

The Gender Equality Index 2017 examines the progress and challenges in achieving gender equality across the European Union from 2005 to 2015. Using a scale from 1 (full inequality) to 100 (full equality), it measures the differences between women and men in key domains of the EU policy framework (work, money, knowledge, time, power and health). The Index also measures violence against women and intersecting inequalities. These are satellite domains and are part of the framework of the Gender Equality Index, but do not have an impact on the overall score. Intersecting inequalities show how gender intersects with age, education, family composition, country of birth and disability. The Gender Equality Index provides results for each domain and sub-domain for the EU and its 28 Member States ⁽¹⁾.

Progress in gender equality in Germany, 2005-2015

In the Gender Equality Index 2017, Germany achieved a score of **65.5 out of 100**. This is less than the EU-28 score of 66.2, but progress is happening at a slightly faster pace than in the EU on average. Germany's score has increased by 5.5 points and it has kept its 12th place in the EU ranking.

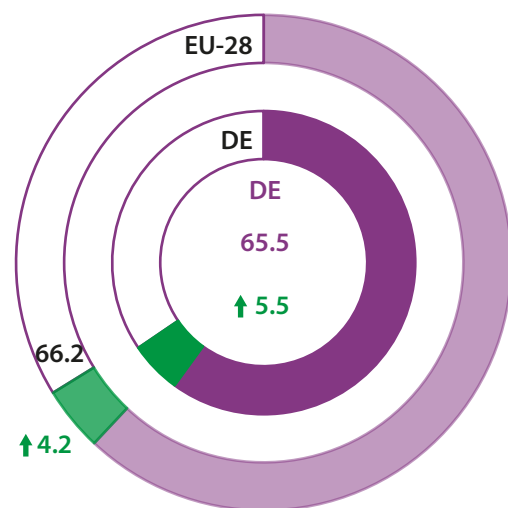
The gender equality score in the domain of **health** in Germany is high and on the rise, showing good gender balance in access to services and overall health status.

The biggest improvement took place in the domain of **power**, though it is the second-lowest score. Improvements in this domain in Germany are largely due to progress in women's representation in decision-making positions in the economic sector.

The situation in the domain of **money** has remained stable, although some signs of deterioration are visible in the distribution of economic resources, with inequality among the population slightly increasing.

The situation in the domain of **work** has improved, but continued gender segregation has impeded progress. In Germany, as well as in 11 other Member States, gender equality in the domain of **time** regressed. Women are still doing the bulk of the cooking, caring and cleaning and this situation barely changed between 2005 and 2015.

The greatest challenge remains in the domain of **knowledge**, where Germany is ranked 25th in the EU-28, due to the persisting and increasing segregation of study fields across traditional gender lines.



↑↓ Change in score from 2005 to 2015

⁽¹⁾ The Gender Equality Index 2017 is based on the data of Eurostat (Education statistics, EU Labour Force Survey, European Health Interview Survey, EU Statistics on Income and Living Conditions, Structure of Earnings Survey), of Eurofound (European Quality of Life Survey, European Working Conditions Survey), of EIGE's Gender Statistics Database (Women and Men in Decision-Making) and of the Fundamental Rights Agency's Violence Against Women survey. The year of reference is 2015 (2014 for data on intersecting inequalities). The age of the reference population for the indicators is either 15+, 16+ or 18+, depending on the source.

Work

In the domain of work, greater participation of women and men in employment and decreasing gender gaps contributed to an increase in the score.

The employment rate (20-64) is 74% for women versus 82% for men. The total employment rate is 78% and Germany has already reached its national Europe 2020 strategy (EU2020) target (77%).

