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Gender Equality Index for Montenegro

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2023[1]

Gender Equality Index measures the gender equality in the EU Member States across six domains: work, money, knowledge, time, power, and health. The index value is presented on a score from 1 to 100, where 1 represents complete inequality, while the value of 100 represents complete equality.

The violence domain is not included in the calculation of the index due to the lack of data in this area. During 2021, Montenegro conducted GBV – Gender-based violence survey according to the EUROSTAT methodology, but only a small set of data was published so far. In the future, the development of this domain will be monitored and the possibility of including it in one of the following indices will be analyzed.

The methodology for the calculation of Gender Equality Index was developed by the European Institute for Gender Equality (EIGE), which also calculates the Gender Equality Index for the EU Member States. In the EU candidate countries and a potential candidate, the index is compiled by national statistical institutes (NSIs) in cooperation with EIGE, which ensures the comparability of index with the EU Member States.

Montenegro is releasing the Gender Equality Index for the second time, according to the agreement with the Ministry of Human and Minority Rights. In cooperation with EIGE under the Instrument of Pre-Accession Assistance (IPA) financed by the European Union, the index is calculated by the Statistical Office of Montenegro – MONSTAT, in line with the defined methodology, and using national and international data sources.
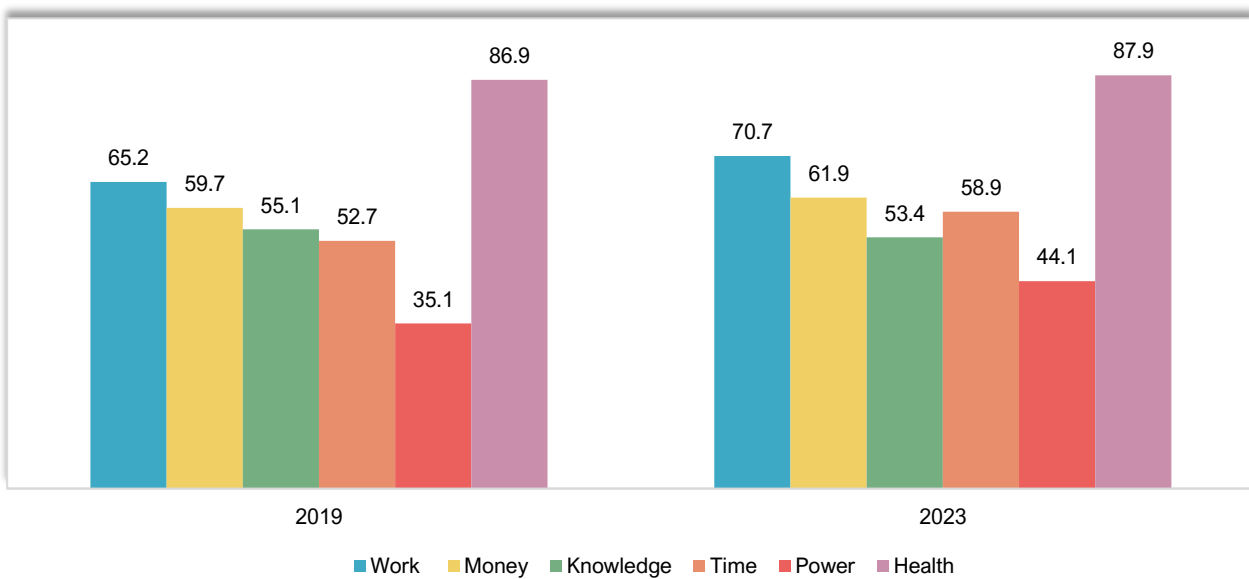
Gender Equality Index in Montenegro for 2023 is 59.3, which shows an increase of 4.3 index value compared to the index from 2019. Gender Equality Index in EU-27 is 68.6. Compared to the EU-27, Montenegro records lower index value by 9.3 index points. The Index of the main domains of gender equality shows the highest gap of gender equality in area of money (lower value of index by 20.7 index points compared to the average of EU-27), while the lowest gap in Montenegro compared to the average EU-27 is in area of health (lower value of index by 0.8 index points compared to the average EU-27).

