



Gender Equality Index: North Macedonia in the EU context

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Skopje, 4 October 2019





IMPORTANCE OF GENDER EQUALITY INDEX

- Reflection of existing contributions of men and women in a gender segregated society;
- Provides measurement framework for evidence based on gender equality policy making and monitoring;
- Provision of comparison with the EU;
- Allows regional comparison in the area of gender equality in the Balkans and peer learning;
- Contributes to the EU negotiations, as gender equality being a horizontal issue and is a basic principle on which EU stands upon.



Gender Equality Index

Republic of Serbia

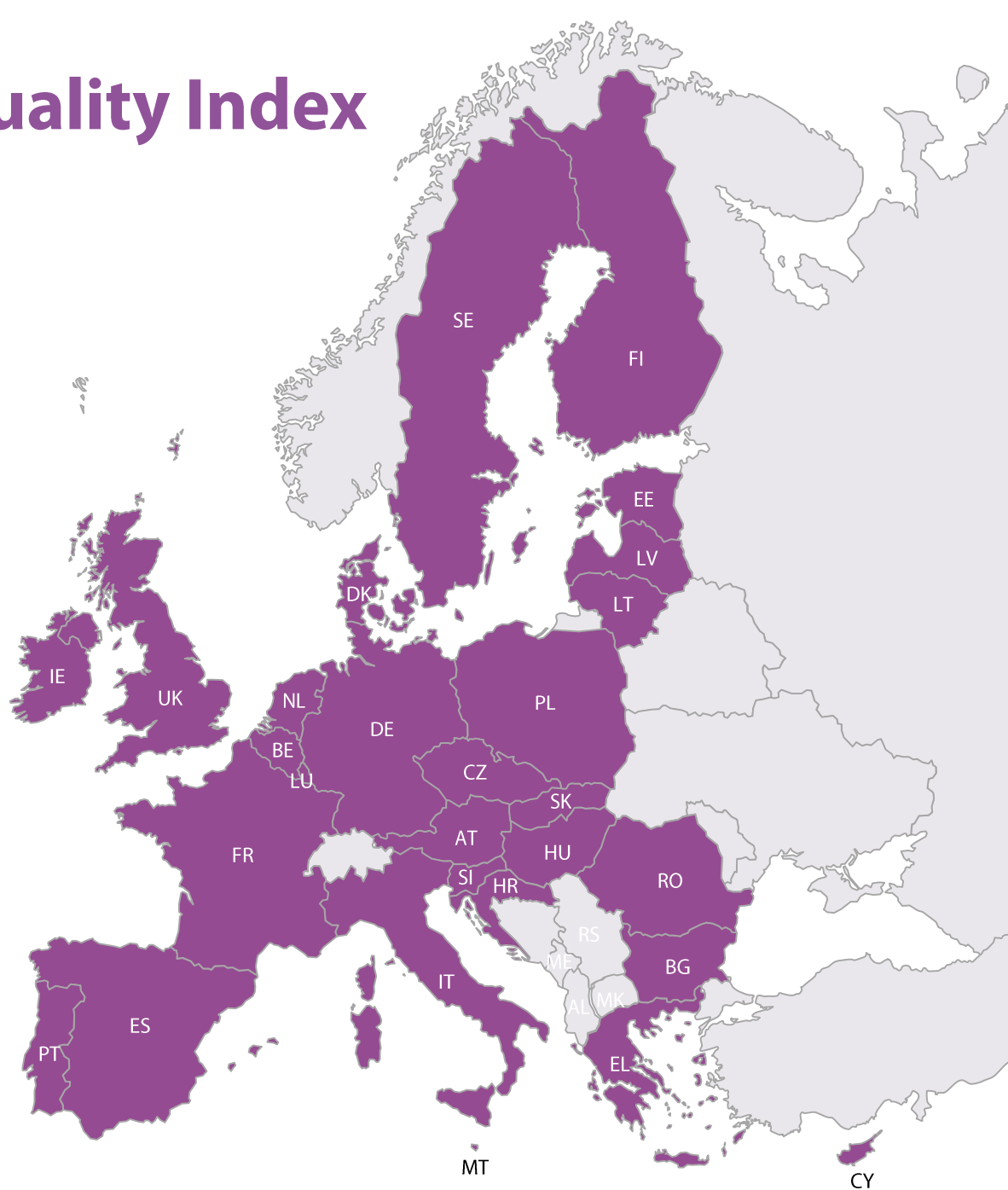
2015, 2018

North Macedonia

2019

Albania

Montenegro



Our work in the region



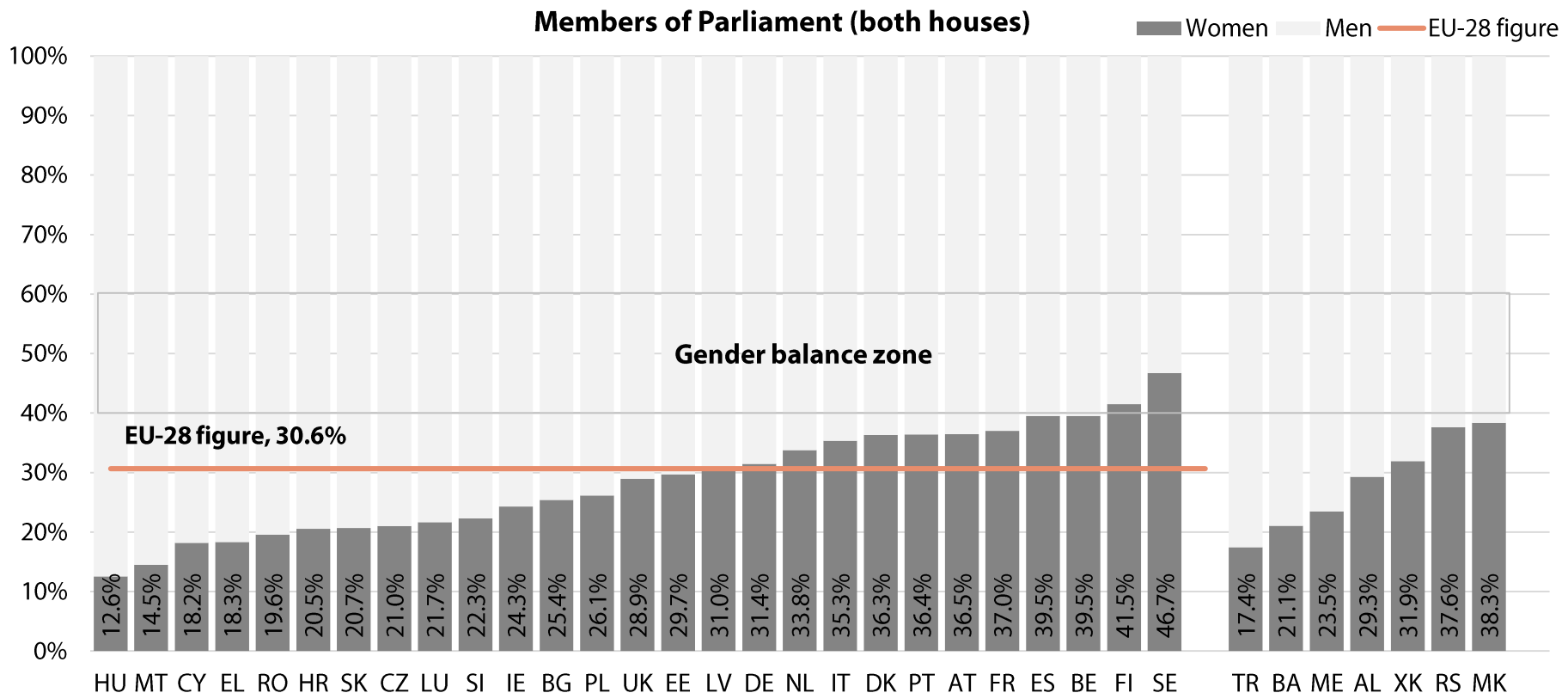


Development of Gender Equality Index in North Macedonia

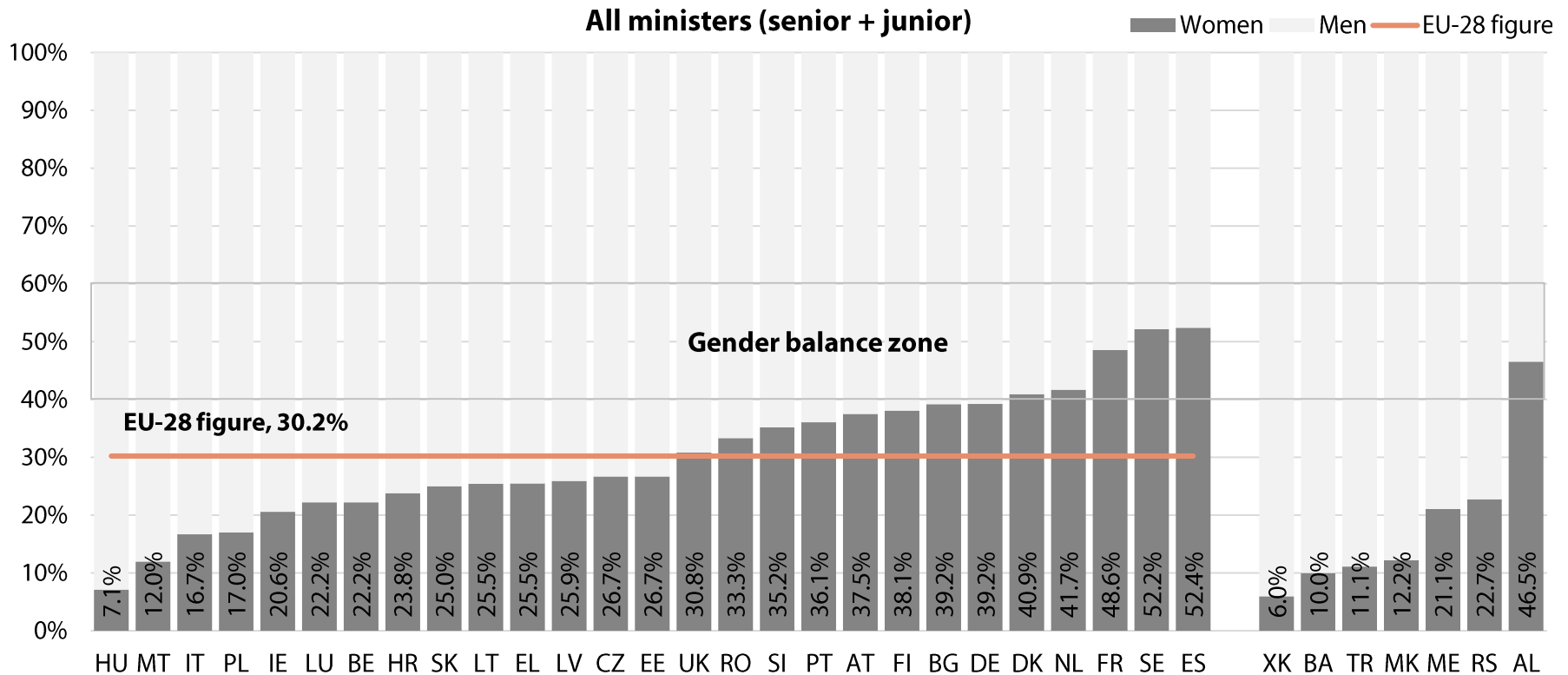


Meeting with
Minister Carovska,
april 2018

Where are we now? (1)

