

Gender Equality Index A new driver for social change?

Online discussion report



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ISBN 978-92-9218-447-6

doi:102839/60814

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This publication summarises the views expressed by participants in an online discussion held on 26 and 27 September 2013 through the European Institute for Gender Equality (EIGE) online platform European Network on Gender Equality (EuroGender) (<http://eurogender.eige.europa.eu>). This report was published in the framework of the 'Animation-online discussions within EuroGender' EIGE/2012/OPER/23 service contract, delivered by *Cultura Lavoro srl* in partnership with the European Service Network (ESN).

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Printed in Belgium

PRINTED ON ELEMENTAL CHLORINE-FREE BLEACHED PAPER (ECF)

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Introduction

In 2013, the European Institute for Gender Equality (EIGE) launched the Gender Equality Index. The need for the Gender Equality Index was initially introduced by the European Commission in the Roadmap for equality between women and men 2006–10. The EIGE was assigned the task of constructing a composite indicator on gender equality that reflects the multi-faceted reality of gender equality, and is specifically tailored towards the policy framework of the European Union (EU) and Member States. The work on the development of the Gender Equality Index for Europe started in 2010 and the results were officially launched at an EU conference in Brussels on 13 June 2013.

The Gender Equality Index relies on a trustworthy statistical methodology. In spite of the scarcity of data, stringent criteria are applied to the gender indicators, requiring that variables are available and comparable across all Member States. The computation of the Gender Equality Index avoided subjective decisions in the way a weighting and aggregation method was selected. The process relied on a computation of more than 3 000 alternatives in order to choose the best and most robust index.

In the index, scores for each Member State and an EU average are presented to enable a detailed assessment of how close the EU and Member States have come to achieving gender equality in each of the critical domains (work, money, health, power, time and knowledge), and within the EU policy agenda. With an average score of 54.0 (where 1 stands for absolute gender inequality and 100 for full gender equality), the European Union is only halfway towards a gender-equal society.

With the aim of raising the profile of the Gender Equality Index, the EIGE launched an online discussion through the European Network on Gender Equality (EuroGender) platform in September 2013. As well as providing an opportunity for the gender community from across Europe to discuss the index, the aim is also to build a 'community of interest' that can share ideas on how the index can be applied in the everyday work of policymakers and implementers; how it can be improved and expanded; and how the empty domains might be filled.

This report is a summary of the major points made during the discussions, although it is impossible to accurately reflect the whole variety of viewpoints. For further consultation, discussion transcripts can be found here (<http://eurogender.eige.europa.eu/documents/transcript-online-discussion-gender-equality-index>).

Organisation

Invitations were sent to the general database provided by EIGE with around 1 200 contacts.

The online discussion ran for two days, from 26 to 27 September 2013, and was divided into four sessions. Participants were invited to comment on several issues concerning the Gender Equality Index.

- Sessions 1 and 2: The practical application of the Gender Equality Index in the everyday work of policymakers and implementers: possibilities and challenges
- Session 3: How can the scope of the Gender Equality Index be expanded: what more is needed and why?
- Session 4: How to promote the collection of suitable, harmonised data at EU level that could provide an evidence-based approach for policies in the domain of 'violence'.



Participation

The online discussion platform was visible to all visitors, while contributions to the discussion were limited to participants who registered, based on their expertise in the field of gender equality. The participation broadly covered geographical and organisational sectors across the EU. The body of online discussion respondents came from academia, civil society organisations, organisers (EIGE, *Cultura Lavoro*, ESN) and expert networks.

The online discussion attracted 62 active users who shared comments, documents, examples and experiences related to the discussion topics. During the discussion, a total of 133 messages were posted by different participants. The discussion was conducted in English. Additional information concerning the online discussion can be found in the transcripts and in Annex II.

Background

Gender equality is a value in its own right, not just a means to other ends. Nevertheless, in the last decades, gender equality policies in the EU have been motivated by a plethora of political concerns related to increasing participation in the labour market and reducing social costs.

