

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 Luxembourg, 2005-2015

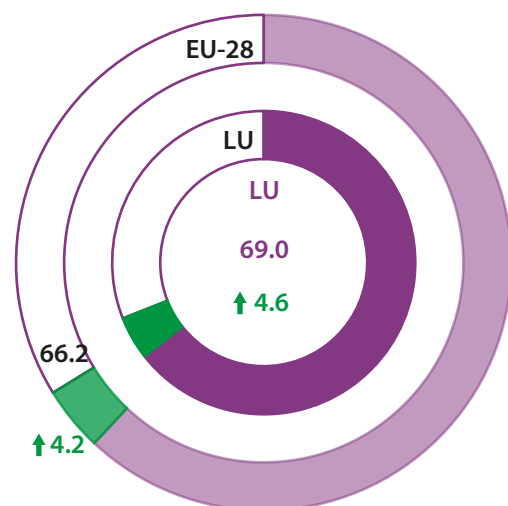
In the Gender Equality Index 2017, Luxembourg achieved a score of **69.0 out of 100**. This is above the EU-28 score of 66.2, and progress is happening slightly faster than in the EU on average. Luxembourg's score has increased by 4.6 points, but has dropped one position in the ranking and now stands in ninth place.

The domains of **money** and **health** have the highest levels of gender equality in Luxembourg. Despite slow progress, the score of money is the highest in the EU-28. The ranking has not changed, even though access to economic resources has slightly deteriorated. Regarding health, Luxembourg has the 11th-best score in the EU-28. However, progress has stagnated.

Luxembourg is performing well in the domain of **work**, where all scores are rising at a faster pace than in the other Member States. However, gender segregation in the labour market remains a challenge.

Luxembourg has a relatively good gender balance in **knowledge** and has the best results in the EU-28 for both attainment and participation in education and training.

The greatest challenges are in the domains of **power** and **time**. The gender division of time dedicated to care activities has improved, as is the case in most Member States, but time spent on social activities has become more unequal between women and men. The representation of women in decision-making positions in the political and economic arenas has increased, but the final score for this domain remains below the EU-28 average.



↑↓ 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. In addition, the slight narrowing of the gender gap in the traditionally feminine fields of education, human health and social work activities (EHW) contributed to this result.

The employment rate (20-64) is 65% for women versus 77% for men. The total employment rate is 71% and Luxembourg has not yet reached the national target of the Europe 2020 strategy (EU2020) (73%).

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 about 44%, compared to 60% for men.

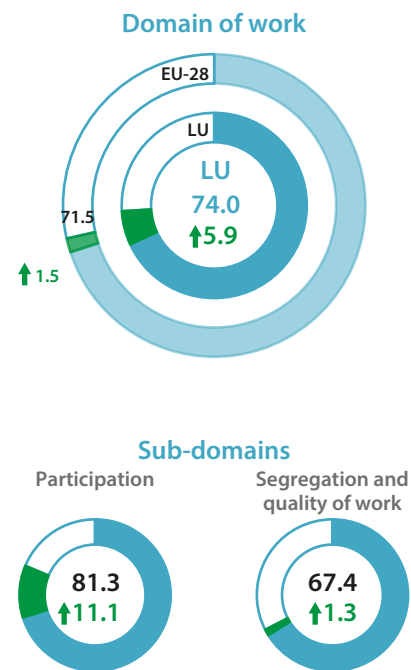
The FTE employment rate increases for both women and men as education levels rise. The gender gap shrinks as education levels increase, but is widened with age.

Women and men in couples with children have higher FTE employment rates compared to women and men in couples without children. The gender gap, to the detriment of women, is higher in the first group (28 percentage points (p.p.)) than in the second one (8 p.p.).

35% of women work part-time, compared to 6% of men. On average, women work 34 hours per week, compared to 40 hours per week for men. A much wider gender gap emerges when considering inactivity or part-time work due to care responsibilities: nearly 8% of working-age women versus 0.4% of working-age men are in this situation.

Gender segregation in the labour market is a reality for both women and men. Nearly 28% of women compared to 10% of men work in EHW. The share of women and men working in EHW increases with the level of education.

Almost 10 times more men (28%) than women (3%) work in science, technology, engineering and mathematics (STEM) occupations.