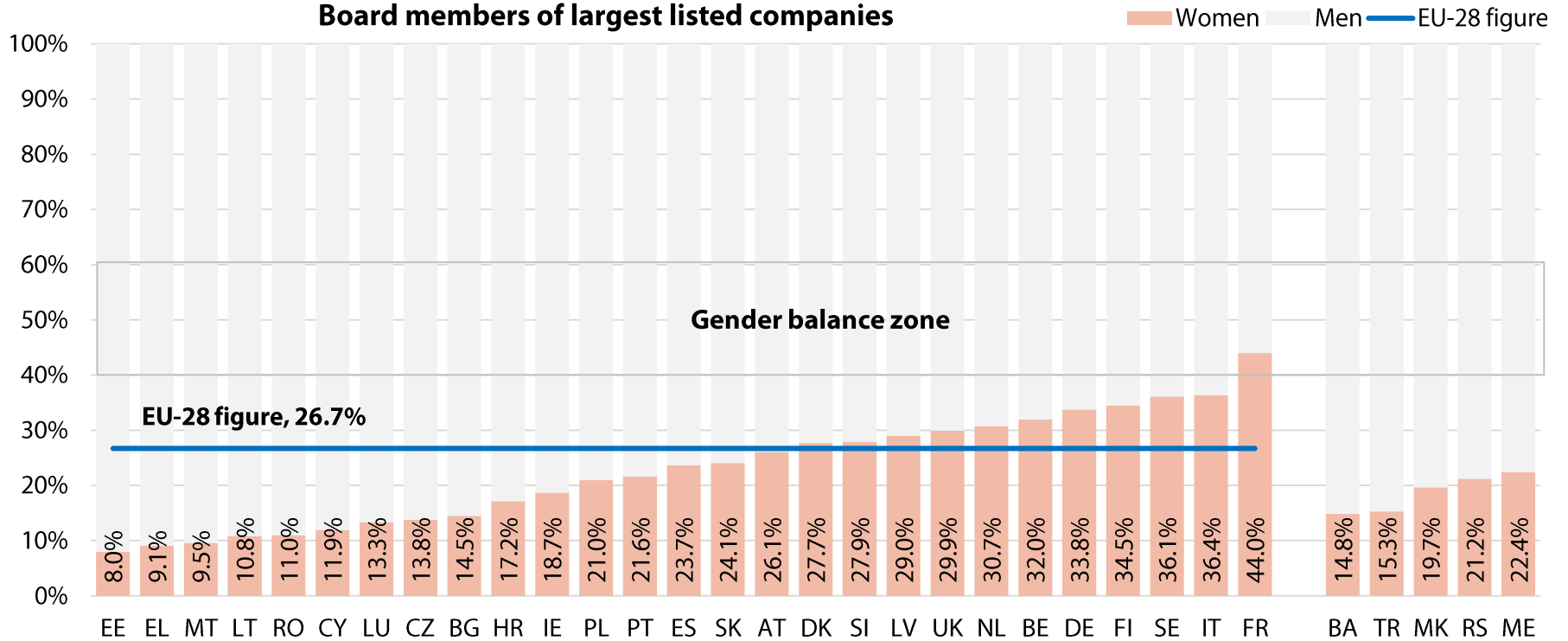


Where are we now? (2)



Where are we now? (3)

Board members of largest listed companies





Gender Equality Index 2017

62.1 (27)

KNOWLEDGE **63.4**

59.6 (15)

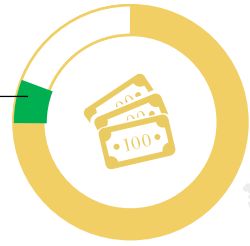
55.8 (19)

79.6 MONEY

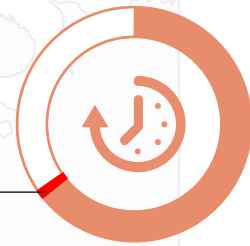


TIME **65.7**

5.7



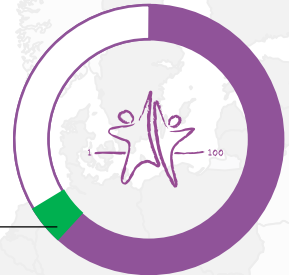
2.6



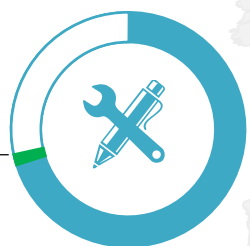
INDEX **66.2**

69.4 (21)

WORK **71.5**



1.0

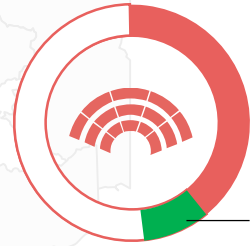


POWER **48.5**

52.6 (12)

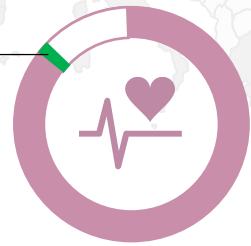
1.5

HEALTH **87.4**



9.6

1.5



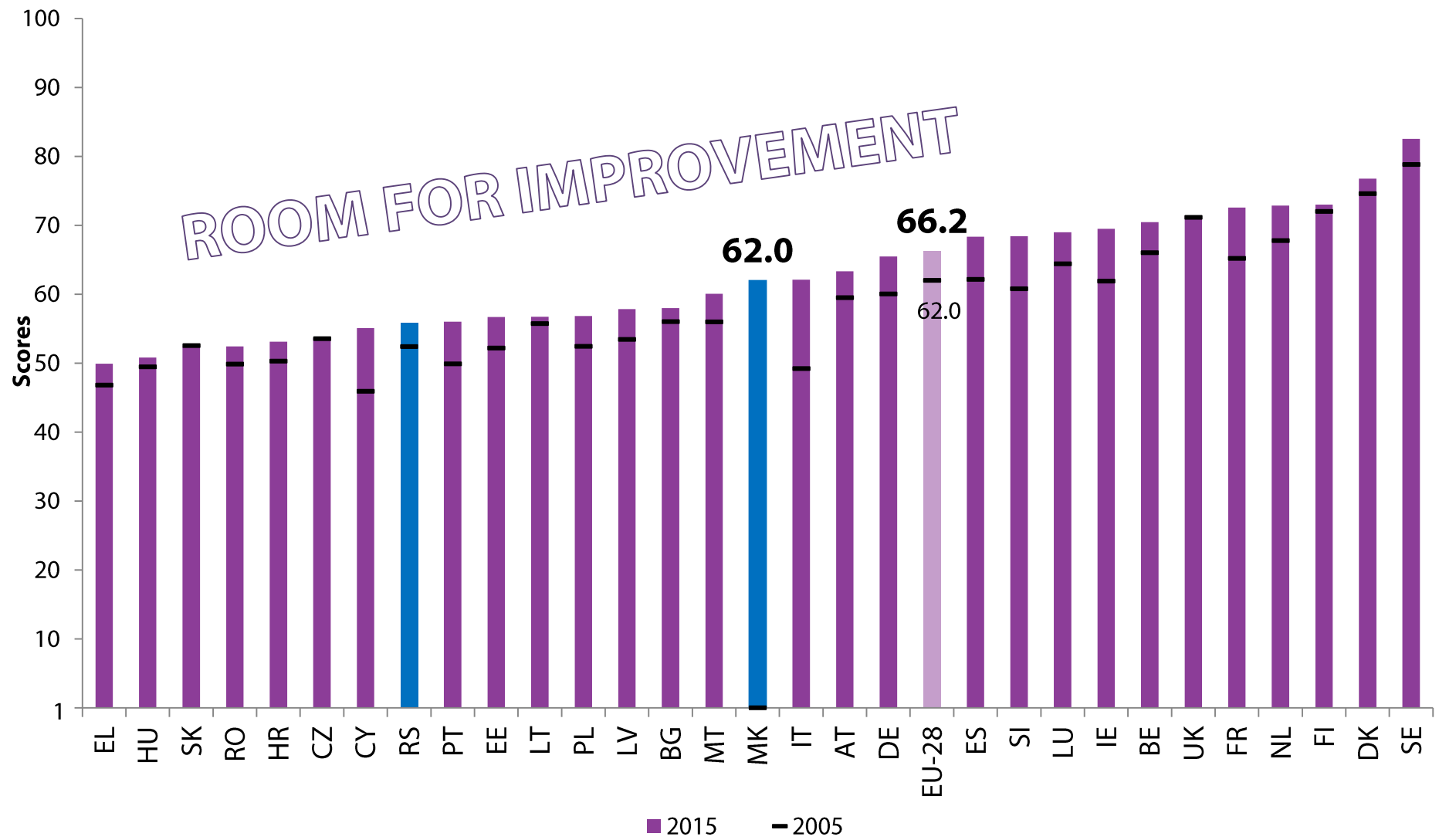
87.1 (15)