The EU implements a two-pronged approach for gender equality policies on the basis of the specific and often different needs and interests of women and men. On the one hand, the strategy of gender mainstreaming (GM) integrates the awareness of these different needs and interests into all policies, programmes, projects and institutional structures and procedures. On the other hand, inequalities are also addressed through gender-specific measures involving women and men, either separately or together or through measures designed explicitly to overcome inequalities. Mainstreaming can include gender-specific actions where necessary.

In the past few years, different actors in the EU have committed to serious efforts to tap into the benefits of gender equality at different levels and in different dimensions as a political advocacy strategy through the economic case for gender equality; the business case for gender equality in private companies; and on a personal level through the work on stereotypes. However, the discussions around the outcomes of gender equality go beyond the economic effects of equal access of women to the labour market, which have tended to dominate policy-thinking in the EU. They are concerned with the broader concept of quality of life of individuals, societies, families and communities. In this area, the Gender Equality Index has an important role to play by providing hard numbers that are harmonised, pan-European and measure a wide range of outcomes.

The Index provides a synthetic measure of gender equality that is both easy to understand and to communicate. This tool should play an important role by supporting decision-makers in assessing how far a given Member State is from reaching gender equality. The use of the index enables meaningful comparisons to be made between different policy areas. Last but not least, it will give visibility to gender equality by making it possible to measure its progress over time. In response to the shortcomings of other gender equality indices, the Gender Equality Index provides a more comprehensive framework. In line with the EU's framework on gender equality for both women and men, the index adopts a gender approach rather than focusing on women's empowerment. Moreover, the Index benefited from the consultation process with EU Member States' national statistics offices and with the experts from their national authorities. Their contribution has given important added value to the index.

In line with its policy foundations, the objectives of the Index are not only to measure gender equality throughout the Member States and the EU, but also to allow an analysis of gender equality both over time and geographical areas; to give more visibility to the situation of women and men in the Member States overall and in selected areas of concern for gender equality; and to support the evaluation of the degree of effectiveness between different measures and policies implemented in the field of gender equality at EU level.



Summary

Sessions 1 and 2: Practical applications of the Gender Equality Index in the everyday work of policymakers and implementers: possibilities and challenges

Guiding questions

- *What needs to happen for the index to move beyond 'measurement telling us where we are' to become a driver for policymaking that takes us where we want to go?*
- *Would incorporating the index into wider performance-setting measures at EU level — such as the European Semester — help or hinder its success? Would integration just lead to undesirable trade-offs with other measures, for example economic or employment indicators?*

Main conclusions

The hard evidence in the Index can be a powerful tool for advocacy, at all levels but particularly at government level. This quantitative aspect of the Index ensures that no one can now claim that a problem does not exist. It allows governments to measure the effectiveness of particular policies and to design new ones to address identified gaps. New indicators are needed, in particular those covering 'norms, attitudes and stereotypes', which would be valuable and help reveal the causes rather than the outcomes of gender inequality. While the difficulties of collecting and interpreting such data are recognised, it would prove a rich resource when crossed with other indicators.

Integration of the index into social reporting at EU level, through national reform programmes and the European Semester, might help, but the political will to do this efficiently might be missing. However, given that every country and region has its own particularities, there is much to be said for concentrating on national and regional solutions. There are examples of efforts to disseminate the results of the Gender Equality Index within national authorities to promote internal discussion; these should be widened to encompass ministries and other bodies. The Gender Equality Index should be seen primarily as a tool for countries to identify weak and strong points and use this as a basis for actions, rather than being seen as a competitive ranking list. Some Member States are collecting statistics for 'well-being' indicators as opposed to the usual focus on macroeconomic performance. The index could play a role in this.

Session 3: How can the scope of the index be expanded: what more is needed and why?

