

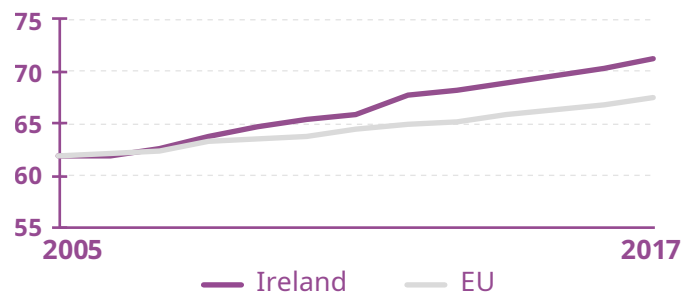
# Gender Equality Index 2019: Ireland

**With 71.3 out of 100 points, Ireland ranks 7th in the EU on the Gender Equality Index. Its score is 3.9 points higher than the EU's score. Between 2005 and 2017, Ireland's score increased by 9.4 points (+ 1.8 points since 2015), showing faster progress towards gender equality than other EU Member States.**

Ireland improved its ranking by three places since 2005. Ireland's scores are higher than the EU's scores in all domains. Gender inequalities are most pronounced in the domain of power (53.4 points), yet this score improved the most since 2005 (+ 21.3 points). Ireland's highest score is in the domain of health (90.9 points). Between 2005 and 2017, there were no regressions in Ireland's domains, but progress stalled in the domains of time (no change) and health (+ 0.5 points).

Between 2005 and 2017, Ireland improved its Index scores, progressing faster and scoring higher than the EU's scores. The gap between Ireland and the EU has increased over time.

