

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 the United Kingdom, 2005-2015

In the Gender Equality Index 2017, the United Kingdom achieved a score of **71.5 out of 100**. This is an increase of only 0.3 points. Despite being about five points ahead of the EU average, progress in the United Kingdom has stalled. Its rank has decreased from fourth to sixth place. Only three domain scores have increased by more than one point, while one domain score has decreased and two have remained stagnant.

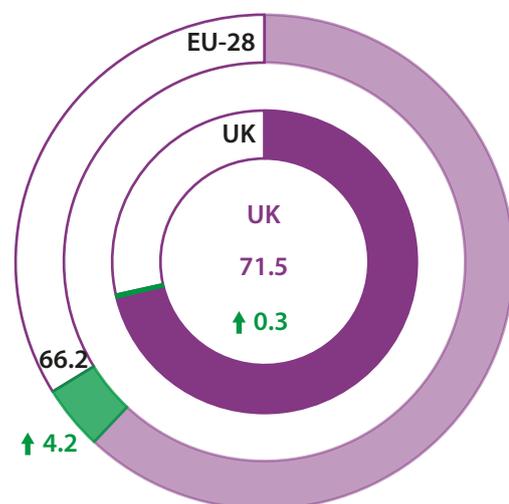
The domain of **power** shows modest improvements, driven by certain gains in women's representation in decision-making in the political sector. Women's access to decision-making in the economic realm has seen no improvement, while it has regressed in relation to social power. The score in the domain of power remains the lowest and is one of the greatest challenges for gender equality in the United Kingdom.

The domain of **knowledge** shows a regression in both educational attainment and participation, as well as in segregation of study fields. Inequalities also persist in the division of **time** dedicated to social activities and care or domestic work.

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 better quality of work.

In the domain of **money**, some signs of deterioration are visible in earnings and some modest progress in the distribution of wealth.

Although unchanged from 2005-2015, 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 large 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

The employment rate (20-64) is 71 % for women and 83 % for men. The total employment rate is 77 %, which means the United Kingdom has reached its national Europe 2020 (EU2020) strategy target (75 %).

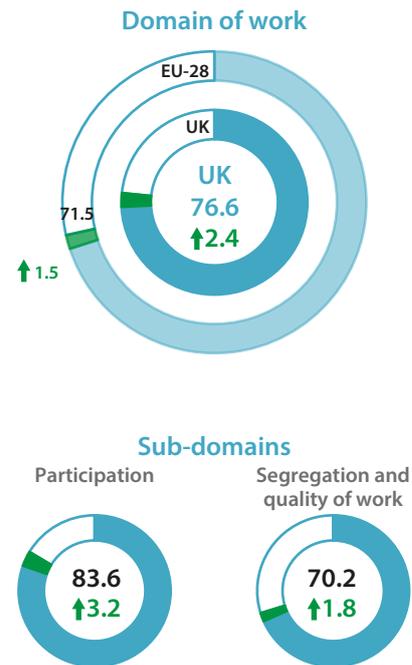
When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate of women in the United Kingdom drops to 43 %, compared to 61 % for men. The gender gap in FTE employment rates has narrowed slightly.

The largest gender gap regarding the FTE employment rate is among women and men in a couple with children, with 51 % of women working full time compared to 85 % of men. The groups of women and men showing the lowest FTE employment rates are women with disabilities (19 %), men with disabilities (26 %) and women with a low level of education (31 %).

The duration of working life increased slightly for women and for men. This gender gap is smaller among highly educated women and men than among women and men with middle and low levels of education.

42 % of women work part-time, compared to 13 % of men. On average, women work 32 hours per week, compared to 41 hours for men. 19 % of working-age women versus 1.5 % of working-age men are either outside of the labour market or work part-time due to care responsibilities.

Gender segregation in the labour market remains a reality for both women and men. Over three times more women (38 %) than men (11 %) work in education, human health and social work activities (EHW). Over five times more men (28 %) than women (5 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

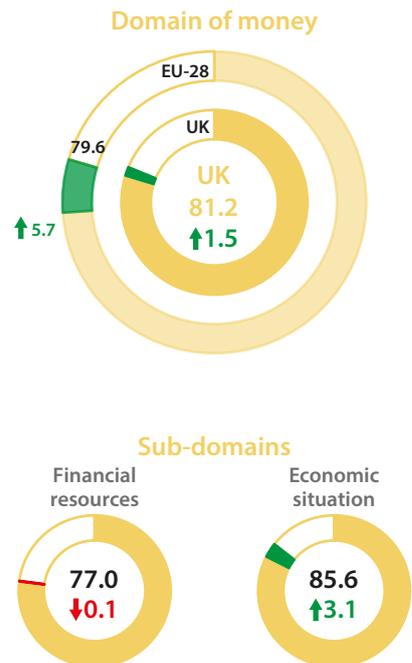
The situation in the domain of money shows some signs of deterioration in earnings and some progress regarding distribution of wealth.