Guiding questions

- *The Gender Equality Index is a new tool and we ask for your suggestions on how it might be combined with other measurements/indices to produce new and useful information. For example, is there a meaningful relationship between state-spending (budgetary allocations) and gender equality?*
- *What about other indicators and subdomains, or even domains? Can you suggest some which might be added to the overall index, or combined with other indicators to improve the information it captures/provides and open fresh fields for gender research?*
- *Finally, we would like your opinions on whether the Gender Equality Index can be usefully replicated at national level, or even regional level eventually — using additional indicators if you can suggest some. Would national/regional indicators support policies for gender equality?*

Main conclusions

The Gender Equality Index will be used by different groups in different ways. Furthermore, it is important to avoid 'competition'. The complexity of the index, and the interpretations that can flow from it, should be clearly explained to non-experts in gender equality. Paradoxical interpretations can arise and an example from the Netherlands was given concerning female labour participation versus overall labour participation, which could lead to conflicting conclusions on economic independence and in turn, misplaced policy responses. In practice, different groups will make use of the Gender Equality Index in different ways: for example researchers might pay more attention to the subtleties of the indicators while policymakers will focus on their own countries and regions and seek best practice experiences to address particular problems.

While national and regional initiatives based on the Index are welcome, the support and oversight of EU institutions is important for civil society organisations to make progress on the ground. It was pointed out that the Gender Equality



Index is better suited to a GM approach rather than to targeted gender equality initiatives. Links to other social indicators, in particular health and poverty, could reveal new information on intersecting inequalities. More harmonisation of data collection is needed, including for surveys that can better capture some social indicators. Suggestions for new gendered indicators include excess weight and obesity, smoking, alcohol consumption, all of which is currently collected in Italy as part of 'well-being' indicators.

Session 4: How to influence (promote) the collection of suitable high-quality data that could fill in the empty index (sub)domains of violence and intersecting inequalities

Guiding questions

- *How can the index capture 'comparable and harmonised' data at EU level to fill the satellite domain of 'violence'. This domain differs from the others in that it measures a 'level' rather than a 'gap' since, realistically, most violence against women is done by men.*
- *The Gender Equality Index currently indicates that power and time are the two areas with prominent gaps — but is violence the biggest gap of all? How can it be captured in numbers?*

Main conclusions

Data on violence is difficult to collect but this should not prevent it from being given the same importance as other surveys, such as those on living conditions. This could be done through EIGE and other European institutions, such as Eurostat. The European Economic and Social Committee (EESC) has issued an opinion calling for the collection of harmonised, comparable data. At present, budgetary constraints are an obstacle, although some Member States are making an effort. The heavy economic cost of gender-based violence is an argument to overcome budgetary obstacles.

The cultural roots of gender-based violence point to the subjective indicators that are needed to quantify it and help to identify causes and remedies. Indeed the occurrence of gender-based violence is under-reported for several reasons, including a lack of denunciation, a lack of social perception and a lack of gendered data on violence. One suggestion for including men in any survey — such that a gap could be measured — proposes taking the lack of experience of violence within a given period as a measure.

Social indicators that can be crossed with data on violence, or used as a proxy (indirect measurement) might not only help record the levels of violence, but also indicate causes and remedies. There are many difficulties in collecting direct data on violence, it cannot be approached in the same manner as, for example, economic surveys. Security and knowledge about the individual circumstances of respondents play a vital role. The EIGE is actively seeking support from national statistics offices to take this forward, however support from civil society and other bodies is also needed.

Experts' contributions and key issues

Session 1 and 2: Practical applications of the Gender Equality Index in the everyday work of policymakers and implementers: possibilities and challenges

The session contributions covered the question of at what level the Index would have most impact: European, national or regional/sectorial. Missing indicators were also discussed, in particular the softer measures of norms, attitudes and stereotypes, which could be used to investigate causes of gender gaps rather than policy outcomes. The impact of the current economic crisis on gender equality was highlighted, pointing to the dangerous situation that gender is not high in the current 'hierarchy of concerns' for policymakers. The value of 'hard evidence' was recognised by contributors, and the Gender Equality Observatory for Latin America and the Caribbean was cited as an example of the benefits of being able to measure — allowing quantification and comparison, as well as facilitating advocacy. The issue of the Index as a tool for 'naming and shaming' rather than as an encouragement for Member States to reflect on their performance and take actions adapted to their own particular circumstances was the focus of many contributions. It was pointed out that 'closed gaps' might cause authorities to sit on their laurels and reduce efforts for promoting gender equality. A move away from 'macroeconomic' approaches and 'moral suasion' towards more detailed national and regional plans based on hard numbers was proposed.



