

# Gender Equality Index 2019: Austria

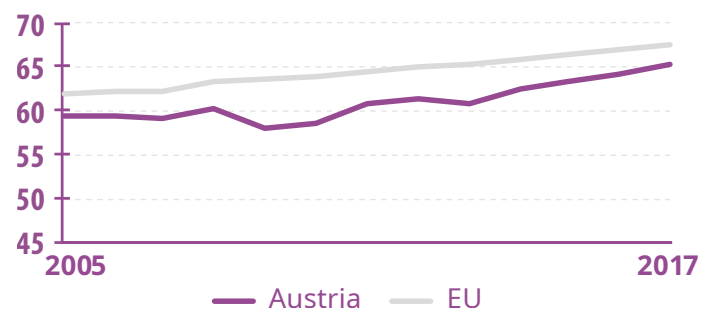
With **65.3 out of 100 points**, Austria ranks 13th in the EU on the Gender Equality Index. Its score is 2.1 points lower than the EU's score. Between 2005 and 2017, Austria's score increased by 5.8 points (+ 2 points since 2015). The country's ranking has remained the same since 2005.

Austria's scores are higher than the EU's scores in all domains, except for the domains of power and time, where Austria's scores are the lowest (39.9 and 61.2 points), compared to other domains. Austria's highest scores are in the domains of health (91.7 points) and money (86.4 points).

Scores improved most in the domains of power (+ 10.4 points) and knowledge (+ 5.2 points). Progress stalled in the domain of health (+ 0.3 points) and is moderate in the domains of time and work (+ 1 and + 2.9 points).

Between 2005 and 2017, Austria's Index score remained lower than the EU's score. Nevertheless, Austria has moved towards gender equality at a quicker rate, and the gap between Austria and the EU has reduced over time.