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[1] *Gender Equality Index for Montenegro 2023 is based mostly on 2021 data*

Graph 1 Gender Equality Index, 2019 and 2023

2019

2023

55.0

59.3

Graph 2 Values of Gender Equality Index domains, 2019 and 2023

	2019						2023					

2019:
- 65.2
- 59.7
- 55.1
- 52.7
- 35.1
- 86.9

2023:
- 70.7
- 61.9
- 53.4
- 58.9
- 44.1
- 87.9

■ Work ■ Money ■ Knowledge ■ Time ■ Power ■ Health

**Gender Equality Index domains and subdomains, 2023**

The domain of **WORK** measures the situation regarding the equal access to employment, and working conditions of women and men, and it amounts 70.7. The subdomain of *Participation* combines two indicators: participation in employment rates with full-time equivalent (FTE) employment, and duration of working life. The value of this subdomain is 77.9. *Gender segregation and quality of work* are included in the second subdomain. The segregation is measured by share of women and men in sector of education, health, and social work, and amounts to 64.1.

LABOUR

70.7

| Participation	Segregation and quality of work
77.9	**64.1**
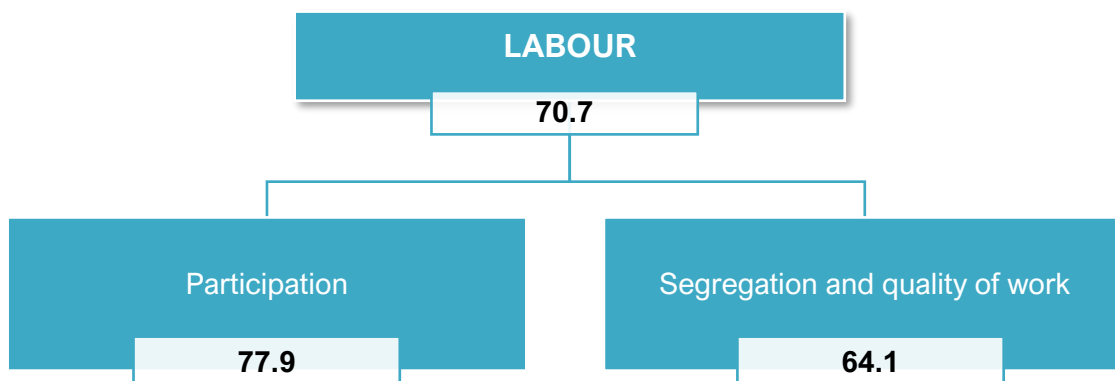
The domain of **MONEY** measures gender inequality in accessing *financial resources* and *economic situation* of women and men, and it amounts to 61.9. The first subdomain *Financial resources* includes monthly earnings and income of women and men. The value of this subdomain is 48.2. The second subdomain *Economic resources* covers the risk of poverty and distribution of income among women and men, and its value is 79.6.

MONEY
61.9

| Financial resources	Economic resources
48.2	**79.6**
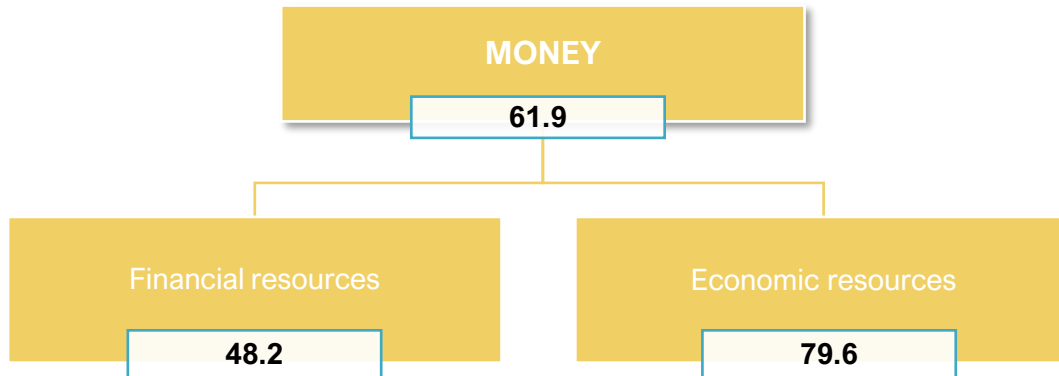
The domain of **KNOWLEDGE** measures gender inequality in education attainment, share in life-long education and training. The value of this domain on a score from 1 to 100 is 53.4. Subdomain *Educational attainment* is measured by two indicators: percentage of women and men graduates, and share of women and men in formal and informal life-long education and training. The value of this subdomain is 67.1. The second subdomain *Segregation* has a value of 42.4, and it covers the gender segregration in the tertiary education through the percentage of women and men among students in domain of education, health, welfare, humanities, and arts.