On the need for new indicators

“If we are thinking about the Gender Equality Index and its possibilities to influence a social change, it is necessary to ask what type of information we have and what type of information is missing. What could be measured and what could not.” Marek Řezanka

“It is necessary to go a step further and use the information available for influencing the change. On the other hand, the missing information should push towards the need for collecting what it is missing.” Anna Rita Manca

“It is important to know which missing data could be available and which of them could not be available in any way. Some information (for example, about discrimination on the labour market) cannot be measured (for example attitudes, psychological factors, system of values of individuals and so on.” Marek Řezanka

“The discussion on concepts, definitions and meta-information of Gender Equality Index indicators is crucial to improve the results. I disseminated Gender Equality Index in Statistics Portugal to promote an internal discussion about the results, the aim of improving the results implies that discussion must be enlarged to other ministries and political bodies.” Maria José Carrilho

“Since it measures the outcome and not the causes, at EU level, we need to find a way for countries to be able to identify the causes and measure them.” Modi Ntambwe

“Anne Laure Humbert wrote: ‘What about norms, attitudes and stereotypes? Can they be causes of gender inequality? Why is there so little interest in measuring them?’ I absolutely agree countries need tools to start measuring this too. This is one of the conditions needed if we want one day to be able to also see the outcomes related to ‘migration in Europe.’ Belgium has just released the socio-monitoring first step in mapping. The ‘migration’ results confirm what has been observed in the last 25 years.” Modi Ntambwe

“Moreover, I would very much like to have, in my lifetime, the opportunity to compare the scores of gender equality in all Member States in the domain of work with a domain that measures attitudes, norms and stereotypes on gender roles: I strongly suspect that this might substantially decrease scores across the board.” Anne Laure Humbert

On the most effective level of application

“Does this mean that the hard numbers from the index can be used to reinforce and embed true ‘gender mainstreaming’ among government ministries and institutions?” Moderator ‘Yes, I think that this could be a way but on the condition that it is really monitored not only at the country level but at the European level as well. Maybe EIGE should propose to the EC and the Council to integrate these dimensions within the agenda of the “spring council” when the MS [Member State] report on the social policies progresses.’ Doina Balahur

“However, if the EU is charged by the Treaty (Article 3 TEU) to promote gender equality, it is up to the EU level to make MS achieve better gender equality scores! And it seems obvious that it is up to the EU Commission to better integrate gender equality concerns in both its own creations: the “European Semester” and the “Europe 2020 strategy”. Although the “bottom-up” approach has its merits, civil society organisations need support from the upper levels of power (either governments, or, if these fail to do so, the EU Commission, which has not only an initiative but also an executive power).’ Judite Berkemeier, European Economic and Social Committee

“In Latin America, since it created the Gender Observatory with their Index, it is possible to quantify the position of women in politics, in the economy and in gender violence. This makes it easier to approach the problem and ask for changes. The numbers, the percentages, the graphics are more effective in social, political and academic perceptions.’ Isabel Recavarren

“I’m particularly interested in the idea of using the Index as a tool for exchanging ‘best practices’ between nations. Of course, many policies are not one-size-fits-all and will have some element of culture predicating their efficacy, but if the Index can be used as the basis for a ‘mentoring’ relationship between more and less highly ranked nations, that could be a positive step.’ Alexandra Beauregard

“The Index should be the reference for national and sector planning, thus there should be a mechanism in place to monitor the efforts at country level for GM in policies, strategies and budgets: if there are no national established goals to achieve, nor appropriate allocation of resources, there can’t be a significant progress in Gender Equality Index indicators. As suggested by the International Women’s House Consortium, there is a need for the EU to adopt stronger measures in order to foster national efforts for complying with the Europe 2020 strategy and for ensuring a solid engagement for GEWE [gender equality and women’s empowerment].’ Rossella Albertini