## Progress in Ireland is faster than the EU average

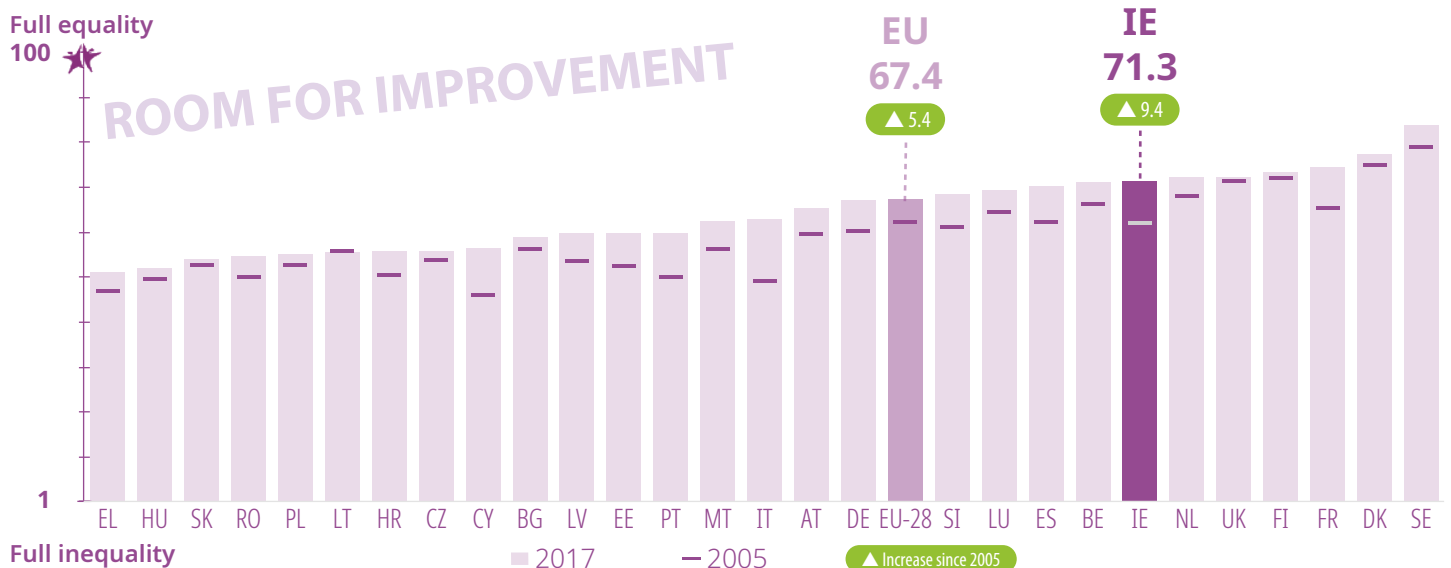


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

## Gender Equality Index scores for EU Member States, 2005 and 2017



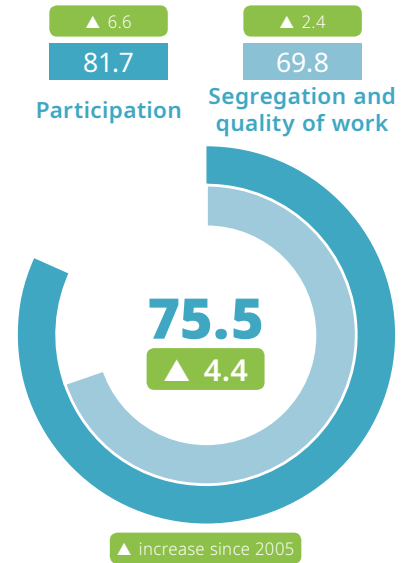


## Work

Ireland's score in the domain of work is 75.5, showing progress of 4.4 points since 2005 (+ 1.6 points since 2015), with improvements in gender equality in the sub-domain of participation.

The employment rate (of people aged 20-64) is 68 % for women and 80 % for men. With the overall employment rate of 74 %, Ireland has already reached its national EU 2020 employment target of 69-71 %. The full-time equivalent (FTE) employment rate increased from 43 % to 44 % for women and decreased from 70 % to 60 % for men between 2005 and 2017, narrowing the gender gap (from 27 percentage points (p.p.) to 16 p.p.). Between women and men in couples with children, the gap is much wider than in couples without children (26 p.p. and 9 p.p.). Around 31 % of women work part-time, compared to 12 % of men. On average, women work 32 hours per week and men work 40.

The uneven concentration of women and men in different sectors of the labour market remains an issue: 34 % of women work in education, health and social work, compared to 8 % of men. Fewer women (6 %) than men (26 %) work in science, technology, engineering and mathematics (STEM) occupations.



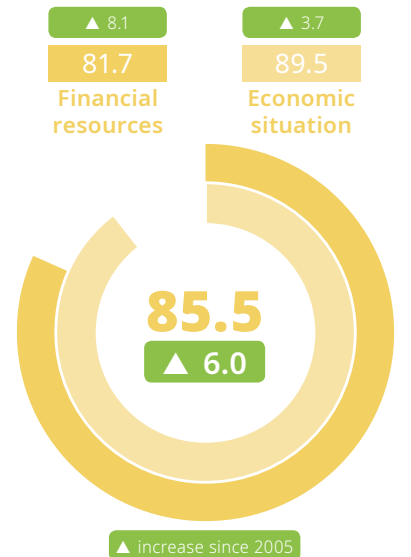
## Money

Ireland's score in the domain of money is 85.5, showing progress of 6 points since 2005 (+ 0.8 points since 2015), with improvements in the economic and financial situations of women and men. Ireland ranks 10th in the EU in the domain of money.

Despite increases in mean monthly earnings of both women (+ 21 %) and men (+ 12 %) from 2006 to 2014, the gender gap persists. Women earn 18 % less than men. In couples with children, women earn 32 % less than men (22 % less for women in couples without children).

The risk of poverty decreased between 2005 and 2017: 17 % of women (- 4 p.p.) and 14 % of men (- 3 p.p.) are at risk. People facing the highest risk of poverty are lone parents (42 %), single women (33 %) and men (38 %), and women aged 15-24 (31 %).

Inequalities in income distribution decreased among and between women and men from 2005 to 2017. Women earn on average 86 cents for every euro a man makes per hour, resulting in a gender pay gap of 14 %. The gender pension gap is 29 %.