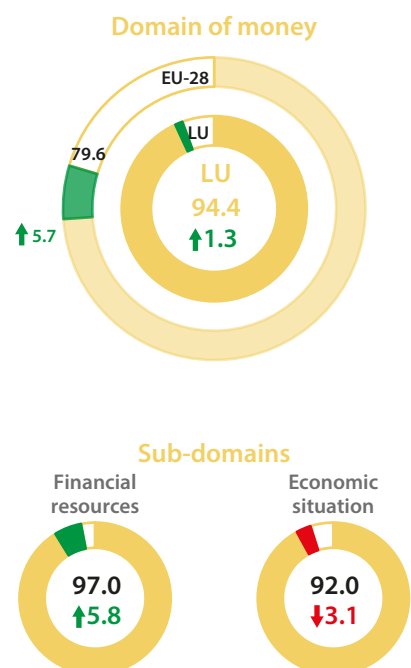
Money

The situation in the domain of money has slightly improved. Gender equality has improved in earnings and income, but has worsened in poverty and the distribution of wealth.

Mean monthly earnings of women and men have increased and the gender gap has decreased. However, men still earn more than women. Women earn nearly 8% less than men per month. The gender gap grows with age: among young people, it is very small and men earn 3% less than women, but as age increases, the gender gaps reverse and reach their peak among women and men aged 65+. In this age bracket, men earn 49% more compared to women.

The share of women and men at risk of poverty has slightly increased. About 15% of both women and men are in this situation. 47% of lone mothers are at risk of poverty, compared to 19% of lone fathers. Non-EU-born people are at a higher risk of poverty than people born in the EU: 42% of non-EU-born women and 44% of non-EU-born men are at risk of poverty. The risk of poverty decreases with age, for both genders.

Inequalities in income distribution have slightly increased, for both women and men. The gender pay gap is 5% to the detriment of women. In 2012, women had lower pensions than men and the gender gap was 45%. The EU-28 average is 16% and 38%, respectively.



Knowledge

The situation in the domain of knowledge has greatly improved in attainment and participation and Luxembourg has the highest score in the EU-28 for this sub-domain. The situation has slightly deteriorated in relation to segregation in study fields.

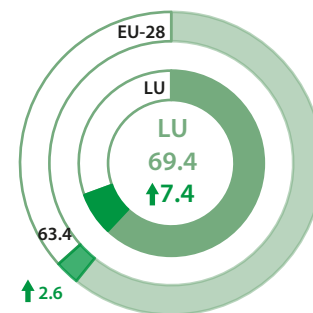
The number of tertiary education graduates has significantly increased. Men continue to complete tertiary education more frequently than women (35% and 31%, respectively). However, the gender gap has slightly narrowed. Luxembourg has not yet met its national EU2020 target to have 66% of persons aged 30-34 obtain tertiary education. Only 58% of people in that age group have obtained tertiary education.

There are more women than men graduates among the younger generations (up to 24 years old), but the situation reverses in the subsequent age group, with more men having degrees than women. This trend continues into older age. Only one in eight women with disabilities has a tertiary degree, compared to one in six men with disabilities.

The rate of participation of women and men in lifelong learning has also progressed, and they participate at similar rates.

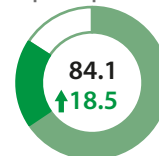
Gender segregation in study fields remains a challenge. The gender gap in tertiary education in the fields of education, health and welfare, humanities and arts has remained unchanged since 2012 (about 20 p.p.). 42% of women students, compared to only 22% of men students, are concentrated in these fields, which are traditionally seen as 'feminine'.

Domain of knowledge

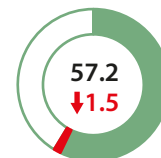


Sub-domains

Attainment and participation



Segregation



Time

In the domain of time, the score has decreased. The greatest challenge remains the unequal division of time allocated to social activities between women and men, which has worsened.

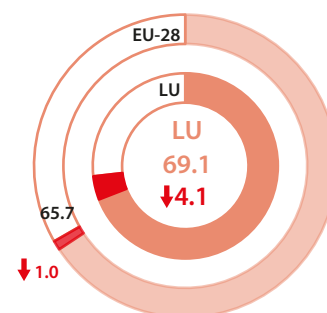
Women are more likely to spend time taking care of their family; 42% of women care for and educate their family members for at least 1 hour per day, compared to 36% of men. This gender gap has lessened (21 p.p. in 2005 versus 6 p.p. in 2015). Between the ages of 25-49, a larger percentage of men (50%) take on care responsibilities compared to 65% of women in the same age group. In couples with children, women are much more involved (84%) than men (70%) in caring for their family.

78% of women compared to only 39% of men do the cooking and housework every day for at least 1 hour. The share of cooking and housework has slightly decreased for both genders. The gender gap is wider among women and men with disabilities (83% and 28%, respectively), women and men with a low level of education (84% and 32%, respectively), couples with children (93% and 38%, respectively) and couples without children (85% and 34%, respectively).

Inequality in time-sharing at home also extends to social activities. Men are more likely to participate in sporting, cultural and leisure activities outside the home than women (46% and 37%, respectively), but the gender gap is narrower than in many other countries. Men also participate in voluntary or charitable activities more than women (22% and 10%, respectively).

