

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 the Netherlands, 2005-2015

In the Gender Equality Index 2017, the Netherlands achieved a score of **72.9 out of 100**, which is an increase of 5.1 points. This score is higher than the EU-28 score of 66.2, and progress is happening at a slightly faster pace than in the EU on average. The Netherlands has moved from fifth to fourth place in the EU Index ranking.

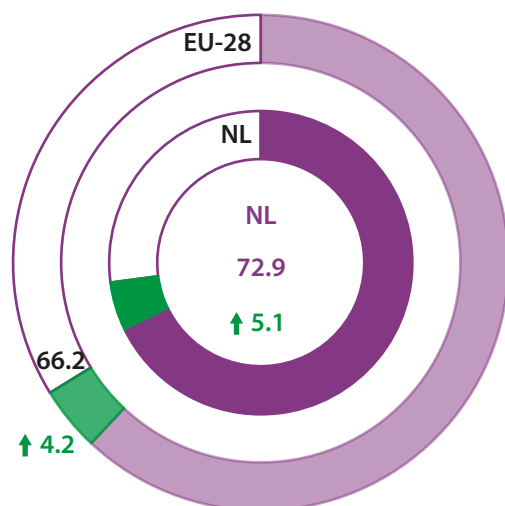
The gender equality score in the domain of **health** in the Netherlands is high, showing a good gender balance in access to services. Indeed, the Netherlands holds the best score here among the EU-28.

The biggest improvement has taken place in the domain of **power**, though it remains the Netherlands' lowest score. Improvements in this domain in the Netherlands are largely due to progress in women's representation in decision-making positions in the economic sector.

The situation in the domain of **money** has improved, with signs of greater gender equality in the distribution of economic resources between women and men.

The situation in the domain of **work** has slightly improved, but continued gender segregation has impeded progress and participation in the labour market is ranked 20th in the EU. In the domain of **knowledge**, the Netherlands has improved in educational attainment and participation, but segregation of study fields across traditional gender lines persists.

The greatest challenge for the Netherlands is in the domain of **time**. In the Netherlands, as well as in 11 other Member States, gender equality in this domain has experienced a setback. Women are still doing the bulk of the cooking, caring and cleaning and this situation has remained stagnant.



↑↓ 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 have contributed to an increase in the score.

The employment rate (20-64) is 71 % for women versus 82 % for men. The total employment rate is 76.4 %, indicating that the Netherlands has nearly reached its national Europe 2020 (EU2020) strategy target (80 %).

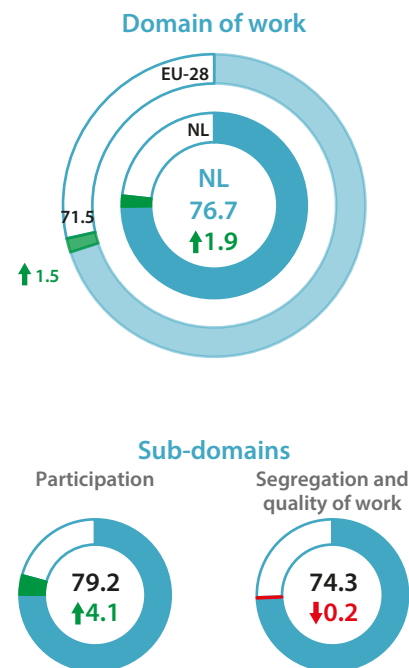
For both women and men, the employment rate decreases and the gender gap widens when the number of hours worked is taken into account. The full-time equivalent (FTE) employment rate of women is approximately 35 %, compared to 57 % for men.

Among couples with children, the FTE employment rate for women is 44 %, compared to 79 % for men. The gender gap (35 percentage points (p.p.)) is much higher compared to that of couples without children (14 p.p.).

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

Over three quarters (77 %) of women work part-time, compared to 28 % of men. On average, women work 25 hours per week, compared to 35 hours per week for men. 20 % of working-age women versus 1.4 % 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. Nearly 37 % of women work in education, human health and social work activities (EHW), compared to 10 % of men. More than nine times more men (28 %) than women (3 %) work in science, technology, engineering and mathematics (STEM) occupations.