“*We think that our discussion highlights how important it is to transfer local and national best practices. How can we imagine a network to exchange more systematically best practices on gender issues, to improve gender policies and to finalise it in our different countries?*” International Women’s House Consortium, Casa Internazionale delle Donne

“*We appreciate very much the Gender Equality Index as a new instrument based on valid data useful for us for collective bargaining.*” Dana Stechova, Czech-Moravian Confederation of Trade Unions

Gender and the crisis

“*One powerful aspect of the Gender Equality Index is that it provides ‘hard evidence’ that gender equality remains a problem. It ensures that no one can now claim that there are no longer any problems, and that all has been solved. Nevertheless, I am concerned that too many people continue to ignore the evidence, possibly because they do not value what gender equality tries to do. It remains seen as a little problem, when we apparently need to deal with much more serious problems, such as the crisis. This hierarchisation of concerns is terribly dangerous in my opinion.*” Anne Laure Humbert

“*Talking for Gender Equality, in practice, in every domain of life — work, knowledge, power, time, money and health — I have to say that there are gaps, between sexes, that now in crisis makes them deeper.*” Katerina Papakosta-Sidiropoulou

“*After the launch of the index, I was very curious about what the media and others would say about results concerning the Czech Republic. But at the very same time a political crisis started in CZE [the Czech Republic] and hardly any info was discussed or shared or communicated.*” Pavla Špondrová

On the implementation of the index

“*Doina Balahur is right that action is needed, and the index must be an important tool. But I would be interested to know how participants think change can best be achieved: by ‘naming and shaming’ the Member States with poor results, or offering encouragement through good practice exchange, etc.?*” Kate Holman

“*Naming and shaming/the EC strategy ‘stick and carrot’ could work — closely associated with a large and permanent monitoring by the civil society.*” Doina Balahur

“*The index was never meant to be an instrument for “naming and shaming” but for allowing countries to monitor their own situation towards gender equality [...]. We must be aware that the starting point is very diverse from country to country for several reasons such as culture, economy, history, [...].*” Ligia Nobrega

“*I fully agreed with Ligia’s comments. The Index is an important instrument for allowing countries to monitor their own situation towards gender equality’. To improve it is necessary to know the reality and the starting point. Portugal has improved very much the education level over the last decades, but we have a large number of older women without any level of education.*” Maria José Carrilho

“*I also fully agree that the index should not be used primarily as an instrument to rank countries for their “naming and shaming” but rather as a tool for countries to identify one’s weak and strong points at national level and to take actions in this respect. Already now there is the danger that for countries on the top of the “ranking list” their position gives a false self-satisfaction that there is not much to be done any more since, relative to other countries, they are already doing so fine [...].*” Hanna Sutela, Statistics Finland

“*Therefore my surprise to see that the Netherlands recorded the second best score on GE [gender equality] index domain — money. Flattered, but surprised, as I felt that it did not quite reflect the reality of Dutch women, and most of all concerned for the possible repercussions in policymaking and in the societal and political debate. Forgive me for being so direct but I could almost already hear some politicians and policymakers use the Dutch high score on the GE index money to justify not doing more for gender equality or to reinforce the image forming that the Netherlands is already the best student in the European class.*” Catherine Bij de Vaate

“*In fact, it is precisely the question to abandon our obsession with macroeconomic measures to better concentrate on breaking out factors. In this regard, we consider it imperative to have country-level bargaining processes between policymakers and stakeholders, which would be watched over by EIGE and ad hoc European supervisory bodies [...]. Consequently, if country-specific targets would be negotiated, EIGE and ad hoc European supervisory bodies could abandon their “moral suasion” duties to become ‘cultural revolutionary agents.’*” International Women’s House Consortium



“Of course, the index can be used at different levels but I would make a distinction here between the use of those involved in gender activities and those that are not. In each group there are also different people with different interests [...]. If you look mainly to the one number, I'm afraid that this can lead immediately to the name and shame, or, what's more important to an idea of "competition". This does not help in the use of the index as a tool for knowledge and help to actions whether public or private ... I believe that a strong effort in explaining the index outside the "gender community" is needed and it requires to show very well how it makes reference to complex phenomena and that it is not only 'one index' but a whole set of data.' Judith Astelarra

Session 3: How can the scope of the index be expanded: what more is needed and why?

