

European Gender Equality Index

European Institute for Gender Equality



Background

- Equality between women and men is a fundamental value of the EU
- The EU plays a crucial role in enabling a concern for gender equality in Member States policies
- Need to monitor the effectiveness of EU policies in reducing gender gaps

Therefore:

Gender equality index was initially introduced in Commission's *Roadmap for Equality between Women and Men 2006–2010* and subsequently included in the action plan of its *Strategy for the Equality between Women and Men 2010–2015*. This work is assigned to EIGE.

Other indices of gender equality

- Different theoretical positions:
 - Human development
 - Women's empowerment
 - Gender equality
- Restricted scope of frameworks, calls for measuring:
 - Health and well-being
 - Work
 - Income
 - Time and activities
 - Gender-based violence
 - Norms and values
 - Other vulnerable groups, not only elite groups

Added value of Gender Equality Index for Europe

1. Specifically tailored towards the **EU gender equality policy framework** and objectives
2. **Comprehensive framework** (reflecting gender equality concerns and not bound by data availability)
3. Adopts a **gender approach** instead of a women's empowerment or human development approach
4. **Measures gender gaps** within Member States that are adjusted to levels of achievements
5. Highlights **gaps in data** availability in certain areas

The choice of domains

Based on a thorough analysis of:

- EU Treaties
- International framework agreements
- EU policy documents
- Key equality theoretical frameworks

**Intersecting
inequalities**

Work

Money

Violence

**Gender Equality
in the EU Policy
Framework**

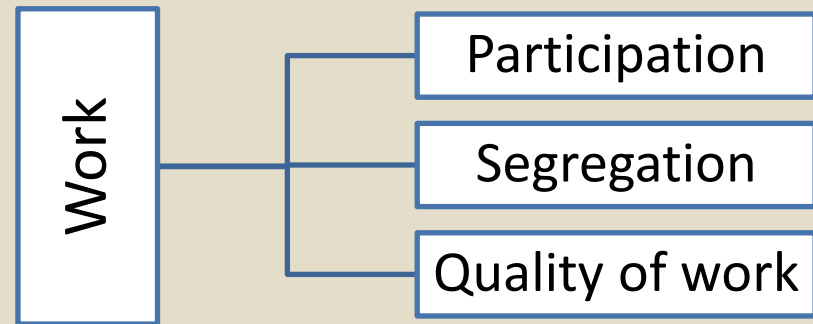
Power

Health

Knowledge

Time

Work



- Experience of women and men within the domain of work vary significantly:
 - **lower participation** of women
 - **greater segregation**
 - **lower levels of quality of work** for women (work-life balance, health and safety at work, well being, career advancement)

Money

Money

Financial Resources

Economic Situation

- **Gender pay gap:** women earn less than men
- Women receive **lower pensions and incomes**
- Women are much **more at risk of poverty** than men