62.0 (15)

Increase in scores from 2005 - 2015
Decrease in scores from 2005 - 2015

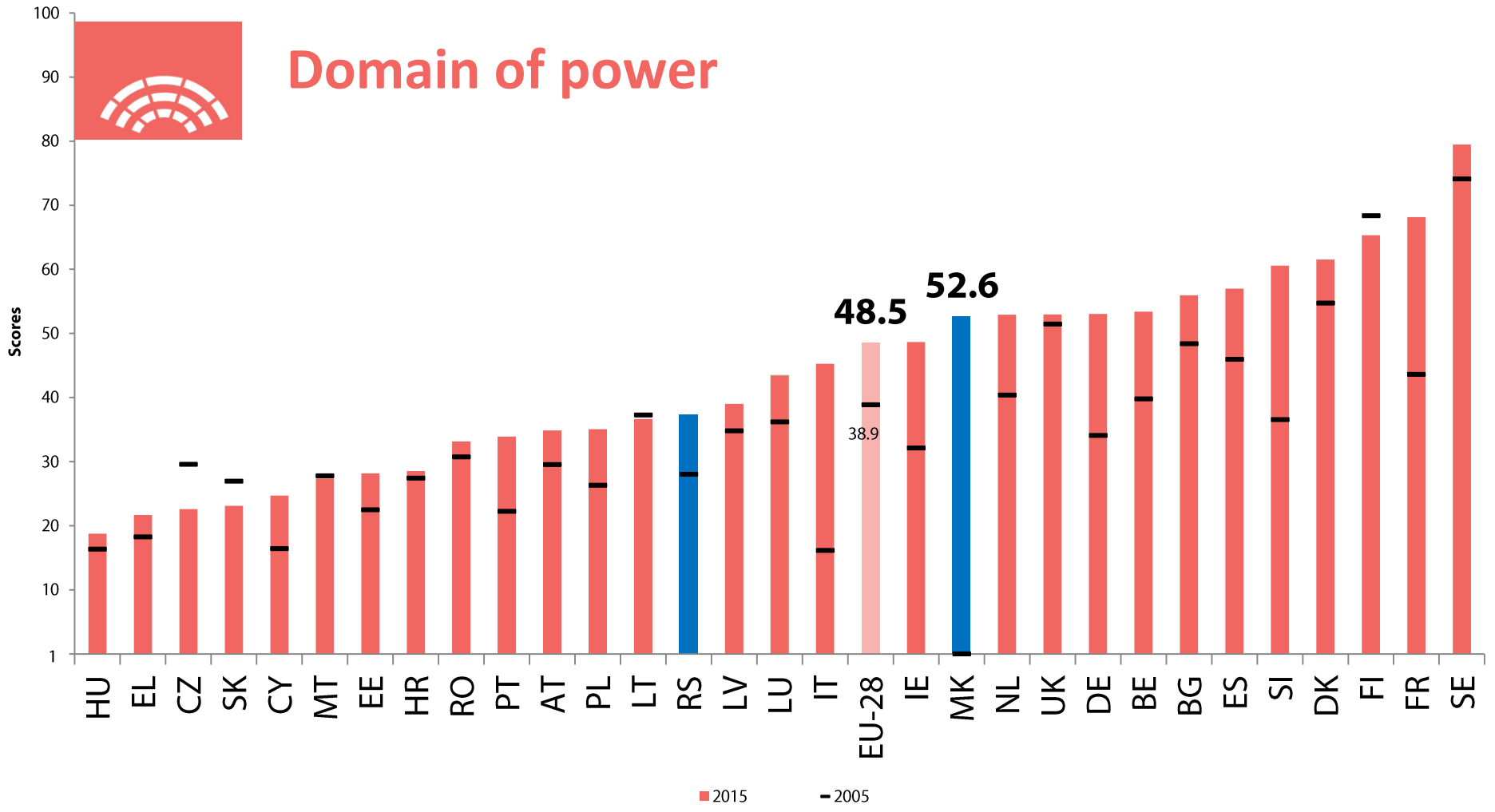


Gender Equality Index 2017



Legislative action generally stimulates progress

Domain of power



Legislative action generally stimulates progress

