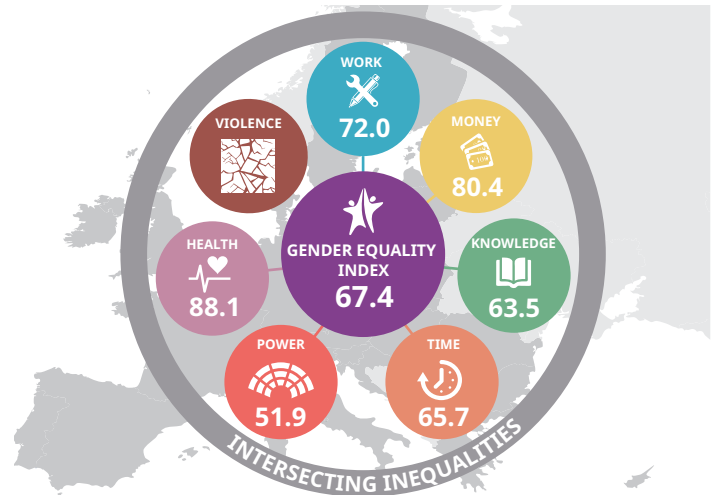


# Gender Equality Index 2019 in brief: Still far from the finish line

The European Union has been moving towards gender equality at a snail's pace. With a Gender Equality Index score of **67.4 out of 100**, the EU still has a lot of room for improvement. Since 2005, the EU's score has increased by only 5.4 points (+ 1.2 points since 2015).

The EU is closest to gender equality in the domains of health (88.1 points) and money (80.4 points). Gender inequalities are most worrying in the domain of power (51.9 points). Nevertheless, the score in this domain has improved the most since 2005 (+ 13 points), due to progress in nearly every Member State.

Although the EU has progressed towards gender equality, developments are uneven between Member States. Sweden (83.6 points) and Denmark (77.5 points) are consistently the most gender-equal societies. Greece (51.2 points) and Hungary (51.9 points) have the longest way to go. Italy and Cyprus have improved the most (+ 13.8 points and + 10.4 points), while Lithuania is the only country not to have made any progress in gender equality since 2005. In some domains, progress has slowed, stalled or even regressed. We are still far from the finish line.

