

# Gender Equality Index 2015

## Measuring gender equality in the European Union 2005–2012

### Main findings



The authors of the *Gender Equality Index 2015* and country profiles are: Dr Anne Laure Humbert, Dr Viginta Ivaškaitė-Tamošiūnė, Nicole Oetke and Merle Paats. The Gender Equality Index 2015 is based on the methodological work of Dr Anne Laure Humbert, Dr Anna Rita Manca, Merle Paats, Dr Jolanta Reingardė and Dr Irene Riobóo Lestón.

The authors of the satellite domain of violence are: Dr Zulema Altamirano, Dr Anne Laure Humbert, Dr Viginta Ivaškaitė-Tamošiūnė, Janine Levine, Dr Anna Rita Manca, Helena Morais Maceira, Nicole Oetke, Merle Paats, Jenna Randall Hill and Anne Wiegmann.

Important contributions were also made by: Ilze Burkevica, Ligia Nobrega, Cristina Alvarez Pascual and Jurgita Pečiūrienė.

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

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# Slight advances on the way to gender equality

Gender equality has been at the heart of European Union policymaking since the inclusion of the principle of equal pay in the Treaty establishing the European Economic Community in 1957. Despite the EU's persistent and longstanding engagement with gender equality, progress in the area remains limited. Aiming to support more effective policymaking at EU level, the European Institute for Gender Equality (EIGE) developed the Gender Equality Index, first proposed in the European Commission's roadmap for equality between women and men 2006–2010 and launched in 2013. The first Gender Equality Index revealed that the EU was only halfway towards reaching equality, demonstrating the need for further monitoring and more targeted gender-equality policies.

The Gender Equality Index provides a comprehensive measure of gender equality, tailored to fit the EU policy context. Following the importance of cohesion across EU Member States, the Index ensures that higher gender-equality scores can only be obtained in societies where there are small gender gaps and high levels of achievement.

I am proud to say that the present update includes scores for 2005, 2010 and 2012, for the first time allowing for an assessment of the progress made in the pursuit of gender equality in the EU and individual Member States over time. Moreover, the present update makes a first attempt at populating the satellite domain of violence by providing a composite indicator of direct violence against women, based on the data on violence against women collected by the European Union Agency for Fundamental Rights (FRA) through the EU-wide survey on violence against women.

The results of the Gender Equality Index show that there have been visible, albeit marginal, improvements between 2005 and 2012 in the domains covered by the Index. With an overall score of 52.9 out of 100 in 2012, the EU remains only halfway towards equality, having risen from 51.3 in 2005. Progress needs to increase its pace if the EU is to fulfil its ambitions and meet the Europe 2020 targets.

The domains of time and power are particularly challenging. The unequal distribution of time between women and men when it comes to unpaid caring and

domestic activities remains prevalent, as does men's over-representation in all areas of decision-making, despite marked improvements in the political sphere.

The most pronounced, although marginal, improvements are evident in the domains of work and money, reflecting the EU's focus on economic and labour market policy. In order to reach gender equality and enable smart, sustainable and inclusive growth, a policy approach going beyond labour market and economic policy to include other key areas is therefore crucial.

The first attempt at populating the satellite domain of violence indicates that violence against women is a persistent issue in the EU that necessitates regular data collection to provide the foundation for reliable statistical assessments and to enable better and more effective policymaking.

The next update of the Gender Equality Index in 2017 will provide a more detailed assessment of the domain of intersecting inequalities. While this constitutes a challenging endeavour, since the intersections of different inequalities are highly complex and data are scarce, it is nevertheless an important area. Understanding the factors that underlie persistent gender inequalities can facilitate more targeted policymaking, able to account for the differences within groups of women and men.

On behalf of the institute and its team, I would like to thank all institutions and experts who contributed to the first update of the Gender Equality Index, and especially: FRA; the European Foundation for the Improvement of Living and Working Conditions (Eurofound); EIGE's working group on the Gender Equality Index; the European Commission, in particular the Gender Equality Unit at the Directorate-General for Justice and Consumers; Eurostat; and my colleagues at EIGE.

We firmly believe that the Index will continue to give impetus for broader debates on the challenges we face in reaching gender equality in the European Union and will contribute to making it a reality for all.

**Virginija Langbakk,**

Director

European Institute for Gender Equality



## Country abbreviations

<b>AT</b>	Austria
<b>BE</b>	Belgium
<b>BG</b>	Bulgaria
<b>CY</b>	Cyprus
<b>CZ</b>	Czech Republic
<b>DE</b>	Germany
<b>DK</b>	Denmark
<b>EE</b>	Estonia
<b>EL</b>	Greece
<b>ES</b>	Spain
<b>FI</b>	Finland
<b>FR</b>	France
<b>HR</b>	Croatia
<b>HU</b>	Hungary
<b>IE</b>	Ireland
<b>IT</b>	Italy
<b>LT</b>	Lithuania
<b>LU</b>	Luxembourg
<b>LV</b>	Latvia
<b>MT</b>	Malta
<b>NL</b>	Netherlands
<b>PL</b>	Poland
<b>PT</b>	Portugal
<b>RO</b>	Romania
<b>SE</b>	Sweden
<b>SI</b>	Slovenia
<b>SK</b>	Slovakia
<b>UK</b>	United Kingdom
<b>EU-28</b>	28 EU Member States

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# 1. Introduction

Gender equality is a fundamental value of the European Union. It is vital for solidarity and economic growth, in particular in view of the present demographic and economic challenges.

Measuring the level of achieved gender equality is an integral part of effective policymaking. It supports the assessment of the outcomes of policy measures on women and men. High-quality statistics, data and measures are essential components of evidence-based and informed decision-making and successful gender mainstreaming.

The Gender Equality Index is a composite indicator that provides a measure — across Member States and over time — of the complex concept of gender equality and assists in the monitoring of progress at Member State level and in the EU in general. With a total of six core domains and two satellite domains, it offers a synthetic and easy-to-interpret measure for gender equality, specifically tailored towards the policy framework of the EU and indicating how far (or close) the EU and its

Member States are from achieving gender equality (on a scale of 1 to 100).

The Gender Equality Index was launched for the first time in June 2013. Based on 2010 data, it showed that, overall, the EU was only halfway towards equality. In June 2015, EIGE presented the second edition of the Index, which for the first time enabled a comparison over time by providing scores for 2005, 2010 and 2012. It also presented results for Croatia, the newest Member State of the European Union. Furthermore, the report took an important step in measuring violence against women. By drawing on data collected by the European Union Agency for Fundamental Rights (FRA), it explored possibilities for computing a composite measure for violence against women, an area left blank due to a lack of data in the first volume. EIGE will continue to work towards developing a more comprehensive measurement framework for violence against women, linking data derived from surveys and administrative sources.



## 2. What does the Gender Equality Index present?

Gender equality is a complex and multidimensional concept, as well as a normatively and politically controversial subject, with a diversity of meanings across Europe (Verloo and Lombardo, 2007). It concerns all aspects of life and is embedded in cultural and social structures, which make measuring gender equality a challenging task.

The Gender Equality Index, at the outset, relies on a conceptual framework that embraces different theoretical approaches to gender equality and integrates key gender equality issues within the EU policy framework. It adopts a pragmatic definition of gender equality as an 'equal share of assets and equal dignity and integrity between women and men'. In line with the EU's framework on equality between women and men, the Index takes a gender approach rather than focusing on women's empowerment. The Index therefore offers a tool that is closely aligned with domains pertinent to EU policy, since it gives preference to indicators that are connected to targets and strategic documents.

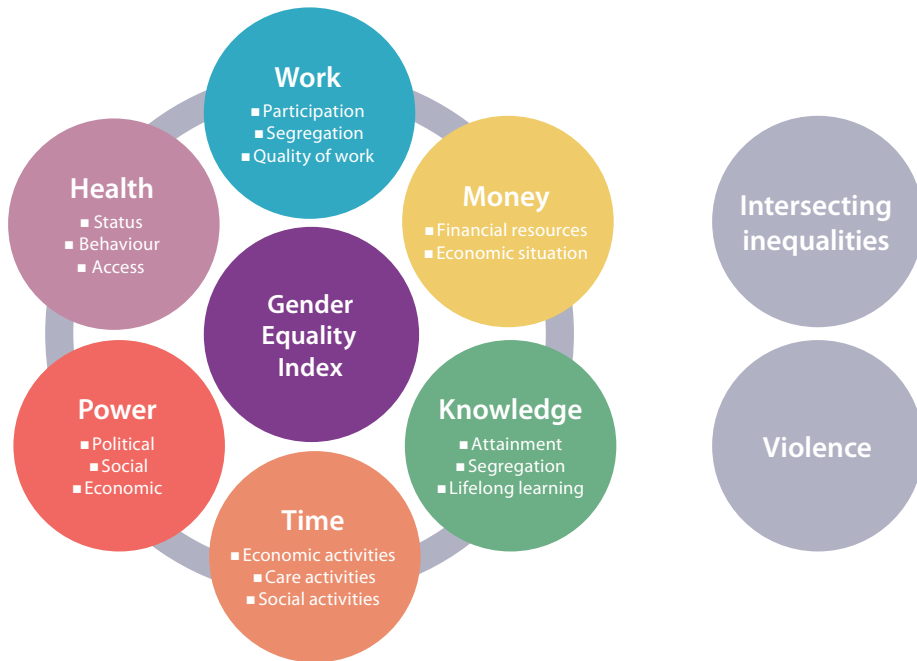
The Gender Equality Index measures gender gaps between women and men, understanding gender equality as equality of outcomes for all individuals. The approach considers gaps that are to the detriment of either women or men as equally problematic. As the Index is inscribed in a vision of the European Union whereby development, growth and cohesion for all individuals is a main principle, tackling gender gaps is not enough when it means that both women and

men fare equally badly. The Index also 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 (e.g. high involvement of both women and men in employment). Exceptions arise where it is necessary to consider the particularities of certain groups, for example in the context of violence against women, where the goal is to eliminate violence altogether, not to close gender gaps.

The Gender Equality Index consists of a hierarchical structure of eight domains. The first six (work, money, knowledge, time, power and health) are combined into a core Index, which is complemented by an additional two satellite domains (violence and intersecting inequalities). The satellite domains are conceptually related to gender equality, but cannot be included in the core Index because they measure a phenomenon that only applies to a selected group of the population. This occurs when considering issues that are related to women only, for instance in the case of violence against women, or when examining gender gaps among specific population groups (people with a disability, lone parents, etc.) Nevertheless, the satellite domains belong to the framework of the Gender Equality Index in all their aspects. Each domain is further divided into subdomains. These subdomains cover the key issues within the respective thematic areas. The full conceptual framework is presented in the first report of the Index (EIGE, 2013).



**Figure 1. Domains and subdomains of the Gender Equality Index**



The Gender Equality Index is a synthetic indicator obtained when individual indicators are compiled into a single measure based on a multidimensional concept. Yet it is not data driven in devising its conceptual framework and aims to populate all the empty domains and subdomains as soon as sustainable data become available. One of the biggest challenges in building the Index is ensuring comparability of the measures used over time as well as their quality, robustness and consistency with the framework.

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 uses 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 full methodological overview is presented in the main report of the Gender Equality Index 2015 (EIGE, 2015b).

The Index is a result of a continuous consultation process established with national stakeholders in the Member States and with international partners that conceptually

and technically support the development and updating of the Gender Equality Index.

## What's new in the Gender Equality Index 2015?

In the process of building the second edition of the Gender Equality Index, a few adjustments have been made to the initial metric. Data availability and conceptual concerns made it necessary to modify the measurement framework of the Index in the domain of work, and more specifically in the area of quality of work (Table 1). Two new indicators replaced three initial ones. An indicator measuring flexibility of working time was replaced by an equivalent indicator from the European working conditions survey (EWCS) of Eurofound measuring the ability to take an hour or two off during working hours to take care of personal or family matters. It is a very gendered area, as women and men divide their time in very different ways, also in relation to the different roles assigned to them by society. In addition, the flexibility of working time, as measured by the initial indicator, greatly depends on work sectors, with large proportions



of women working flexible hours in certain sectors, such as public administration (European Commission, 2009).