Domain of power + 9.7

Economic + 14.5

Most improved

Italy +29.2

France +24.6

Slovenia +24.1

Political + 8.9

Least improved

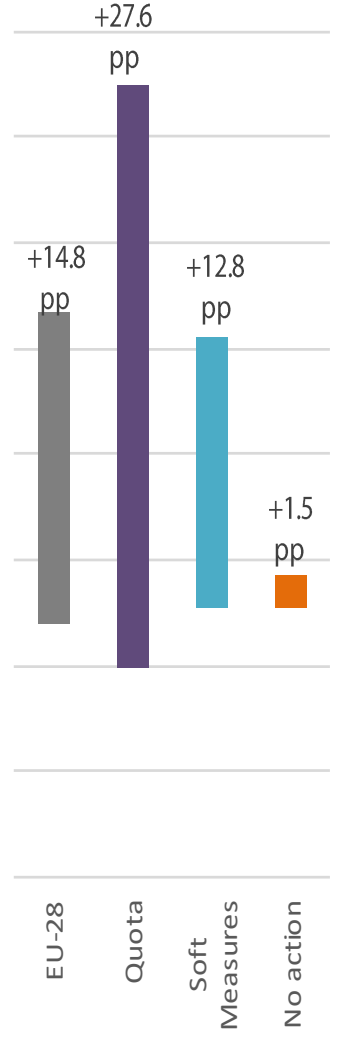
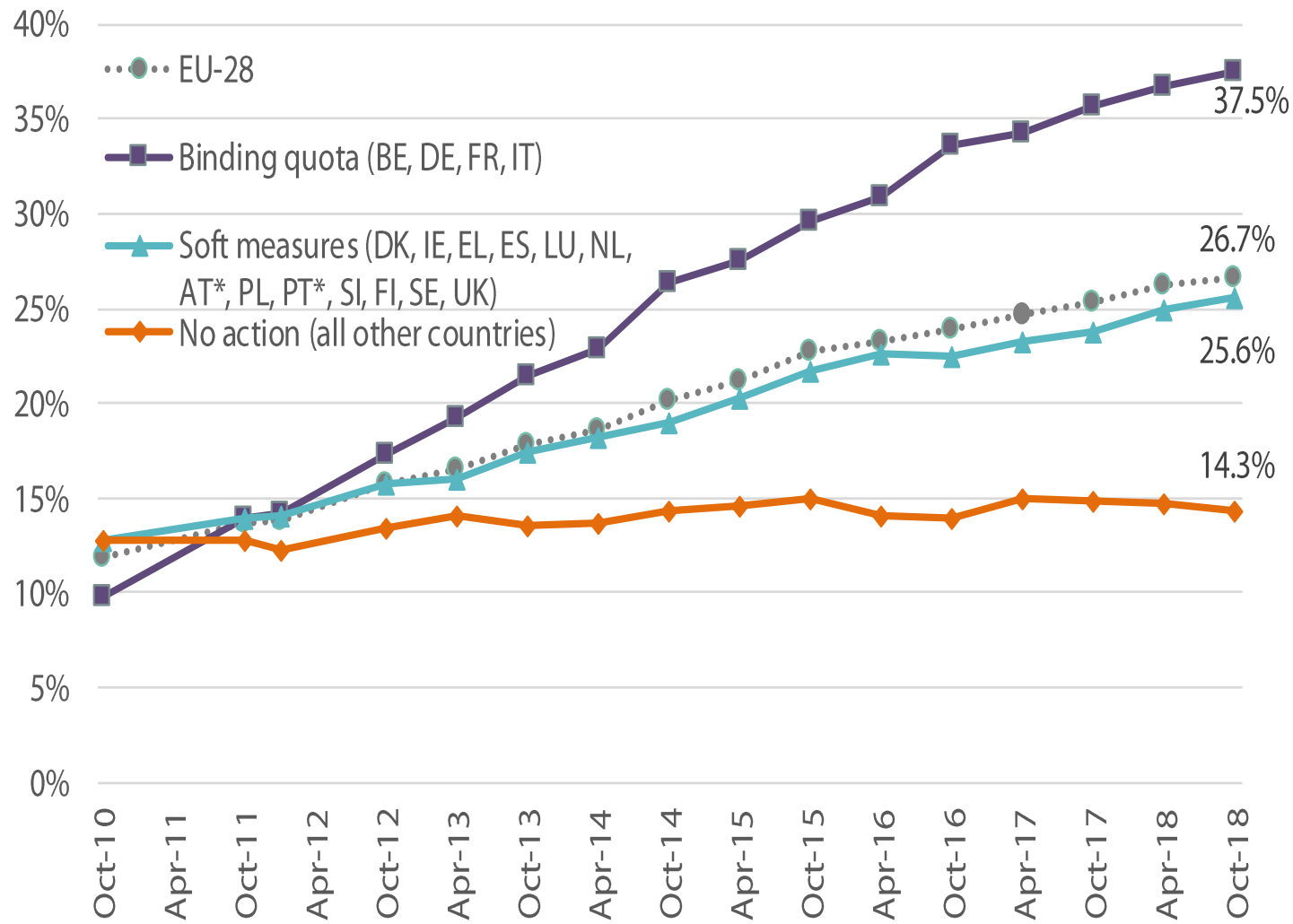
Finland -3.1