Mean monthly earnings have decreased for both women and men, and women continue to earn approximately 24 % less than men every month. This gap is bigger among highly educated people, lone parents and couples with children.

The population of women and men at risk of poverty has slightly decreased. Women and men are at the same risk of poverty on average (16 %).

Single women as well as lone mothers and fathers are at the highest risk of poverty in the United Kingdom (31 % of lone fathers, 28 % of lone mothers and 29 % of single women).

The gender pay gap is 21 % to the detriment of women, which is five percentage points worse than the EU-28 average. In 2012, women had lower pensions than men and the gender gap was 40 % (the EU average is 38 %).



## Knowledge

In the domain of knowledge, the score has decreased as a result of reduced gender equality in educational attainment and participation, especially in life-long learning.

The percentage of women with tertiary education has increased to 38 %, up from 27 % in 2005. The number of men tertiary graduates has also increased to 36 %, in comparison to 27 % in 2005. Women now outnumber men as tertiary graduates.

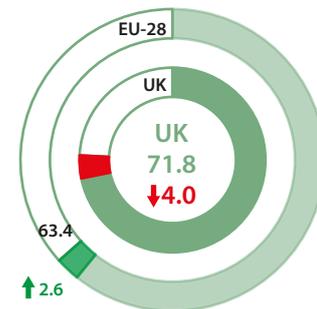
The highest share of tertiary graduates is seen among women and men born outside the EU, with 48 % of women and 50 % of men born outside the EU holding tertiary degrees in the United Kingdom.

Only 22 % of men and 23 % of women with disabilities hold a tertiary degree.

Adult participation in lifelong learning and training — both formal and non-formal — has decreased. 21 % of women and 19 % of men participate in such activities (compared to 40 % of women and 32 % of men in 2005).

Segregation of study fields remains a significant challenge, with 47 % of women students concentrated in education, health and welfare, and humanities and arts — fields that are traditionally seen as ‘feminine’ (compared to only 26 % of men students in these fields). Progress in closing this gap has been limited.

Domain of knowledge



Sub-domains

Attainment and participation



Segregation



## Time

In the domain of time, the United Kingdom’s score is four points above the EU average. It has not progressed and the greatest challenge remains the division of time allocated to domestic, care and leisure activities between women and men.

No progress has been made in closing the gender gap in caring for children or grandchildren. 41 % of women and 25 % of men dedicate 1 hour or more a day to caring activities.

89 % of women in a couple with children take care of their family for 1 hour or more a day, compared to 64 % of men in a couple with children. Among people aged 25-49, the gender gap is slightly smaller (60 % of women compared to 39 % of men).

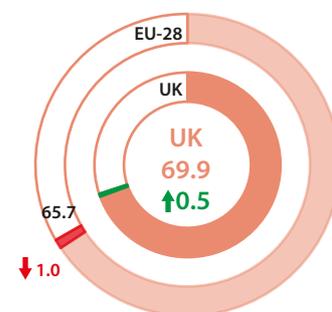
85 % of women do cooking and housework every day for at least 1 hour, compared to only 49 % of men.

Among people aged 50-64, 93 % of women and 52 % of men cook or do housework every day. Younger generations show similar patterns of unequal sharing of housework. 87 % of women aged 25-49 cook every day compared to 55 % of men.

Inequality in time-sharing at home also extends to social activities. Working-age men are slightly more likely than women to participate in sporting, cultural, and leisure activities outside the home (36 % and 33 %, respectively).

The United Kingdom is close to meeting the first of the ‘Barcelona targets’, which is to have at least 33 % of children below the age of three in childcare. Further efforts are needed to reach the second target, having 90 % of children between the age of three and school-age in childcare. In the United Kingdom, these enrolment rates are 30 % and 73 %, respectively.

