

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 Ireland, 2005-2015

In the Gender Equality Index 2017, Ireland achieved a score of **69.5 out of 100**. This is an increase of 7.6 points since 2005, which shows faster progress than at EU level. Ireland is now three points ahead of the EU average. From 2005 to 2015, Ireland's rank went up from 10th to eighth place. All domain scores have increased with the exception of the domain of time, which saw no improvement.

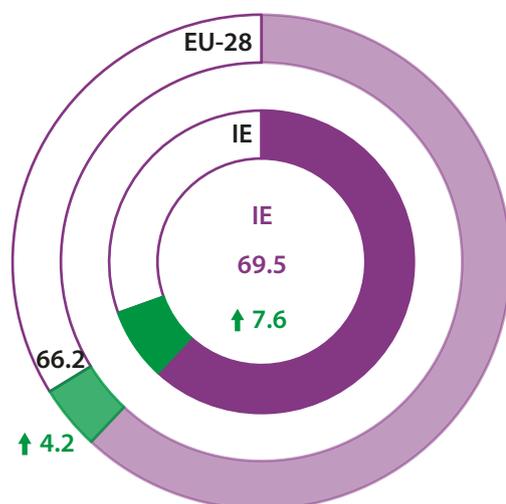
The domain of **power** shows significant improvements due to progress in women's representation in decision-making in the economic sector. Women's representation in political decision-making also improved, albeit more modestly.

The domain of **knowledge** shows solid progress in educational attainment and participation for both women and men. However, strong segregation of study fields along traditional gender lines remains a challenge. Inequalities also persist in the division of **time**, especially when it comes to social activities.

The situation in the domain of **work** has slightly improved, due to a combination of women's and men's improved participation in the labour market, less segregation and higher quality of work.

In the domain of **money**, some progress is visible, mainly in the more equal income distribution and decreasing gender gaps in earnings and income.

The gender equality score in the domain of **health** is high, showing good gender balance in access to services and overall health status. However, there are important differences in the health-related behaviours of women and men.



↑↓ 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, shrinking gender gaps in participation in employment contributed to the slight increase in the score.

The employment rate (20-64) is 63 % for women and 75 % for men. The total employment rate is 69 % and Ireland is within its national Europe 2020 strategy (EU2020) target range (69-71 %).

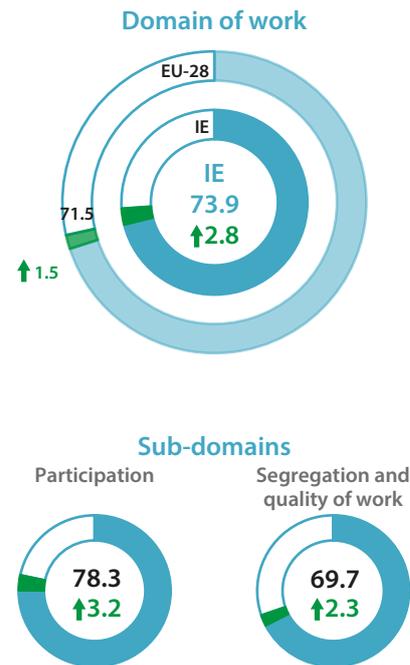
For both women and men, the employment rate decreases when the number of hours worked is taken into account. The full-time equivalent (FTE) employment rate of women is 41 %, compared to 57 % for men.

The gender gap in employment, measured by FTE employment rates, has narrowed significantly. This is because the percentage of men in FTE employment positions has decreased by 12 percentage points (p.p.).

Excluding those aged 65+, the FTE employment rate is the lowest for women with low levels of education (10 %) and for women with disabilities (12 %), compared to 18 % for men with disabilities. The FTE employment rate gap between women and men in a couple with children is 20 p.p., which is a much larger gap than that between women and men in a couple without children (5 p.p.).

34 % of women work part-time, compared to 13 % of men. On average, women work 32 hours per week, compared to 40 hours for men. 12 % of working-age women versus 0.8 % of working-age men are either outside the labour market or work part-time due to care responsibilities.