Slovakia -3.8

Czech Republic -7.0

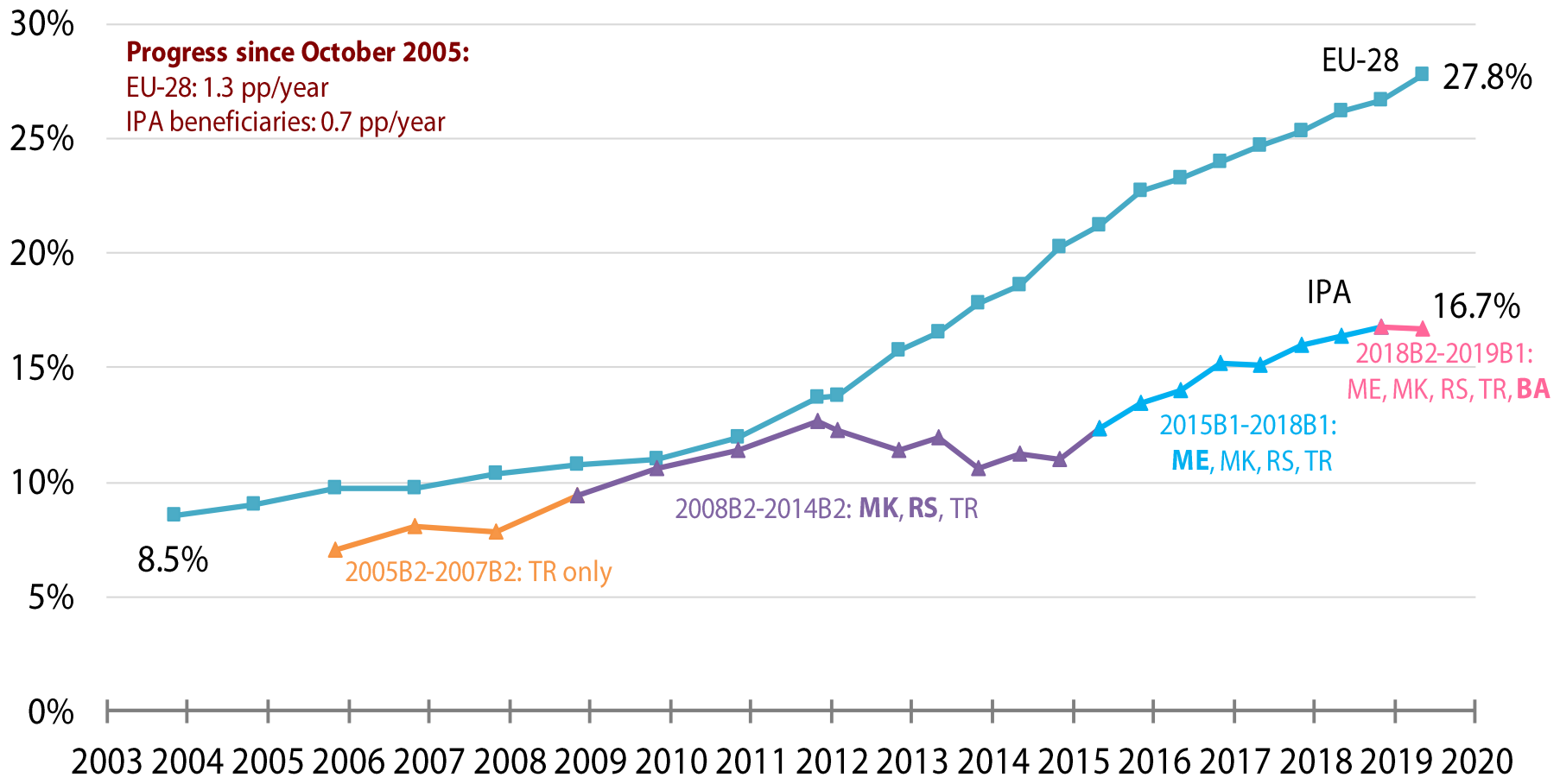
Social + 1.3

Share of women on the boards of the largest quoted (%)

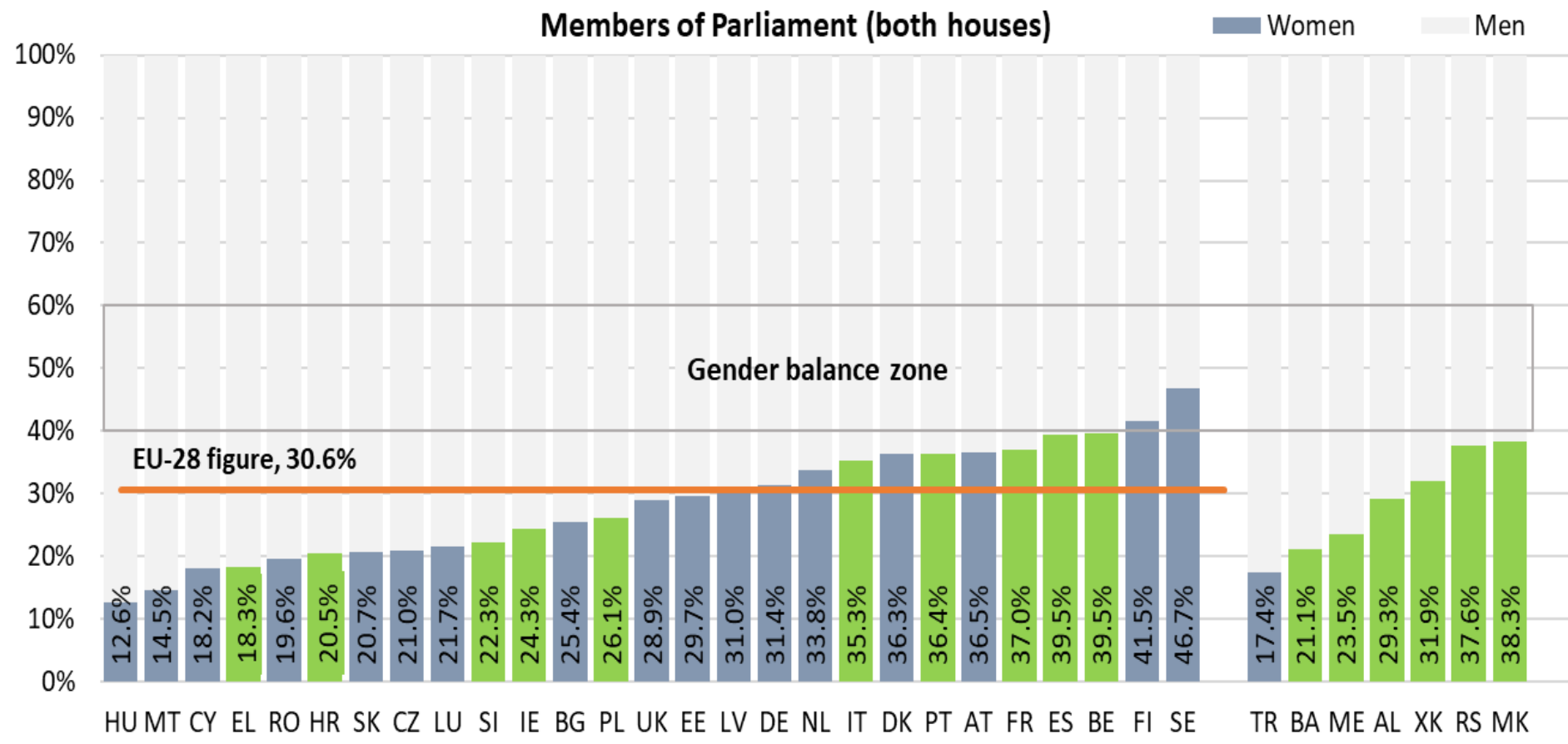




Share of women on the boards of the largest quoted (%)