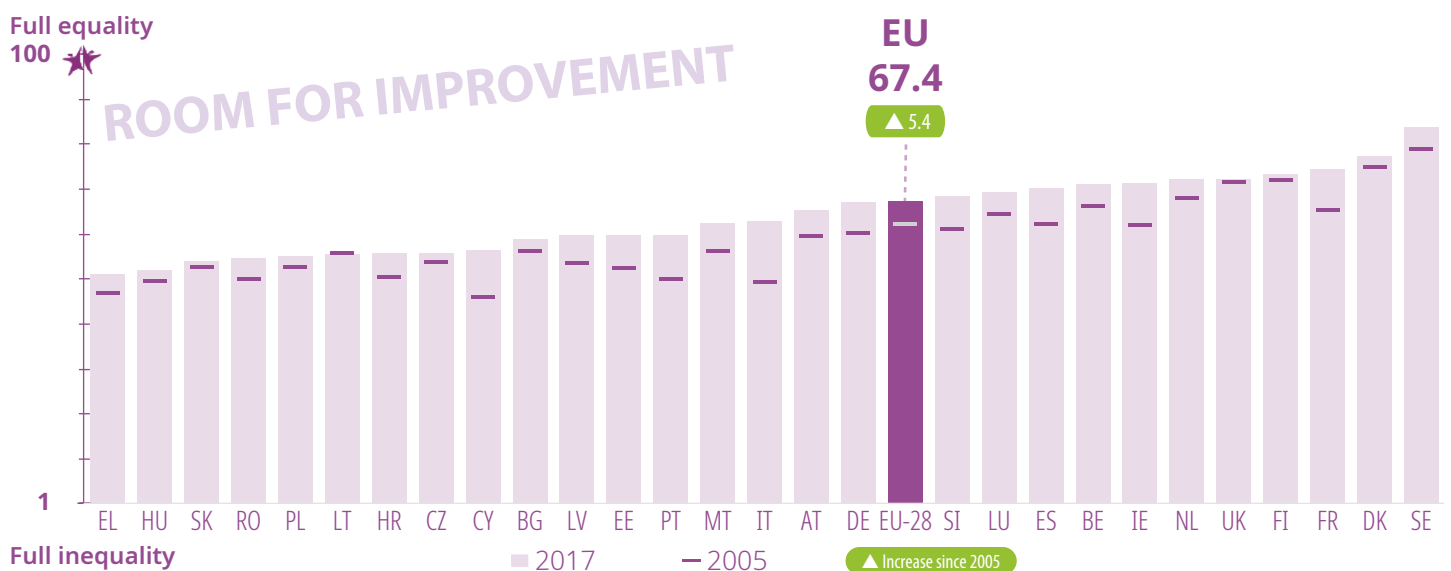


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

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

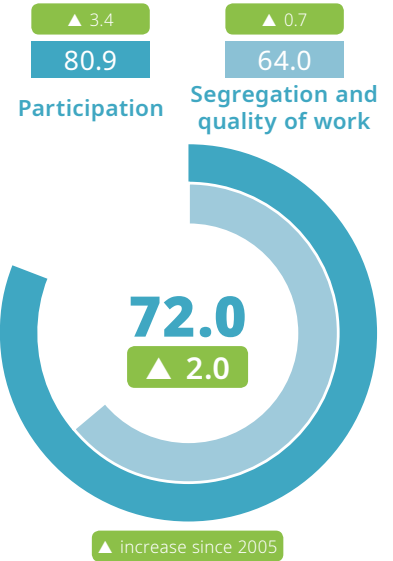




## Work

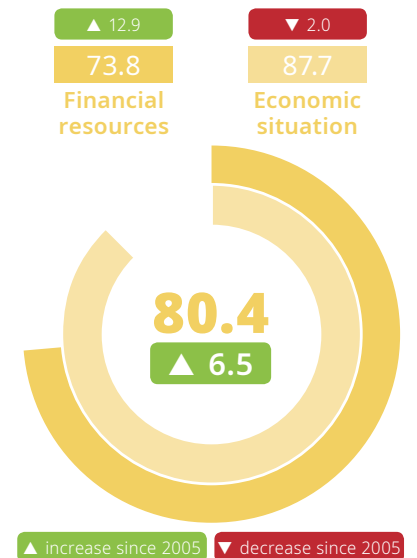
The EU's score in the domain of work is 72.0, which is a 2-point increase since 2005 (+ 0.5 points since 2015). The highest scores are in Sweden, Denmark and the Netherlands and the lowest are in Italy, Greece and Slovakia. Between 2005 and 2017, all Member States made progress, except Romania, where the score dropped marginally. Malta led the improvements, boosting its score the most.

The EU employment rate (of people aged 20-64) is 67 % for women and 79 % for men. With an overall employment rate of 73 %, the EU is close to achieving the EU 2020 employment target of 75 %. Between 2005 and 2017, full-time equivalent (FTE) employment rates of women increased in 18 countries, while those of men decreased in 15 countries. The EU average FTE employment rate is 41 % for women, compared to 57 % for men. The lowest FTE employment rates are among women with low levels of education, women with disabilities and young women aged 15-24. Countries with the most room to improve participation in the work force are Italy, Greece and Malta. The uneven concentration of women and men in different sectors of the labour market is a persistent problem in the EU. More women work in education, health and social work (30 % of women compared to 8 % of men) while significantly more men are employed in science, technology, engineering and mathematics (7 % of women compared to 33 % of men). Slovakia and Czechia have the biggest room for improvements in this area.