An original indicator on health and safety at work was replaced by an indicator from the EWCS that measures work intensity (working to tight deadlines). It was selected as a more relevant measure of gender equality because it better recognises the impact of psychosocial risks (not just physical risks mostly associated with men working in a traditional industrial context) and shifts in how the labour market and households

are organised (move from a manufacturing to a service-based economy).

Training at work, measuring the percentage of workers who have undergone training at work, is no longer included. This is primarily out of concern for an overlap with the subdomain of lifelong learning in the domain of knowledge, which relies on an indicator that captures the participation rate in formal and non-formal education and training.

**Table 1. Domain of work — original and updated structure**

Domain	Conceptual framework	Measurement framework	Indicators used — original framework	Indicators used — updated framework
Work	Participation	Participation	Full-time equivalent (FTE) employment rate (% , 15+ population)	Full-time equivalent (FTE) employment rate (% , 15+ population)
			Duration of working life (years)	Duration of working life (years)
	Segregation	Segregation and quality of work	Employment in education, human health and social work activities (% , 15-64 employed)	Employment in education, human health and social work activities (% , 15-64 employed)
			Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (% , 15-64 employed)	Ability to take an hour or two off during working hours to take care of personal or family matters (% , 15+ workers)
	Quality of work	Segregation and quality of work	Workers perceiving that their health and safety is not at risk because of their work (% , 15+ workers)	Working to tight deadlines (% , 15+ workers)
			Workers having undergone training paid for or provided by their employer or by themselves if self-employed (% , 15+ workers)	—

In order to enable the comparison over time, the score for the subdomain of quality of work of the first Gender Equality Index 2013 was recalculated. The change of

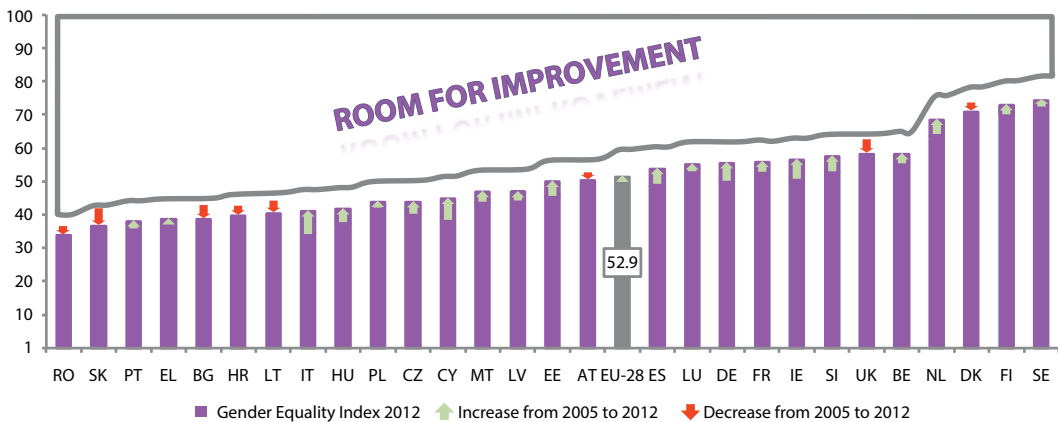
structure had a minimal effect on the scores of the majority of Member States.

### 3. The Gender Equality Index between 2005 and 2012

The results of the Gender Equality Index show some progress, although marginal, between 2005 and 2012. With an average score of 52.9 out of 100 in 2012, after a marginal increase in score of 1.6 points between 2005 and 2012, the EU-28 remains at half way towards the

achievement of full gender equality (Figure 2). There is a great variability in the performance of Member States with scores ranging from 33.7 in Romania to 74.2 in Sweden. Half of the Member States fall behind the score of 50.

**Figure 2. Scores of the Gender Equality Index, 2012**



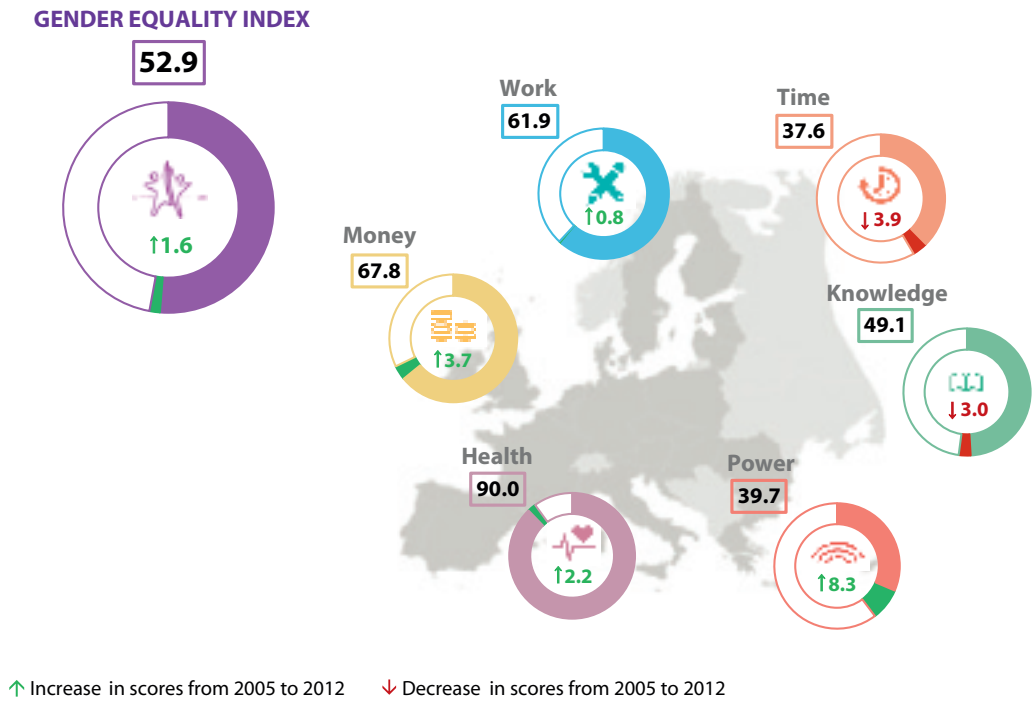
The majority of Member States have improved their score in the Gender Equality Index between 2005 and 2012. The progress is driven by the advancement of gender equality in different areas and is most visible in Italy (increase of 6.5 points), Cyprus (6.4 points) and Ireland (5.7 points). For example, the progress in Italy is particularly evident in the domain of power (increase of 13 points), while in Cyprus the improvement is observed in the domain of money (15 points). Ireland has achieved progress in the domains of power (12 points), work (9 points) and money (8 points). A few Member States, however, have seen a regression in gender equality in one or several domains. For example, the Gender Equality Index scores for Slovakia dropped in the domains of power, time, knowledge and work. The Index score of the United Kingdom in

the domain of knowledge regressed significantly, by 18.5 points, from 2005 to 2012. The score for Bulgaria in the domain of time fell by 12 points in the same years.

Areas which face huge challenges are the division of time for childcare and domestic activities between women and men (which dropped in scores in the time period examined) as well as the representation of women and men in power and decision-making (which has seen the biggest increase since 2005, but insufficient to break the over-representation of men). Despite progress achieved in educational attainment, segregation in education remains widespread and there has been a drop in lifelong learning and in the overall score of the domain of knowledge between 2005 and 2012, showing stalled progress in this domain (Figure 3).



**Figure 3. Scores of the Gender Equality Index in its domains and overall, 2012**



Slow, steady progress has been observed in the domains of work and money. Tackling gender inequalities is important for the promotion of smart, sustainable and inclusive growth throughout the EU by ensuring that working time is shared equally, occupational segregation is eradicated and individuals have access to better jobs. Meeting the Barcelona targets and ensuring adequate childcare provision are

essential requirements for progress. Although gender equality in economic and financial domains shows signs of improvement, individual level indicators may provide a less optimistic picture. Gender inequalities in income and earnings remain highly problematic, as reflected in the EU average of a 38 % gender gap in pensions, a cumulative effect of gender inequalities over the life course (EIGE, 2015c).

## 4. Domain of work: small improvement achieved

The domain of work measures the extent to which women and men can benefit from equal access to employment and appropriate working conditions. In line with EU policy focus, it considers paid work and captures three key areas: participation, segregation and quality of work. The domain has undergone adjustment

since the Gender Equality Index was first launched. While the conceptual structure and subdomains remain the same, the initial quality of work indicators have been replaced by two new indicators measuring gender gaps in flexibility at work and work intensity. This change does not significantly impact the overall scores.

**Table 2. Measurement framework of the domain of work**

Measurement framework — subdomains	Concept measured	Indicator	Source
<b>Participation</b> 	Full-time equivalent (FTE) employment rate	Full-time equivalent (FTE) employment rate (%; 15+ population)	Eurostat — EU labour force survey
	Duration of working life	Duration of working life (years)	Eurostat — EU labour force survey
<b>Segregation and quality of work</b> 	Sectoral segregation	Employment in education, human health and social work activities (%; 15-64 employed)	Eurostat — EU labour force survey
	Flexible personal/family arrangement	Take an hour or two off during working hours to take care of personal or family matters (%; 15+ workers)	Eurofound — European working conditions survey
	Meet tight deadlines	Working to tight deadlines (%; 15+ workers)	Eurofound — European working conditions survey

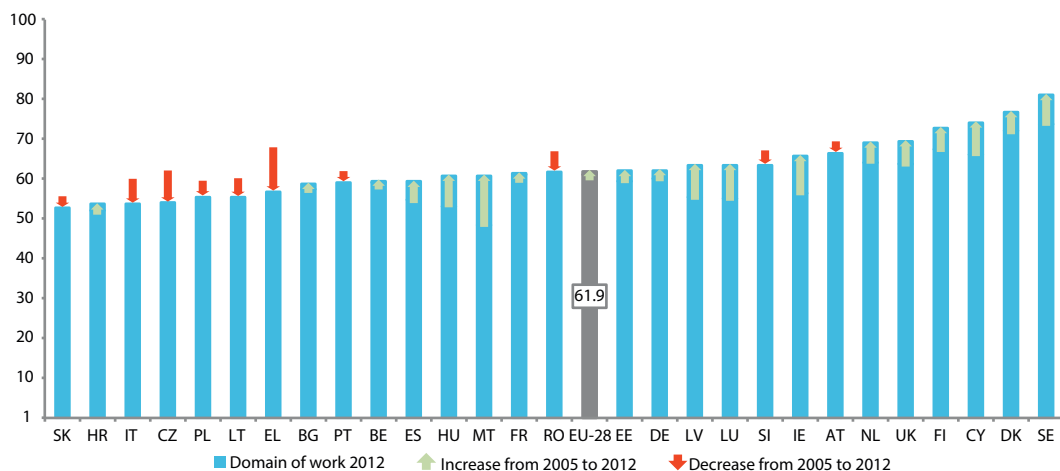
Note: Numbers in **black bold** refer to the score of the domain in 2012; numbers in **green** refer to an increase in the score between 2005 and 2012.

Scores within the domain of work have increased only marginally, by 0.8 points. This increase is the result of the progress made in participation (increase of score by 0.7 points) and in segregation and quality of work (increase by 0.8 points) (Table 2).

The difference between the highest and lowest scores expanded between 2005 and 2012 (Figure 4). The lowest score, for Slovakia, in 2012 (52.8) is higher than the lowest one in 2005, for Malta (48.3), but Sweden demonstrates a leap of 7.4 points at the other end of the scale, making the differences between the Member States larger.