Domain of time



Sub-domains

Care activities



Social activities



## Power

In the domain of power the score has increased slightly, although it remains the United Kingdom's lowest score. This increase was driven by gains in both economic power and political power. The domain of social power shows a drop in score.

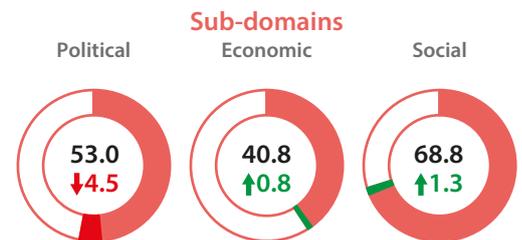
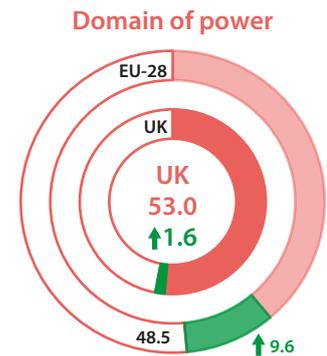
Women's political representation has decreased at ministerial level, remained stable at regional levels and increased at parliamentary level.

The share of women ministers decreased from 27 % in 2005 to 24 % in 2015. At the same time, the share of women Members of Parliament rose from 19 % to 26 %. The number of women regional assembly members (32 %) has remained stagnant since 2010 (data is unavailable from 2005).

The share of women on the corporate boards of the largest companies has doubled, however men still represent 74 % of decision-makers in this sector.

In the finance world, women's representation has dropped. While women represented a third of board members of the central bank in 2005, they held 16 % of board seats in 2015.

39 % of board members of research funding organisations and 46 % of board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is even higher — only 21 % of members of the highest decision-making bodies of national Olympic sport organisations are women. The United Kingdom has only reached the gender balance zone in publicly owned broadcasting organisations.



## Health

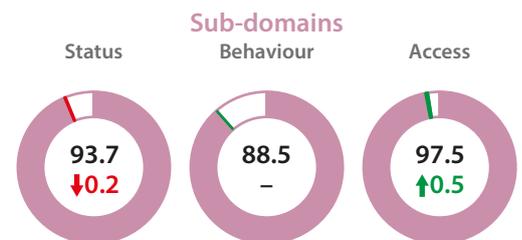
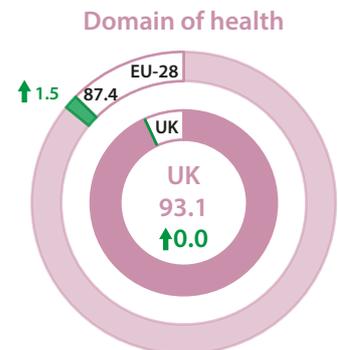
In the domain of health, the score has stalled but remains high. Access to medical and dental services has improved slightly.

Life expectancy has increased for both women and men. Women on average live 4 years longer than men. However, the number of years women can expect to live in good health have decreased from 66 to 63 years, while this number has remained at 64 years for men.

The same number of women and men, approximately 70 %, perceive their health as 'good' or 'very good', compared to 74 % of women and 76 % of men in 2005.

Positive self-perception of one's health drops as education levels decrease. Only 56 % of women and 60 % of men with low levels of education declare they are in 'good' health. 25 % of women and 22 % of men with disabilities rate their health as 'good' or 'very good'.

In the United Kingdom, 41 % of men smoke and/or drink excessively, compared to 26 % of women. Women and men are equally likely to engage in health promoting behaviour, such as exercising and eating fruit and vegetables.