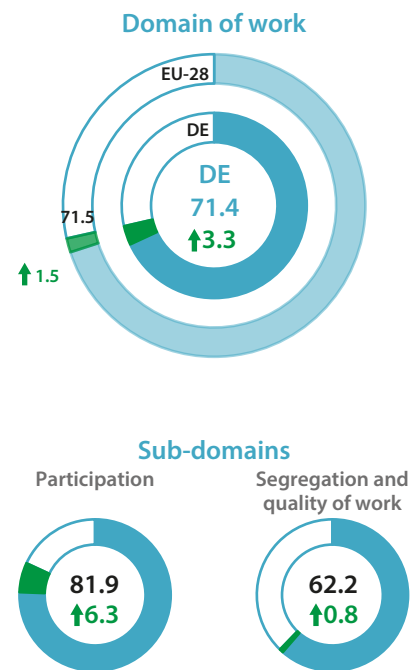
When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate of women is around 40%, compared to 59% for men.

Among couples with children, the FTE employment rate for women is 47% compared to 89% for men. The gender gap of 42 percentage points (p.p.) for this group is much higher compared to that of couples without children (7 p.p.).

The FTE employment rate increases and the gender gap shrinks as education levels rise.

Nearly half (47%) of women work part-time, compared to 11% of men. On average, women work 30 hours per week, compared to 39 hours for men. 13% of working-age women versus 0.4% of working-age men are either inactive or work part-time due to care responsibilities.

Gender segregation in the labour market is a reality for both women and men. Nearly 31% of women compared to 9% of men work in education, human health and social work activities (EHW). Six times more men (38%) than women (6%) work in science, technology, engineering and mathematics (STEM) occupations.



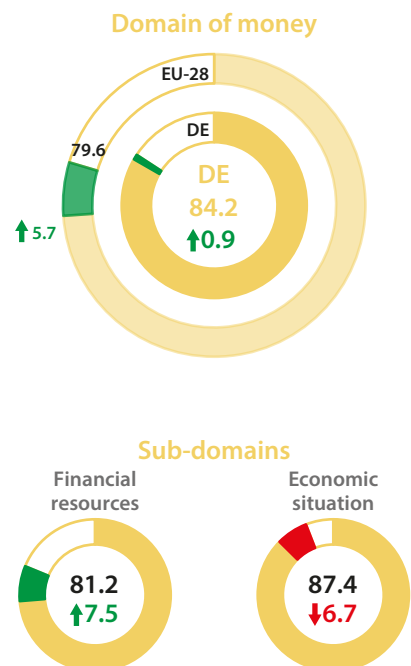
Money

The situation in the domain of money has barely changed. Gender equality has improved in earning and incomes but has regressed in poverty and distribution of wealth.

Mean monthly earnings of women and men have increased, but women continue to earn less. Women earn nearly 22% less than men each month. The gap is even bigger among the foreign-born population: in this group, men earn nearly twice as much as women.

The population of women and men at risk of poverty has increased at the same rate. Four out of ten lone mothers are at risk of poverty compared to one out of ten lone fathers. The higher a person's level of education, the lower their risk of poverty.

Inequalities in income distribution have increased, for both women and men. The gender pay gap is 22% to the detriment of women. In 2012, women had lower pensions than men and the gender gap was 45%. Both values are higher than the EU-28 average (16% and 38%, respectively).



Knowledge

In the domain of knowledge, the score decreased because of a significant level of segregation in study fields among women and men.

The number of tertiary graduates increased, especially for women. However, there are still more men than women with a tertiary degree. Germany has not yet met its national EU2020 strategy target to have 42% of people aged 30-34 obtain tertiary education.

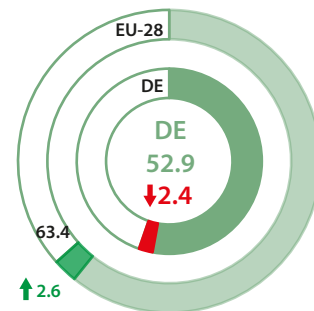
The rate of participation in lifelong learning did not change between 2005 and 2015.

Only 12% of women with disabilities have attained tertiary education, compared to 25% of men with disabilities.

Gender gaps in education increase with age (10% of women over 65 versus 30% of men over 65 have graduated).