**Figure 4. Scores in the domain of work by Member State, 2005-2012**



A number of Member States (Ireland, Cyprus, Latvia, Luxembourg, Hungary, Malta, Finland, Sweden, United Kingdom) progressed significantly in this domain (five points or more). In contrast, the Czech Republic, Greece and Italy experienced the most significant drops of more than five points between 2005 and 2012. In addition, while all Member States were above halfway toward gender equality in 2012, only two of them, Denmark and Sweden (with the score of 76.8 and 81 out of 100, respectively), were above three quarters of the way to full equality.

because of decreased levels of men’s participation in the labour market. The change in the duration of working life is marginal and the gender gap still prevails.

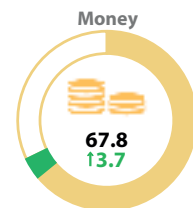
The employment rate of women remains far from the Europe 2020 target of 75 % of the adult population (20 to 64 years) in employment. From a gender perspective, the unequal division of part-time work between women and men means that this target is even more unattainable when employment rates are measured in FTE rather than by headcount (EIGE, 2014).

## The decrease of gender gap in employment is marginal

Gender equality in employment improved slightly, with evidence of a convergence in full-time equivalent (FTE) employment rates between women and men at EU level. Usually the level of employment is measured using a headcount (i.e. the number of individuals with a job), regardless of the number of hours worked. The FTE employment rate is obtained by comparing a worker’s average number of hours worked to the average number of hours of a full-time worker, taking into account the higher incidence of part-time employment among women. The FTE employment rate of women increased from 38 % in 2005 to 38.8 % in 2012, while it decreased for men from 58 % in 2005 to 56 % in 2012. In other words, the gender gap in employment has narrowed not so much because of an improvement in women’s employment, but largely

## Occupational segregation and quality of work are persistent challenges for the EU

A gender-segregated labour market remains a reality for both women and men in the European Union. Women’s access to certain occupation sectors is limited, while in some others they have always been over-represented. In 2012, on average in the EU, 30 % of women and only 8 % of men worked in education, human health and social work activities. The subdomain of segregation and quality of work shows slight progress brought mainly by the improvement of the working conditions. Indeed, the ability of workers to take an hour or two off during working hours has almost doubled (from 18 % in 2005 to 33 % in 2012) and the gender gap has shrunk. However, the low overall score of the subdomain shows that the quality of work and, in particular, segregation remain pervasive areas of gender inequalities.



## 5. Domain of money: some progress, most notably in earnings and income

The domain of money examines inequalities in the financial resources by measuring gender gaps in monthly earnings and income, and in the economic situation of women and men by focusing on poverty and income distribution. This domain is important from a gender equality perspective, as ensuring

women's and men's equal rights and access to financial resources is a prerequisite for reaching equal economic independence and for addressing the increasing feminisation of poverty specifically, and the growing income inequalities more generally.

**Table 3. Measurement framework of the domain of money**

Measurement framework — subdomains	Concept measured	Indicator	Source
<b>Financial resources</b> 	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
<b>Economic situation</b> 	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

Note: Numbers in **black bold** refer to the score of the domain in 2012; numbers in **green** refer to an increase in the score between 2005 and 2012.

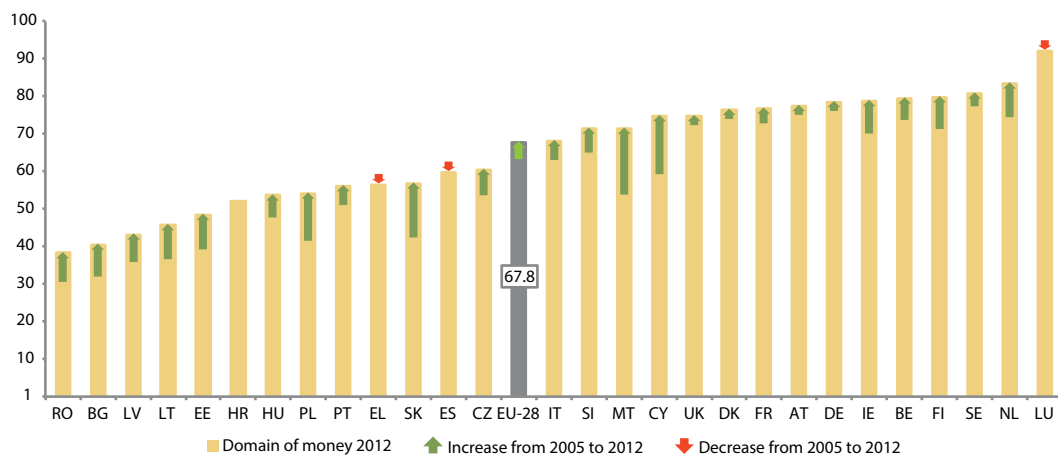
Data on mean monthly earnings are not available for 2012 and the score for that year is thus calculated using the 2010 value. PPS (Purchasing Power Standard) is an artificial currency that accounts for differences in price levels between Member States.

Scores in the domain of money have increased slightly in the EU-28, by 3.7 points during 2005-2012. Scores are higher for the economic situation, standing at 79.1 in 2012 (78.7 in 2005) (Table 3). However, progress in the domain of money is mostly driven by the overall improvement in access to financial resources for both women and men (by 5.8 points), while the gender gap narrowed only very slightly over that period.

Among Member States, the difference between the highest and lowest scores decreased in the period between 2005 to 2012. In 2005, the lowest score was 31.6 in Romania and the highest was 93.0 in Luxembourg. By 2012, Romania's score had risen to 38.4 and that of Luxembourg decreased slightly to 92.3.



**Figure 5. Scores in the domain of money by Member State, 2005-2012**



The majority of Member States progressed during this time period, in particular Malta (up 17.1 points), Cyprus (up 14.7 points), Slovakia (up 13.5 points) and Poland (up 11.8 points). In contrast, the score for Greece decreased by 1.8 points and Spain and Luxembourg also slightly slipped down in this domain, by 0.2 and 0.7 points respectively. In 2012, three Member States exceeded 80 points — Sweden (80.6), the Netherlands (83.6) and Luxemburg (92.3) — and got closer to gender equality in the areas of financial resources and economic situation.

## Gender gaps in earnings and income constantly work to the advantage of men

Economic independence is seen as a prerequisite for enabling both women and men to exercise control over their lives and to make genuine choices. Although scores are slightly higher than in other domains, women remain in more precarious situations throughout the EU in terms of access to financial resources. Women earn less than men and women also receive a lower income, including pensions, than men, with progress in closing the gender gaps in earnings and income being painstakingly slow.

The Europe 2020 target to reduce the number of individuals below the national poverty line by 25 % by 2020 bears an undoubtable gender dimension. Developing a fairer society is directly related to overcoming gender inequalities in earnings and income. The results of the Gender Equality Index call for renewed emphasis on ensuring equal economic independence and fair income and pay opportunities for women and men.

## Gender differences are underestimated because indicators rely on household income

This domain aims to grasp the inter-household power relations between women and men in the management of the financial and economic resources. This is a big challenge since the income-related indicators rely on data which are based on the household level. It therefore assumes that income is shared equally among all members in a household, which is unlikely to take place in practice. Gender roles and relations influence the way household resources are shared between women and men. Individual indicators would thus provide much more gender-sensitive information.



## 6. Domain of knowledge: score decreasing in lifelong learning

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 lifelong learning. Education and training play a vital role in promoting gender equality, including combating gender stereotypes and segregation in the labour market. At policy

level, the importance of gender equality in education and training has been highlighted in several EU policy documents because of its potential to reduce risks of unemployment and social exclusion and foster human potential (e.g. Europe 2020, Council Resolution 2007/C 300/01).

**Table 4. Measurement framework of the domain of knowledge**

Measurement framework — subdomains	Concept measured	Indicator	Source
<b>Attainment and segregation</b> 	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
<b>Lifelong learning</b> 	Lifelong learning	People participating in formal or non-formal education and training (% , 15-74 population)	Eurostat — EU labour force survey

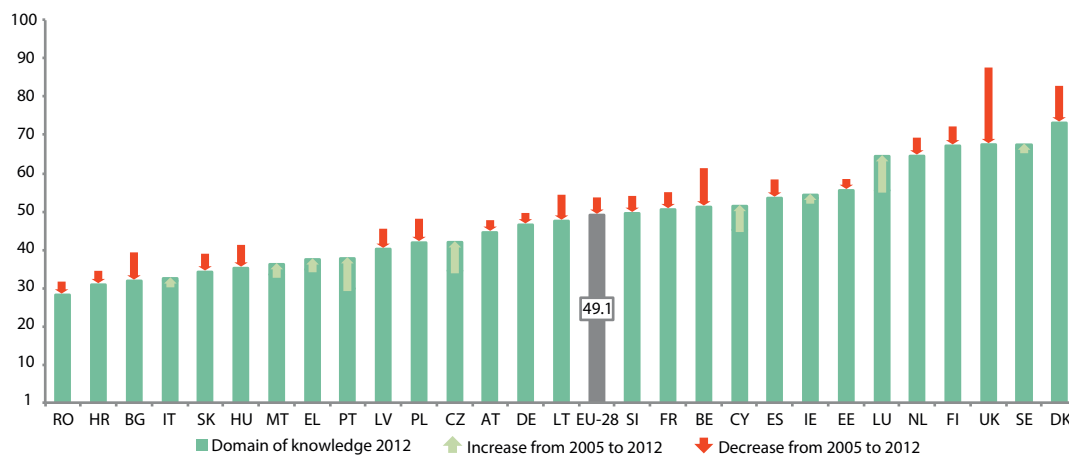
Note: Numbers in **black bold** refer to the score of the domain in 2012; numbers in **green** refer to an increase in the score, while numbers in **red** refer to a decrease in the score between 2005 and 2012.

On average, in this domain, the EU-28 has reached a score of 49.1, almost halfway towards gender equality. The score decreased by three points between 2005 and 2012, showing the need for more progress in this area. In the subdomain capturing attainment and segregation, there has been a small amount of progress, with an increase in score of 1.1 points (Table 4). The decline in the overall score in the domain of knowledge is the result of decreased participation of the adult population (aged 15-74) in formal and non-formal education and training (by 6.4 points).

This domain is characterised by a great variability of scores across Member States. In 2012, the lowest score (28.2 out of 100) was observed in Romania. The scores at the top end of the distribution have dropped significantly, notably because of the United Kingdom going down by 18.5 points from 2005 to 2012. The highest score for 2012 was obtained by Denmark (73.2).



**Figure 6. Scores in the domain of knowledge by Member State, 2005-2012**



A number of other Member States also experienced a significant decrease in scores between 2005 and 2012. For example, Belgium went down by 8.9 points and the score for Denmark fell by 8.4 points. Only a minority of Member States have experienced progress. More notable increases concern Luxembourg (9.0 points), Portugal (7.9 points), the Czech Republic (7.5 points) and Cyprus (6.2 points).

terms of economic independence of women and men. More than that, the segregation patterns seriously undermine the EU's ability to utilise human talents and foster innovation and growth (Council of the European Union, 2014).

## Gender segregation in education hampers the potential for innovation and growth

Educational attainment of women and men is steadily increasing and women are now outnumbering men at graduate level. This trend significantly contributes towards reaching the target of Europe 2020 of increasing the share of the population aged 30 to 34 having completed tertiary education to 40 % by 2020 (European Commission, 2010b). However, women are still concentrated in the fields of study traditionally seen as 'feminine'. In 2012, women in the EU-28 were over-represented among tertiary students in the fields of 'education' (77 %), 'health and welfare' (73 %) and 'humanities and arts' (65 %). The Council of the European Union, in its conclusions of 19 June 2014, recognised that gender segregation at all levels in education and employment contributes to inequalities in

## Progress in education and training is held back by a decrease in lifelong learning

In a context of rapid technological change, and where there has been a profound transformation in the labour market, lifelong learning is an area of crucial importance for both women and men. Increasing participation in lifelong learning can promote adaptability, employability, active citizenship and both personal and professional fulfilment for women and men. However, the majority of Member States remain far from the objectives of the strategic framework for European cooperation in education and training (ET 2020), which aims for 15 % of adults aged 25 to 64 to be involved in lifelong learning (Council of the European Union, 2009). The consistent consideration of the gender perspective when examining participation in lifelong learning is crucial because only then can it be established whether policies promoting the increased participation in lifelong learning do justice to both women and men (Council of the European Union, 2007a).