**Austria and the EU average are advancing in the same direction**

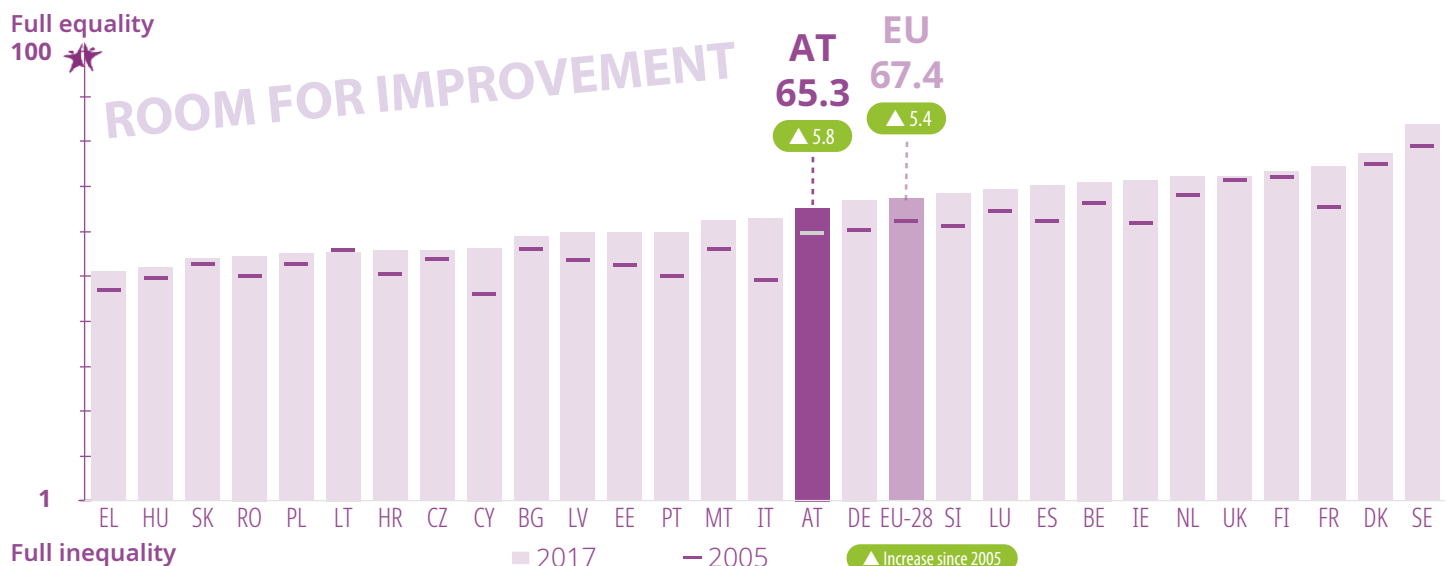


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

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



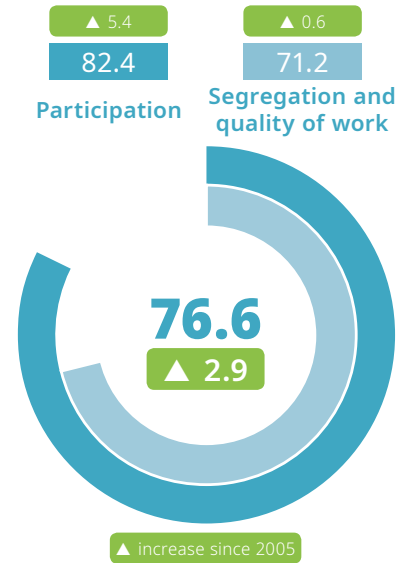


## Work

Austria's score in the domain of work is 76.6, showing progress of 2.9 points since 2005 (+ 0.5 points since 2015), with a decreased gender gap in the sub-domain of participation.

The employment rate (of people aged 20-64) is 72 % for women and 81 % for men. With the overall employment rate of 76 %, Austria is not far from reaching its national EU 2020 employment target of 77 %. The full-time equivalent (FTE) employment rate increased from 40 % to 42 % for women and decreased from 63 % to 60 % for men from 2005 to 2017, narrowing the gender gap (from 23 percentage points (p.p.) to 18 p.p.). Between women and men in couples with children, the gap is far wider than in couples without children (35 p.p. and 6 p.p.).

Women are four times more likely to work part-time (48 %) than men (12 %). On average, women work 32 hours per week and men work 40, which is the third biggest gender gap in the EU. The uneven concentration of women and men in different sectors of the labour market remains an issue: 28 % of women work in education, health and social work, compared to 8 % of men. Fewer women (5 %) than men (38 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

Austria's score in the domain of money is 86.4, showing progress of 3.9 points since 2005 (+ 0.5 points since 2015), with improvements in the financial situations of women and men.

Despite increases in mean monthly earnings of both women (+ 19 %) and men (+ 15 %) from 2006 to 2014, the gender gap persists: women still earn 24 % less than men. In couples with children, women earn 52 % less than men (36 % less for women in couples without children). The gender gap grows in proportion to age: women aged 15/16-24 earn 19 % less than men in the same age group. This gap increases to 42 % among women and men aged 50-64.

The risk of poverty increased between 2005 and 2017: 14 % of women (+ 1 p.p.) and 12 % of men (+ 2 p.p.) are at risk. People facing the highest risk of poverty are lone parents (30 %), people born outside Austria (29 %) and single people (26 % of women and 21 % of men). Inequalities in income distribution increased among women and among men from 2005 to 2017. Women earn on average 80 cents for every euro a man makes per hour, resulting in a gender pay gap of 20 %. The gender pension gap is 40 %. These are among the highest in the EU.

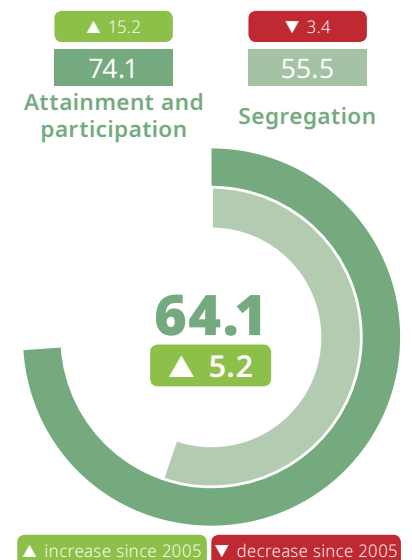


## Knowledge

Austria's score in the domain of knowledge is 64.1, showing progress of 5.2 points since 2005 (+ 0.9 points since 2015). Austria maintained its rank as 11th in the EU in the domain of knowledge reached in 2005. There are improvements in the sub-domain of attainment and participation, while progress has gone backwards in the sub-domain of segregation.

Tertiary education attainment increased significantly for both women and men between 2005 and 2017 and the gender gap decreased (by 2 p.p.). In contrast to the majority of Member States, in Austria, the share of women tertiary graduates is lower than that of men's (25 % compared to 29 %). The gender gap in attainment is most significant between women and men aged 65 or more (16 p.p.) and between women and men in couples without children (9 p.p.). Austria has met its national EU 2020 target of having 38 % of people aged 30-34 with tertiary education. The current rate is 41 % (44 % for women and 37 % for men). Participation in lifelong learning slightly increased for both women (from 18 % to 21 %) and men (from 18 % to 19 %), between 2005 and 2017. Austria has the seventh highest participation rate in the EU.

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Austria. Around 41 % of women students and 21 % of men students study education, health and welfare, or humanities and art.