Share of women members of parliament (% , 2Q 2019)



Countries with legislative quotas



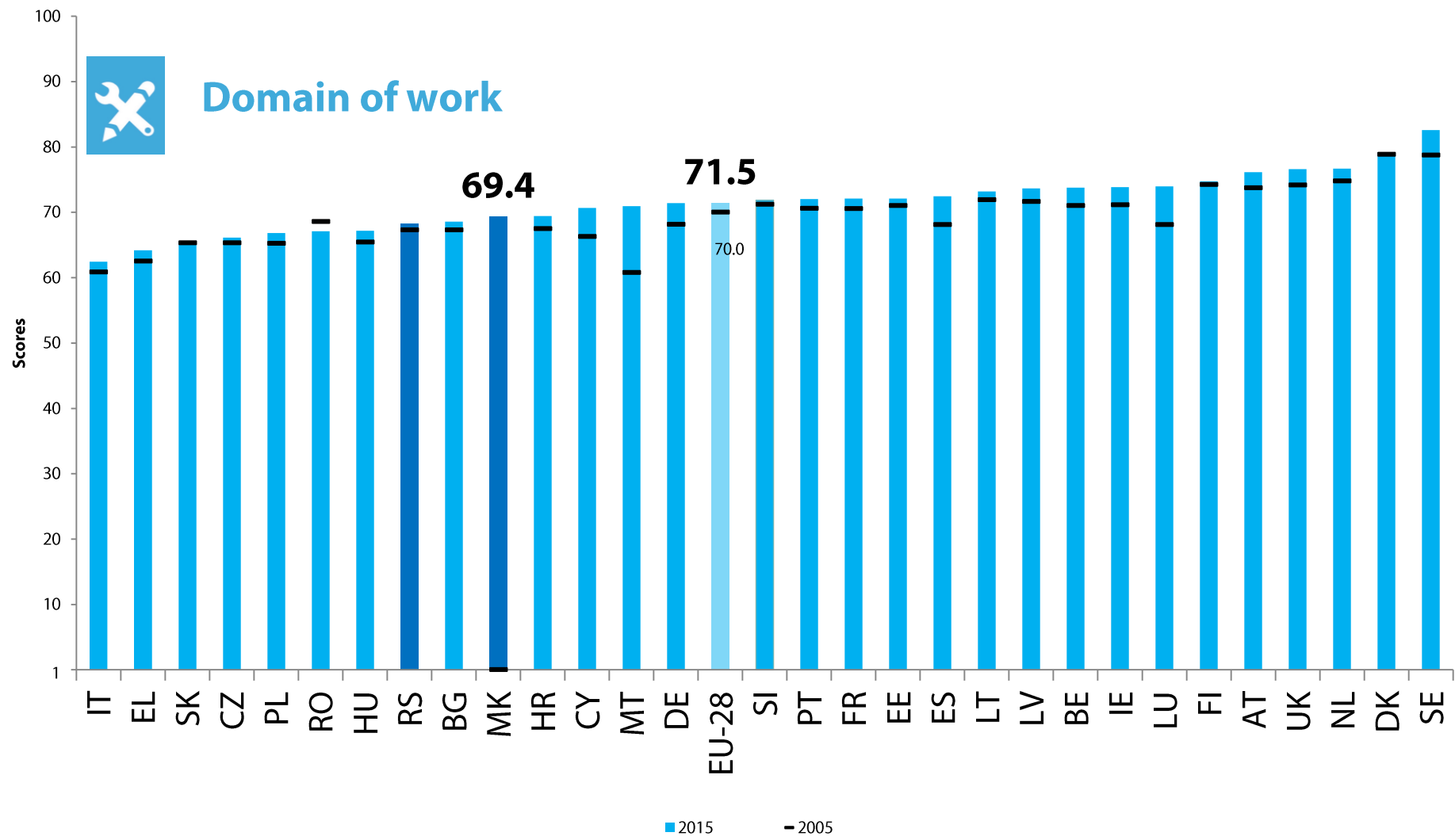
Main findings

Political pressure and legislative actions in the EU improved gender balance in political and economic decision-making

Progress in gender equality is most pronounced on corporate boards (in the EU), **national parliaments and media** (in **North Macedonia**)