## 7. Domain of time: persistent and worsening inequalities

The domain of time attempts to capture the gendered nature of the allocation of the time spent between economic, care and social activities. The domain of time considers two subdomains, one related to the involvement of women and men in care and domestic activities and one that measures involvement in sporting, cultural and leisure activities combined with volunteering and charitable activities.

It is an important area from a gender perspective given the imperative to ensure better work–life balance for women and men. Since a strong trade-off exists between all activities, the domain of time, together with the domain of work, measures the extent to which work–life balance impacts the life of European citizens.

**Table 5. Measurement framework of the domain of time**

Measurement framework — subdomains	Concept measured	Indicator	Source
<b>Care</b> 	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
<b>Social</b> 	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

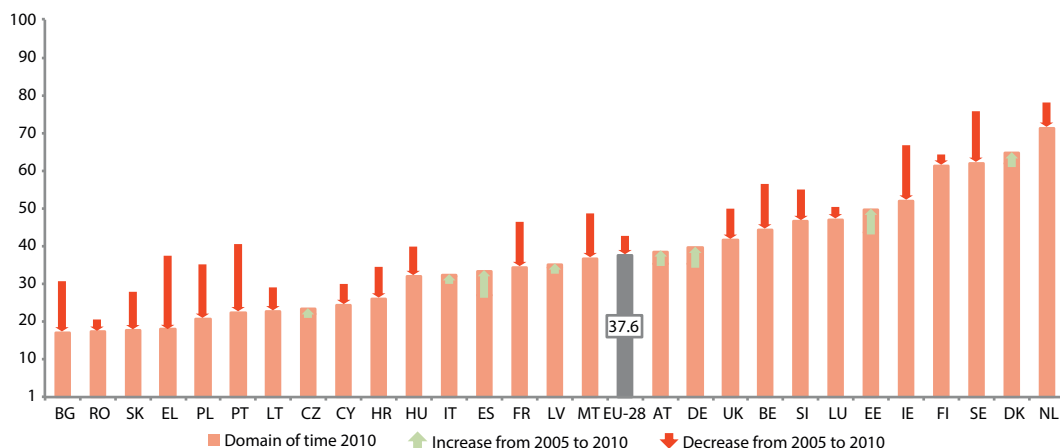
Note: Numbers in **black bold** refer to the score of the domain in 2010; numbers in **green** refer to an increase in the score, while numbers in **red** refer to a decrease in the score between 2005 and 2010.

Out of all the domains of the Gender Equality Index, the domain of time demonstrates the lowest score (37.6), highlighting the real challenge of this area in terms of gender equality in the EU. It is important to note that the most recent data are available up to the year 2010 (EWCS),

thus the assessment of progress can only be made for 2005–2010. The score decreased by 3.9 during this time period. The decline was mainly caused by a decrease in time that both women and men were able to devote to social activities (down by 8.5 points) (Table 5).



**Figure 7. Scores in the domain of time by Member State, 2005-2010**



Scores in the domain of time have significantly decreased across the majority of Member States. They range from below 20 in Bulgaria, Greece, Romania and Slovakia to above 70 in the Netherlands. Greece and Portugal saw the most dramatic drop in scores, with a loss of 18.3 and 17.0 points respectively.

## On average, men work three times less than women at domestic tasks

A major problem of gender inequality is related to the fact that men and women have a different commitment towards unpaid work. On average in the EU, 77 % of women, compared to only 24 % of men, do housework and cook every day for at least 1 hour or more. Women continue to shoulder a disproportionate part of responsibilities involved in taking care of a family. Personal time spent on care has a major impact on women's employment opportunities and quality of work. Inequality in time-sharing at home also extends to other social activities. In the majority of the Member States, men are more likely than women to participate in sporting, cultural or leisure activities outside of their home, at least every other day.

## Targeted measures can foster more equal division of tasks between women and men

The findings of the Gender Equality Index reaffirm the importance of measures to promote better work-life balance for women and men, such as the adequate supply of affordable, high-quality care services for children and other dependants and flexible working arrangements. Although some progress has been made since Barcelona targets were adopted in 2002, the provision of childcare facilities in the EU still fell short of these targets in 2011, in particular for children under 3 years of age (European Commission, 2013a).

The Council conclusions of June 2014 (Council of the European Union, 2014) note that women are over-represented in part-time work, which reinforces the role of women as primary carers of children and other dependent family members. It is important to implement targeted measures to ensure that care responsibilities and part-time work are equally shared between women and men so that both have the freedom to use their time as they see appropriate and can equally develop their full potential. In addition, ensuring a full EU coverage of the harmonised EU-level time-use survey (HETUS) would greatly support development of policies relating to gender equality in time use.

## 8. Domain of power: gender imbalance continues despite marked progress

The domain of power examines how the attainments of gender equality are affected by over-representation of men in power and decision-making and notes an overall democratic deficit in the EU at all levels of political decision-making. Furthermore, the decisions in social areas, such as academia, judiciary, media or sports, are predominantly made by men. Finally, women are also greatly under-represented in economic institutions, including the boards of the largest quoted companies or central banks.

The domain of power is conceptually divided into three subdomains: political, social and economic. Due to the absence of suitable indicators on decision-making in social areas, the current measurement framework includes indicators measuring only political and economic power.

**Table 6. Measurement framework of the domain of power**

Measurement framework — subdomains	Concept measured	Indicator	Source
<b>Political</b> 	Ministerial representation	Share of ministers (% , 18+ population)	DG Justice and Consumers — Women and men in decision-making
	Parliamentary representation	Share of members of parliament (% , 18+ population)	DG Justice and Consumers — Women and men in decision-making
	Regional assemblies representation	Share of members of regional assemblies (% , 18+ population)	DG Justice and Consumers — Women and men in decision-making
<b>Economic</b> 	Members of boards	Share of members of boards in largest quoted companies (supervisory board or board of directors) (% , 18+ population)	DG Justice and Consumers — Women and men in decision-making
	Members of central banks	Share of members of central bank (% , 18+ population)	DG Justice and Consumers — Women and men in decision-making

Note: Numbers in **black bold** refer to the score of the domain in 2012; numbers in **green** refer to an increase in the score between 2005 and 2012.

In 2012, the domain of power shows the second-lowest score (after the division of time between women and men) despite the most pronounced increase in the score since 2005 by 8.3 points. In the EU, on average,

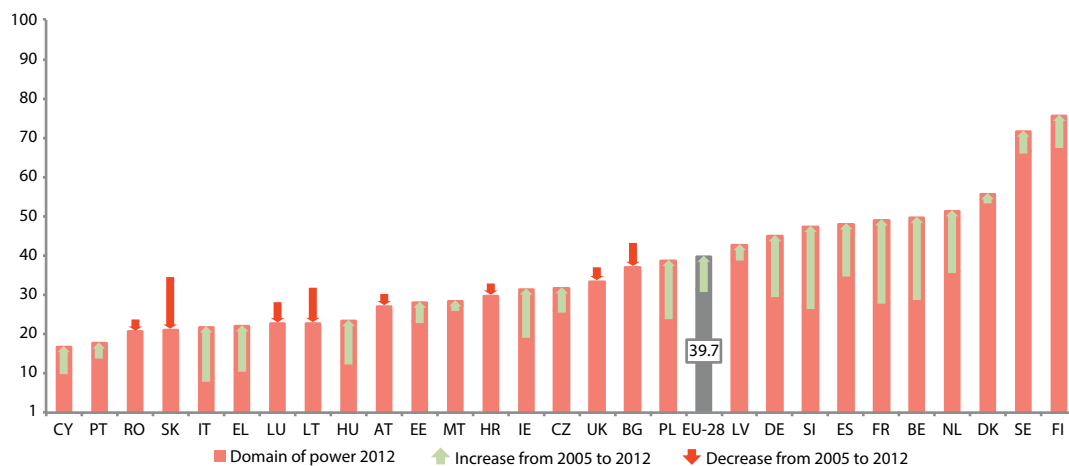
progress is more marked in the subdomain of political decision-making (up 11 points) than in the subdomain of economic decision-making (up by 6.3 points) between 2005 and 2012 (Table 6).



The difference between the highest and lowest scores has decreased. The lowest score increased from 8.7 points in Italy in 2005 to 16.9 in 2012 in Cyprus,

although this still represents a very low score. At the top end, gender equality in representation increased from 68.1 to 75.7 in Finland.

**Figure 8. Scores in the domain of power by Member State, 2005-2012**



Progress is very uneven across (and within) Member States, with countries such as Germany or Spain experiencing a marked increase in economic decision-making and a large decrease in political decision-making. In Belgium, France and Slovenia the progress is observed in both areas. Lithuania and Slovakia, on the contrary, have seen a regression due to a significant decrease in the economic decision-making (down 15.6 and 28.2 points, respectively).

transparency in recruitment and promotion practices, all acting to the advantage of men, requires broader public debates and transformative solutions.

## Gender gaps in decision-making narrowed, but women still account for a minority on corporate boards

The domain of power shows the greatest signs of progress of all domains of the core Gender Equality Index, although men's over-representation in decision-making positions remains prevalent in all Member States and all areas. Results show the most progress within the representation of women on the boards of publicly listed companies, except for the boards of central banks. Corporate culture, characterised by long hours, physical presence, prevailing leadership styles and a lack of

## Political and regulatory pressure can improve gender-balanced representation

In the last few years, measures applied by Member States and tailored EU-level initiatives — such as the proposed directive on improving the gender balance among non-executive board directors (European Commission, 2012a) — have contributed to a marked improvement in women's access to leadership positions in the corporate sector in the EU.

Progress in gender equality in power and decision-making is hindered by the persistence of gender-based norms, prejudices and stereotypes. The effect of legislative and targeted measures could benefit from an increased public awareness about gender stereotypes and prescriptive gender roles. A gender perspective and addressing gender stereotypes would improve the effectiveness and impact of all policies and organisational practices (EIGE, 2015a — forthcoming).

## 9. Domain of health: improvement in health status and access to services

The domain of health is an important area of gender equality, as health is directly linked not just to personal, social and economic well-being, but also to human dignity and physical integrity. This domain focuses on differences between women and men in terms of health status, behaviour and access to health structures. Health status measures gender gaps in self-perceived health, life expectancy and healthy life years. Due to

a lack of suitable indicators, the current measurement framework does not include differences in health-related behaviours of women and men. In the context of the forthcoming data of the European health interview survey (EHIS) of 2014, this area remains a promising avenue for development in the future. As for access to health structures, the selected indicators examine gender gaps in unmet medical as well as dental needs.

