

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 <sup>(1)</sup>.

## Progress in gender equality in Austria, 2005-2015

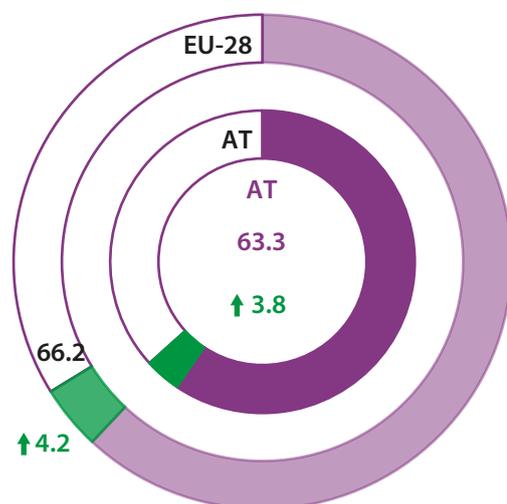
In the Gender Equality Index 2017, Austria achieved a score of **63.3 out of 100**. This is slightly below the EU-28 score of 66.2, and progress has been slower than in the EU on average. Austria's Index ranking of 13th place has remained stable.

The highest scores in Austria are in the domains of health and money. The gender equality score in the domain of **health** shows good gender balance in access to services and overall health status. It has remained stable and ranks fourth in the EU-28. The situation in the domain of **money** has progressed, although inequalities among the population increased slightly.

The biggest improvements took place in the domains of power and knowledge. The score for **power** is the lowest in Austria. Improvement in this domain is largely due to a more equal representation of women and men in decision-making in the economic sphere. Despite an improvement in educational attainment and participation, the domain of **knowledge** shows persistent segregation of study fields across traditional gender lines.

In the domain of **work**, Austria is ranked fifth in the EU-28. Participation in the labour market has improved, but continued segregation of women and men into certain professions has impeded progress.

The second-lowest score is in the domain of **time**, which has progressed marginally. The division of time dedicated to social activities has become more gender unequal.



↑↓ Change in score from 2005 to 2015

<sup>(1)</sup> 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, progress in the sub-domain of participation contributed to an increase in the score.

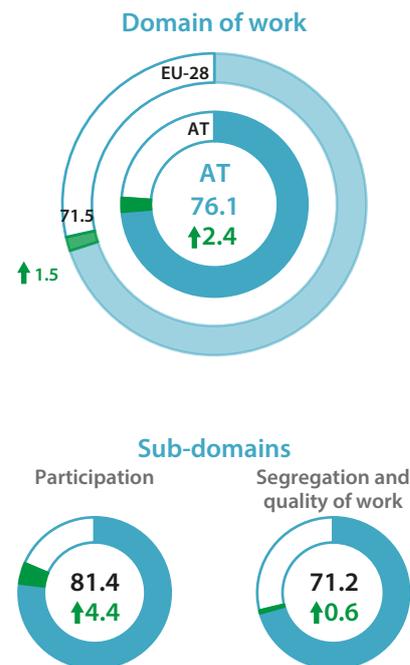
The employment rate (20-64) is 70% for women versus 78% for men. The total employment rate is 74% and Austria has not yet reached its national Europe 2020 strategy (EU2020) target to have 77% of the population employed.

When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate of women is 41%, compared to 59% for men. The FTE employment rate has increased for women and decreased for men.

The FTE employment rate increases as education levels rise. Women and men with a low level of education and disabilities have the lowest FTE employment rates (21% and 23%, respectively). The gender gap is much wider among couples with children (52% for women and 87% for men) versus couples without children (34% for women and 40% for men).

Nearly half (47%) of women work part-time, compared to 11% of men. On average, women work 32 hours per week, compared to 41 hours for men. 16% of working-age women versus 0.5% of working-age men are either inactive or work part-time due to care responsibilities.

Gender segregation in the labour market remains a reality for women and men. Nearly 27% of women compared to 8% of men worked in education, human health and social work activities (EHW). Eight times more men (39%) than women (5%) work in science, technology, engineering and mathematics (STEM) occupations. This is one of the widest gender gaps in the EU-28.