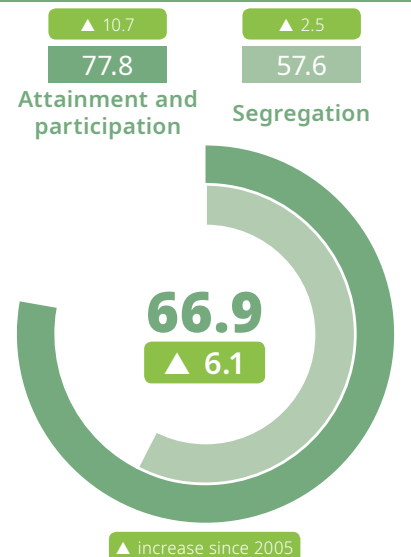


## Knowledge

Ireland's score in the domain of knowledge is 66.9, which is a 6.1-point increase from 2005 (+ 0.5 points since 2015). Ireland ranks 8th in the domain of knowledge in the EU, 3.4 points above the EU's score.

The share of women tertiary graduates increased at a faster pace than the share of men, widening the gender gap between 2005 and 2017. Around 39 % of women have tertiary degrees, compared to 34 % of men (25 % of women and 22 % of men in 2005). The gender gap is wider within the 25-49 age group and between women and men in a couple with children (both 8 p.p. to the detriment of men). Ireland has not yet met its national EU 2020 target of having 60 % of people aged 30-34 with tertiary education. The rate stands at 56 % (60 % for women and 52 % for men). Participation in lifelong learning slightly increased, between 2005 and 2017. About 17 % of women and 16 % of men engage in formal and non-formal education and training.

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Ireland. Around 48 % of women students study education, health and welfare, or humanities and arts, compared to 24 % of men students.



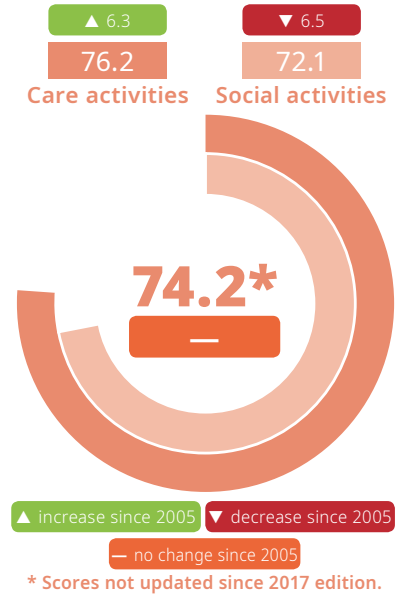


## Time

Ireland's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Ireland's score is 74.2, well above the EU's score of 65.7. Gender inequalities in time-share for care responsibilities have decreased, and involvement of women and men in social activities has decreased since 2005. Women take on more responsibilities in caring for their families. Around 44 % of women care for and educate their family members for at least one hour per day, compared to 31 % of men. The gender gap has decreased from 19 p.p. to 14 p.p. since 2003. In couples with children, 92 % of women and 78 % of men take care of their family daily. More women (89 %) than men (48 %) do cooking and housework for at least one hour every day.

A lower share of women (40 %) than men (48 %) participates in sporting, cultural or leisure activities outside the home. About 15 % of women and 18 % of men are involved in voluntary or charitable activities.

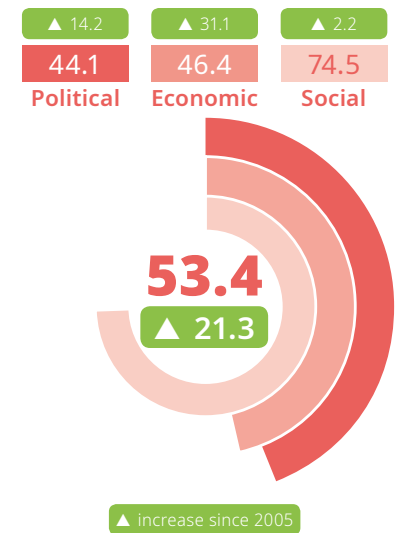


## Power

Ireland's score in the domain of power is 53.4, with a sharp increase of 21.3 points since 2005 (+ 4.8 points since 2015). It is the lowest score for Ireland across all domains. Scores in all sub-domains of power have increased, with the greatest improvement in the sub-domain of economic power (+ 31.1 points since 2005).