**Table 7. Measurement framework of the domain of health**

Measurement framework — subdomains	Concept measured	Indicator	Source
<b>Status</b> 	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)	EU — Statistics on income and living conditions combined with Eurostat's demographic statistics
	Healthy life years	Healthy life years in absolute value at birth (years)	EU — Statistics on income and living conditions combined with Eurostat's demographic statistics
<b>Access</b> 	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

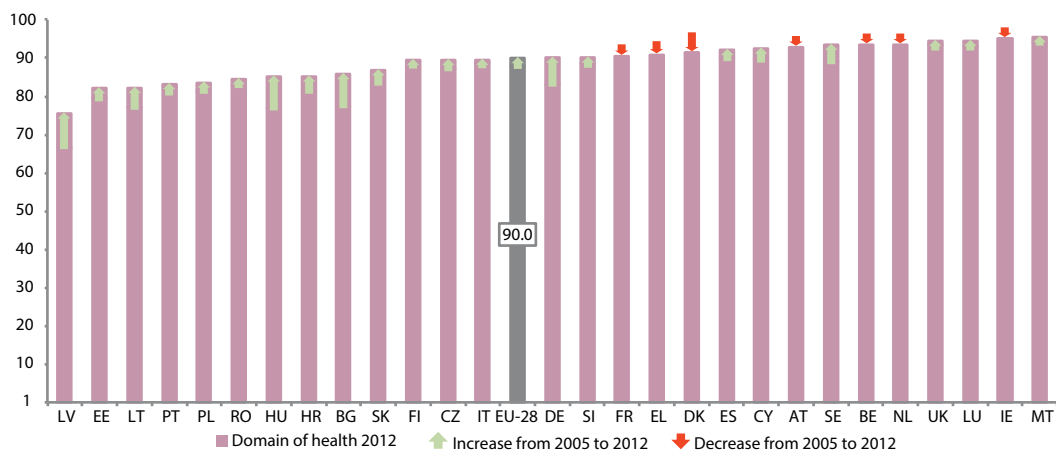
Note: Numbers in **black bold** refer to the score of the domain in 2012; numbers in **green** refer to an increase in the score between 2005 and 2012.

The score in the domain of health has risen slightly since 2005, from 87.8 to 90.0 in 2012. The progress is the result of a marginal increase in health status and even more of improved access to health structures, i.e. an increase in the number of people who do not have unmet medical or dental needs (Table 7).

The difference between the highest and lowest scores in the domain of health narrowed between 2005 and 2012. The lowest score for both years was observed in Latvia. In 2005, Ireland scored highest (96.0 points), and the highest score of 2012 belonged to Malta (95.6 points).



**Figure 9. Scores in the domain of health by Member State, 2005-2012**



Scores rose in the majority of Member States between 2005 and 2012, most significantly in Latvia (up 8.9 points), Bulgaria (up 8.4 points), Hungary (up 8.4 points), Germany (up 6.9 points) and Lithuania (up 5.1 points). At the other end, the score of Denmark went down by 4 points, as did Greece’s, by 2.7 points.

## Progress in health status and access to health structures is steady

The domain of health has the highest score in the Gender Equality Index and demonstrates progress in health status and in access to health structures. The domain of health is particular, because it is characterised by low gender gaps and high levels of achievements. Nevertheless, it needs to be understood in the context of both demographic shifts towards an ageing population across the EU Member States and that of an economic crisis, both of which have affected women and men in different ways. Continuing to monitor gender gaps, together with keeping high levels of health status and access to health structures, should thus remain an important priority.

## Data on determinants of health provide a broader picture of gender (in)equalities in health

The influence of biology should be regarded as forming only part of the range of complex factors that affect the health status of women and men. Data on determinants of health provide valuable information on the impact of gender on health-related behaviours of women and men. The EHIS conducted in 2014 will provide important data on health determinants, such as height and weight, physical activity and consumption of fruits and vegetables, as well as smoking and alcohol consumption, which will be considered for the next edition of the Gender Equality Index. The behaviours and lifestyles of women and men differ according to patterns of masculinity and femininity; therefore, it is very important to capture the gender-related behavioural differences behind inequalities in health.





## 10. Domain of violence

The domain of violence constitutes a satellite domain of the Gender Equality Index, as it is conceptually related to gender equality, but not included in the core Index. This is because, unlike the core domains, it measures a phenomenon that only applies to a selected group of the population. As such, the satellite domain of violence departs from the approach of the core Index in that the domain of violence does not focus on gender gaps between women and men, but levels of violence against women. Indeed, the aim is not to reduce the gaps of violence between women and men, but to eradicate violence altogether (EIGE, 2013).

The domain of violence is divided into two subdomains: direct and indirect violence. Direct violence is based on the working definition as provided by Article 3a of the Istanbul Convention: 'Violence against women includes all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life' (Council of Europe, 2011). This definition highlights the fact that violence against women cannot be understood outside the social structures, gender norms and roles that reinforce gender inequalities and thus normalise it. Therefore, the second subdomain refers to indirect violence, and focuses on 'attitudes, stereotypes and cultural norms that underpin gendered practices' (EIGE, 2013, p. 32).

In its initial phase of developing a comprehensive measurement framework, the Gender Equality Index 2015 considers only the subdomain of direct violence. Building on the newly available data from the FRA's EU-wide survey on violence against women (FRA, 2014a; FRA, 2014b), the Index proposes a first possible measure of violence against women as a composite indicator. It does not intend to measure gender gaps, and is therefore based on a different metric than the Index. The measurement framework relies on seven indicators developed by the FRA (1) and derived from the multivariate analysis (Table 8).

The indicators selected capture incidents of violence that took place during the 12 months prior to the survey interview as well as those experienced since the age of 15. From a policy perspective, lifetime prevalence provides a measure of the extent of the problem of violence against women within and across societies. Violence experienced during the last 12 months may be a better measure of current levels of violence and therefore more meaningful for monitoring changes in the situation over time, in particular for policy evaluation.

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(1) The development of the EU-wide survey on violence against women was underpinned by the core indicators for measuring violence against women identified and agreed upon at the international level (FRA, 2014a; FRA, 2014b), with the exception of the indicator relating to female genital mutilation. These indicators are used as a basis for constructing a measurement framework for direct violence of the Gender Equality Index.



**Table 8. Measurement framework of the domain of violence**

Domain	Measurement framework	Concept measured	Indicator	Source
Violence	Violence against women	Violence since the age of 15	Physical violence by a partner since the age of 15	FRA — EU-wide survey on violence against women
			Sexual violence by a partner since the age of 15	FRA — EU-wide survey on violence against women
			Sexual violence by a non-partner since the age of 15	FRA — EU-wide survey on violence against women
			Psychological violence by a partner since the age of 15	FRA — EU-wide survey on violence against women
		Violence in the past 12 months prior to the interview	Physical violence by a partner in the 12 months prior to the interview	FRA — EU-wide survey on violence against women
			Sexual violence by a partner in the 12 months prior to the interview	FRA — EU-wide survey on violence against women
	Sexual violence by a non-partner in the 12 months prior to the interview		FRA — EU-wide survey on violence against women	
Norms, attitudes, stereotypes	—	—	—	

The sample size and the number of responses to specific questions at the Member State level are important considerations when developing a composite indicator. In line with the concerns about the reliability of indicators with respect to low response rates,

the countries are grouped into three clusters according to their levels of disclosed violence in relation to the EU average, rather than providing results for individual countries.

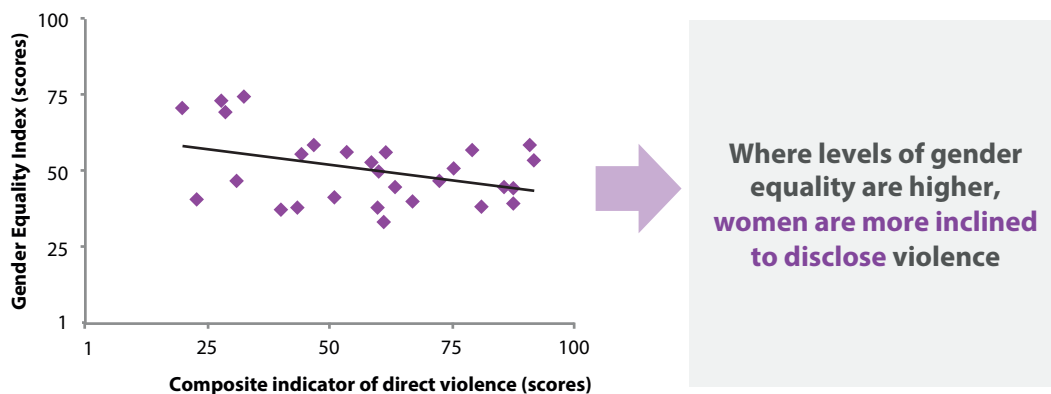
**Table 9. Distribution of the scores for Member States in relation to the EU score for the composite indicator of direct violence**

Cluster	Member States
Member States where there are higher levels of <b>disclosed violence</b> than in the EU overall	BE, FR, LV, NL, SK, FI, SE
Member States where levels of <b>disclosed violence</b> are close to the EU score	BG, CZ, DK, DE, EE, EL, IT, LT, LU, HU, RO, UK
Member States where there are lower levels of <b>disclosed violence</b> than in the EU overall	IE, ES, HR, CY, MT, AT, PL, PT, SI

Since prevalence surveys can only rely on disclosed violence and are likely to underestimate the true prevalence of violence against women, the social and cultural context can greatly affect the extent to which incidents of violence are disclosed. In this regard the relation between the Gender Equality Index and the

composite indicator of violence against women shows a moderate negative correlation ( $r = -0.39$ ). It shows that in those countries where levels of gender equality are higher, women are more inclined to disclose violence.

**Figure 10. Gender Equality Index and the composite indicator of direct violence, 2012**





## Attitudes towards and awareness of violence against women preclude the disclosure of violence

The results emphasise that lower levels of disclosed violence do not necessarily reflect lower levels of actual prevalence, but rather may mean that attitudes towards violence against women within society preclude the disclosure of violence. In this regard, EI GE has explored the relationship of violence against women with contextual variables measuring attitudes towards and awareness of violence against women in the society as well as the level of trust in police and justice institutions in a given society. The data were derived from the special Eurobarometer 344 (73.2) on attitudes towards domestic violence against women (European Commission, 2012b) and Eurobarometer 74.2 examining people's trust in state institutions in 2010 (European Commission, 2013b).

Results show that domestic violence is seen as less acceptable where levels of gender equality, as measured by the Gender Equality Index, are higher. Where domestic violence is seen as more acceptable, women are less likely to disclose violence.

Assessing the extent to which people are aware of domestic violence in their social environment not only provides information on their own perception of their social context, but also carries information on whether or not it is usual to talk with other people about experiences of domestic violence against women. Indeed, higher levels of gender equality appear to be associated with greater awareness of cases of domestic violence by people in their social environment. In addition, in those societies where people are less aware of domestic violence in their environment, women are less likely to disclose incidents of violence.

The institutional context also matters, as evidenced by the fact that in the Member States where there is a higher level of trust in institutions, such as police and justice — key institutions in the context of violence against women — this is associated with higher disclosed prevalence rates of violence against women.

However, trust is a very complex phenomenon and depends on the social, political and historical context of a country. A more in-depth analysis of plausible causes of the strong association between gender equality and trust in institutions would help to better understand the phenomenon.

## More comprehensive measurement of violence against women in the EU is needed

The eradication of violence against women is a declared goal of the EU and its Member States. This commitment needs to be supported by evidence in the form of systematic, comparable and harmonised data. For the monitoring of the implementation of the EU regulations <sup>(?)</sup> across EU Member States and the Istanbul Convention, both survey-based and administrative data are required. Femicide, for example, cannot be captured in a survey, nor can trafficking of women for sexual exploitation. The collection of sex-disaggregated administrative information from police, justice, health, social services and other relevant institutions is needed to provide a more complete picture of the situation of violence against women and to enable monitoring.

While the FRA's EU-wide survey on violence against women certainly offers invaluable insights and a significant first step towards measuring the EU-wide prevalence of violence against women, further work on the measurement of this kind of violence across the EU is needed before a more comprehensive composite indicator can be developed (e.g. combining data derived from surveys and administrative sources).

<sup>(?)</sup> Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime, Directive 2011/99/EU on the European protection order, Recast Directive 2006/54/EC and Directive 2004/113/EC, which define harassment and sexual harassment as discrimination, and Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims together comprise the existing binding legal framework on violence against women at EU level.



# 11. Domain of intersecting inequalities

Since women and men are not homogeneous groups, the domain of intersecting inequalities considers how gender intersects with other characteristics that may influence their experience. This domain explores gender gaps among specific groups of women and men which may be more vulnerable and marginalised. This analysis provides an idea of the complexity of intersecting inequalities and emphasises heterogeneity within gender groups.

