connection with institutional- or macro-level variables. For example, the results of the Gender Equality Index can be analysed in relation to the provision of legal frameworks, policy measures and services. To contextualise the Gender Equality Index on a national level, this and other valuable complementary information is provided in a set of country profiles as an annex to the full report on the Gender Equality Index.

### The impact of the crisis on gender equality needs to be taken into consideration

The interpretation of the Gender Equality Index and gender gaps in relevant domains requires a consideration of the impact of the economic crisis on women and men. For example, an unintended consequence of the crisis has been a temporary reduction in certain gender gaps. This, however, has not been a sign of improved gender equality, but that of worsening conditions for both women and men (European Commission, 2013). It is therefore imperative to analyse gender gaps in conjunction with a thorough analysis of levels of achievement in gender equality, as they are prone to change in the context of the crisis or other social and economic transformations.

<sup>(4)</sup> Each household is weighted by the number of equivalent adults belonging to this household.



## The Gender Equality Index is a useful policy monitoring tool of gender equality over time

The Gender Equality Index provides decision-makers, policy implementers and other users with a reliable source of reference, which presents the current gaps between the women and men in Europe. The Gender

Equality Index enriches perspectives based on macro-level analyses by providing a synthetic, yet comprehensive and flexible, measure that can support the evaluation of the effectiveness of gender equality policies. 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.

# Annex

Country	Index
SE	74.3
DK	73.6
FI	73.4
NL	69.7
UK	60.4
BE	59.6
FR	57.1
SI	56.0
IE	55.2
ES	54.0
DE	51.6
LU	50.7
AT	50.4
EE	50.0
CZ	44.4
LV	44.4
PL	44.1
LT	43.6
CY	42.0
MT	41.6
HU	41.4
PT	41.3
IT	40.9
SK	40.9
EL	40.0
BG	37.0
RO	35.3
<b>EU-27</b>	<b>54.0</b>

Country	Work	Participation	Segregation and quality of work
FI	82.0	88.3	76.1
DK	81.6	90.1	73.9
SE	78.6	91.2	67.7
UK	76.6	79.7	73.7
AT	73.9	79.0	69.1
NL	73.1	77.6	68.8
DE	72.5	76.7	68.6
CZ	71.6	77.3	66.4
IE	71.0	73.9	68.1
SI	69.1	82.7	57.7
CY	68.7	84.9	55.6
FR	67.0	76.1	59.1
BE	66.4	70.7	62.3
LU	66.4	70.3	62.7
PT	66.2	85.6	51.1
EE	64.6	84.9	49.2
PL	61.4	73.4	51.3
ES	61.3	71.6	52.5
LT	61.0	81.9	45.4
SK	61.0	75.3	49.3
IT	60.6	57.8	63.4
RO	60.4	74.5	49.0
EL	59.7	65.4	54.4
HU	55.9	68.3	45.7
MT	55.0	53.0	57.0
LV	54.9	83.2	36.2
BG	49.9	75.5	33.0
<b>EU-27</b>	<b>69.0</b>	<b>76.6</b>	<b>62.2</b>

Country	Money	Financial resources	Economic situation
LU	90.9	95.0	86.9
NL	82.5	71.8	94.8
SE	80.2	67.7	95.1
BE	79.3	69.7	90.3
DK	79.2	74.8	83.9
FI	78.4	66.3	92.7
AT	77.9	65.9	92.1
IE	77.0	76.8	77.2
DE	76.3	70.6	82.6
FR	75.9	67.0	86.1
UK	74.3	72.7	76.0
CY	74.1	66.5	82.6
SI	70.2	51.8	95.1
MT	68.2	54.1	86.0
IT	68.2	60.2	77.3
EL	63.3	54.3	73.9
ES	60.7	54.2	67.9
CZ	59.3	35.9	97.9
PT	56.3	42.3	75.0
HU	54.4	30.5	97.1
SK	53.7	31.7	90.9
PL	52.2	34.6	78.8
EE	49.1	31.0	77.9
LV	42.0	26.7	66.0
LT	41.5	26.8	64.3
BG	40.7	23.2	71.3
RO	39.0	21.0	72.5
<b>EU-27</b>	<b>68.9</b>	<b>59.5</b>	<b>79.6</b>



Country	Index
SE	74.3
DK	73.6
FI	73.4
NL	69.7
UK	60.4
BE	59.6
FR	57.1
SI	56.0
IE	55.2
ES	54.0
DE	51.6
LU	50.7
AT	50.4
EE	50.0
CZ	44.4
LV	44.4
PL	44.1
LT	43.6
CY	42.0
MT	41.6
HU	41.4
PT	41.3
IT	40.9
SK	40.9
EL	40.0
BG	37.0
RO	35.3
<b>EU-27</b>	<b>54.0</b>