Knowledge

Knowledge

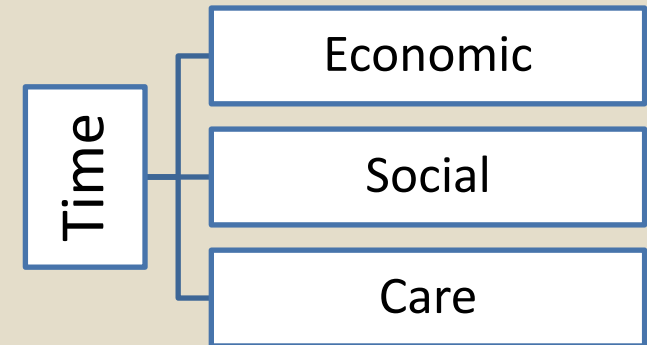
Educational attainment

Segregation

Life-long learning

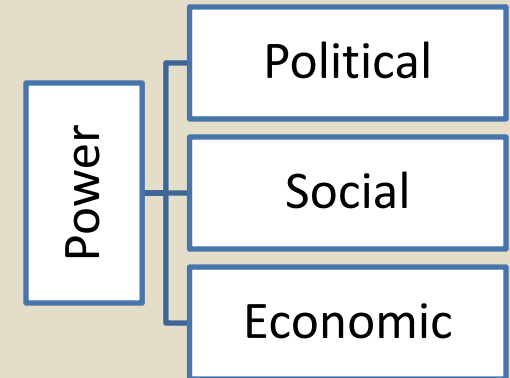
- A greater proportion of young women now reach at least upper secondary school and **women outnumber men as university graduates**
- Patterns of **segregation**:
 - lower levels of literacy for boys, higher grades at final school examinations for girls
 - women enter male-dominated fields, contrary untrue.
 - greatest segregation in STEM (science, technology, engineering and mathematics)
- Participation in **life-long learning**

Time



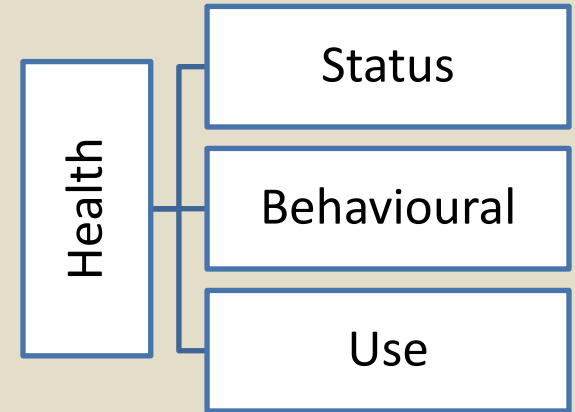
- **Economic activities** stable for men, sharp increase for women historically
- Slightly less **leisure time** for women couple with lower quality of leisure time
- Women involved in **care activities** to much greater extent than men
- **Decreasing differences** between women and men, due to women's reduced involvement rather than men's greater contribution

Power



- **Democratic deficit in the EU at all levels**
- Low proportion of women in **social areas**:
 - top positions on scientific boards
 - professors at university levels
 - judiciary
- Under-representation in **economic power**:
 - boards of quoted companies
 - financial institutions such as central banks

Health



- **Women live longer, but shorter healthy life years**
- **Men are greater risks:**
 - murders, dying in a car accident, smoking and drinking, engaging in unsafe sex
- **Women more likely to access health structures, but position in households can deprive them of access to health.**

Intersecting inequalities

Intersecting
inequalities

Discrimination grounds

Other identity categories

- **Illustrative groups and economic independence**, in line with the EU 2020 strategy
- Grounds that may exacerbate poverty for women:
 - Age
 - Lone parenthood
 - Ethnicity
 - ...