Intersecting inequalities is a complex domain from a statistical perspective, as many categories of interest are left unmeasured (for example ethnicity, which

is not specified by the European statistical system) or under-measured (small sample size not allowing for analysis due to the unreliability it creates in the data). The Gender Equality Index focuses on illustrative groups and analyses the employment rates of those born in a foreign country outside of the country in which they are currently employed (as a proxy for belonging to an ethnic minority and/or being a migrant), older workers (aged 55-64) and sole adults living with one or more children (as a proxy for lone parents/carers) in comparison to their respective contrasting population groups (Table 10). Since these represent illustrative groups only, the scores are not aggregated into the core Gender Equality Index.

**Table 10. Measurement framework of the domain of intersecting inequalities**

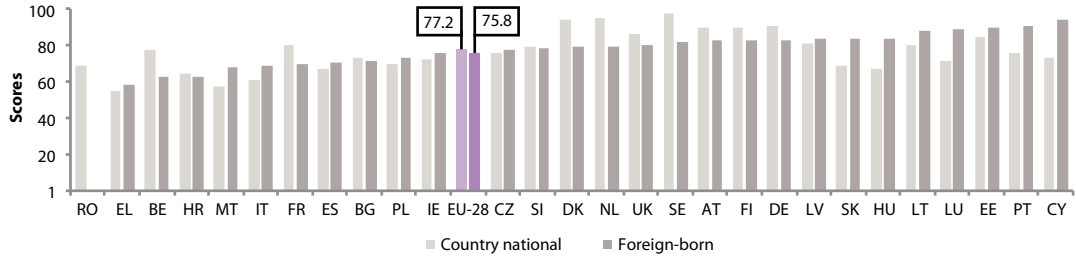
Measurement framework	Concept measured	Indicator	Source
Discrimination and other social grounds in employment	Minorities and/or migrants	Employment of people born in a foreign country (% , 15-64 corresponding population)	Eurostat — EU labour force survey
		Employment of country nationals (% , 15-64 corresponding population)	Eurostat — EU labour force survey
	Older workers	Employment of people aged 55-64 (% , 55-64 population)	Eurostat — EU labour force survey
		Employment of people aged 15-54 (% , 15-54 population)	Eurostat — EU labour force survey
	Lone parents/carers	Employment rates of people living in a household with one adult and one or more children (% , 15-64 corresponding population)	Eurostat — EU labour force survey
		Employment rates of people living in a household with one adult and no children (% , 15-64 corresponding population)	Eurostat — EU labour force survey

The first group examines gender gaps in the employment of foreign-born individuals in comparison to country nationals (Figure 11). In 2012, the score for employment of foreign-born individuals was 1.4 points lower than that of country nationals on average in the EU-28. Gender Equality Index scores between the two groups at EU level are very close. This pattern prevails over the time span from 2005 to 2012 even if differences in employment between the two groups were slightly reduced in 2012 compared to 2005.

Across Member States, considerable differences in the way in which gender and being born in a foreign country intersect are noticeable. The gap in equality scores stood at 20.5 points in favour of foreign-born workers in Cyprus, but at 15.5 points in favour of country nationals in Sweden. These findings might signal to the governments of the Member States about the weaknesses in meeting migrants' or refugees' needs when integrating them in the society. However, these scores need to be interpreted with caution due to the different migration patterns and national policies.



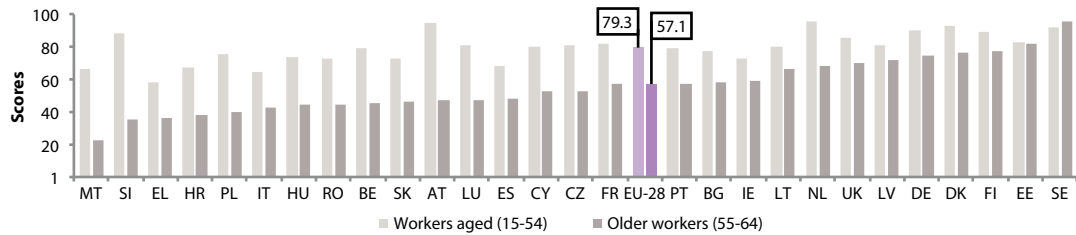
**Figure 11. Gender Equality Index scores for ‘employment of foreign-born individuals in comparison to country nationals’ by Member State, 2012**



Scores assessing the levels of equality in employment among older workers (55-64) and workers aged between 15 and 54 show great disparities between these groups (22.2 points difference in 2012). Gender inequalities are more pronounced among older workers. Equality was

the lowest for older workers in Malta (22.3 out of 100) and the highest in Sweden (95.5). The difference in gender inequalities between older and younger workers is highest in Slovenia (gap of 53.7 points), whereas in Sweden this difference is only marginal (Figure 12).

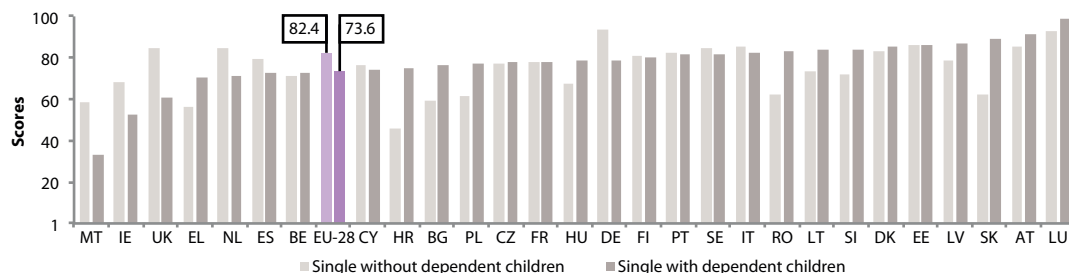
**Figure 12. Gender Equality Index scores for ‘employment of older workers (55-64) in comparison to workers aged 15-54’ by Member State, 2012**



Finally, the third illustrative group considers the comparison between single adults living with and without one or more dependent children. Women’s and men’s access to employment in 2012 has consistently been more equal for adults without dependent children (82.4 out of 100) than for workers with children (73.6 points). Equality scores for single adults with children are lowest in Malta (33.2 points) and highest in Luxembourg

(99.2). The gap in equality scores between the two groups reaches as much as 29.6 points in Croatia, with conditions being more equal for single adults with children, but is also as great as 23.7 points in the United Kingdom and 25.2 points in Malta, in favour of those without children (Figure 13).

**Figure 13. Gender Equality Index scores for ‘employment of single adults living with one or more children in comparison to single adults without’ by Member State, 2012**



## Gender is the major factor in inequalities among selected groups

Differences between selected illustrative groups show that focusing on intersecting factors is a pertinent aspect of gender equality. Gender gaps in employment are wider for foreign-born workers than for country nationals, showing the importance of further analysis of gendered patterns of migration. This becomes particularly relevant in the context of the refugee trends that the EU is facing today. Older workers constitute the only group experiencing both lower access to employment and higher levels of gender inequality systematically in all Member States. Understanding the dynamics involved in the interlinkage of gender and age-based discrimination is crucial, especially in order to address poverty among older women. In addition, single women and men living with one or more children are, on average, more likely to be in employment than single persons without dependent children. However, the fact that poverty levels are higher for lone-parent, mostly lone-mother, households than for the whole population shows that tackling poverty and social exclusion needs to incorporate a gender dimension.

## Better understanding of intersecting inequalities will enrich gender equality policies

Understanding how different forms of inequalities and discrimination intersect is necessary to effectively address (gender) inequalities. The principle of intersecting inequalities is enshrined in the EU treaties, particularly following the Treaty of Amsterdam (97/C 340/05), which marked a turning point. While the field of policy in this area is constantly developing, it is important to recognise that policy strategies need to be rooted not only within the similarities between groups, but also within their distinctiveness (Verloo, 2006). Although the Gender Equality Index 2015 provides only a limited analysis of the ways in which inequalities intersect, broader analysis of this domain will become a priority area in the forthcoming Gender Equality Index 2017. Developing a methodology for the assessment of intersecting inequalities and the collection of data relevant to the area are crucial steps towards the development of a more effective equality policy.



## 12. Conclusions

### Progress towards gender equality in the EU is real, but marginal

The results of the Gender Equality Index show some, albeit marginal, progress in gender equality between 2005 and 2012. The domain of power shows the greatest increase, although men continue to dominate political and economic decision-making in the EU. Equal representation in decision-making positions and equal division of tasks in social and care activities between women and men are the two most challenging areas for equality between women and men in the EU.

Although slow, steady progress was noted in the domains of work and money, tackling gender inequalities is important for the promotion of smart, sustainable and inclusive growth throughout the EU by ensuring that women and men have equal access to employment, that occupational segregation is eradicated and that individuals have access to better jobs. Meeting the Barcelona targets and ensuring adequate childcare provision are essential requirements for progress. Even if both economic domains of the Gender Equality Index show signs of improvement, individual indicators may provide a less optimistic picture. Gender inequalities in income and earnings are the most problematic, as epitomised in the gender gap in pensions of 38 % in 2012, which reflects the cumulative effect of gender inequalities over the life course (EIGE, 2015c).

### Stereotypes underlie gender inequalities in all domains

The emphasis of EU policies has historically been on the labour market and on economic independence. The results show that to achieve a more gender-equal society and to continue to promote smart, sustainable and inclusive growth, attention needs to be widened to other key areas, not least representation in power and decision-making and allowing for a transformation in how activities and time are divided between women and men. Stereotypes play a major role throughout

gender inequalities in all domains and need to be understood as a mechanism that creates, strengthens and maintains gender inequalities in society. Great attention to this root problem at the policy level, together with a system for their measurement, can give Member States the opportunity to engage with more transformative work in society.

### Gender equality is key for the eradication of violence against women

Violence against women is based on an unequal power relation between women and men, reinforcing men's dominance over women. Violence against women cannot be understood outside social structures, gender norms and roles that underpin gender inequalities and thus normalise violence.

A significant development in terms of measuring gender equality was the release of the EU-wide survey on violence against women in 2014. The domain of violence, identified in 2013 as the widest gap of all due the dearth of comparable and harmonised data at EU level, could be populated by a first proposal of a composite indicator of direct violence against women, at EU level only, based on prevalence data. The analysis shows that in those countries where levels of gender equality are higher, as measured by the Gender Equality Index, women are more inclined to disclose violence. The lower levels of disclosed violence do not necessarily reflect lower levels of actual prevalence, but rather may mean that attitudes towards violence against women, as well as awareness about it and trust in police and justice institutions, may preclude the disclosure of violence.

EIGE will continue to work towards identification of other sources of data and combining data derived from surveys and administrative sources to develop a more comprehensive measurement framework for violence against women. The commitment of the Member States towards regular and sustainable data on this kind of violence is a key factor in the eradication of the problem.



## More comprehensive measurement of gender equality calls for new data at EU level

The Gender Equality Index would greatly benefit from data in a number of areas. Better data are needed on time (for example HETUS), income (data at individual level and in a greater selection of areas), health determinants (for example EHIS), social power (for example new areas included in the European Commission's database on women and men in decision-making) and violence against women (coordination of administrative data, survey data and research). Supported by political will and adequate resources, the EU statistical system, one of the most developed in the world, provides an ideal infrastructure to develop these areas.

Further work on the Gender Equality Index will focus on the completion of the domain of intersecting inequalities, breaking down scores and conducting further analysis by taking into account other categories where possible. This is a challenging exercise because the theoretical concept of intersectionality is difficult to introduce into statistical analysis. The lack of statistical indicators and small sample sizes are likely to be encountered. However, it is imperative to open up the space for analysis and discussion, in full recognition that women and men are not homogeneous groups. The next update of the Gender Equality Index will develop this area more fully.