Ireland introduced a legislative candidate quota of 30 % in 2012, supporting a rise in the share of women in parliament (from 15 % in 2011 to 22 % in 2016). The share of women members of parliament was 24 % in 2018, compared to 15 % in 2005. There were also more women ministers in 2018 (21 %), compared to 13 % in 2005. Women comprise 22 % of the members of local councils.

Progress in economic decision-making is driven by the share of women on the board of the central bank rising from 9 % to 30 % and the share of women on the boards of the largest publicly listed companies tripling (from 6 % to 18 %). Ireland's score in the sub-domain of social power is the second highest in the EU. Women comprise half of all board members of research-funding organisations and publicly owned broadcasting organisations, but only 17 % of board members of the highest decision-making bodies of national Olympic sports organisations.

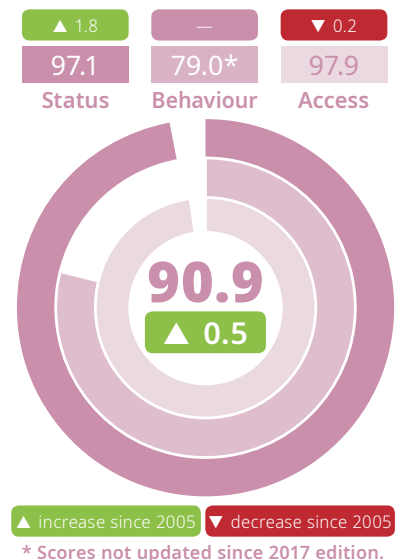


## Health

Ireland's score in the domain of health is 90.9, with no significant change since 2005 (+ 0.3 points since 2015). Ireland ranks fifth in the domain of health in the EU. There are slight improvements in the sub-domain of health status, while access to health services is stable (with no new data for the sub-domain of health behaviour).

Ireland has the highest score in the sub-domain of health status in the EU, and self-perceptions of good health are highest in Ireland: 84 % of women and 83 % of men consider themselves to be in good health. Ireland is the only EU Member State where the share of women who perceive their health as good is higher than that of men. Health satisfaction increases with a person's level of education and decreases in proportion to their age. Life expectancy increased for both women and men between 2005 and 2016. Women on average live four years longer than men (84 years compared to 80 years).

Adequate access to healthcare services slightly worsened in Ireland from 2005 to 2017. Around 3 % of women and men report unmet medical needs (compared to 3 % of women and 2 % of men in 2005). More women and men with disabilities report unmet needs for medical care (8 % and 9 %) compared to women and men without disabilities (2 % for both).





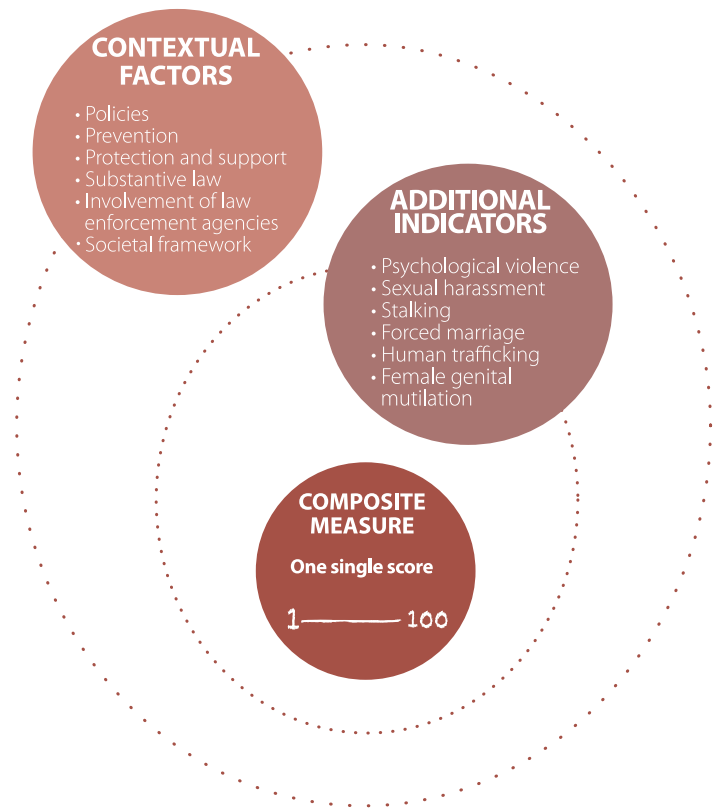
## Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Ireland signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in March 2019.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Ireland does not provide data on women victims of intentional homicide by an intimate partner or family member. EIGE's estimates show that 1 % to 11 % of 14 577 girls (in the resident migrant population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 39 registered women victims of trafficking in human beings in 2016. Compar-