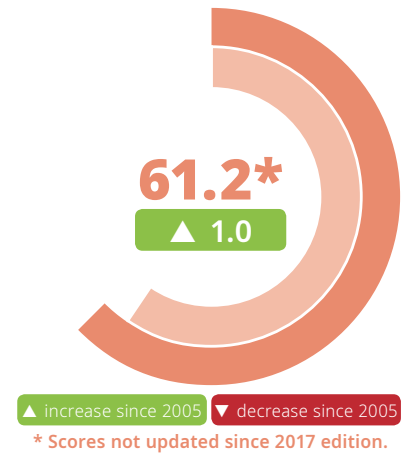
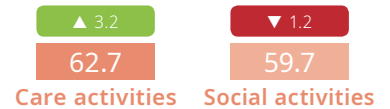
## Time

Austria'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, Austria's score is 61.2, which is below the EU's score of 65.7. Since 2005, gender inequalities in the sharing of care responsibilities have decreased, and the involvement of women and men in social activities is lower.

Women are more likely to spend time caring for their family: 36 % of women, compared to 21 % of men, care for and educate their family members for at least one hour per day. The gender gap decreased from 23 p.p. to 15 p.p. between 2005 and 2016. This gap is wider between women and men in couples with children (88 % and 63 %). Women are three times more likely to do cooking and housework every day for at least one hour (83 %) than men (28 %).

Around 25 % of both women and men participate in sporting, cultural and leisure activities outside the home. A lower share of women (12 %) than men (15 %) is involved in voluntary or charitable activities.



## Power

Austria's score in the domain of power is 39.9, which is the lowest across all domains, although it improved the most over time (+ 10.4 points since 2005 and + 5 points since 2015). Progress is mostly driven by improvements in the economic and social power sub-domains. Austria's score for the power domain remains below the EU's score.

The sub-domain of economic power shows mixed developments. Although the share of women on the boards of the largest publicly listed companies increased by 18 p.p. (from 7 % to 25 %) between 2005 and 2018, their share among the board members of the central bank dropped from 6 % to 0 %. Austria introduced a legislative quota for 30 % of women on company boards in 2017.

The share of women ministers has slightly increased (from 36 % to 38 %) since 2005, as well as the share of women members of parliament (from 32 % to 36 %). The share of women members of regional assemblies also increased slightly (from 30 % to 31 %), between 2010 and 2018. Women comprise 28 % of the board members of research-funding organisations, 40 % of board members of publicly owned broadcasting organisations and only 14 % of members of the highest decision-making bodies of national Olympic sports organisations.

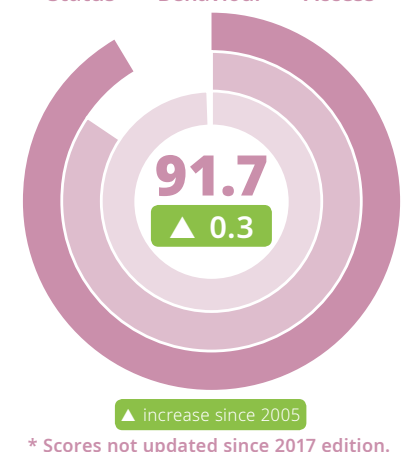


## Health

Austria's score in the domain of health is 91.7, with no significant change since 2005 (nor since 2015). Austria ranks fourth in the EU in the domain of health, but only 15th in the sub-domain of health status. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health slightly declined from 70 % to 69 % for women and from 74 % to 72 % for men, between 2005 and 2017. Health satisfaction rises in proportion to levels of education and declines in proportion to increases in age. The gender gap is widest, to the detriment of women, among people with low levels of education and single women and men (both 12 p.p.). Life expectancy increased for both women and men between 2005 and 2016. Women on average live five years longer than men (84 compared to 79 years).

Austria reaches almost full gender equality in access to adequate healthcare. Only 1 % of women and less than 1 % of men report unmet medical needs (compared to 2 % of both women and men in 2005). Similarly, only 1 % of both women and men report unmet needs for dental examinations (compared to 3 % of both in 2005). Women and men with disabilities report only slightly higher unmet needs for dental care than women and men without disabilities (2 % compared to 1 % for both women and men).