# Annex

Country	Gender Equality Index			Domain of work			Participation			Segregation and quality of work		
	2005	2010	2012	2005	2010	2012	2005	2010	2012	2005	2010	2012
BE	55.6	58.3	58.2	59.2	60.2	59.5	65.9	68.6	66.9	53.1	52.8	52.9
BG	42.3	38.1	38.5	57.6	58.3	58.7	70.0	73.5	72.9	47.4	46.3	47.2
CZ	40.3	42.1	43.8	61.0	54.5	54.2	77.4	75.2	75.3	48.1	39.4	39.0
DK	71.1	72.7	70.9	72.1	78.1	76.8	90.2	87.5	85.3	57.7	69.7	69.2
DE	49.7	49.9	55.3	60.2	62.3	62.2	71.6	75.2	75.9	50.7	51.6	51.0
EE	45.3	49.7	49.8	59.5	61.8	62.0	84.4	82.7	83.6	41.9	46.3	46.0
IE	50.8	55.1	56.5	56.4	66.5	65.8	74.0	71.7	69.8	42.9	61.6	61.9
EL	38.2	39.8	38.3	66.8	58.7	56.9	63.1	64.6	59.5	70.6	53.3	54.4
ES	48.7	53.7	53.6	54.8	60.2	59.6	66.9	71.0	69.5	44.9	51.0	51.1
FR	52.5	55.9	55.7	61.2	61.7	61.3	74.6	75.8	75.0	50.2	50.2	50.0
HR	41.6	40.1	39.8	52.0	54.2	53.6	67.1	65.2	62.0	40.3	45.1	46.4
IT	34.6	39.6	41.1	59.0	53.3	53.8	56.8	56.5	57.1	61.3	50.3	50.6
CY	38.5	42.6	44.9	66.1	77.6	74.0	78.8	84.7	79.6	55.4	71.0	68.8
LV	44.0	45.3	46.9	55.3	61.7	63.3	80.1	80.6	80.8	38.2	47.2	49.6
LT	43.6	42.2	40.2	59.1	55.8	55.6	79.6	78.6	79.8	43.9	39.6	38.7
LU	53.7	50.1	55.2	55.1	62.8	63.6	64.8	69.3	71.3	46.8	56.8	56.6
HU	37.2	42.0	41.6	53.1	60.7	60.7	67.1	66.8	67.5	42.1	55.1	54.5
MT	43.4	42.4	46.8	48.3	58.1	60.7	45.6	52.3	56.2	51.1	64.5	65.6
NL	63.6	69.1	68.5	64.2	69.5	69.0	73.2	76.0	75.6	56.2	63.5	62.9
AT	50.5	49.1	50.2	67.5	67.0	66.5	74.4	77.3	77.0	61.3	58.0	57.4
PL	42.7	43.0	43.7	58.5	55.8	55.5	67.8	71.6	71.1	50.5	43.5	43.3
PT	37.4	40.1	37.9	61.0	60.2	59.1	84.0	83.0	78.4	44.2	43.6	44.6
RO	36.0	35.0	33.7	65.3	61.9	61.6	73.9	72.6	71.8	57.8	52.8	52.9
SI	52.7	54.9	57.3	65.9	65.3	63.6	80.9	80.5	77.4	53.7	52.9	52.2
SK	41.5	39.8	36.5	54.7	53.2	52.8	73.6	73.4	72.3	40.6	38.5	38.6
FI	70.0	71.4	72.7	67.3	73.0	72.6	86.6	86.0	85.3	52.3	62.0	61.9
SE	72.8	74.4	74.2	73.6	80.6	81.0	89.1	93.6	94.7	60.8	69.4	69.3
UK	62.0	58.9	58.0	63.7	70.0	69.5	79.4	78.3	77.4	51.2	62.7	62.4
<b>EU-28</b>	<b>51.3</b>	<b>52.4</b>	<b>52.9</b>	<b>61.1</b>	<b>62.2</b>	<b>61.9</b>	<b>71.6</b>	<b>72.8</b>	<b>72.3</b>	<b>52.2</b>	<b>53.1</b>	<b>53.0</b>

Country	Gender Equality Index			Domain of money			Financial resources			Economic situation		
	2005	2010	2012	2005	2010	2012	2005	2010	2012	2005	2010	2012
BE	55.6	58.3	58.2	74.8	79.8	79.6	65.6	70.4	71.6	85.4	90.3	88.3
BG	42.3	38.1	38.5	32.6	40.7	40.3	13.5	23.3	23.1	78.6	71.1	70.4
CZ	40.3	42.1	43.8	54.3	59.4	60.4	31.5	36.3	37.2	93.6	97.2	98.0
DK	71.1	72.7	70.9	75.9	76.9	76.4	61.4	70.5	72.4	93.8	83.9	80.5
DE	49.7	49.9	55.3	77.6	76.7	78.4	66.8	71.2	73.1	90.0	82.6	84.0
EE	45.3	49.7	49.8	39.7	48.9	48.4	22.2	30.6	31.3	71.0	78.1	75.0
IE	50.8	55.1	56.5	71.0	80.3	79.0	66.7	77.6	75.8	75.6	83.1	82.3
EL	38.2	39.8	38.3	58.2	62.4	56.4	47.3	52.7	47.1	71.7	74.0	67.6
ES	48.7	53.7	53.6	59.9	60.1	59.7	48.7	54.2	53.6	73.5	66.7	66.5
FR	52.5	55.9	55.7	73.6	76.2	76.9	60.9	67.4	69.6	88.8	86.2	84.9
HR	41.6	40.1	39.8	52.0	51.9	52.0	37.3	36.8	36.1	72.6	73.2	75.0
IT	34.6	39.6	41.1	63.9	68.6	68.0	55.6	60.8	61.5	73.4	77.3	75.3
CY	38.5	42.6	44.9	59.9	73.4	74.6	44.2	66.4	69.0	81.2	81.1	80.8
LV	44.0	45.3	46.9	36.4	42.1	43.2	20.0	26.5	26.9	66.6	66.9	69.4
LT	43.6	42.2	40.2	37.1	41.5	45.6	20.6	26.8	27.4	67.1	64.2	76.0
LU	53.7	50.1	55.2	93.0	91.6	92.3	96.0	96.1	96.4	90.0	87.3	88.3
HU	37.2	42.0	41.6	48.6	54.6	53.8	26.9	30.7	32.6	87.8	97.1	89.0
MT	43.4	42.4	46.8	54.3	68.8	71.4	33.2	55.1	56.5	88.9	85.8	90.1
NL	63.6	69.1	68.5	75.7	82.5	83.6	64.4	72.3	72.2	89.0	94.2	96.7
AT	50.5	49.1	50.2	76.0	75.9	77.6	63.3	67.4	69.3	91.2	85.5	86.8
PL	42.7	43.0	43.7	42.4	52.4	54.2	26.2	34.9	36.8	68.5	78.8	79.8
PT	37.4	40.1	37.9	51.6	56.4	56.0	39.2	42.6	42.3	67.8	74.8	74.1
RO	36.0	35.0	33.7	31.6	39.2	38.4	15.8	21.2	21.1	63.3	72.5	70.1
SI	52.7	54.9	57.3	65.9	70.3	71.3	46.0	51.6	52.9	94.4	95.9	96.1
SK	41.5	39.8	36.5	43.2	54.1	56.7	20.8	32.1	34.3	89.8	91.4	93.7
FI	70.0	71.4	72.7	72.0	78.5	79.9	55.9	66.5	69.0	92.8	92.7	92.5
SE	72.8	74.4	74.2	78.4	80.5	80.6	62.3	68.2	70.6	98.6	95.1	92.1
UK	62.0	58.9	58.0	72.8	72.7	74.6	74.2	69.8	70.4	71.4	75.8	79.1
<b>EU-28</b>	<b>51.3</b>	<b>52.4</b>	<b>52.9</b>	<b>64.1</b>	<b>67.0</b>	<b>67.8</b>	<b>52.2</b>	<b>56.8</b>	<b>58.0</b>	<b>78.7</b>	<b>79.0</b>	<b>79.1</b>



Country	Gender Equality Index			Domain of knowledge			Attainment and segregation			Lifelong learning		
	2005	2010	2012	2005	2010	2012	2005	2010	2012	2005	2010	2012
BE	55.6	58.3	58.2	59.9	54.7	51.0	78.0	78.5	72.8	46.0	38.1	35.8
BG	42.3	38.1	38.5	38.0	32.6	31.8	50.3	46.7	45.7	28.8	22.8	22.1
CZ	40.3	42.1	43.8	34.5	37.5	42.0	29.7	36.4	39.2	40.1	38.6	44.9
DK	71.1	72.7	70.9	81.6	75.8	73.2	80.2	67.9	62.7	83.0	84.7	85.5
DE	49.7	49.9	55.3	47.1	44.8	46.7	51.3	51.4	53.2	43.3	39.0	40.9
EE	45.3	49.7	49.8	55.7	53.9	55.4	65.3	60.0	60.9	47.5	48.4	50.4
IE	50.8	55.1	56.5	53.4	53.7	54.3	71.0	78.5	77.8	40.3	36.7	37.8
EL	38.2	39.8	38.3	35.0	37.6	37.6	44.5	51.0	51.0	27.5	27.7	27.8
ES	48.7	53.7	53.6	56.6	53.8	53.4	71.3	69.7	67.4	45.0	41.6	42.4
FR	52.5	55.9	55.7	53.8	49.9	50.7	65.0	65.3	63.7	44.5	38.1	40.3
HR	41.6	40.1	39.8	33.2	31.6	31.0	35.7	39.6	35.7	30.9	25.2	26.8
IT	34.6	39.6	41.1	31.9	32.0	32.5	29.8	31.2	31.0	34.1	32.9	34.1
CY	38.5	42.6	44.9	45.3	52.9	51.5	61.6	73.6	75.3	33.3	38.0	35.2
LV	44.0	45.3	46.9	44.4	39.6	40.3	40.7	47.1	45.5	48.4	33.4	35.6
LT	43.6	42.2	40.2	53.0	47.2	47.6	56.1	58.5	56.9	50.1	38.1	39.9
LU	53.7	50.1	55.2	55.6	61.7	64.6	63.5	73.5	76.3	48.7	51.8	54.6
HU	37.2	42.0	41.6	39.8	35.3	35.3	43.3	43.0	43.5	36.6	29.1	28.7
MT	43.4	42.4	46.8	33.6	35.6	36.3	31.8	39.0	40.2	35.6	32.5	32.8
NL	63.6	69.1	68.5	68.1	65.8	64.6	70.7	68.2	65.5	65.5	63.5	63.7
AT	50.5	49.1	50.2	46.3	45.0	44.5	40.0	40.2	38.5	53.5	50.2	51.5
PL	42.7	43.0	43.7	46.5	43.8	41.8	39.7	46.0	45.8	54.6	41.7	38.1
PT	37.4	40.1	37.9	29.9	30.4	37.8	26.6	29.6	34.2	33.5	31.1	41.7
RO	36.0	35.0	33.7	30.5	28.7	28.2	26.7	31.9	32.4	34.9	25.8	24.5
SI	52.7	54.9	57.3	52.3	51.4	49.4	43.7	46.4	47.2	62.7	57.0	51.7
SK	41.5	39.8	36.5	37.6	34.9	34.0	31.7	37.9	38.7	44.6	32.1	30.0
FI	70.0	71.4	72.7	70.8	67.3	67.3	68.8	68.1	64.9	72.9	66.6	69.8
SE	72.8	74.4	74.2	66.6	66.6	67.6	68.8	69.0	66.6	64.6	64.3	68.6
UK	62.0	58.9	58.0	86.0	69.7	67.5	82.2	83.4	84.3	90.0	58.3	54.1
<b>EU-28</b>	<b>51.3</b>	<b>52.4</b>	<b>52.9</b>	<b>52.1</b>	<b>49.1</b>	<b>49.1</b>	<b>55.6</b>	<b>57.7</b>	<b>56.7</b>	<b>48.9</b>	<b>41.8</b>	<b>42.5</b>