Gender segregation in the labour market is a reality for both women and men. More than four times more women (35 %) than men (8 %) work in education, human health and social work activities (EHW). More than five times more men (26 %) than women (5 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

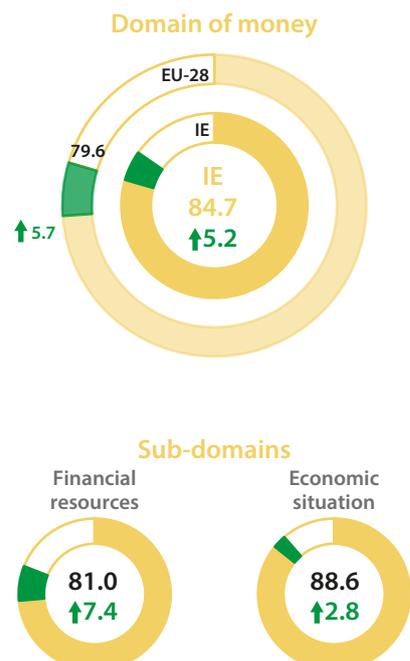
The situation in the domain of money shows some improvement in both earnings and incomes and a decrease in the risk of poverty.

Mean monthly earnings of women and men have increased, but women continue to earn about 18 % less than men every month. This gap is bigger among highly educated people and women and men in couples with children.

The share of women and men at risk of poverty has decreased. Women and men are at a similar risk of poverty (16 %).

Lone parents are at considerably greater risk of poverty (49 % of women and 29 % of men). The same is true of women and men born outside the EU (28 % and 27 %, respectively) and young people (28 % for both women and men).

The gender pay gap is 14 % to the detriment of women, which is 2 p.p. below the EU-28 average. In 2012, women had lower pensions than men and the gender gap was 37 % (the EU average is 38 %).



## Knowledge

The situation in the domain of knowledge has improved as a result of greater gender equality in educational attainment and participation.

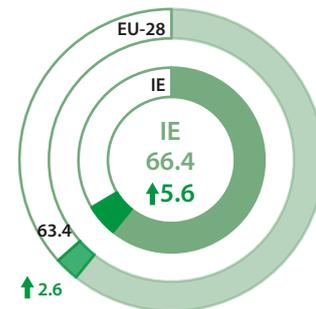
The number of tertiary education graduates has increased for both women and men. 36 % of women complete tertiary education, up from 25 % in 2005. 31 % of men complete tertiary education, up from 22 % in 2005. Ireland has not yet met its national EU2020 target to have 60 % of persons aged 30-34 obtain tertiary education.

Women and men with disabilities are less likely to hold a tertiary degree (21 % of men and 22 % of women).

Adult participation in lifelong learning and training — both formal and non-formal — remained stable from 2005 to 2015. 14 % of women and men participate in such activities.

Segregation of study fields remains a significant challenge, with 50 % of women students concentrated in education, health and welfare, and humanities and arts — fields that are traditionally seen as 'feminine' (compared to only 25 % of men students in these fields).

### Domain of knowledge



### Sub-domains

#### Attainment and participation



#### Segregation



## Time

In the domain of time, the score has remained the same due to progress in the division of time for care activities and worsening inequalities in the division of time for social activities. Ireland ranks sixth for this domain's score, which is 8.5 points above the EU average.

44 % of women care for and educate their family members for at least 1 hour per day, compared to 30 % of men.

92 % of women in a couple with children take care of their family for 1 hour or more a day, compared to 78 % of men. The gender gap is the lowest among women and men with a low level of education and higher for people aged 25-49 and people with a medium level of education.

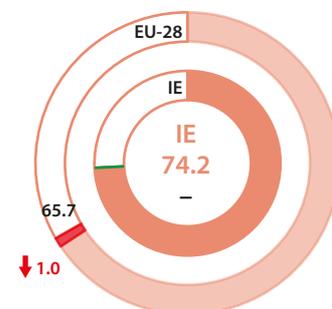
In Ireland, 89 % of women do cooking and housework every day for at least 1 hour, compared to only 48 % of men. The gender gap has remained unchanged.

Among people aged 50-64, 94 % of women and 45 % of men cook or do housework every day. Younger generations show similar patterns of unequal sharing of housework. 76 % of women aged 15-24 cook every day, compared to 30 % of men.

Inequality in time-sharing at home also extends to social activities. Working-age men are more likely than working-age women to participate in sporting, cultural, and leisure activities outside the home (48 % of men, compared to 40 % of women).

31 % of children under the age of three and 92 % of children between the age of three and school age are enrolled in childcare. Ireland has not met the first of the two 'Barcelona targets', which is to have at least 33 % of children below the age of three in childcare, although it has achieved the target of 90 % of children between the age of three and school-age in childcare.