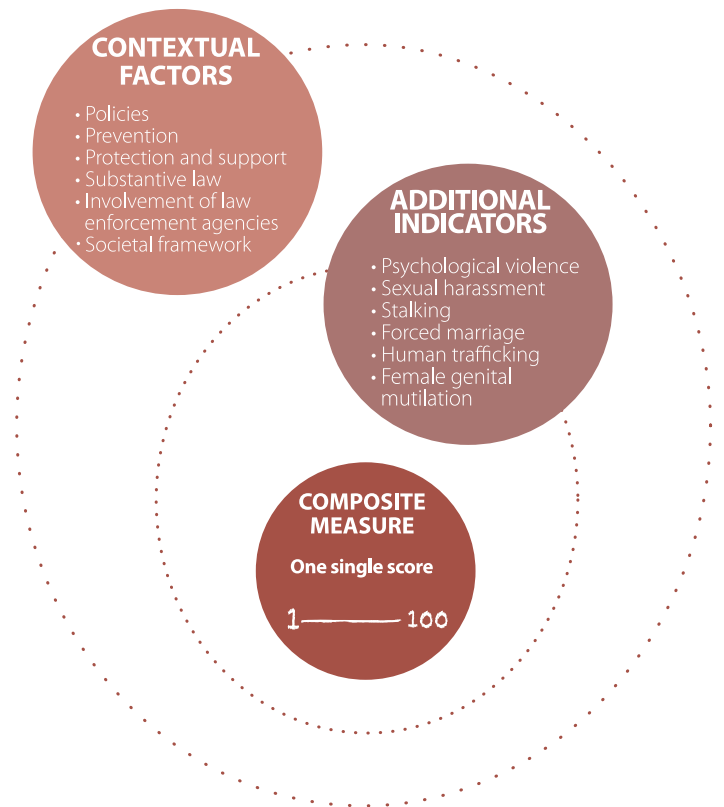
## Violence

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.

Austria signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in November 2013.

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.

Austria does not provide separate data on women victims of intentional homicide by an intimate partner and women victims of intentional homicide by a family member. In an accumulated way, the country recorded five women victims of intentional homicide by an intimate partner or a family member and relative per 1 000 000 women inhabitants in 2016. Austria does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 242



registered women victims of trafficking in human beings in 2016. Comparable 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 par-

ents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 26 % of women and 23 % of men aged 20-49 (potential parents) were ineligible for parental leave in Austria. Unemployment or inactivity was the main reason for ineligibility for 75 % of women and 51 % of men. Due to self-employment status, 25 % of women and 48 % of men were ineligible. Same-sex parents are eligible for parental leave in Austria. Among the employed population, 8 % of women and 13 % 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 Austria, 58 % of all informal carers of children are women. Overall, 56 % of women and 49 % 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), the same percentage of women and slightly fewer men are involved in caring for or educating their children or grandchildren in Austria. The gender gaps are wider among women and men who are employed (76 % and 59 %), and women and men working in the public sector (79 % and 49 %).

Austria has not reached yet either of the 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 18 % of children below the age of three are under some form of formal care arrangements, and only 4 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 88 % of children from the age of three to the minimum compulsory school age (24 % are in formal childcare for at least 30 hours a week). Around 11 % of households report unmet needs for childcare services in Austria. Lone mothers are more likely to report higher unmet needs for formal childcare services (17 %) compared to couples with children (11 %).

## 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 Austria are women (66 %). 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 8 % and 5 %. The proportion of women involved in informal care is 7 p.p. lower than the EU average, while the involvement of men is 5 p.p. lower. About 11 % of women and 4 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 5 % of women and 4 % of men in the 20-49 age group. Around 20 % of women carers for older persons and/or persons with disabilities are employed, compared to 53 % 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 Austria than in the EU (33 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 16 % of women informal carers work, compared to 96 % of men. Around 25 % of women and men in Austria 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 Austria, men spend over 11 more minutes commuting to and from work than women (around 45 minutes per day for men and 34 minutes for women). Single people, women

and men in couples with or without children spend a similar amount of time commuting, with men travelling about 10 minutes longer than women in all family types. Women spend less time commuting than men, regardless of whether they work part- or full-time. Women working part-time travel 32 minutes from home to work and back, while men commute 43 minutes, compared to 36 minutes for women and 46 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 (50 %) than men (46 %) have no control over their working time arrangements. Access to flexible working arrangements is higher in Austria than in the EU, where 57 % of women and 54 % of men have no possibility to

change their working time arrangements. Especially in the private sector, where less than half of the women (47 %) and men (45 %) have no control over their working time arrangements. Access to flexible working arrangements is lower for women and men working in the public sector with a wider gender gap (61 % of women and 53 % of men have no flexibility in their working time).

Even though there are more women than men working part-time in Austria, fewer women (11 %) than men (29 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

## 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.

Austria has a participation rate above the EU average for lifelong learning (16 % compared to 11 % in the EU), with a gender gap of 3 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. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (52 %) than for women (43 %). Family responsibilities are reported as barriers to engagement in education and training for 51 % of women compared to 32 % of men. Both work schedules and family responsibilities are more of an obstacle for participation in lifelong learning in Austria than in the EU overall. 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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