KNOWLEDGE
53.4

Educational attainment	Segregation
67.1	**42.4**
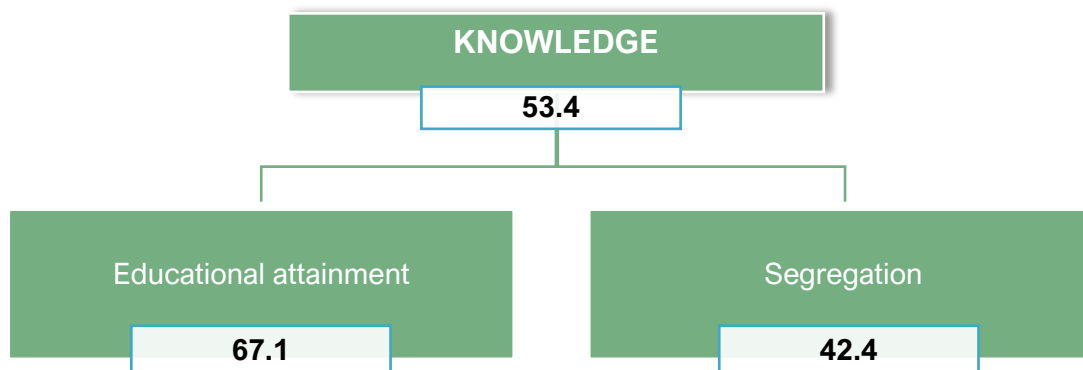
The domain of **TIME** measures gender inequalities in the allocation of time for care, housework, and social activities. The value of this sub-domain is 58.9. The first sub-domain of *Care* measures gender gaps in women and men's every involvement in care and education of their children or their grandchildren, older people or people with disabilities, as well as their involvement in cooking and housework. The value of this sub-domain is 61.7. The second sub-domain of *Social activities* explores gender gaps in women and men's participation in social activities. It measures differences in participation of women and men in sport, cultural or leisure activities outside of their homes, combined with their engagement in voluntary and charitable activities. Its value is 56.2.

TIME
58.9

Care	Social activities
61.7	**56.2**
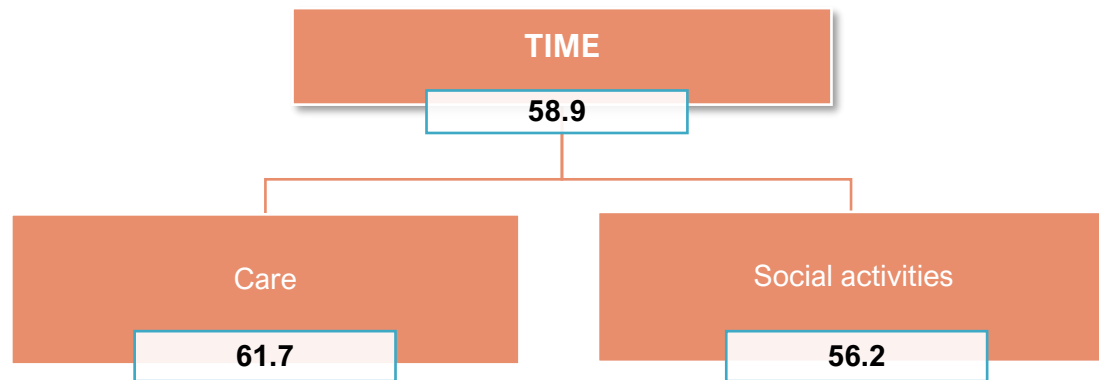
The domain of **POWER** measures gender equality in the highest decision-making positions across the political, economic, and social spheres, and its value is 44.1. The sub-domain of *Political power* shows the representation of women and men in national parliaments, Government and local assemblies (53.2). The sub-domain of *Economic power* measures the gender balance in economic decision-making through the proportions of women and men in management boards of the largest nationally registered companies visible at the stock exchange and national central bank. The value of this sub-domain is measured by score of 1 to 100, and is 34.7. The sub-domain of *Social power* includes data on participation of women and men in decision making in research funding organizations, media, and sport, and it is 46.5.