### Domain of time

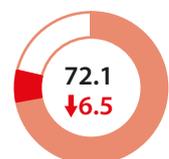


### Sub-domains

#### Care activities



#### Social activities



## Power

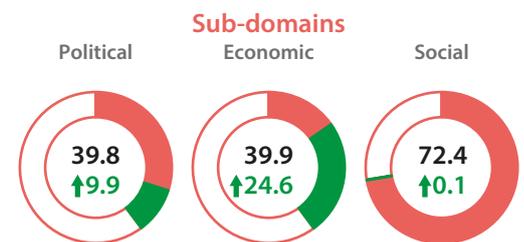
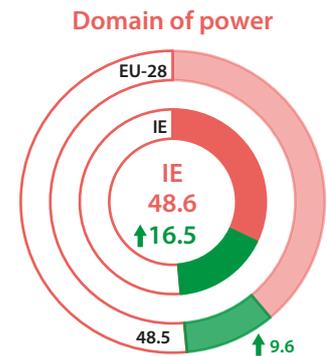
In the domain of power, the score has increased considerably, although it remains Ireland's lowest score. This increase is because of women's greater representation in both economic and political power.

Women's political representation has increased at ministerial, parliamentary and regional levels. The share of women ministers grew from 14 % in 2005 to 20 % in 2015. During the same time, the share of women Members of Parliament rose from 13 % to 21 %.

The share of women on the corporate boards of the largest companies more than doubled from 2005 to 2015, but men still represent 86 % of decision-makers.

In the finance world, women's representation tripled from 9 % in 2005 to 27 % of central bank board members in 2015.

Half of board members of research funding organisations and 45 % of board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is higher — only 16 % of members of the highest decision-making bodies of national Olympic sport organisations are women.



## Health

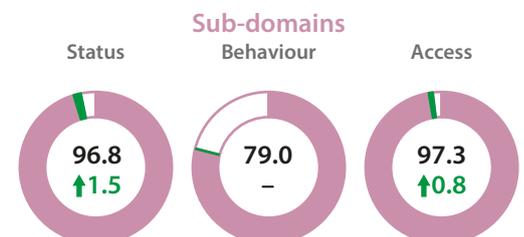
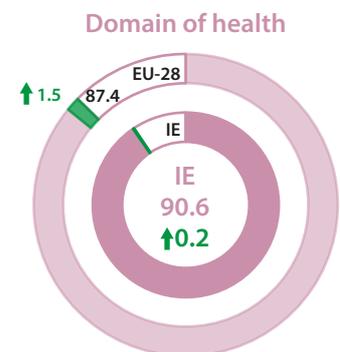
In the domain of health, the score has remained almost unchanged but is the 5th highest in the EU. This is due to a slight decrease in access to medical and dental needs but an improvement in health status for women and men.

Life expectancy has increased for both women and men. Women on average live 4 years longer than men. The number of years women and men can expect to live in good health have also increased, from 64 to 68 years for women and from 63 to 67 for men.

Eight people out of ten in Ireland rate their health as 'good' or 'very good'. Positive self-perception of one's health drops as education levels decrease. Only 66 % of women and 71 % of men with low levels of education declare they are in good health.

Unmet needs for dental examination have increased.

In Ireland, 53 % of men smoke and/or drink excessively compared to 34 % of women. Men and women are equally likely to engage in health-promoting behaviour such as exercising and eating fruit and vegetables.