## Money

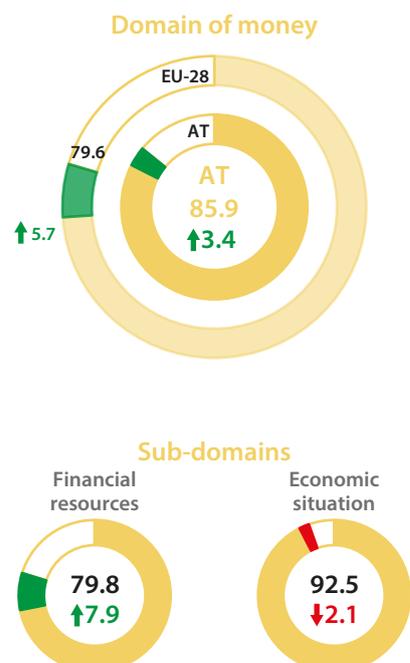
The situation in the domain of money improved slightly, but gains in some areas have been offset by a decrease in others.

Mean monthly earnings of women and men have increased, but at a slower pace compared to other Member States. Women earn nearly 24% less than men every month. The gender gap has barely changed.

The gender gap in monthly earnings is higher for lone parents and couples with children. Men aged 65+ earned over six times more than women in the same age group.

The population of women and men at risk of poverty has increased. Nearly 14% of women and 13% of men are at risk of poverty. Twice as many lone mothers (31%) are at risk of poverty as lone fathers (15%).

Inequalities in income distribution have increased, especially among 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 39%. Both values are higher than the EU-28 average (16% and 38%, respectively).



## Knowledge

In the domain of knowledge, the score increased slightly and is close to the EU-28 average. This is due to improvements in educational attainment and participation.

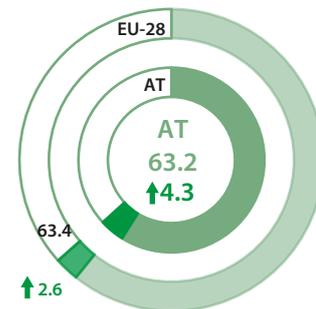
The number of women and men tertiary graduates increased. There are still more men (28%) than women (23%) with a tertiary degree. However, this gender gap narrowed from 2005 to 2015. Austria has already met its national EU2020 target to have 38% of persons aged 30-34 obtain tertiary education.

The gender gap in tertiary education increases with age: 9% of women over the age of 65 have graduated, compared to 24% of men. Only 15% of women with disabilities have attained tertiary education, which is nearly half the rate of women without disabilities (29%). The gender gap is much narrower among men with disabilities (23%) and without (33%).

Participation in lifelong learning has increased slightly for both women and men, to reach 20% and 18%, respectively.

Gender segregation in study fields remains a major challenge. 41% of women students, compared to 21% of men students, were concentrated in the fields of education, health and welfare, humanities and the arts, which are traditionally seen as 'feminine'.

Domain of knowledge



Sub-domains

Attainment and participation



Segregation



## Time

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

Women are more likely to spend time caring for their family. 36% of women versus 21% of men care for and educate their family members for at least 1 hour per day. The gender gap is narrower in 2015 than in 2005.

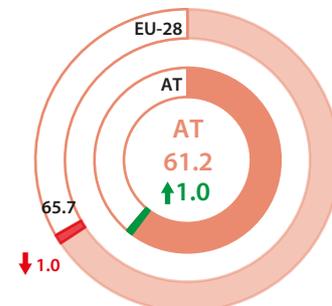
The gender gap in time spent on care activities is higher among couples with children (88% of women versus 63% of men). The level of engagement in these activities increases as education levels rise.

83% of women compared to 28% of men do cooking and housework every day for at least 1 hour or more. The highest gender gap is among couples with children, where 93% of women spend time on these activities compared to 31% 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, charitable and leisure activities outside the home. At the same time, the participation rate in these activities has declined for both women and men.

Austria has not met either of the 'Barcelona targets', which are to have at least 33% of children below the age of three and 90% of children between the age of three and school age in childcare. In Austria, the enrolment rates are 22% and 85%, respectively.

