Measuring Gender Equality in the European Union: The Gender Equality Index
& more...
‘equal share of assets and equal dignity and integrity between women and men’
Gender gaps adjusted for levels of achievement
Added value of the Gender Equality Index

... why another index?
A synthetic indicator obtained when **individual indicators** are compiled into a **single measure**, on the basis of a **multidimensional concept**
Selecting variables

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

Weighting

Aggregation

3,636 indices

Country 1

Country 2

......

Country 27

Source: JRC
The Gender Equality Index

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

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

6 domains

12 sub-domain indices

27 variables
Women remain less likely to participate in the labour market

Large gender segregation in the labour market remains prevalent

The gendered nature of quality of work needs to be measured
Women receive lower earnings and income than men in the EU.

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

Individual rather than household level indicators could measure gender differences in a more sensitive way.
Women outnumber men as university graduates in the EU.

Gender segregation in educational fields remains high.

Participation in lifelong learning is low and is more feminised where participation is higher.
Women remain disproportionately responsible for caring activities.

The unequal division of time extends to other activities.

Addressing the division of time can provide an opportunity towards transformative change.
Low levels of gender equality in political decision-making

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

Key actions should be taken to consider gender balance in decision-making
Low gender gaps exist in access to health structures

The old adage that ‘women get sicker and men die younger’ remains largely true
Disparities between women and men among different groups matter as these may be linked to different levels of gender equality.
Employment rates for:
- Minorities and migrants
- Older workers
- Lone parents/carers
The biggest gap of all
Nothing to see here!
A set of Country Profiles is provided together with the report to facilitate the contextualisation of the scores:

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

Flexible structure

Support to decision-making
The Gender Equality Index is a unique measurement tool that synthesizes the complexity of gender equality as a multi-dimensional concept into a user-friendly and easily interpretable measure. It is formed by combining gender indicators, according to a conceptual framework, into a single summary measure.

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

The Index provides results at the domain and sub-domain level for the EU overall and for each Member State. It provides a measure of how far (or close) each Member State was from achieving gender equality in 2010.
How can we move forward when half of us are being held back?
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