Country	Gender Equality Index			Domain of time			Care			Social		
	2005	2010	2012	2005	2010	2012	2005	2010	2012	2005	2010	2012
BE	55.6	58.3	58.2	55.1	44.1	44.1	62.2	53.5	53.5	48.9	36.4	36.4
BG	42.3	38.1	38.5	29.4	17.0	17.0	45.1	20.1	20.1	19.2	14.4	14.4
CZ	40.3	42.1	43.8	22.2	23.5	23.5	19.6	29.1	29.1	25.2	19.0	19.0
DK	71.1	72.7	70.9	61.8	64.5	64.5	74.3	79.3	79.3	51.3	52.5	52.5
DE	49.7	49.9	55.3	35.4	39.7	39.7	29.9	36.5	36.5	42.0	43.3	43.3
EE	45.3	49.7	49.8	43.8	49.8	49.8	56.7	70.9	70.9	33.8	35.0	35.0
IE	50.8	55.1	56.5	65.5	52.0	52.0	61.3	56.7	56.7	70.0	47.7	47.7
EL	38.2	39.8	38.3	36.2	17.9	17.9	40.1	21.1	21.1	32.7	15.2	15.2
ES	48.7	53.7	53.6	27.2	33.5	33.5	23.5	56.5	56.5	31.5	19.8	19.8
FR	52.5	55.9	55.7	45.0	34.5	34.5	45.1	40.3	40.3	44.8	29.4	29.4
HR	41.6	40.1	39.8	32.9	25.9	25.9	36.2	32.1	32.1	29.9	20.9	20.9
IT	34.6	39.6	41.1	32.2	32.4	32.4	32.9	40.4	40.4	31.4	26.0	26.0
CY	38.5	42.6	44.9	28.6	24.4	24.4	38.7	32.9	32.9	21.2	18.1	18.1
LV	44.0	45.3	46.9	34.5	35.2	35.2	61.2	76.4	76.4	19.4	16.2	16.2
LT	43.6	42.2	40.2	27.7	22.8	22.8	36.1	36.2	36.2	21.2	14.4	14.4
LU	53.7	50.1	55.2	48.3	47.1	47.1	51.3	48.0	48.0	45.4	46.2	46.2
HU	37.2	42.0	41.6	38.3	31.9	31.9	51.8	51.8	51.8	28.4	19.7	19.7
MT	43.4	42.4	46.8	47.3	36.7	36.7	46.2	40.6	40.6	48.3	33.2	33.2
NL	63.6	69.1	68.5	76.9	71.2	71.2	75.9	70.6	70.6	77.9	71.9	71.9
AT	50.5	49.1	50.2	35.5	38.6	38.6	29.0	33.0	33.0	43.4	45.1	45.1
PL	42.7	43.0	43.7	34.1	20.8	20.8	42.8	26.9	26.9	27.2	16.0	16.0
PT	37.4	40.1	37.9	39.4	22.4	22.4	63.9	50.2	50.2	24.3	10.0	10.0
RO	36.0	35.0	33.7	25.5	17.4	17.4	51.7	25.5	25.5	12.6	11.9	11.9
SI	52.7	54.9	57.3	53.4	46.6	46.6	39.6	45.9	45.9	72.0	47.4	47.4
SK	41.5	39.8	36.5	26.8	17.7	17.7	31.1	26.7	26.7	23.1	11.8	11.8
FI	70.0	71.4	72.7	61.9	61.3	61.3	50.0	50.2	50.2	76.7	74.8	74.8
SE	72.8	74.4	74.2	74.1	61.9	61.9	61.5	65.3	65.3	89.3	58.8	58.8
UK	62.0	58.9	58.0	48.8	41.8	41.8	52.5	52.7	52.7	45.4	33.1	33.1
<b>EU-28</b>	<b>51.3</b>	<b>52.4</b>	<b>52.9</b>	<b>41.5</b>	<b>37.6</b>	<b>37.6</b>	<b>41.5</b>	<b>42.8</b>	<b>42.8</b>	<b>41.5</b>	<b>33.0</b>	<b>33.0</b>



Country	Gender Equality Index			Domain of power			Political			Economic		
	2005	2010	2012	2005	2010	2012	2005	2010	2012	2005	2010	2012
BE	55.6	58.3	58.2	29.0	45.3	49.5	55.7	65.5	71.3	15.1	31.3	34.3
BG	42.3	38.1	38.5	41.5	34.4	36.8	50.7	48.3	53.4	34.0	24.5	25.4
CZ	40.3	42.1	43.8	26.1	29.7	31.8	25.5	34.1	34.1	26.7	25.8	29.6
DK	71.1	72.7	70.9	54.4	59.9	55.7	64.1	78.1	74.2	46.2	45.9	41.9
DE	49.7	49.9	55.3	30.2	28.0	45.1	74.8	59.2	60.0	12.2	13.2	33.9
EE	45.3	49.7	49.8	23.3	28.0	27.9	24.3	35.1	33.4	22.3	22.3	23.3
IE	50.8	55.1	56.5	19.4	27.0	31.4	24.2	31.0	38.7	15.6	23.5	25.5
EL	38.2	39.8	38.3	11.1	23.8	21.9	16.1	40.9	28.3	7.6	13.9	17.0
ES	48.7	53.7	53.6	35.0	47.5	47.8	79.7	75.8	68.0	15.3	29.7	33.7
FR	52.5	55.9	55.7	28.0	50.4	48.8	34.7	64.1	58.5	22.6	39.7	40.7
HR	41.6	40.1	39.8	30.0	30.5	29.7	45.1	42.2	41.8	20.0	22.0	21.1
IT	34.6	39.6	41.1	8.7	18.2	21.8	20.4	31.1	29.6	3.7	10.6	16.1
CY	38.5	42.6	44.9	10.4	12.1	16.9	14.6	31.4	34.1	7.5	4.7	8.3
LV	44.0	45.3	46.9	39.1	38.2	42.5	37.4	38.4	42.6	40.8	38.1	42.4
LT	43.6	42.2	40.2	30.6	31.6	22.8	29.7	35.0	32.6	31.6	28.5	16.0
LU	53.7	50.1	55.2	26.4	14.7	22.6	44.3	44.6	47.8	15.8	4.8	10.7
HU	37.2	42.0	41.6	12.9	24.4	23.5	17.2	15.2	16.8	9.7	39.0	32.9
MT	43.4	42.4	46.8	27.2	18.8	28.3	26.5	30.2	29.4	27.9	11.7	27.3
NL	63.6	69.1	68.5	36.0	52.4	51.3	70.7	69.6	63.5	18.3	39.4	41.4
AT	50.5	49.1	50.2	28.6	24.2	27.1	63.7	62.7	60.6	12.8	9.3	12.1
PL	42.7	43.0	43.7	24.0	34.2	38.5	27.4	34.8	44.0	21.1	33.5	33.7
PT	37.4	40.1	37.9	14.5	29.7	17.6	33.0	43.2	43.0	6.4	20.4	7.2
RO	36.0	35.0	33.7	22.2	24.5	20.7	20.1	19.6	19.2	24.5	30.6	22.2
SI	52.7	54.9	57.3	26.7	35.9	47.2	18.9	43.0	38.5	37.6	29.9	58.0
SK	41.5	39.8	36.5	33.0	33.3	21.1	25.8	31.9	31.7	42.2	34.7	14.0
FI	70.0	71.4	72.7	68.1	68.8	75.7	82.3	86.2	83.6	56.3	54.9	68.5
SE	72.8	74.4	74.2	66.6	74.5	71.7	83.7	91.6	93.5	53.0	60.6	55.0
UK	62.0	58.9	58.0	35.5	35.0	33.2	39.1	51.7	45.6	32.2	23.6	24.2
<b>EU-28</b>	<b>51.3</b>	<b>52.4</b>	<b>52.9</b>	<b>31.4</b>	<b>37.9</b>	<b>39.7</b>	<b>38.8</b>	<b>50.2</b>	<b>49.8</b>	<b>25.4</b>	<b>28.5</b>	<b>31.7</b>

Country	Gender Equality Index			Domain of health			Status			Access		
	2005	2010	2012	2005	2010	2012	2005	2010	2012	2005	2010	2012
BE	55.6	58.3	58.2	94.0	94.0	93.6	89.7	89.2	90.4	98.6	99.1	96.9
BG	42.3	38.1	38.5	77.6	84.6	86.0	82.6	83.0	82.8	72.9	86.2	89.2
CZ	40.3	42.1	43.8	87.1	89.7	89.5	80.7	83.4	82.8	94.0	96.4	96.7
DK	71.1	72.7	70.9	95.4	92.1	91.4	93.8	87.9	88.0	96.9	96.5	94.9
DE	49.7	49.9	55.3	83.1	89.9	90.0	81.2	84.5	84.2	85.1	95.5	96.3
EE	45.3	49.7	49.8	79.5	83.7	82.0	71.6	74.3	74.0	88.2	94.3	90.9
IE	50.8	55.1	56.5	96.0	96.2	95.2	95.1	95.8	95.7	96.9	96.7	94.8
EL	38.2	39.8	38.3	93.5	92.4	90.8	93.4	92.2	90.7	93.7	92.6	90.9
ES	48.7	53.7	53.6	90.1	90.9	92.2	87.8	89.5	91.1	92.4	92.5	93.2
FR	52.5	55.9	55.7	91.7	90.4	90.6	88.2	86.7	87.5	95.2	94.2	93.7
HR	41.6	40.1	39.8	81.7	81.4	85.3	76.0	75.4	76.8	87.7	87.9	94.7
IT	34.6	39.6	41.1	88.7	90.3	89.5	86.1	89.4	87.0	91.4	91.2	92.1
CY	38.5	42.6	44.9	89.5	90.6	92.4	88.5	91.0	91.8	90.5	90.3	93.1
LV	44.0	45.3	46.9	66.7	74.9	75.6	63.8	70.9	70.6	69.7	79.1	80.9
LT	43.6	42.2	40.2	77.2	84.7	82.3	66.9	74.0	70.2	89.0	96.9	96.5
LU	53.7	50.1	55.2	93.2	94.2	94.6	90.6	91.4	91.8	95.8	97.2	97.6
HU	37.2	42.0	41.6	76.8	84.2	85.2	70.5	75.8	78.2	83.6	93.6	92.7
MT	43.4	42.4	46.8	94.1	93.4	95.6	92.4	91.5	93.5	96.0	95.4	97.8
NL	63.6	69.1	68.5	93.8	94.7	93.6	91.9	90.6	88.5	95.9	99.0	99.1
AT	50.5	49.1	50.2	92.8	91.4	92.7	87.7	86.4	87.3	98.3	96.7	98.4
PL	42.7	43.0	43.7	81.3	83.2	83.6	79.2	78.6	78.8	83.4	88.1	88.6
PT	37.4	40.1	37.9	82.6	83.2	83.3	74.9	75.3	77.6	91.2	91.8	89.3
RO	36.0	35.0	33.7	82.8	83.8	84.4	83.5	81.9	82.3	82.1	85.8	86.6
SI	52.7	54.9	57.3	88.4	88.7	90.1	78.2	78.7	81.2	99.9	100.0	100.0
SK	41.5	39.8	36.5	83.4	86.1	86.7	75.1	77.3	78.5	92.5	95.8	95.7
FI	70.0	71.4	72.7	89.0	89.7	89.0	83.6	85.3	84.2	94.7	94.4	94.1
SE	72.8	74.4	74.2	89.1	93.5	93.3	92.1	96.8	96.9	86.1	90.3	90.0
UK	62.0	58.9	58.0	93.4	95.6	94.4	92.3	93.9	91.4	94.5	97.4	97.5
<b>EU-28</b>	<b>51.3</b>	<b>52.4</b>	<b>52.9</b>	<b>87.8</b>	<b>90.0</b>	<b>90.0</b>	<b>85.2</b>	<b>86.6</b>	<b>86.4</b>	<b>90.4</b>	<b>93.7</b>	<b>93.8</b>



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