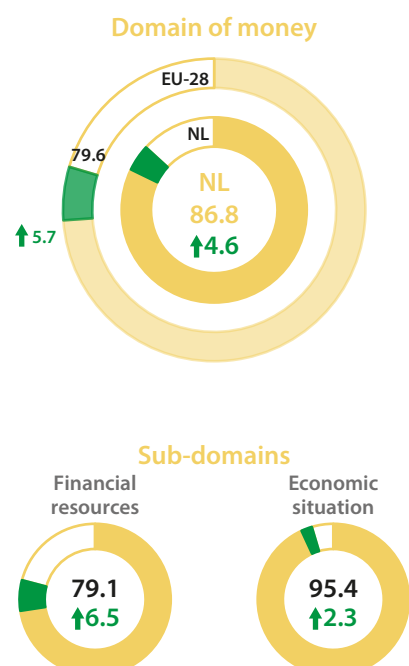
Money

The situation in the domain of money has improved. Gender equality improved in earnings and income as well as in the poverty rate and distribution of wealth from 2005 to 2015.

Mean monthly earnings of women and men have increased, but women continue to earn about 21 % less than men. The gap is bigger among couples with children, where women earn 48 % less than men.

The population at risk of poverty has increased slightly for both women and men. 28 % of lone mothers are at risk of poverty, compared to 4 % of lone fathers. The risk of poverty is slightly lower for women and men who have obtained a high level of education than for those with low and middle levels of education.

Inequalities in income distribution have remained unchanged amongst women and have decreased amongst men. As such, the gender gap has decreased. Regardless, men earn more than women, and the gender pay gap is 16 % – the same gap as the EU-28 average. In 2012, the gender gap in pensions was 42 % to the detriment of women, which is higher than the EU-28 average of 38 %.



Knowledge

In the domain of knowledge, the score increased primarily due to improved educational attainment and participation among women and men.

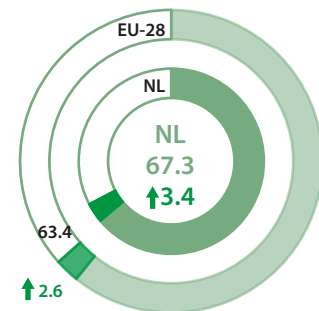
The number of tertiary graduates has increased, especially for women. However, there are still slightly more men (29 %) than women (27 %) with a tertiary degree. With 46 % of people aged 30-34 having obtained tertiary education, the Netherlands has met its Europe 2020 strategy target (40 %).

The rate of participation in lifelong learning has slightly increased for both women and men.

Only 20 % of women with disabilities have attained tertiary education, compared to 36 % of women without disabilities. 28 % of men with disabilities have attained tertiary education, compared to 40 % of men without disabilities.

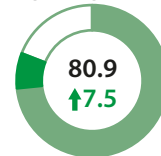
Gender segregation in study fields remains a major challenge. The gender gap in tertiary education in education, health and welfare, humanities and arts has decreased, but levels remain relatively high. 40 % of women students are concentrated in these fields, which are traditionally seen as 'feminine', compared to 21 % of men. In 2005, 53 % of women students were concentrated in these fields.

Domain of knowledge



Sub-domains

Attainment and participation



Segregation



Time

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

Although gender gaps have decreased, women continue to do the bulk of caring tasks within the family. 81 % of women do cooking and housework every day for at least 1 hour, compared to 47 % of men.

Among couples without children, women do cooking and housework more than men (86 % versus 39 %). This gender gap is bigger than in couples with children, where 92 % of women do the cooking, compared to 55 % of men.

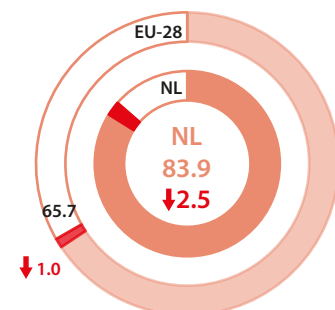
71 % of women aged 25-49 care for and educate their family members for at least 1 hour per day, compared to 50 % of men in the same age group.

93 % of women in a couple with children care for and educate their family every day for 1 hour or more, compared to 83 % 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, and leisure activities outside the home.

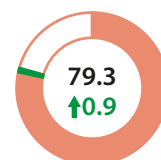
The Netherlands has met both 'Barcelona targets' of enrolling 33 % of children under the age of three in childcare (46 %), and 90 % of children between the age of three and school age (91 %).

