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 Malta, 2005-2015

In the Gender Equality Index 2017, Malta achieved a score of **60.1 out of 100**, which is 4.1 points higher than in 2005. Malta's score is approximately six points below the EU-28 average. Malta ranks 15th in the EU-28, which is the same position as in 2005.

The gender equality score in the domain of **health** is the highest in Malta. It ranks third in the EU, gaining two positions since 2005. Malta is among the best-performing Member States in the EU-28 in all sub-domains.

The biggest improvement has taken place in the domain of **money**, due to a relevant increase in gender equality in earnings and income. Despite the fact that Malta's score regarding economic situation stalled from 2005 to 2015, in this sub-domain Malta records the 7th highest score of EU-28.

Gender equality in the domain of **work** has also progressed. Nonetheless, there is much room for improvement in the sub-domain of participation, for which Malta ranks 27th in the EU-28. Conversely, Malta's score for the sub-domain of segregation is the 2nd highest in the European Union.

The score in the domain of **knowledge** has slightly increased. The situation has improved, in terms of gender equality, in the sub-domain of attainment and participation, although it has worsened in relation to segregation. Nevertheless, the score in this sub-domain remains the highest in the EU-28, indicating that segregation may not be a major challenge for Malta.

Regarding the allocation of **time**, Malta has become more gender equal in relation to care activities, whereas it has regressed slightly in terms of social activities. As a result, the domain score has slightly increased.

The lowest score in Malta is in the domain of **power**. The score has stalled and ranks 23rd in the EU-28. Two sub-domains have slightly regressed (political and economic power) and only one has relatively progressed (social power).

**Work**

Gender equality in the domain of work has improved.

The employment rate (20-64) is 54 % for women versus 81 % for men. The total employment rate is 68 %. Malta is not far from its national Europe 2020 strategy (EU2020) target (70 %).

The gender gap in the employment rate is similar when the number of hours worked is taken into account. The full-time equivalent (FTE) employment rate of women is approximately 35 %, compared to 62 % for men.

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

Among women and men in a couple with children, the FTE employment rate for women is 49 % compared to 91 % for men. This gender gap is much higher than that of couples without children (42 percentage points (p.p.) for couples without children and 14 p.p. for couples with children).

28 % of women work part-time, compared to 8 % of men. On average, women work 34 hours per week, compared to 41 hours for men. 9 % of working-age women versus 0.4 % 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, although to a lower extent than in most EU Member States. Nearly 32 % of women work in education, human health and social work activities (EHW), compared to 10 % of men.

**Money**

The score in the domain of money has increased. Gender equality has improved regarding earnings and income, whereas it has stalled in relation to distribution of wealth and poverty.

Mean monthly earnings of women and men have increased, although the gender gap has become slightly wider. Women earn approximately 15 % less than men per month.

The gender gap in earnings is higher among women and men in a couple with children, among elderly people (65+) and among highly educated people, always to the detriment of women.

The population of women and men at risk of poverty has increased slightly for both for women and men. The risk affects women and men with approximately the same intensity (about 16 % and 15 %, respectively). 45 % of lone mothers (compared to only 14 % of lone fathers) are at risk of poverty.

Inequalities in income distribution among women have remained unchanged, while they have increased slightly among men. Overall, the gender gap has decreased.

The gender pay gap is 11 % to the detriment of women, which is lower than the EU-28 average of 16 %. In 2012, women had lower pensions than men, with a gender gap of 18 %. The EU-28 average is 38 %.
Knowledge

The score in the domain of knowledge has increased. Gender equality has improved regarding attainment and participation, but it has regressed concerning segregation.

The number of tertiary graduates increased significantly, mostly among women. 16% of women and men have a tertiary degree. The gap, which in 2005 was to the detriment of women, has levelled out. Up to the age of 49, there are more women than men who have completed tertiary education.

Only 5% of women with disabilities have attained tertiary education, compared to 18% of women without disabilities. For men these shares are, respectively, 7% and 18%.