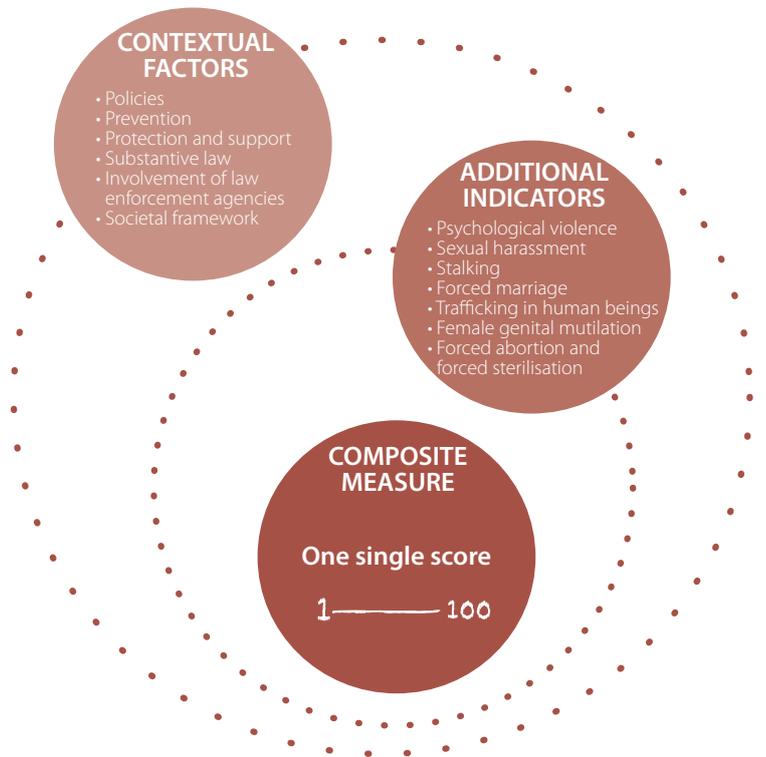


# Violence

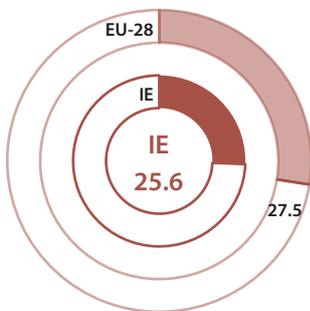
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women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



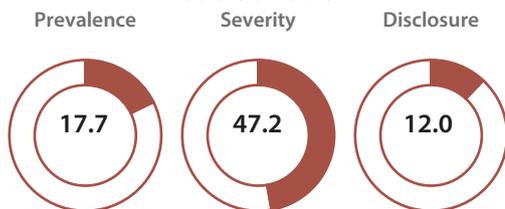
Ireland's score for the domain of violence is 25.6, which is slightly lower than the EU average.

In Ireland, 26 % of women have experienced physical and/or sexual violence at least once since the age of 15. 72 % of them have experienced health consequences as a result.

11 % of women who have experienced physical and/or sexual violence by any perpetrator in the past 12 months have not told anyone.

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

## Sub-domains

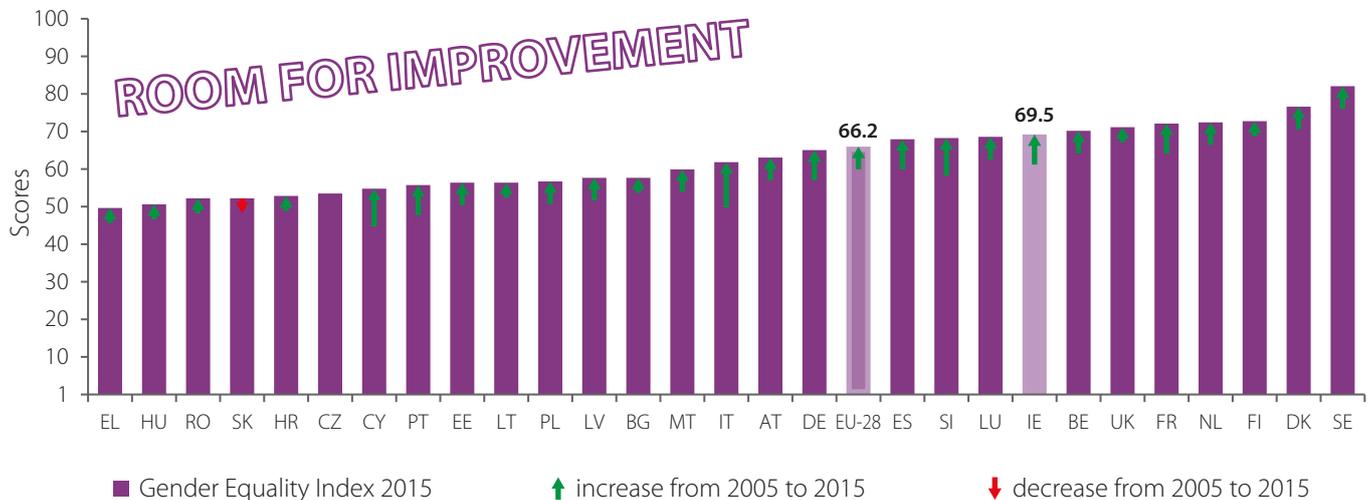


The domain of violence is made up of three subdomains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.

<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 (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 Ireland's Gender Equality Index score is below the EU-28 average, with 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: factsheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for Ireland 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.

© European Institute for Gender Equality, 2018  
Reproduction is authorised provided the source is acknowledged.



European Institute for Gender Equality  
Gedimino pr. 16  
LT-01103 Vilnius  
LITHUANIA

#### Contact details

<http://eige.europa.eu/>

[facebook.com/eige.europa.eu](https://facebook.com/eige.europa.eu)

[twitter.com/eurogender](https://twitter.com/eurogender)

[youtube.com/user/eurogender](https://youtube.com/user/eurogender)

[eige.sec@eige.europa.eu](mailto:eige.sec@eige.europa.eu)

+370 52157444

Paper: MH-04-18-181-EN-C 978-92-9470-425-2 10.2839/129542  
PDF: MH-04-18-181-EN-N 978-92-9470-424-5 10.2839/007314