POWER
44.1

Political power	Economic power	Social power
53.2	**34.7**	**46.5**
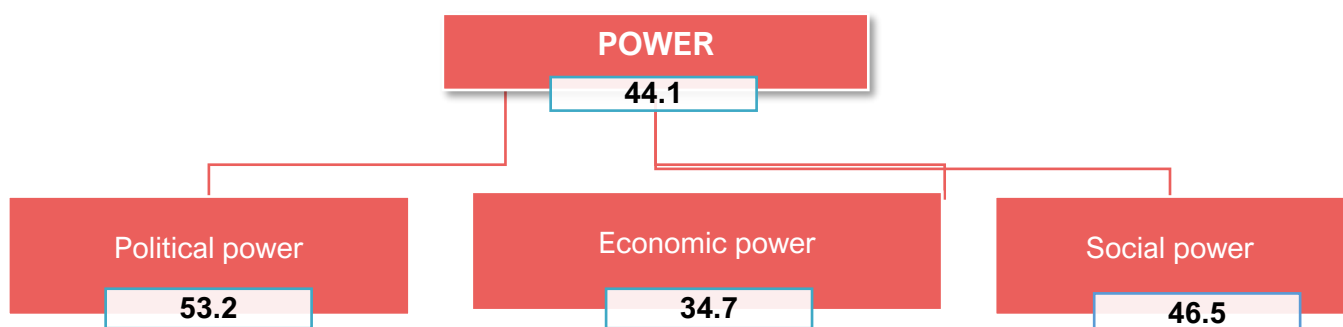
The domain of **HEALTH** measures three health-related aspects of gender equality: health status, health behaviour, and access to health services. The value of this domain is 87.9. The sub-domain of *Health status* is 87.5, and it looks at differences in life expectancy of women and men, together with self-perceived health and healthy life years (also called disability-free life expectancy). This is complemented by a set of health behaviour factors based on the World Health Organization - WHO recommendations. There is measured fruit and vegetable consumption, engagement in physical activity, smoking, and excessive alcohol consumption. The value of sub-domain *Health behaviour* is 81.1. *Access to health services* is measured by the percentage of persons who report unmet medical and/or dental needs. The value of this sub-domain is 95.9.
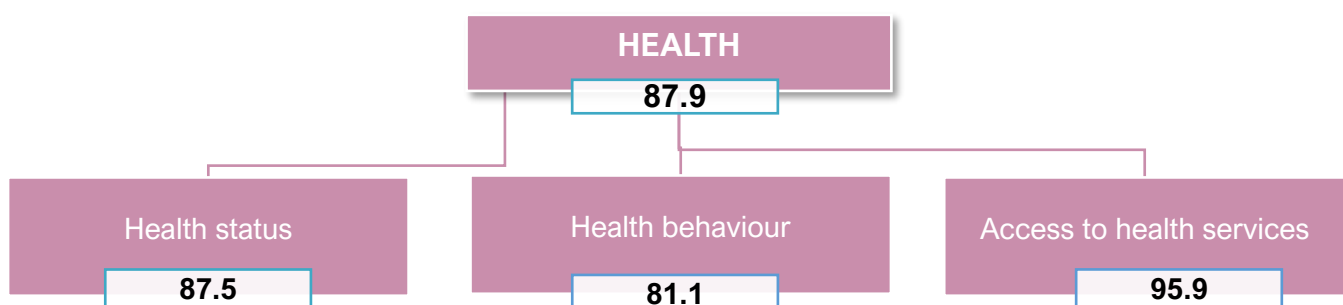
HEALTH
87.9

Health status	Health behaviour	Access to health services
87.5	**81.1**	**95.9**

Table 1 International overview of Gender Equality Index and its domains, 2022[2]