Country	Knowledge	Educational attainment and segregation	Lifelong learning
DK	75.1	66.6	84.7
UK	68.8	81.3	58.2
FI	67.0	67.4	66.6
SE	66.3	68.3	64.3
NL	65.5	67.5	63.5
LU	61.1	72.2	51.8
BE	54.7	78.6	38.0
ES	53.5	69.3	41.3
EE	53.0	57.3	49.0
CY	52.9	73.5	38.0
IE	52.8	78.5	35.4
SI	51.4	46.2	57.1
FR	49.4	64.3	38.0
LT	47.4	58.3	38.5
AT	44.6	39.5	50.2
DE	44.1	49.7	39.0
PL	44.0	46.5	41.6
LV	38.8	45.7	32.9
CZ	37.3	36.1	38.5
EL	36.7	50.8	26.5
HU	35.1	42.3	29.1
SK	35.0	38.0	32.1
MT	34.0	35.2	32.9
IT	32.1	31.3	32.9
BG	32.0	45.2	22.7
PT	30.4	29.9	30.9
RO	28.8	32.2	25.8
<b>EU-27</b>	<b>48.9</b>	<b>57.2</b>	<b>41.8</b>

Country	Time	Care activities	Social activities
NL	71.3	70.7	71.9
DK	64.9	80.4	52.4
SE	63.9	69.7	58.7
FI	63.8	54.4	74.8
IE	53.4	60.2	47.5
EE	51.4	75.4	35.1
SI	49.1	51.1	47.2
LU	48.9	52.0	46.0
BE	45.3	56.9	36.1
UK	43.2	56.6	32.9
DE	41.6	40.1	43.3
AT	40.0	35.6	45.0
MT	37.5	44.4	31.6
FR	35.8	43.6	29.3
LV	35.2	76.2	16.3
ES	33.8	58.2	19.6
IT	33.0	42.5	25.6
HU	32.5	53.5	19.7
CY	25.3	35.9	17.8
LT	24.1	40.2	14.5
CZ	23.2	28.9	18.7
PT	22.4	50.6	9.9
PL	20.9	27.6	15.8
SK	17.8	27.0	11.7
RO	17.8	27.0	11.8
EL	17.4	20.0	15.1
BG	17.3	20.9	14.3
<b>EU-27</b>	<b>38.8</b>	<b>45.5</b>	<b>33.0</b>



Country	Index
SE	74.3
DK	73.6
FI	73.4
NL	69.7
UK	60.4
BE	59.6
FR	57.1
SI	56.0
IE	55.2
ES	54.0
DE	51.6
LU	50.7
AT	50.4
EE	50.0
CZ	44.4
LV	44.4
PL	44.1
LT	43.6
CY	42.0
MT	41.6
HU	41.4
PT	41.3
IT	40.9
SK	40.9
EL	40.0
BG	37.0
RO	35.3
<b>EU-27</b>	<b>54.0</b>

Country	Power	Political	Economic
SE	74.3	91.5	60.3
FI	68.8	85.9	55.1
DK	60.0	77.8	46.3
NL	52.2	69.2	39.4
FR	50.3	63.8	39.7
ES	47.2	75.4	29.6
BE	45.2	65.7	31.1
LV	38.6	38.9	38.3
SI	36.0	43.5	29.9
UK	35.2	52.4	23.6
PL	34.5	35.1	34.0
BG	33.8	47.9	23.9
SK	33.1	31.8	34.4
LT	32.1	35.6	29.0
PT	30.6	44.1	21.2
CZ	29.6	34.4	25.5
DE	28.0	59.4	13.2
EE	27.5	34.7	21.7
IE	26.5	30.4	23.0
RO	24.9	20.1	30.7
HU	24.4	15.1	39.4
EL	24.4	41.4	14.4
AT	24.3	63.1	9.3
MT	18.7	30.1	11.7
IT	18.6	31.2	11.1
LU	14.7	44.8	4.8
CY	12.2	31.9	4.7
<b>EU-27</b>	<b>38.0</b>	<b>49.9</b>	<b>29.0</b>

Country	Health	Status	Access
IE	96.4	95.8	97.0
UK	95.4	93.9	97.0
NL	94.7	90.6	99.0
BE	94.1	89.1	99.3
LU	93.9	91.3	96.6
MT	93.2	91.4	95.0
SE	93.1	96.7	89.6
EL	92.4	92.2	92.6
DK	91.8	87.8	95.9
AT	91.6	86.4	97.2
CY	91.1	90.9	91.4
IT	90.8	89.4	92.2
ES	90.7	89.4	92.1
FR	90.6	86.7	94.6
FI	89.9	85.6	94.4
CZ	89.6	83.4	96.1
DE	89.5	84.5	94.7
SI	88.7	78.6	99.9
SK	85.8	77.3	95.3
LT	84.9	74.2	97.1
PT	84.5	75.4	94.7
BG	84.5	83.0	85.9
RO	84.0	81.9	86.2
EE	83.8	74.5	94.2
HU	83.7	75.8	92.4
PL	82.6	78.6	86.7
LV	77.1	71.0	83.7
<b>EU-27</b>	<b>90.1</b>	<b>86.6</b>	<b>93.7</b>



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