The participants considered how the scope of the Index might be expanded. Judith Astelarra contributed some background on the expert deliberations involved in setting up the Index, in particular in distinguishing the target groups who may use the Index differently, the need to avoid 'competition' and to address the non-gender community with clear explanations. Links to other social indicators and their sources, such as a variety of health and poverty indices, were suggested. The indicator 'Life expectancy without limitations in activities of daily living to 65 years' was an example that was supported. Others suggested linking new indicators from the work domain with health, because of their direct and indirect links and as a way of investigating intersecting inequalities. More and better harmonised data were called for and it was suggested that harmonised surveys directly linked to the Index might be a way forward. Power and social capital was proposed as an additional domain for the index, and the EESC's support for more harmonised gender-related data highlighted.

Proposals for new indicators

“I think it is very important to try to describe the area of social security. I know that there is a problem with some comparable methodology, but we need information about handicapped people by sex, about homeless people, about numbers of households with dependent children, where neither parent is employed ... Also important is to find this data not only for the political and economic power, but for decision-making positions in media (newspapers, TV, journals, radio). And we also need information about men and women as heads of NGOs [non-governmental organisations], their proportion among judges and so on.' Marek Řezanka

“We propose to add some indicators that are already calculated and disseminated by [the Istituto nazionale di statistica] the Statistical National Institute (ISTAT) for our country [Italy] annually.

- Life expectancy without limitations in activities of daily living to 65 years
- Excess weight
- Smoking
- Physical inactivity'

Daria and Luciana, International Women's House Consortium

“I fully support the proposal of our Italian colleague to add the indicator "Life expectancy without limitations in activities of daily living to 65 years". The suggestion for 'crossing the gendered health indicators you propose with other indicators of socio-economic status to investigate underlying causes' is very interesting indeed. We must think about it.' Maria José Carrilho

Links to non-gender indicators

“Absolutely yes, we think that gendered health indicators should be crossed with socio-economic status to investigate underlying causes of health or non-health, also considering what you call "input" in your system, to properly understand how the state (with welfare) can help individuals in moving from their disadvantaged condition to better conditions. For example, index of absolute poverty; index of severe material deprivation; index of housing quality; index subjective evaluation of economic difficulty; incidence of people living in jobless households.' International Women's House Consortium

“Health should also be interlaced with the satellite domain of "intersecting inequalities", because, unfortunately, we know how often and how strongly conditioned — certainly in our country — variables such as citizenship, age and region are.' International Women's House Consortium



From macroeconomic to well-being indicators

“*In our opinion, all proposed indicators for the Gender Equality Index are extremely important also for any other system of “well-being measurement”. Many European countries are experimenting with new theoretical approaches on measurable well-being, abandoning the economic point of view, as suggested by Amarthia Sen. In Italy, for example, last year ISTAT realised a system of integrated indicators called “BES” (equitable and sustainable well-being [Benessere Equo e Sostenibile]).*’ International Women’s House Consortium

“*What a great idea [...] to organise a EU-wide survey to collect data on missing aspects (as, for instance, gender-based violence). Such a survey to be designed by EIGE should be addressed to the national governments, for them to take ownership and decide where to collect the requested info. This would imply more an organisational than a budgetary effort.*’ Judite Berkemeier, European Economic and Social Committee

Session 4: How to influence (promote) the collection of suitable high-quality data that could fill in the empty index (sub)domains of ‘violence’ and ‘intersecting inequalities’

The discussion covered the support needed for EIGE and other institutions to ‘fill the domain’ of violence. The ongoing discussions with national and EU-level statistical services and bodies were described. The difficulties of collecting this data were also mentioned — both for hard (crime reports) and soft (culture-related) indicators. The need to address the cultural roots of gender violence was suggested, and participants from Italy (the International Women’s House Consortium) pointed to cultural and administrative obstacles that lead to an underestimation of violence against women. Budgetary constraints on surveys in the current times of crisis were also cited as obstacles. A distinction was made between domestic violence and gender violence, as were suggestions as to how the measurement of ‘violence’ could be turned from a ‘level’ into a ‘gap’.