Domain of time



Sub-domains

Care activities



Social activities



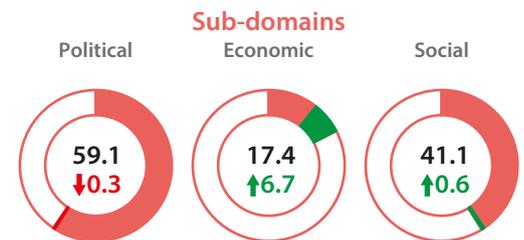
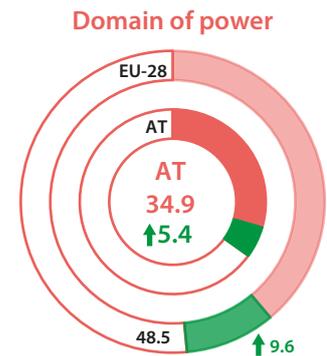
## Power

The domain of power in Austria is the country's lowest score and has remained below the EU-28 average. The considerable improvement in women's representation in the economic sphere is overshadowed by the lack of progress in the political and social spheres.

The sub-domain of political power has remained stable. Women continue to be under-represented in ministries, regional assemblies and parliament, holding about 30% of positions in each of these bodies.

Women's representation in the economic sector shows mixed progress. 4% of the board members of the central bank in 2005 were women, but there have been no women on this board since 2010. On the other hand, the share of women on the boards of publicly listed companies has nearly tripled, from 6% to almost 18%.

In the social sphere, 30% of the board members of research-funding organisations and 20% of the board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is even wider and women comprise just 14% of the members of the highest decision-making bodies of national Olympic sport organisations.



## Health

The score in the domain of health has remained stable. Access to medical and dental services ranks second in the EU-28. However, there is room for improvement, especially in the area of healthy behaviour.

Life expectancy has increased for both women and men and the gender gap has become more narrow. Women on average live 5 years longer than men.

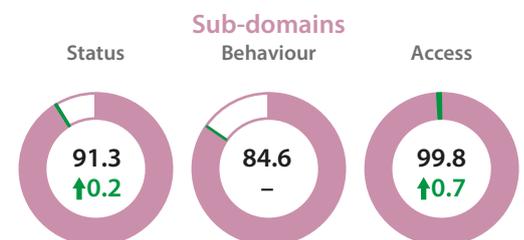
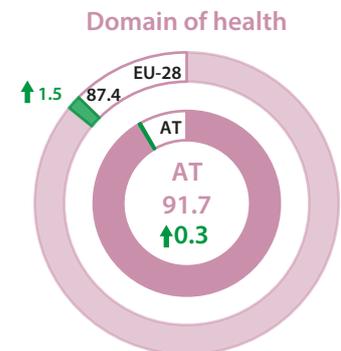
Both women and men are expected to live 58 healthy life years.

72% of men and 68% of women rate their health as 'good' or 'very good'.

The gap between women and men in health satisfaction is higher among single people and people with a lower level of education. Satisfaction with one's health increases as the level of education rises. Older people and people with disabilities are less likely to be satisfied with their health status.

Access to medical and dental services has remained high. Almost all women and men report that their medical and dental needs have been met.

About half (47%) of men engage in risky health behaviour (smoking and/or excessive drinking) compared to about one third (35%) of women. Slightly more men than women (55% and 52%, respectively) engage in health-enhancing behaviour (doing physical activities and/or consuming fruit and vegetables).