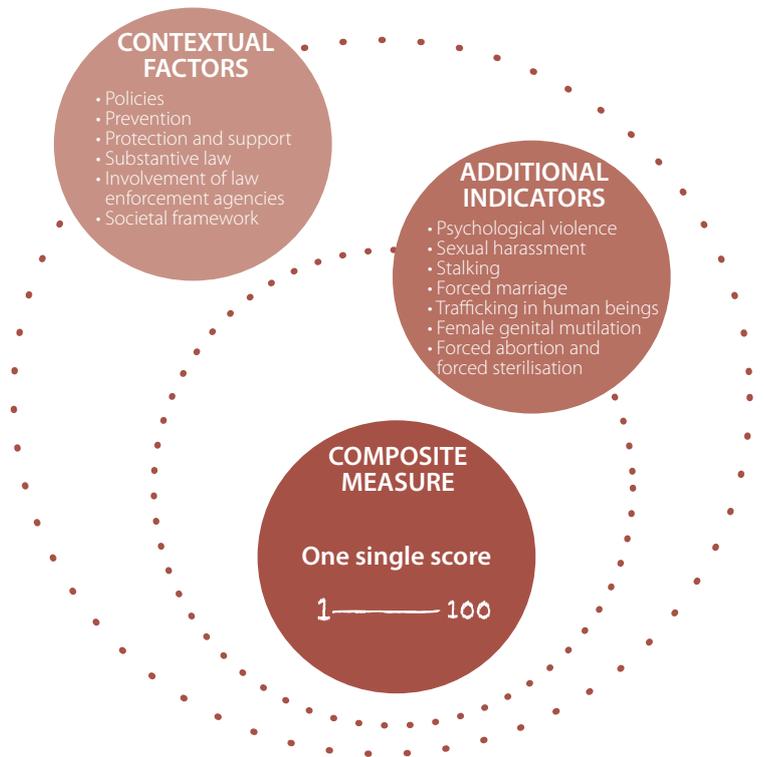


# Violence

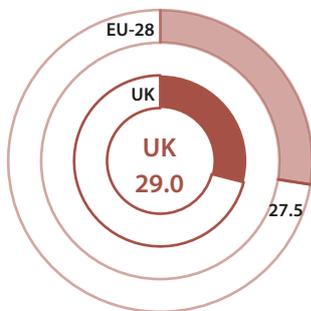
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women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



The United Kingdom's score for the domain of violence is 29, which is slightly higher than the EU average.

In the United Kingdom, 44 % of women have experienced physical and/or sexual violence at least once since the age of 15. 72 % of the 44 % have experienced health consequences as a result.

8 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone.

At the societal level, violence against women costs the United Kingdom an estimated EUR 28 billion per year through lost economic output, service utilisation and personal costs <sup>(2)</sup>.

## Sub-domains

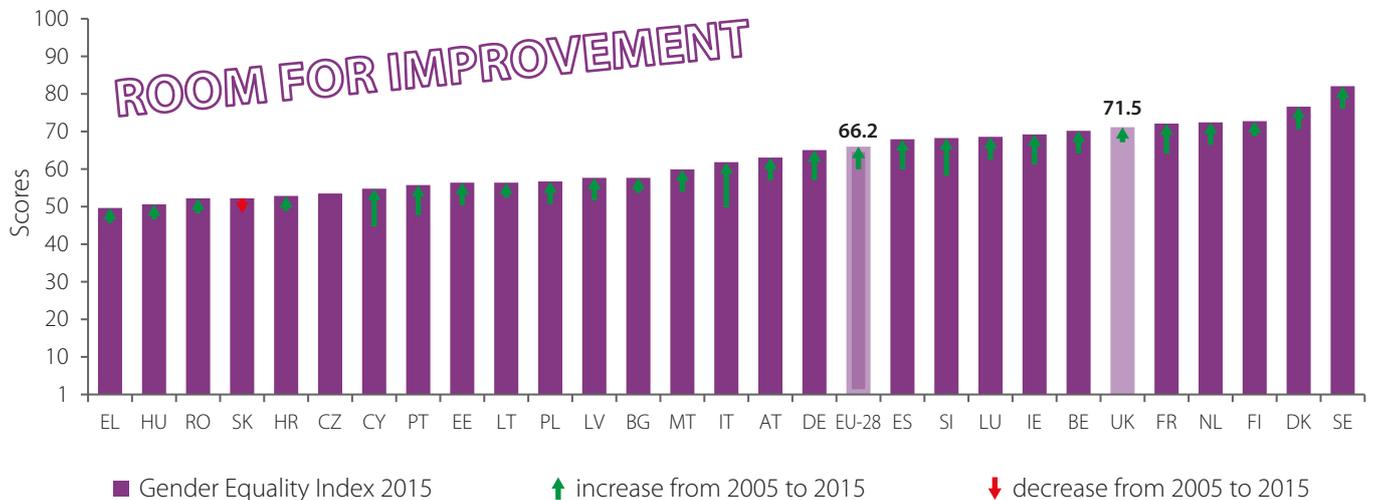


The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.

<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 the United Kingdom's Gender Equality Index score is five points above the EU-28 average, with room for improvement, especially in the domain of power. In order to address persisting inequalities, renewed efforts and a holistic approach to gender equality are 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 the United Kingdom 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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