able data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



## Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

### Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 46 % of women and 41 % of men aged 20-49 (potential parents) were ineligible for parental leave in Ireland. Unemployment or inactivity was a reason for ineligibility for 70 % of women and 35 % of men. Inadequate length of employment was a reason for ineligibility for 19 % of women and 25 % of men. The remaining 11 % of women and 40 % of men were ineligible for parental leave due to self-employment status. Same-sex parents are eligible for parental leave in Ireland. Among the employed population, 20 % of women and 32 % of men were ineligible for parental leave.

## Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Ireland, 56 % of all informal carers of children are women. Overall, 68 % of women and 63 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), more women and men are involved in caring for or educating their children or grandchildren in Ireland. The gender gap is wider between women and men who are not working (63 % and 39 %), compared to no gender gap among employed women and men (75 % for both).

Ireland has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. About 34 % of children below the age of three are under some form of formal care arrangements, and 11 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 93 % of children from the age of three to the minimum compulsory school age (26 % are in formal childcare for at least 30 hours a week). Around 17 % of households in Ireland report unmet needs for formal childcare services. Lone mothers are more likely to report higher unmet needs for formal childcare services (28 %), compared to couples with children (15 %).

## Informal care for older persons and persons with disabilities and long-term care services

Available, accessible and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Ireland are women (55 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every day

are 15 % and 13 %. The proportion of women involved in informal care is the same as the EU average, while the involvement of men is 3 p.p. higher. About 24 % of women and 14 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 12 % of women and 11 % of men in the 20-49 age group. Around 26 % of women carers for older persons and/or persons with disabilities are employed, compared to 54 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is wider in Ireland than in the EU (28 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 39 % of women informal carers work, compared to 59 % of men. Around 32 % of women and men in Ireland report unmet needs for professional home-care services.

## Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Ireland, men spend around 8 more minutes commuting to and from work each day than women (around 52 minutes for men compared to 44 minutes for women). Men in couples with children spend around 55 minutes

per day commuting, compared to 43 minutes for women in couples with children and 49 minutes for men in couples without children. Single women tend to spend more time commuting than women in couples do. Women spend less time commuting than men, regardless of whether they work part-time or full-time. Women working part-time travel 39 minutes from home to work and back, while men commute 45 minutes, compared to 49 minutes for women and 54 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

## Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market as full-time employees.

More women (66 %) than men (51 %) have no control over their working time arrangements. This is the wid-

est gender gap in the EU. Access to flexible working arrangements is lower for women and somewhat higher for men in Ireland than in the EU, where 57 % of women and 54 % of men have no possibility to change their working time arrangements. Two thirds of women have no control over their working time arrangements in both the private (66 %) and the public (67 %) sectors, while access to flexible working time for men is significantly more favourable in the private sector (47 % have no access to flexible working time, compared to 70 % in the public sector).

## Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Ireland has below the EU average participation rate in lifelong learning (9 %), with a gender gap of 2 p.p. Women (aged 25-64) are more likely to participate in education and training than men regardless of their employment status,

except for economically inactive men, who are more likely to participate in lifelong learning than economically inactive women (14 % compared to 9 %). Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (27 %) than for women (18 %). Family responsibilities are reported as barriers to engagement in education and training for 43 % of women compared to 28 % of men. Family responsibilities are more of an obstacle for participation in lifelong learning in Ireland than in the EU overall, while work schedule are reported as less of an obstacle than the EU average. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

**Read more about the Gender Equality Index** 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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