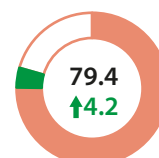
52% of children under the age of three and 82% of children between the age of three and school age are enrolled in childcare. Luxembourg has met only the first of the two 'Barcelona targets', which are to have at least 33% of children below the age of three in childcare and 90% of children between the age of three and school age in childcare.

Domain of time



Sub-domains

Care activities



Social activities



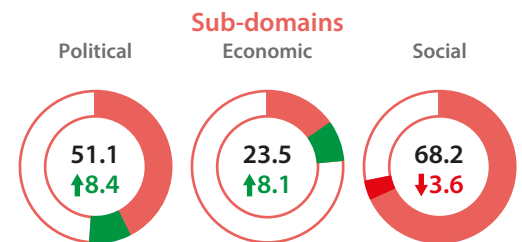
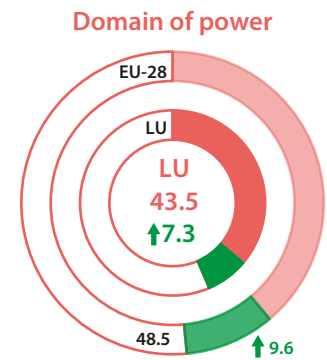
Power

The domain of power shows an increase in score, although it remains the domain with the lowest score and below the EU-28 average. All sub-domains have increased.

In the political arena, women are slightly more represented. Their presence in decision-making positions in the government and parliament increased by 5 p.p. Women hold 26% of ministerial positions, 28% of parliament seats and 22% of regional assembly seats.

The representation of women on the corporate boards of publicly listed companies has slightly increased, but remains low (12%). Women's representation on the board of the central bank has slightly decreased, down to 11%.

56% of board members of research-funding organisations and about 41% of board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is much higher — women comprise just 17% of members of the highest decision-making bodies of national Olympic sport organisations.



Health

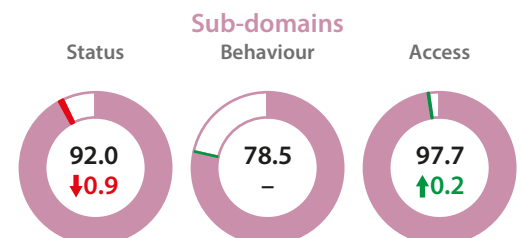
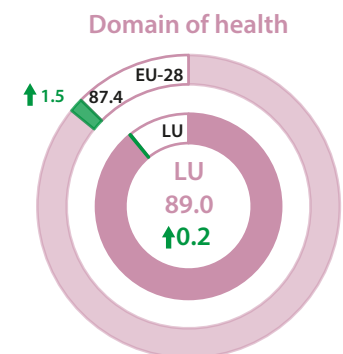
The domain of health has remained stable.

68% of women and 72% of men value their health as 'good' or 'very good'. Much lower levels of health satisfaction are noted among persons with disabilities: 30% for both women and men (86% for women and men without disabilities). 49% of women aged 65+ are fully satisfied with their health, compared to 54% of men in the same age group.

While men live on average 5 years less than women, they have 4 more healthy life years.

Access to medical and dental services is high and the levels are very similar for both women and men. The gender gap in unmet medical needs has slightly decreased and has remained the same for dental needs. 13% of lone mothers and 11% of lone fathers have unmet medical needs.

More than half of the men (54%) engage in risky behaviour (smoking and/or harmful drinking) compared to 35% of women. However, slightly more men than women (52% and 48%, respectively) engage in healthy behaviour (doing physical activities and/or consuming fruit and vegetables).