Gender segregation in study fields remains a major challenge. The gender gap in tertiary education in the fields of education, health and welfare, humanities and the arts has slightly decreased, but levels remain relatively high. 41% of women students, compared to only 17% of men are concentrated in these fields, which are traditionally seen as 'feminine'.

Domain of knowledge

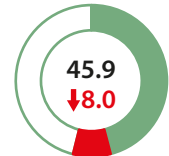


Sub-domains

Attainment and participation



Segregation



Time

In the domain of time, the score went down. The greatest challenge remains the uneven division of time for social activities between women and men.

Women continue to do the bulk of caring for their family, although the gender gap is smaller. Half of women aged 25-49 have daily care responsibilities for an hour or more, as opposed to only 30% of men in the same age group.

83% of women in a couple with children take care of their family, compared to 61% of men.

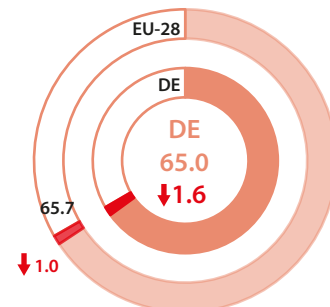
72% of women compared to only 29% of men do cooking and housework every day for at least 1 hour.

Among couples without children, women cook more than men (79% versus 31%, respectively). The gender gap is much larger in couples with children, where 93% of women do cooking compared to 25% of men.

Inequality in time-sharing at home also extends to social activities. Men are slightly more likely than women to participate in sporting, cultural, and leisure activities outside the home. Women of all ages, but especially older ones, participate more in voluntary or charitable activities than men.

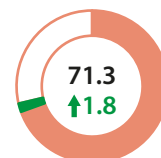
26% of children under the age of three and 90% of children between the age of three and school age are enrolled in childcare. Germany has met only the second of the two 'Barcelona targets', which are to have at least 33% of children below the age of three in childcare and 90% of children between the age of three and school age in childcare.

Domain of time

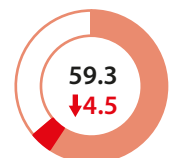


Sub-domains

Care activities



Social activities



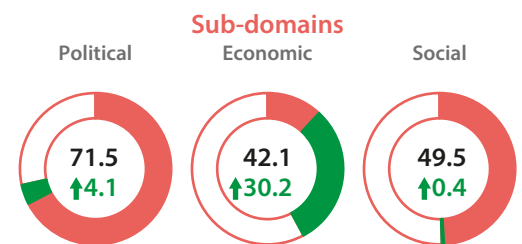
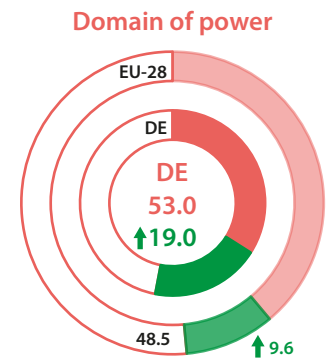
Power

The score in the domain of power shows a marked increase due to a considerable improvement in the sub-domain of economic power. Overall, it has the second-lowest score of all the domains for Germany.

From 2005 to 2015, the representation of women on the corporate boards of publicly listed companies more than doubled (up to 26%). While women were absent from the board of the central bank in 2005, they held 18% of board seats in 2015.

The slight increase in the sub-domain of political power is due to the increased gender balance in parliament, from 31% to 37% women members.

Just over a third of board members of research-funding organisations and less than a quarter of board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is even higher — women comprise just 16% of members of the highest decision-making bodies of national Olympic sport organisations.



Health

The improvement in the health domain is driven by better and relatively equal access to medical and dental services for both women and men.

Almost all women and men are able to meet their medical and dental needs.

The number of healthy life years has increased for both women and men (by 13 years and 11 years, respectively).