## Money

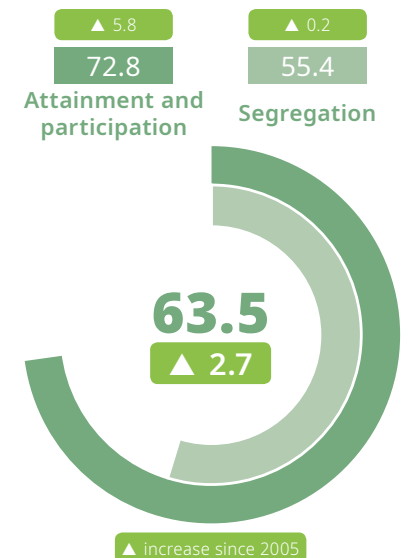
The EU's score in the domain of money is 80.4, showing progress of 6.5 points since 2005 (+ 0.8 points since 2015). Compared to other domains, progress in the domain of money has been the second fastest. Luxembourg, Belgium and Finland score the highest, while Bulgaria, Romania and Lithuania score the lowest. All countries, except Greece (- 0.5 points) and Luxembourg (- 1.3 points), have progressed towards gender equality in this domain since 2005. Poland, Slovakia and Malta were the front-runners, making the biggest gains. Progress is mainly driven by improvements in the sub-domain of financial resources, as both women's and men's incomes and monthly earnings have increased since 2005. The income of women is still much lower: the gender gap in monthly earnings is 20 %, with significant differences between countries. Between 2005 and 2017, inequalities in income distribution increased among women and among men, as have the number of people at risk of poverty. In the EU, 17 % of women and 16 % of men are at risk of poverty. People at highest risk of poverty are single mothers and women and men born outside the EU. On average, women earn 84 cents for every euro a man makes per hour, resulting in a gender pay gap of 16 %. The gender pension gap is 35 %.



## Knowledge

The EU's score in the domain of knowledge is 63.5 points, with a slight increase of 2.7 points since 2005 (+ 0.1 points since 2015). Between 2005 and 2017, scores improved in most Member States (21), especially in Cyprus, Greece and Spain. In Denmark, Germany and the United Kingdom, scores decreased.

Consistent increases in the sub-domain of attainment and participation (+ 5.8 points since 2005) drive progress in the domain of knowledge, particularly tertiary education rates. Although the gender gap is very small (1 percentage points (p.p.) difference in favour of women), the share of women graduates in tertiary education is growing at a faster pace than for men. The EU has reached its Europe 2020 target of having at least 40 % of people aged 30-34 with tertiary education (46 % of women and 36 % of men). In the sub-domain of attainment and participation, Luxembourg, the Netherlands and Finland take the lead. Italy, Bulgaria and Romania have the most room for improvement. Despite overall improvements in educational attainment, the uneven concentration of women and men in different study fields of tertiary education remains a problem for the EU. Around 43 % of female students and 21 % of male students study education, health and welfare, humanities and arts. In the sub-domain of segregation, Cyprus progressed the most, while scores dropped substantially in Germany and Malta.



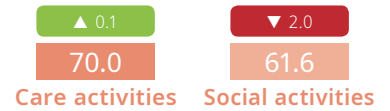


## Time

The EU'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, the EU's score is 65.7, with a slight 1-point decrease since 2005, due to increasing gender inequalities in time spent on social activities. Sweden, the Netherlands and Denmark score the highest, while the greatest room for improvement is in Slovakia, Greece and Bulgaria. Around 38 % of women and 25 % of men have daily care responsibilities for an hour or more. The widest gender gaps are in Poland and Romania and are smallest in Latvia and Sweden.

Overall, 79 % of women cook and do housework daily compared to only 34 % of men. In most of the countries, the rates of participation in voluntary or charitable activities, for both women and men, decreased. In all EU countries, except Denmark and Austria, women are less involved in sporting, cultural and leisure activities outside the home than men.



▲ increase since 2005    ▼ decrease since 2005

\* Scores not updated since 2017 edition.



## Power

The EU's score in the domain of power is the lowest overall (51.9 points), despite the biggest improvement: 13-point increase since 2005 (+ 3.4 points since 2015). The highest scores in the sub-domain of political power (parliaments, ministries and regional assemblies) belong to Sweden, France and Finland, and the lowest to Hungary, Cyprus and Malta.