The need for surveys

“*EUROSTAT and EIGE are trying to cooperate in a joint effort for pushing for a systematic survey on violence in the European Union. Unfortunately, EIGE is too small and has not enough resources to run a European survey in this matter, and on the other hand it is advisable to bring such data collection to the same level of importance as surveys on the labour force, like LFS [Labour Force Survey] or income and living conditions (EU-SILC) [European Union Statistics on Income and Living Conditions]. This is a long process, considering that the SASU [Safety Survey] has been rejected and we need the support of as many institutions as possible.*’ Anna Rita Manca

“*Indeed, a European survey on the matter of violence in the EU would be more than needed and welcome! I think that it could be done through a European project under EIGE coordination which could bring together national experts and specialised agencies. DG [Directorate-General] Justice is funding these types of project (Daphne III).*’ Doina Balahur

“*On gender-based violence: some states are not included in the victimisation survey — for example, the Czech Republic. I think that we have to start a new debate about the form of this survey. Victims cannot be questioned on the street, as for example in some economic surveys. They need safety; they need to know that there is nothing to endanger them.*’ Marek Řezanka

“*A European survey on gender violence is needed and welcomed. However, the difficulties remain: strong budgetary constraints. It is necessary to evaluate the sample costs: the choice of a sampling design regarding its sufficient quality. Would it be a specific survey or associated to a current European survey? Statistics Portugal is developing efforts to provide information about gender violence based on administrative sources, though the ministry of justice and ministry of internal administration (security and policy forces).*’ Maria José Carrilho

“*MS have enough bodies in place for the task. National statistics offices, police, hospitals, shelters — they all exist. All they need is to start collecting the missing figures. In any case, the heavy cost of gender-based violence (EUR 32 billion per year in the OECD [Organisation for Economic Cooperation and Development] countries) makes it worth investing some effort (and some extra money) to put an end to it.*’ Judite Berkemeier

Cultural roots to violence

“*As gender-based violence obviously has cultural roots, it is important to adopt subjective indicators based on measuring “norms”, “attitudes”, and “stereotypes”, present in our societies. Violent conducts sink their roots in cultural systems based on gender inequality, thus it is important to stress it in our surveys, creating indicators able to highlight these dimensions. The simple measures of reported crime are reductive. Moreover, these subjective indicators will be useful in indicating where we need to focus our interventions.*’ International Women’s House Consortium



Annex I — Resources

List of resources made available on the EuroGender platform during the discussion

1. The Gender Equality Index Report
The report gives the background, structure, methodology and results of EIGE research. The Index gives a comprehensive map of gender gaps in the EU and across Member States based on the EU policy framework.
<http://eige.europa.eu/content/document/gender-equality-index-report>
2. Gender Equality Index: country profiles
The country profiles is a complementary publication to the main Index report. It provides the Gender Equality Index scores and gives supplemental comparable information on each Member State and the EU-27 overall, offering a snapshot of national contexts.
<http://eige.europa.eu/content/document/gender-equality-index-leaflet>
3. Gender Equality Index: leaflet
The Index in a nutshell
<http://eige.europa.eu/content/document/gender-equality-index-leaflet>
4. Gender Equality Index: main findings
This publication summarises in an easy-to-comprehend manner the main results of EIGE's work of the past 3 years on a synthetic measure of gender equality.
<http://eige.europa.eu/content/document/gender-equality-index-main-findings>
5. Gender Equality Index video
The Index explained in five minutes
<http://eige.europa.eu/content/activities/gender-equality-index>
6. The Index interface
The interactive, online presentation of the results of the Index — in graphics and tables, including by country and domain.
<http://eige.europa.eu/content/gender-equality-index>
7. The launch conference of the Gender Equality Index
<http://eige.europa.eu/content/event/gender-equality-index-launch-conference>
8. Regional index consultation meetings
<http://eige.europa.eu/content/event/experts-meeting-on-the-gender-equality-index-vilnius>
<http://eige.europa.eu/content/event/experts-meeting-on-the-gender-equality-index-warsaw>
<http://eige.europa.eu/content/event/experts-meeting-on-the-gender-equality-index-rome>
<http://eige.europa.eu/content/event/experts-meeting-on-the-gender-equality-index-paris>
9. The European Commission's strategy for equality between women and men 2010–15
<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>