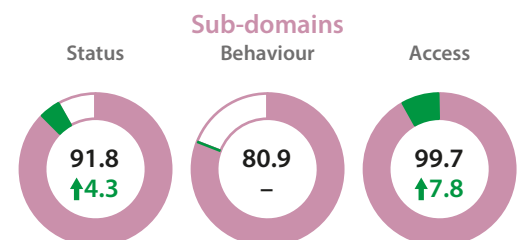
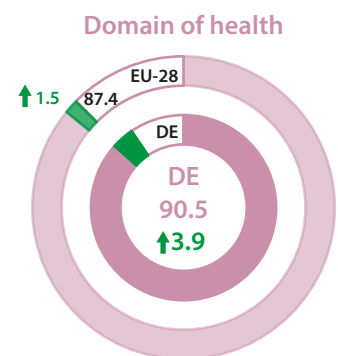
Life expectancy has increased for both women and men. Women on average live 5 years longer than men.

66% of men and 63% of women rate their health as 'good' or 'very good'.

Compared to lone fathers, lone mothers are less satisfied with their health (84.5% and 64.5%, respectively).

More than half of men smoke and/or drink excessively compared to around a third of women.

Slightly more men than women engage in healthy behaviour (doing physical activities and/or consuming fruits and vegetables). Women do less physical activity in all age groups except 45-64, but eat more fruit and vegetables (all ages).

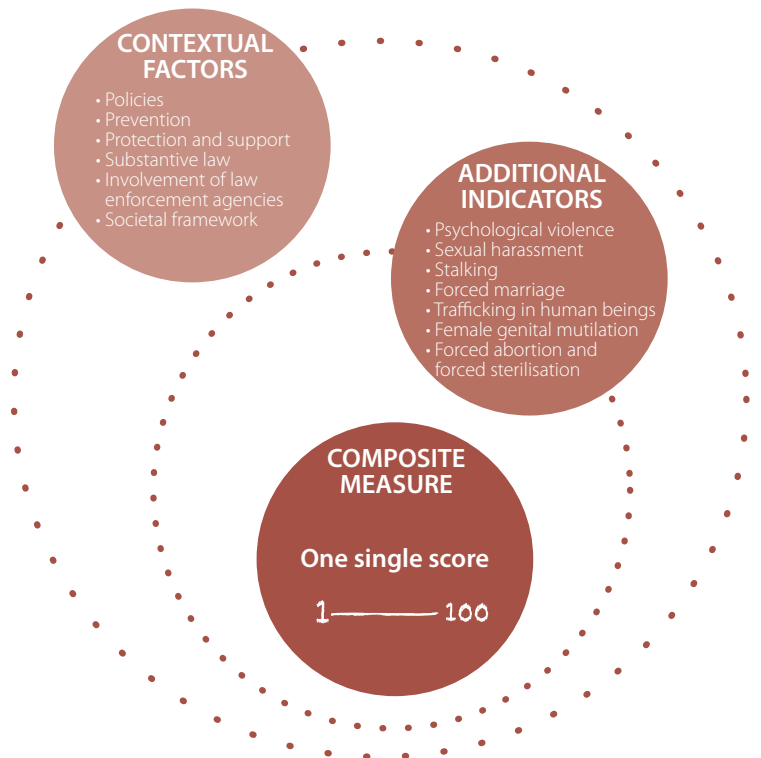


Violence

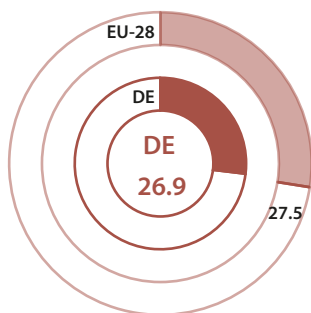
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women and men as core domains do. Rather, it measures and analyses women's experiences of violence. Unlike other domains, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence completely.

A high score in the Gender Equality Index means a country is close to achieving a gender-equal society. However, in the domain of violence, the higher the score, the more serious the phenomenon of violence against women in the country is. On a scale of 1 to 100, 1 represents a situation where violence is non-existent and 100 represents a situation where violence against women is extremely common, highly severe and not disclosed. The best-performing country is therefore the one with the lowest score.