Between 2005 and 2017, the scores in the sub-domain of political power increased in 24 Member States, with the biggest improvements in Slovenia, France, Italy and Portugal. In Finland, Spain, Hungary and Croatia, the scores decreased. Parliaments in Sweden, Finland, Belgium and Spain are gender balanced (i.e. at least 40 % of each gender). In Greece, Cyprus, Malta and Hungary, women account for less than 20 % of parliamentarians. Overall, 10 Member States instituted legislative candidate quotas to increase gender balance in parliaments (BE, IE, EL, ES, FR, HR, IT, PL, PT and SI). With the exception of Croatia, women's representation has improved since the application of a quota. Men continue to dominate the boards of the largest listed companies and central banks across the EU. Six Member States (BE, DE, FR, IT, AT and PT) introduced quotas to address the gender imbalance in boardrooms. The difference between action and inaction is striking. In 2018, the four countries, which first introduced binding quotas (BE, DE, FR, IT), had 38 % women on boards, representing a rise of 28 p.p. since 2010.

In the EU, women comprise 40 % of board members of public research-funding organisations and 36 % of publicly owned broadcasting organisations. Just 16 % of women are represented in the highest decision-making bodies of national Olympic sports organisations.



▲ increase since 2005

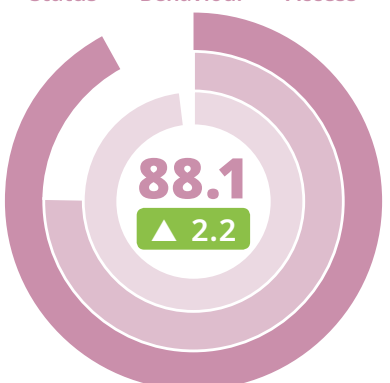


## Health

The EU's score in the domain of health is highest overall (88.1 points), showing progress of 2.2 points since 2005 (+ 3.2 points since 2015). Sweden, the United Kingdom and Malta perform best, while Romania, Bulgaria and Latvia have a long road ahead. There is no new data for the sub-domain of behaviour.

On average, women in the EU live six years longer than men (84 years compared to 78 years). Health satisfaction has increased in the EU since 2005, although 33 % of women and 28 % of men do not consider themselves to be in good health.

Most of the European population feels that it has sufficient access to healthcare: only 3 % of women and men report unmet needs for medical examinations and 4 % of both women and men report unmet needs for dental examinations. Lone mothers, people with low levels of education and people with disabilities are more likely to report unmet needs for dental care. The Netherlands, Germany and Austria have the best and most gender-equal access to health and dental services, while improvements are most needed in Estonia, Greece and Latvia.



▲ increase since 2005

\* Scores not updated since 2017 edition.



## Violence

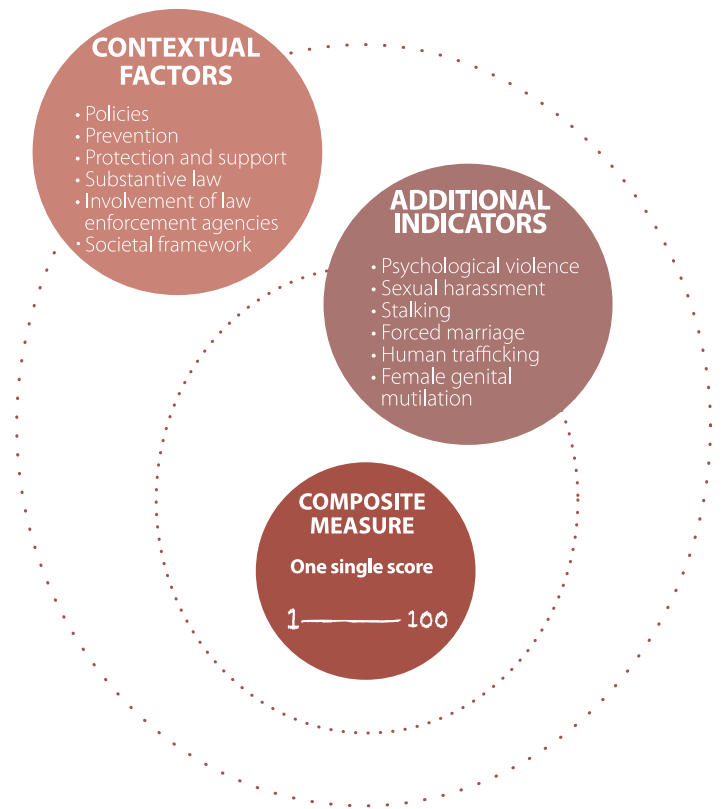
Violence against women is both the consequence and one of the causes of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's 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 EU-wide survey, the scores cannot be updated.