Violence

Violence

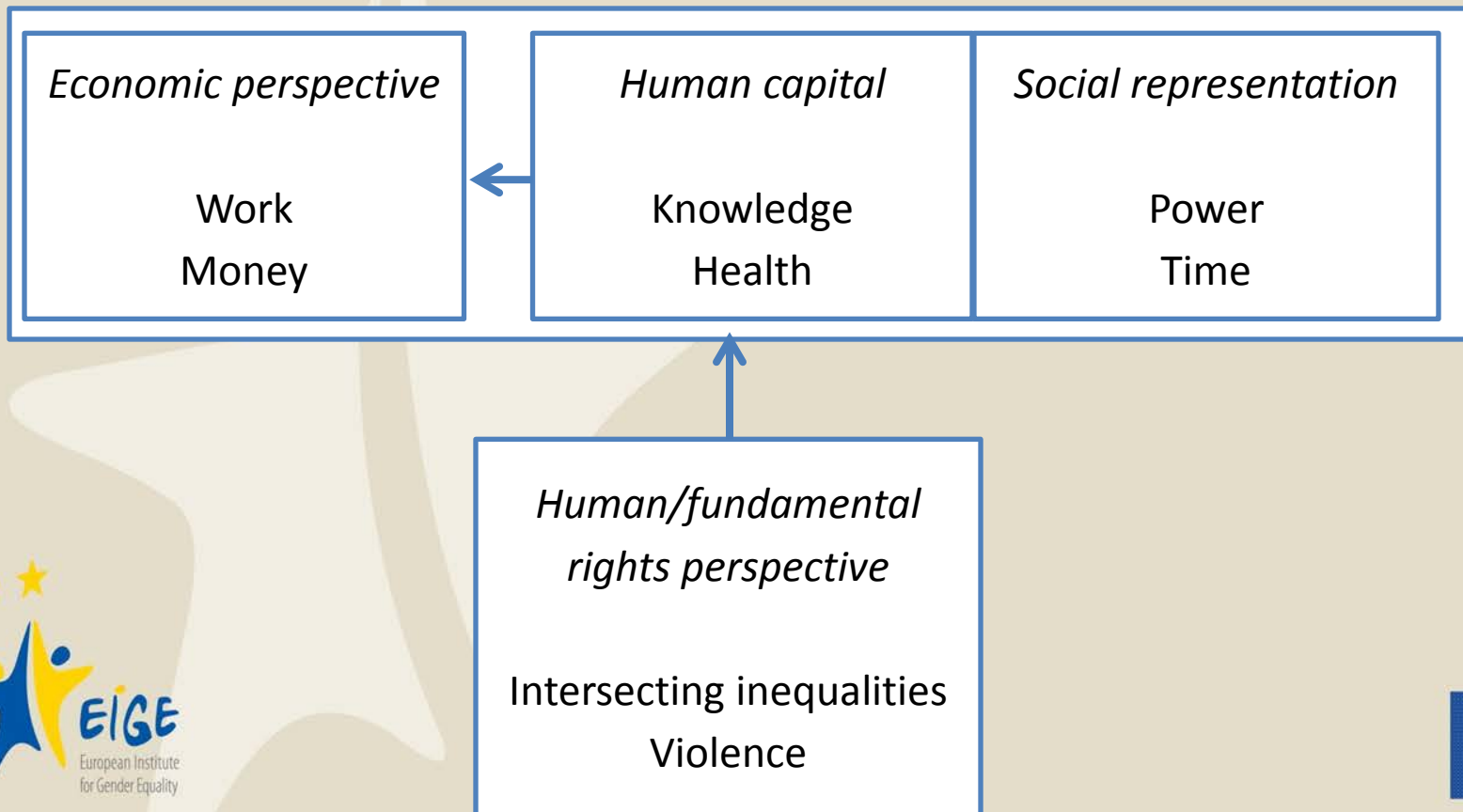
Direct

Indirect

- Gender-based violence affects between up to a quarter of women in their lifetime, including **physical, sexual or psychological harm**
- Lack of progress in the area of gender equality has been attributed to a lack of attention to the **cultural norms and attitudes** that underpin gendered practices

Connections between domains

Conceptual framework loosely follows the development of gender equality policy at EU level



**Launch of the first
Gender Equality Index for the EU**

June 13, 2013

Brussels



Contacts

Jolanta Reingarde – Senior Researcher/
Acting Head of Operations
Jolanta.Reingarde@eige.europa.eu

Anne Laure Humbert – Gender Expert
Anne.Humbert@eige.europa.eu

Anna Rita Manca – Statistics Officer
Anna.Manca@eige.europa.eu

Ligia Nobrega – Gender Expert
Ligia.Nobrega@eige.europa.eu

Irene Rioboo – Seconded National Expert
Irene.Rioboo@eige.europa.eu

European Institute for Gender Equality (EIGE)

Gedimino pr. 16

01103 Vilnius, Lithuania

www.eige.europa.eu
EIGE.SEC@eige.europa.eu