Countries		Gender equality index	2022					
			Work	Money	Knowledge	Time	Power	Health
EU-27	27 EU Member States	**68.6**	71.7	82.6	62.5	64.9	57.2	88.7
BE	Belgium	**74.2**	75.5	89.8	70.1	65.3	67.0	88.5
BG	Bulgaria	**60.7**	69.3	65	56.2	42.7	63.0	78.0
CZ	Czech Republic	**57.2**	67.1	79	58.9	57.3	29.7	84.8
DK	Denmark	**77.8**	79.5	88.5	69.3	83.1	69.3	89.5
DE	Germany	**68.7**	72.9	83.5	54.7	65.0	64.8	90.0
EE	Estonia	**61.0**	72.7	73.6	57.4	74.7	34.0	85.0
IE	Ireland	**74.3**	76.5	87.5	68.1	74.2	61.7	95.0
EL	Greece	**53.4**	65.6	72.8	55.8	44.7	28.8	85.8
ES	Spain	**74.6**	73.6	78.7	68.3	64.0	80.6	91.7
FR	France	**75.1**	73.2	84.7	65.5	67.3	81.7	88.6
HR	Croatia	**60.7**	69.7	74.1	53.4	51.0	49.7	85.1
IT	Italy	**65.0**	63.2	80.5	59.5	59.3	56.9	89.0
CY	Cyprus	**57.3**	69.9	83.1	57.8	51.3	30.1	87.0
LV	Latvia	**61.4**	74.2	69.4	47.7	65.8	50.9	79.3
LT	Lithuania	**60.6**	73.9	70.4	57.6	50.6	45.4	82.7
LU	Luxembourg	**73.5**	76.3	92.6	68.9	69.1	59.7	90.4
HU	Hungary	**54.2**	67.5	73.8	57.1	54.3	24.8	87.3
MT	Malta	**65.6**	77.0	83.6	65.2	64.2	40.4	87.8
NL	Netherlands	**77.3**	78.7	86.6	67.0	83.9	68.9	94.2
AT	Austria	**68.8**	77.2	87.5	64.0	61.2	51.7	91.3
PL	Poland	**57.7**	67.3	78.1	57.5	52.5	34.4	83.6
PT	Portugal	**62.8**	73.4	74.7	56.7	47.5	55.5	84.5
RO	Romania	**53.7**	67.3	70.2	52.2	50.3	32.6	70.4
SI	Slovenia	**67.5**	73.4	83.9	56.0	72.9	53.3	86.9
SK	Slovakia	**56.0**	66.5	85.9	60.9	46.3	31.4	85.2
FI	Finland	**75.4**	75.4	87.5	61.5	77.4	74.3	92.6
SE	Sweden	**83.9**	83.0	74.8	74.6	90.1	84.6	95.2
ME	**Montenegro**[2]	**59.3**	**70.7**	**61.9**	**53.4**	**58.9**	**44.1**	**87.9**
RS	Serbia	**58.0**	69.4	59.7	56.0	48.7	46.5	84.1
MK	North Macedonia[3]	**64.5**	70.7	64.3	62.4	55.8	58.6	87.2

[2] *Index 2022 for the EU is (mostly) based on the 2020 data, while the index for Montenegro 2023 is (mostly) based on 2021.*

[3] *Index for North Macedonia 2023 is (mostly) based on the 2019 data.*

Table 2 International overview of Gender Equality Index and its domains, 2019 and 2023

	Countries	2019	2022
EU-27	27 EU Member States	67.4	68.6
BE	Belgium	71.1	74.2
BG	Bulgaria	58.8	60.7
CZ	Czech Republic	55.7	57.2
DK	Denmark	77.5	77.8
DE	Germany	66.9	68.7
EE	Estonia	59.8	61.0
IE	Ireland	71.3	74.3
EL	Greece	51.2	53.4
ES	Spain	70.1	74.6
FR	France	74.6	75.1
HR	Croatia	55.6	60.7
IT	Italy	63.0	65.0
CY	Cyprus	56.3	57.3
LV	Latvia	59.7	61.4
LT	Lithuania	55.5	60.6
LU	Luxembourg	69.2	73.5
HU	Hungary	51.9	54.2
MT	Malta	62.5	65.6
NL	Netherlands	72.1	77.3
AT	Austria	65.3	68.8
PL	Poland	55.2	57.7
PT	Portugal	59.9	62.8
RO	Romania	54.5	53.7
SI	Slovenia	68.3	67.5
SK	Slovakia	54.1	56.0
FI	Finland	73.4	75.4
SE	Sweden	83.6	83.9
ME	**Montenegro 2023**	**55.0**	**59.3**
RS	Serbia	55.8	58.0
MK	North Macedonia	62.0	64.5

METHODOLOGICAL NOTES

The methodology for calculation of Gender Equality Index is developed by the European Institute for Gender Equality (EIGE), that calculates this index for the EU member states. The index represents an aggregated indicator obtained by combining several gender equality indicators based on a multidimensional concept model into a single measure. The methodology for the calculation of Gender Equality Index is based on a widespread and internationally accepted method for calculating complex indicators developed by OECD and the European Commission (Joint Research Center) in 2008. Gender Equality Index was for the first time released in 2005 for the EU member states, and afterwards in 2010. Since 2013, it has been published by EIGE in the two-year dynamics, and since 2019 - annually.

Data sources

The calculation of Gender Equality Index in Montenegro uses 31 indicators within 6 different domains (work, money, knowledge, time, power, health). The indicators used are fully in line with the EIGE methodology which is used for the calculation of the index in the European Union.