In 2017, EU accession to the Council of Europe Convention on Preventing and Combatting Violence against Women and Domestic Violence (Istanbul Convention) provided a stepping stone in establishing legally binding standards and procedures for the elimination of gender-based violence in the EU. While all Member States have signed the Convention, ratification is still pending in Bulgaria, Czechia, Hungary, Latvia, Lithuania, Slovakia and the United Kingdom.

Despite this positive step, estimation of the full extent of violence against women in the EU requires improvements in data collection. The domain of violence presents updated data on three additional indicators. These are not part of the domain score but they help to monitor the following forms of violence:

**Femicide:** As many as 11 Member States do not provide data on women victims of intentional homicide by an intimate partner or family member. According to data of the remaining 17 EU Member States, 788 women were killed by an intimate partner or family member in 2016.

**Female genital mutilation (FGM):** Reliable and comparable data on FGM remains scarce in the EU. EIGE provides



estimates on the number of girls at risk of FGM in nine Member States (BE, IE, EL, FR, IT, CY, MT, PT, and SE).

**Trafficking in human beings:** The number of registered female victims of trafficking in the EU was 7 007 in 2016.

Ending violence against women is a priority of the EU. 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 couple 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 and 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 the EU, 34 % of women and 23 % of men, aged 20-49 are ineligible for parental leave. Unemployment or inactiv-

ity, were the main ineligibility reasons for 78 % of women and 54 % of men in 2016. Self-employment was a reason for ineligibility for 7 % of women and 26 % of men. Due to other employment related conditions, such as length of service, 15 % of women and 20 % of men were ineligible. Among the employed population, 10 % of women and 12 % of men were ineligible for parental leave in the EU.

Only eight countries (BG, DK, EE, HR, LT, PT, FI, SE) allow unemployed or inactive parents to be eligible. Nearly all employed women and men are eligible for parental leave in

nine countries (CZ, DE, EE, HR, LV, PL, SI, FI, SE) and in the remaining 19, eligibility for employed people may depend on the length of service, type of employment or employment sector. In 11 Member States, same-sex parents are not eligible for parental leave. The widest gender gaps in ineligibility are in Malta (31 p.p.), Italy (19 p.p.) and Czechia (18 p.p.), all to the detriment of women. Portugal is the only country where the gender gap is to the detriment of men. As the number of dual-earning and single-parent families grows, new needs for childcare services appear.

## Informal childcare and childcare services

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 the EU, 58 % of all informal carers of children are women. Overall, 56 % of women compared to 51 % of men are involved in caring for or educating their children and/or grandchildren at least several times a week. The gender gaps are the widest in Lithuania and Romania (15 p.p.). Men carers are more likely to work than women carers in all Member States. Only in Sweden, Denmark and Finland, are more than three quarters of women carers working, while this is the case for men carers in 19 countries. Women carers in employment tend to work as professionals (20 %), service workers (18 %), and clerical support workers (18 %). Most men workers with caring responsibilities are technicians or junior professionals (19 %), craft and related trades workers (16 %), or professionals (14 %).