Domain of time

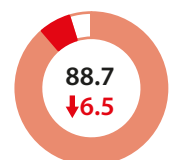


Sub-domains

Care activities



Social activities



Power

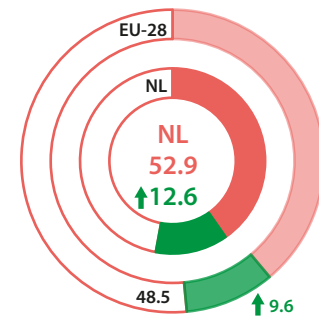
The domain of power shows a marked increase, due to a considerable improvement in the sub-domain of economic power. Nevertheless, this remains the lowest score of all the domains for the Netherlands.

From 2005 to 2015, the representation of women on the corporate boards of publicly listed companies more than tripled (from 7 % in 2005 to 26 % in 2015). Women's representation on the board of the central bank has remained quite stable: they held 7 % of board seats in 2005 and 8 % of board seats in 2015.

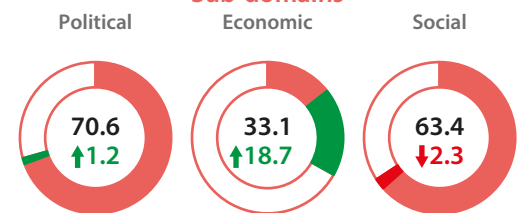
The slight increase in the sub-domain of political power is due to the increased gender balance in parliament, from 36 % to 37 % women, as well as the increased gender balance in women ministers, from 36 % to 38 %.

With regards to the sub-domain of social power, which has regressed, approximately one third of board members of research funding organisations are women. 38 % of board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is higher, however — women comprise just 26 % of members of the highest decision-making bodies of national Olympic sport organisations.

Domain of power



Sub-domains



Health

In the domain of health, the score has remained stable due to improved and relatively equal access to medical and dental services, coupled with a declining health status.

Unmet medical and dental needs have decreased, and almost all women and men are able to meet these needs. Less than 1 % of women and men have unmet needs for medical examination or for dental examination.

Life expectancy has slightly increased for both women and men. Women on average live 3 years longer than men.

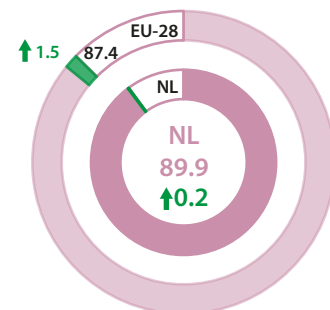
The number of healthy life years, however, decreased for both women and men (by 6 years and 4 years, respectively) from 2005 to 2015.

73 % of women and 80 % of men rate their health as 'good' or 'very good'.

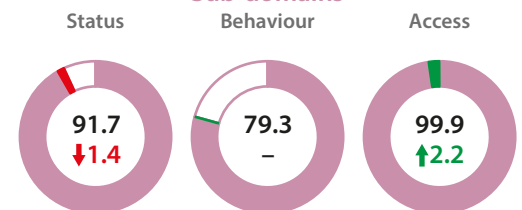
Compared to lone fathers, lone mothers are more satisfied with their health (62 % and 75 %, respectively).

More men smoke and/or are involved in harmful drinking than women (42 % versus 28 %). More men than women (41 % versus 37 %), however, engage in healthy behaviour (physical activities and/or consuming fruit and vegetables).