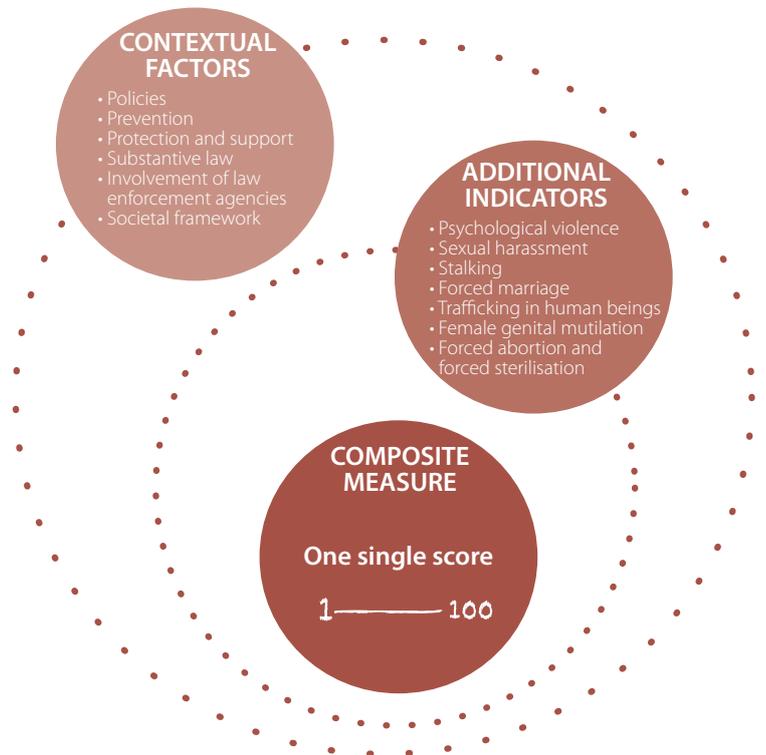


# Violence

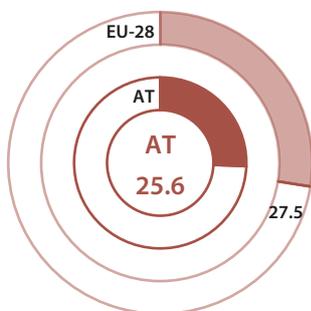
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women 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



Austria's score for the domain of violence is 25.6, which is slightly lower than the EU average.

In Austria, 20% of women have experienced physical and/or sexual violence since the age of 15. The EU-28 average is 33%.

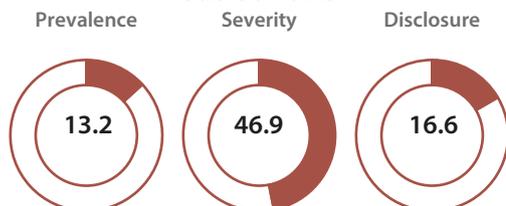
5% of women have experienced physical and/or sexual violence in the past 12 months. The EU-28 average is 8%.

16% of women who have experienced physical and/or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is higher than the EU-28 average of 13%.

At societal level, violence against women costs Austria an estimated EUR 3.8 billion a year through lost economic output, service utilisation and personal costs <sup>(2)</sup>.

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.

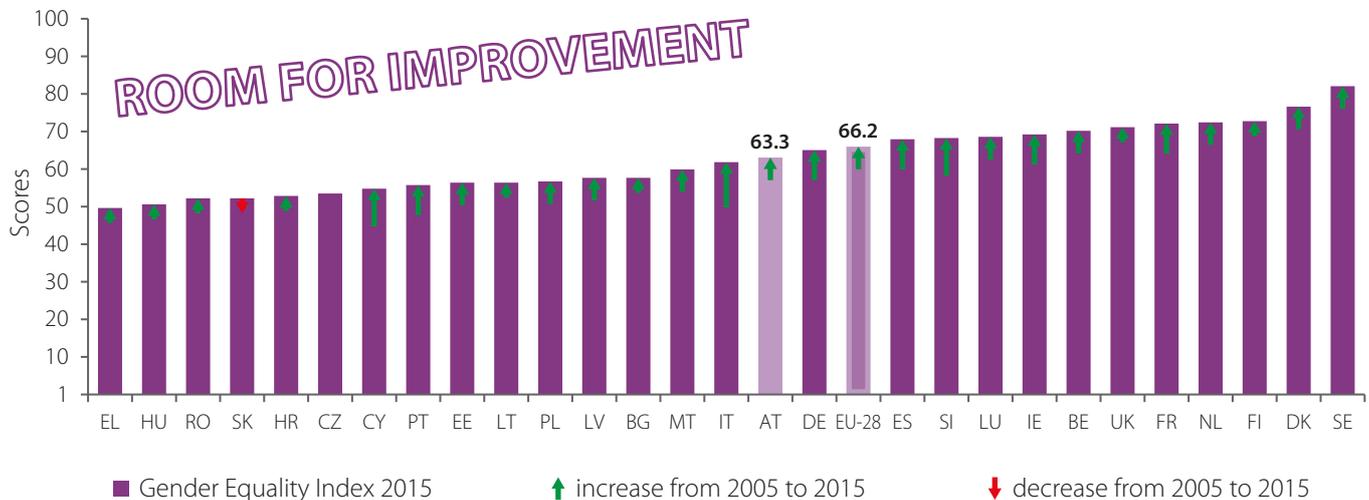
## Sub-domains



<sup>(2)</sup> 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 (<http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

## Unique features and benefits of the Gender Equality Index 2017

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