Additional references provided by participants

1. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2006:204:0023:01:EN:HTML>
2. EESC opinion: The gender dimension in the Europe 2020 strategy
<http://www.eesc.europa.eu/?i=portal.en.soc-opinions.23970>
3. ATRIA fact sheet women and finance
http://www.atria-kennisinstituut.nl/atria/eng/news/publications_acquisitions/_pid/column2_1/_rp_column2_1_elementId/1_307658
4. Europe 2020: A European strategy for smart, sustainable and inclusive growth
<http://ec.europa.eu/eu2020/pdf/COMPLETE%20EN%20BARROSO%20%20%20007%20-%20Europe%202020%20-%20EN%20version.pdf>



5. EESC opinion: Female employment in relation to growth
<http://www.eesc.europa.eu/?i=portal.en.soc-opinions.28104>
6. Rapporto Bes 2013: il benessere equo e sostenibile in Italia
<http://www.misuredelbenessere.it/>
7. EESC opinion: Eradicating domestic violence against women
<http://www.eesc.europa.eu/?i=portal.en.soc-opinions.23394>
8. European Women's Lobby (EWL) Observatory on violence against women
<http://www.womenlobby.org/spip.php?rubrique219>

Annex II — Transcript

Link to the online discussion transcript

<http://eurogender.eige.europa.eu/documents/transcript-online-discussion-gender-equality-index>

Annex III — List of participants

Name	Organisation	Country
Alexandra Beauregard	London School of Economics	United Kingdom
Anna Rita Manca	EIGE	Lithuania
Anne Laure Humbert	EIGE	Lithuania
Catherine Bij de Vaate	Atria Institute for Gender Equality and Women's History	Netherlands
Christina Andersson	World Peace and Spirituality conference in association with World Peace Foundation and VoWW Voices of Women	Sweden
Cristina Alvarez	EIGE	Lithuania
Dana Stechova	Czech-Moravian confederation of trade unions (CMKOS)	Czech Republic
Daria Squillante	Ricercatrice Casa Internazionale delle Donne	Italy
Doina Balahur	Alexandru Ioan Cuza University of Iasi, Romania, Centre for Social Management and Community Development	Romania
Giuliana Cacciapuoti	Toponomastica Femminile	Italy



Hanna Sutela	Senior Researcher at Statistics Finland	Finland
Inga Masiulaitytė-Šukevič	Head of demographic and migration statistics division from Statistics Lithuania	Lithuania
Isabel Recavarren	Centro de Estudios, Formación e Información de América Latina (CEFIAL)–UE/Foro EuroLatino-americano de la Mujer	Italy
Judit Astelarra	Alternate member of Experts Forum	Spain
Katarzyna Pabijinek	EIGE	Lithuania
Kate Holman	ESN	Belgium
Katerina Papakosta-Sidiropoulou	Chair, Special Permanent Committee on Equality, Youth and Human Rights, Hellenic Parliament	Greece
Ligia Nobrega	EIGE	Lithuania
Luciana Ricercatrice	Casa Internazionale delle Donne	Italy
Marek Řezanka	Independent expert	Czech Republic
Maria José Carrilho	Coordinator of the Instituto Nacional de Estatística (INE)	Portugal
Maria Judite Berkemeier	EESC Secretariat	Belgium
Nadia Cario	Toponomastica Femminile	Italy
Ntambwe Modi	Réseau des Femmes Immigrées et d'origines étrangères	Belgium
Pavla Špondrová	Office of the government of the Czech Republic	Czech Republic
Richard Colston	ESN	Belgium
Rossella Albertini	Gender trainer	Italy



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MH-02-13-384-EN-C



ISBN 978-92-9218-447-6