Measurement framework of the domain of violence



Domain of violence



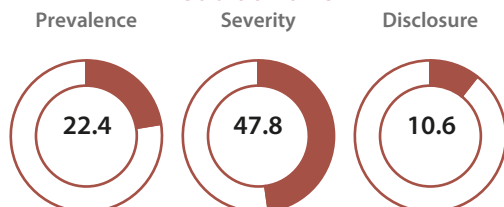
Germany's score for the domain of violence is 26.9, which is slightly lower than the EU average.

In Germany, 35% of women have experienced physical and/or sexual violence since the age of 15. This is slightly higher than the EU-28 average.

10% of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is lower than the EU-28 average of 13%.

At the societal level, violence against women costs Germany an estimated EUR 36 billion per year through lost economic output, service utilisation and personal costs ⁽²⁾.

Sub-domains

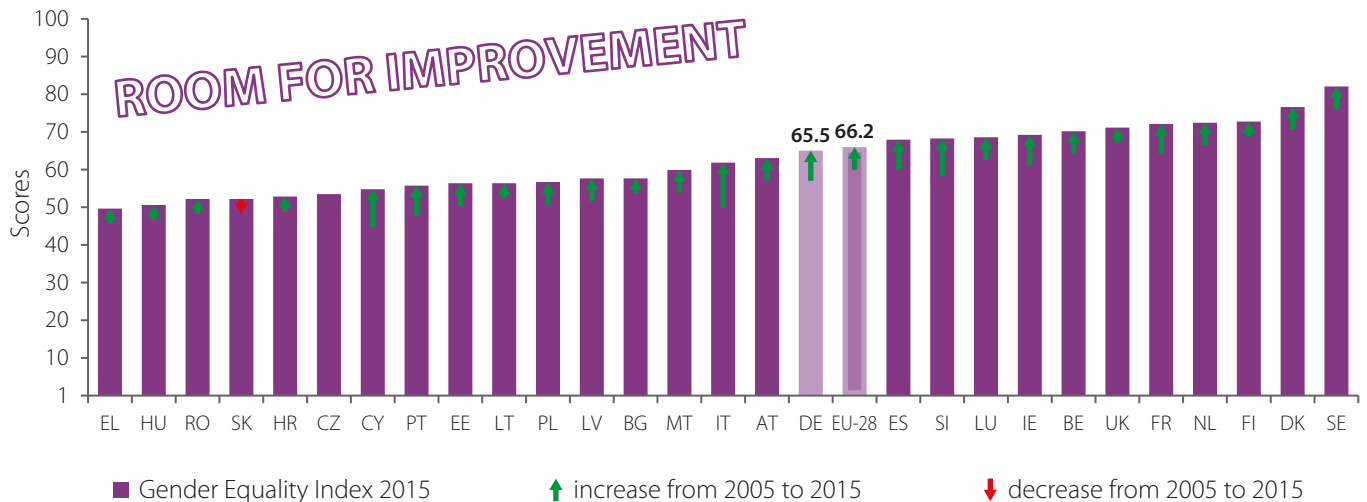


The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.

⁽²⁾ This is an exercise done at EU level to estimate the costs of the three major dimensions: services, lost economic output and pain and suffering of the victims. The estimates were extrapolated to the EU from a United Kingdom case study, based on population size. EIGE, *Estimating the costs of gender-based violence in the European Union*, Publications Office of the European Union, Luxembourg, 2014, p. 142 (available at: <http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

Unique features and benefits of the Gender Equality Index 2017

Results show that Germany's Gender Equality Index score is just below the EU-28 average, with considerable room for improvement, especially in the domains of knowledge and power. In order to reach full gender equality, a more targeted and holistic approach is needed.



The Gender Equality Index:

- monitors progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far Member States are from reaching gender equality;
- shows the different outcomes of EU and national policies for women and men;
- allows for meaningful gender analysis and comparison between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised and comparable data that are sex disaggregated and available for all Member States.

Read more about the Gender Equality Index 2017

- Main report (2017)
- Main findings (2017)
- A snail's pace towards gender equality: fact sheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for Germany at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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