Malta has not met its national EU2020 target to have 33% of people aged 30-34 obtain tertiary education. The current rate is 28%.

Women’s participation in lifelong learning has slightly increased. For men, it has remained unchanged.

In Malta, gender segregation in knowledge remains a problematic area. 50% of women students are concentrated in the fields of education, health and welfare, humanities and arts, compared to 30% of men. It should be noted, however, that this gap is among the narrowest in the EU-28.

Time

In the domain of time, the score has increased. The situation has become more gender equal in the sub-domain of care activities, whereas inequalities have increased in the sub-domain of social activities.

Women take on more responsibilities to care for their family. 42% of women care for and educate their family members for at least 1 hour per day, compared to 25% of men. This gender gap has decreased. Among women and men in a couple with children, women are much more involved in daily care activities (85%) than men (58%).

81% of women do cooking and housework every day for at least 1 hour, compared to only 37% of men — a gap which has narrowed slightly. The gender gap is wider among women and men in a couple with children, with 96% of women and 31% of men doing cooking and housework daily.

Inequality in time-sharing at home extends only partially to social activities. Men are slightly more likely than women to participate in sporting, cultural, and leisure activities outside the home (26% versus 25%). Participation in voluntary or charitable activities is also marginally higher for men than for women (11% and 10%, respectively).

18% of children under the age of three and 88% of children between the age of three and school age are enrolled in childcare. Malta has not met the first ‘Barcelona target’, which is to have at least 33% of children below the age of three in childcare. In relation to the second target – to have at least 90% of children between the age of three and school age in childcare – Malta is close to reaching this target and is above the EU-28 average.
Power

The score in the domain of power has stalled. There were some improvements regarding the representation of women in decision-making positions in the area of social power. However, the situation has become more gender unequal in relation to political and economic power.

The sub-domain of political power has regressed. The percentage of women ministers decreased from 16% in 2005 to approximately 10% in 2015. Conversely, gender equality has improved in the parliament, with women obtaining 13% of seats in 2015, compared to 6% in 2005. In local councils the situation has remained the same (22%).

The percentage of women on corporate boards of publicly listed companies has remained largely unchanged (3% in 2005; 4% in 2015). Women have decreased in the decision-making positions in the central bank, where they represented 25% of seats in 2005 compared to 20% of seats in 2015.

15% of members of the boards of research funding organisations are women. Women make up roughly 17% of board members of publicly owned broadcasting organisations. In sport, women comprise just 9% of members of the highest decision-making bodies of national Olympic sport organisations.

Health

The scores in the domain of health have increased slightly, in status and access, while the score has stalled in behaviour.

The sub-domain of status measures perceived health, life expectancy and healthy life years. Almost all indicators have improved in score. The gap between women and men has narrowed in relation to self-perceived health, whereas it has remained unchanged in life expectancy. When it comes to healthy life years, women experience two more healthy life years than men.

Life expectancy has increased for both women and men. Women on average live more than 4 years longer than men.

70% of women and 72% of men assess their health as ‘good’ or ‘very good’. Levels of satisfaction about one’s own health increase with levels of education; the gender gap is bigger among people with a low level of education than among those with medium and high levels of education.

The increase in the sub-domain of access is a reflection of the increase in the levels of medical and dental needs met among women and men, and of the narrowing of the gender gaps.

44% of men smoke or drink excessively, compared to 30% of women. At the same time, slightly more men than women engage in healthy behaviour (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.

Malta’s score for the domain of violence is 25.2, which is slightly below the EU average of 27.5.

In Malta, 22% of women have experienced physical and/or sexual violence at least once since the age of 15. In the EU-28 the average is 33%.

8% 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 below that estimated at European Union level (13%).

At the societal level, violence against women costs Malta an estimated EUR 190 million per year through lost economic output, service utilisation and personal costs (1).

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.

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(1) 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 Malta’s Gender Equality Index score is below the EU-28 average, leaving considerable room for improvement, especially in the domain of 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: 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 Malta at http://eige.europa.eu/gender-equality-index