Domain of health



Sub-domains

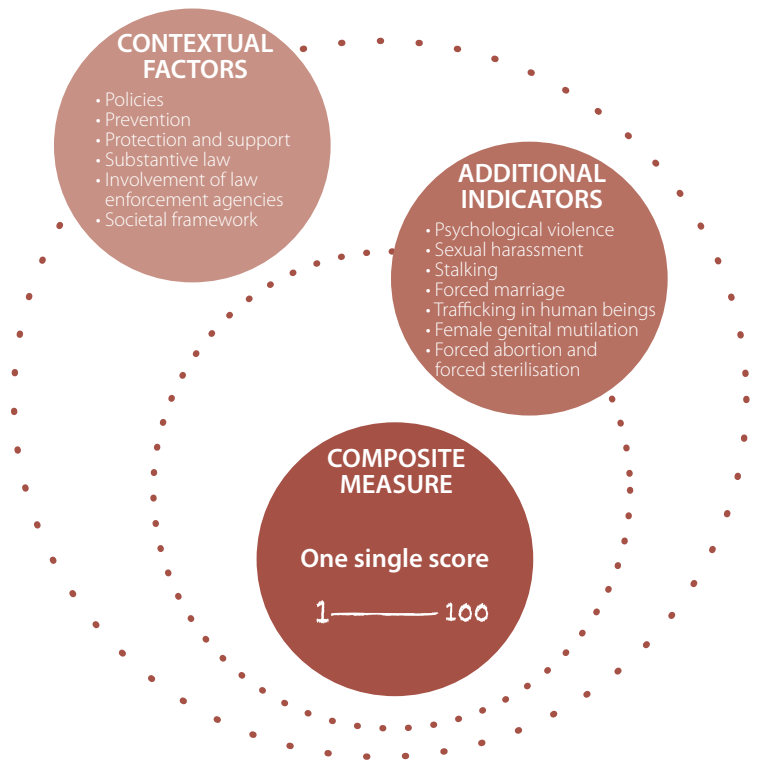


Violence

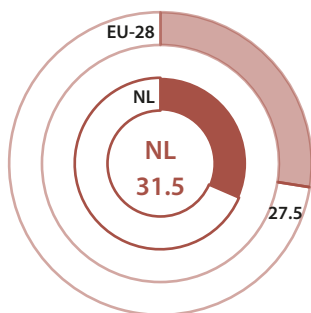
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women 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 Netherlands' score for the composite measure of violence is 31.5, which is higher than the EU-28 average.

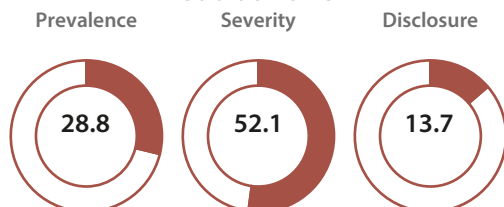
In the Netherlands, 45 % of women have experienced physical and/or sexual violence at least once since the age of 15. This is higher than the EU-28 average of 33 %.

13 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is roughly the same as the EU-28 average.

At the societal level, violence against women costs the Netherlands an estimated EUR 7.5 billion per 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.

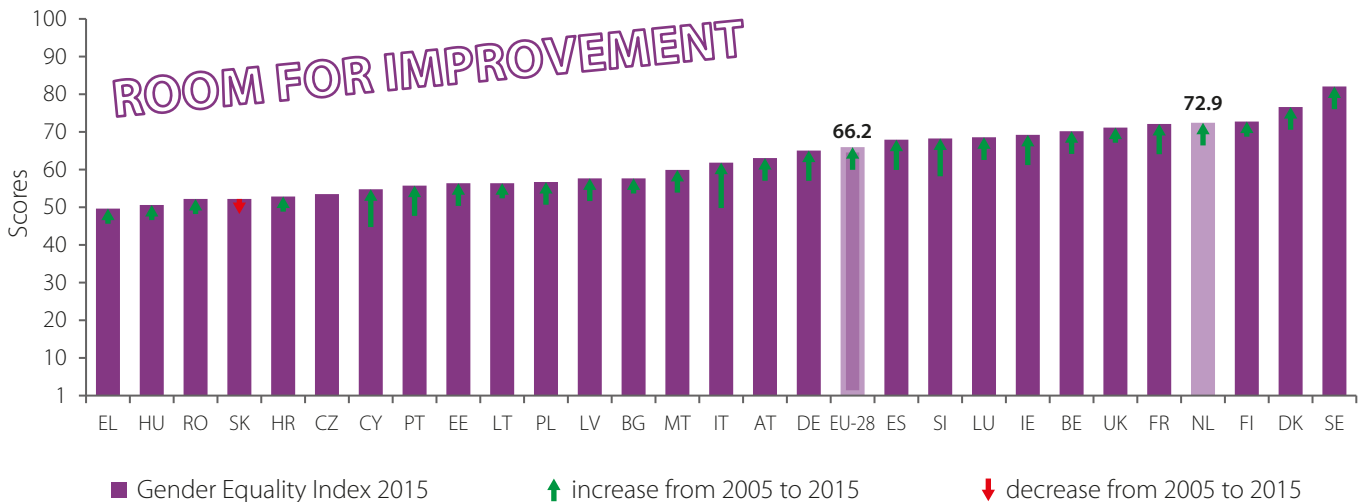
Sub-domains



⁽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 (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 Netherlands' Gender Equality Index score is above 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 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 the Netherlands 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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