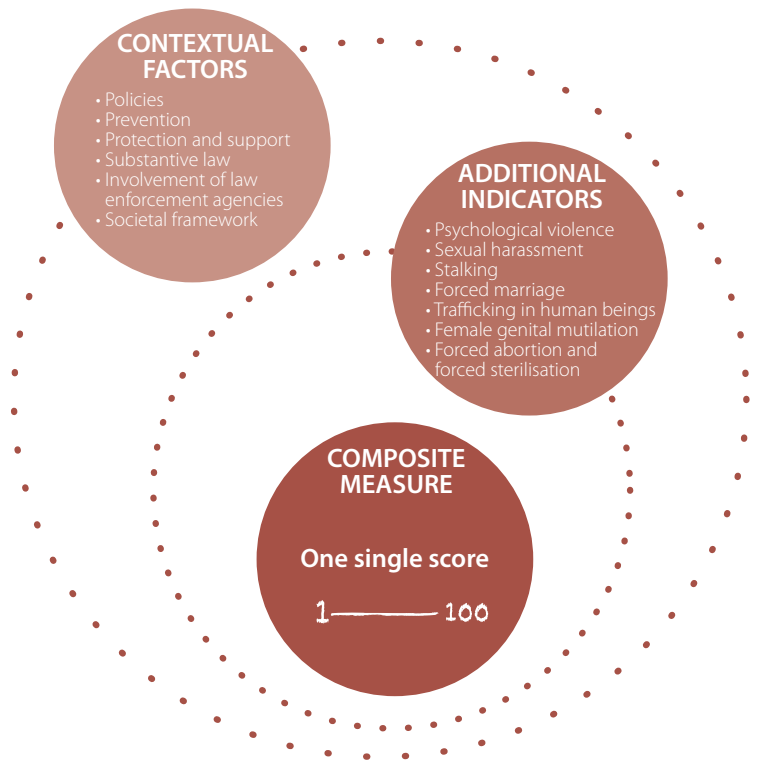


Violence

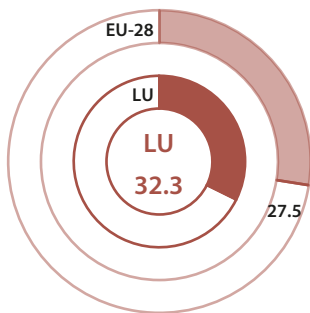
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women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



Luxembourg's score for the domain of violence is 32.3, which is above the EU average.

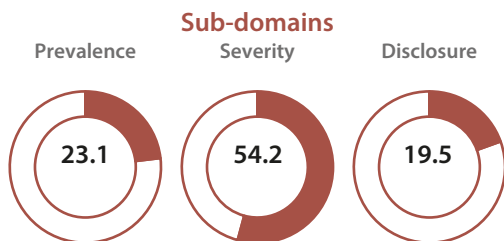
In Luxembourg, 38% of women have experienced physical and/or sexual violence since the age of 15.

71% of women who have experienced physical and/or sexual violence since the age of 15 have experienced health consequences as a result.

19% 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 Luxembourg an estimated EUR 235 million a year through lost economic output, service utilisation and personal costs ⁽²⁾.

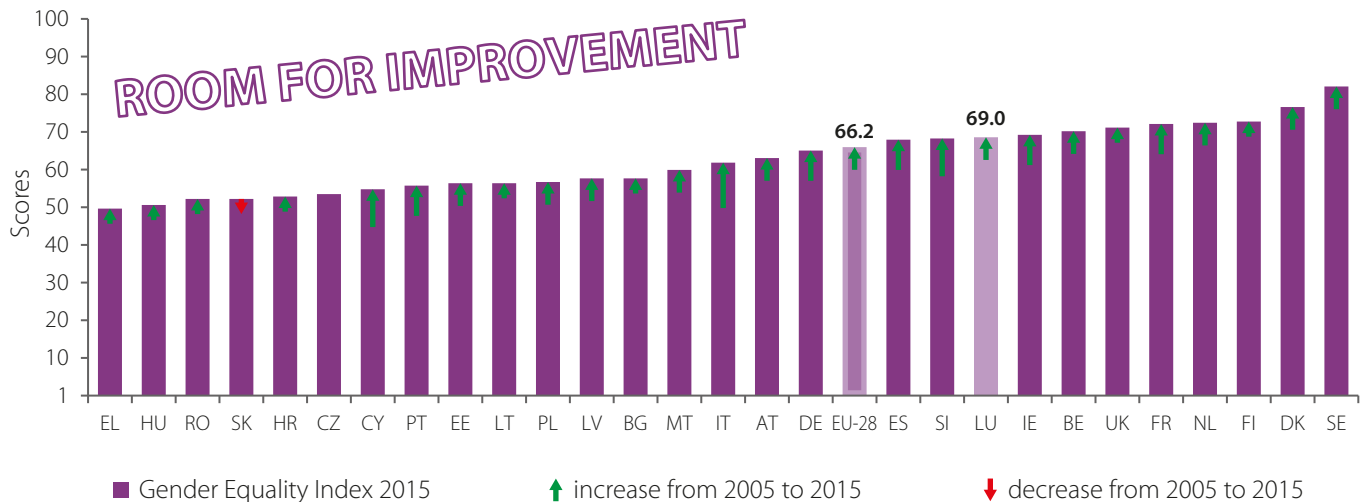
The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.



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

Unique features and benefits of the Gender Equality Index 2017

Results show that Luxembourg's Gender Equality Index score is above the EU-28 average, with room for improvement, especially in the domains of time and power. 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 Luxembourg 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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Paper: MH-04-18-190-EN-C 978-92-9470-460-3 10.2839/9614
PDF: MH-04-18-190-EN-N 978-92-9470-463-4 10.2839/476876