Institutions whose data have been used for the calculation of Gender Equality Index are:

- Statistical Office (52% or 16 indicators): Labour Force Survey (LFS); Survey on Income and Living Conditions (EU-SILC); Earnings statistics; High Education Statistics; and Demographic Indicators;
- European Institute for Gender Equality – EIGE (26% or 8 indicators);
- EUROFOUND (19% or 6 indicators): European Quality of Life Survey (EQLS); European Working Conditions Survey (EWCS);
- Public Health Institute of Montenegro (3% or 1 indicator): Survey on Quality of Life, Lifestyles and Health Risks of Montenegrin residents in 2017.

Domains and sub-domains of 2023 Gender Equality Index

Domain	Sub-domain		Indicator	Source	Year
Work	Participation	1	FTE employment rate (%, 15+ population)	MONSTAT's calculation Labour Force Survey (LFS)[4]	2021
		2	Duration of working life (years, 15+ population)	Published by Eurostat based on data, Labour Force Survey (LFS)[4], MONSTAT	2021
	Segregation and quality of work	3	Employed people in education, human health, and social work activities (%, 15+ employed)	Published by Eurostat based on Labour Force Survey (LFS)[4], MONSTAT	2021
		4	Ability to take an hour or two off during working hours to take care of personal or family matters (%, 15+ workers)	MONSTAT's calculation European Work Conditions Survey (EWCS)	2021
		5	Career Prospects Index (points, 0-100)	MONSTAT's calculation European Work Conditions Survey (EWCS)	2015
Money	Financial resources	6	Average monthly earnings (Source: Revenue and Customs Administration)	MONSTAT's calculation	2022
		7	Mean equivalised net income (PPP, 16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC)	2021
	Economic situation	8	Not at-risk-of-poverty, ≥60% of median income (%, 16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC)	2021
		9	Income distribution S20/S80 (%,16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC)	2021
Knowledge	Attainment and participation	10	Graduates of tertiary education (%,15+ population)	MONSTAT's calculation Labour Force Survey (LFS)[4]	2021
		11	Lifelong learning (%, 15+ population)	MONSTAT's calculation Labour Force Survey (LFS)[4]	2021
	Segregation	12	Students of tertiary education in education, health and welfare, humanities and arts (tertiary students) (%, 15+ population)	MONSTAT's calculation High education statistics	2021
Time	Care activities	13	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (%,18+ population)	MONSTAT's calculation European quality of life survey (EQLS)	2021
		14	People doing cooking and/or housework, every day (%,18+ population)	MONSTAT's calculation European quality of life survey (EQLS)	2021
	Social activities	15	Workers doing sport, cultural or leisure activities outside of their home, at least daily or several times a week (%,15+ workers)	MONSTAT's calculation European work conditions survey (EWCS)	2018
		16	Workers involved in voluntary or charitable activities, at least once a month (%, 15+ workers)	MONSTAT's calculation European work conditions survey (EWCS)	2021

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[4] *Break in the time series due to the implementation of the new Regulation (EU) 2019/1700 of the European Parliament and the Council, which entered into force on 1 January 2021.*

Power	**Political power**	17	Share of women and men ministries (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
		18	Share of women and men members of Parliament of Montenegro (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
		19	Share of women and men members of local assemblies (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
	Economic power	20	Share of members of boards in the largest quoted companies, supervisory boards or board of directors (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
		21	Share of board members of Central Bank (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
	Social power	22	Share of board members of research funding organizations (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
		23	Share of board members in public owned broadcasting organizations (%, F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)
		24	Share of members of the highest decision-making body of the national Olympic sporting organizations	European Institute for Gender Equality (EIGE) Gender Statistics Database	2019-2021 (three-year average)

Health	**Health status**	25.	Self-perceived health, good or very good (%, 16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC)	2021
		26	Life expectancy at birth (in years)	MONSTAT's calculation Demography	2021
		27	Healthy life years at birth (in years)	MONSTAT's calculation Demography and Survey on Income and Living Conditions (EU-SILC)	2021
	Behaviour	28	People who don't smoke and are not involved in harmful drinking (%,16+ population)	Calculation of Institute for Public Health from the Survey on Quality of Life, Life Styles, and Health Risks of Population of Montenegro in 2017	2021
		29	People doing physical activities and/or consuming fruit and vegetables (%,16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC) Ad-hoc module	2021
	Access to health care	30	Population without unmet needs for medical examination (%,16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC)	2021
		31	People without unmet needs for dental examination (%, 16+ population)	MONSTAT's calculation Survey on Income and Living Conditions (EU-SILC)	2021