With 34 % of children under the age of three in formal childcare, the EU has reached its Barcelona target set at 33 %. However, in 15 Member States, the rates are still lower than the 33 % target. Denmark (72 %) and the Netherlands (62 %) have the highest enrolment rates for this age group. The lowest enrolment rates are in Czechia (7 %) and Slovakia (less than 1 %). Around 85 % of children from the age of three to school age are in formal childcare in the EU, which is below the EU target of 90 %. Overall, 13 Member States have reached this target. In Belgium and Sweden, nearly all children in this age group are in formal care (99 % and 98 %). Enrolment is lowest in Croatia (52 %) and Poland (58 %). In the EU, 14 % of households report unmet needs for formal childcare services. Families are most likely to report unmet needs for formal childcare services in Spain and the United Kingdom (21-22 %), and least likely in Bulgaria, Croatia, Czechia and Denmark (3-5 %).

## 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 the EU are women (62 %). Germany is the only country with fewer women (44 %) than men (56 %) among informal carers. In the EU, 15 % of women and 10 % of men are

involved in informal care for older persons and/or persons with disabilities several days a week or every day. A higher percentage of women (21 %) and men (11 %) aged 50-64 take on caring responsibilities in comparison to women (13 %) and men (9 %) aged 20-49. Among informal carers, 42 % of women are working, compared to 56 % of men. Most employed women and men providing unpaid care regularly are service workers (24 % and 18 %), professionals (18 % for both women and men), and clerical support workers (16 % and 20 %). In the EU, 29 % of households report unmet needs for professional home care services. This varies significantly across EU countries. Around 86 % of households report unmet needs in Portugal and 60 % in Greece, compared to only 15 % in both Germany and Luxembourg, 14 % in Estonia and 12 % in Sweden.

## 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 public 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 the EU, women, on average, take a shorter time to get to work than men. They spend around 39 minutes commuting to and from work each day, while men spend 44 minutes. The widest gender gaps are in Austria and the United Kingdom, where women spend around 11 minutes less than men on daily commuting. 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.



Caring responsibilities play a major role in women's decisions to prioritise shorter commutes and work closer to home. Among women and men in couples with children, the gender gap is even greater, with women spending, on average, six minutes less commuting to and from work. In most

(23) of the Member States, women in couples with children spend less time commuting than men. With women potentially compromising their career for location, they are likely to have a smaller pool of jobs to choose from, which could limit their career and pay prospects.

## 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 (57 %) than men (54 %) in the EU are unable to change their working time arrangements. This is especially the case in the public sector across EU Member States, where employees have no control over their working time (65 % of women and 62 % of men). Around 27 %

of all women employees work in the public sector in the EU, compared to 16 % of men, so many more women employees have less access to flexibility. The rates are high also for private sector employees, with 56 % of women and 53 % of men having no control over their working time arrangements.

Even though women are over-represented among part-time workers (31 % of women compared to 8 % of men) in the EU, they are less likely than men to move from part-time to full-time work. In 2017, twice as many men (28 %) as women (14 %) working part-time in the EU transitioned into full-time employment. Men are more likely to transition from part-time to full-time work in most of the EU countries (except for CZ, DK, CY, LV, PL; there is no data for IE, SK and UK).

## Lifelong learning

Constant advances in technology require workers to continuously upskill 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.

In the EU, around 12 % of women and 10 % of men, aged 25-64, participate in lifelong learning. In more than half of the Member States, more women than men participate in lifelong learning, while in the remaining 10 Member States the participation rate of women and men is about the same.

Member States with the highest participation rates have the widest gender gaps, to the detriment of men: 38 % of women and 24 % of men in Sweden, and 31 % of women and 22 % of men in Denmark participate in lifelong learning. In the EU, 13 % of women and 10 % of men in employment participate in lifelong learning. Among the unemployed, women are also more likely to participate in education and training than men in the EU. However, they are less likely to participate in lifelong learning if they are economically inactive (8 % of women compared to 10 % of men). Family responsibilities pose greater barriers for women (40 %) than for men (24 %) in the EU, while work schedules are greater barriers to lifelong learning for men (42 %) than for women (38 %). Family responsibilities are a bigger obstacle for women in Cyprus (68 %) and Malta (61 %), and less so for women in Denmark (8 %) and France (18 %).

**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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