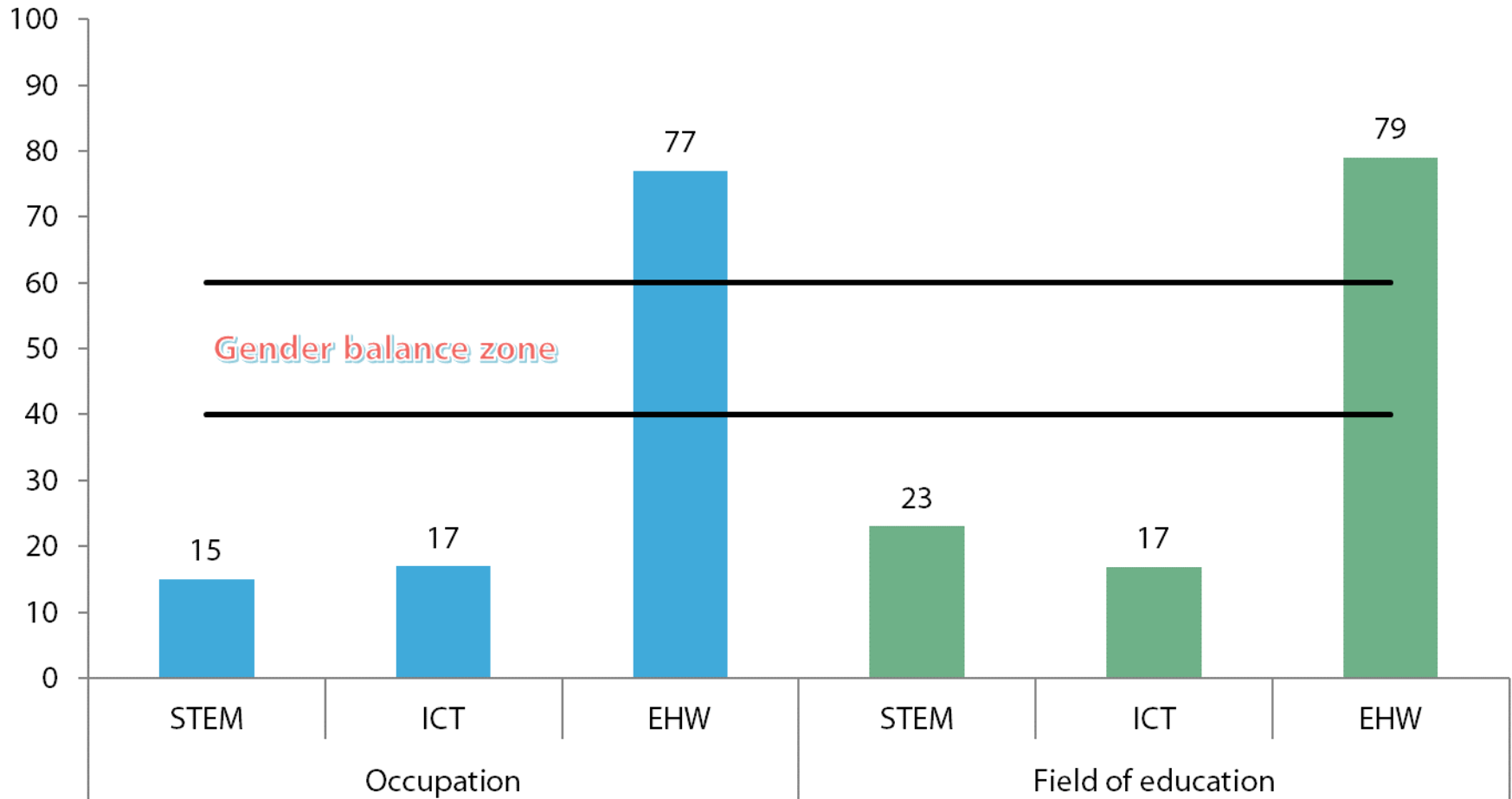
The progress of gender equality in financial decision-making in the EU is barely moving, in particular in IPA countries, including **North Macedonia**

Public debate and policy initiatives on gender equality in decision-making should be extended to other social domains, such as research, media, sports, etc





Share of women (%)





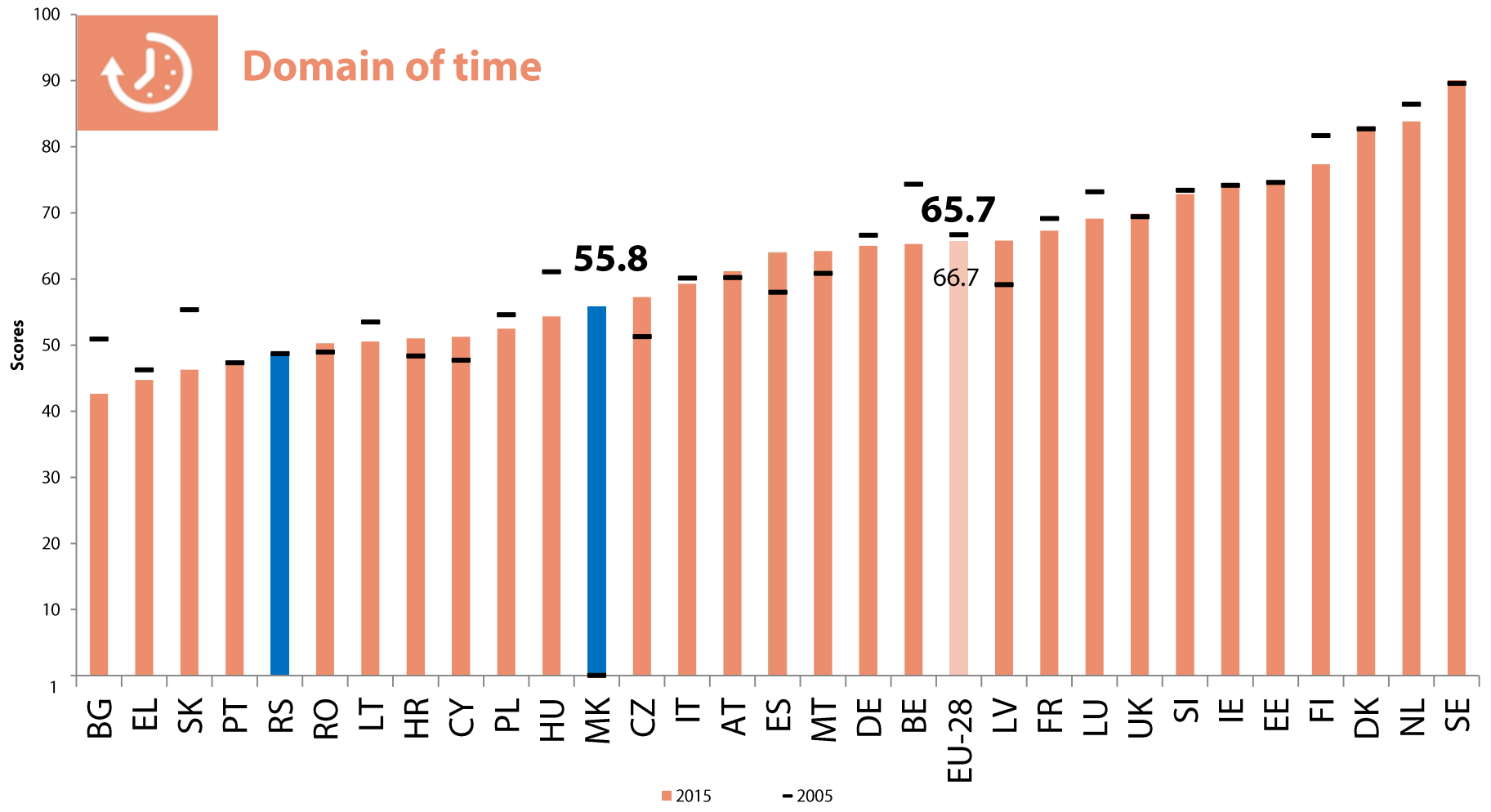
Although women's employment rate is gradually increasing, the number of their paid working hours is actually decreasing

STEM is the fastest growing sector, but the number of women in STEM is declining over the last decade

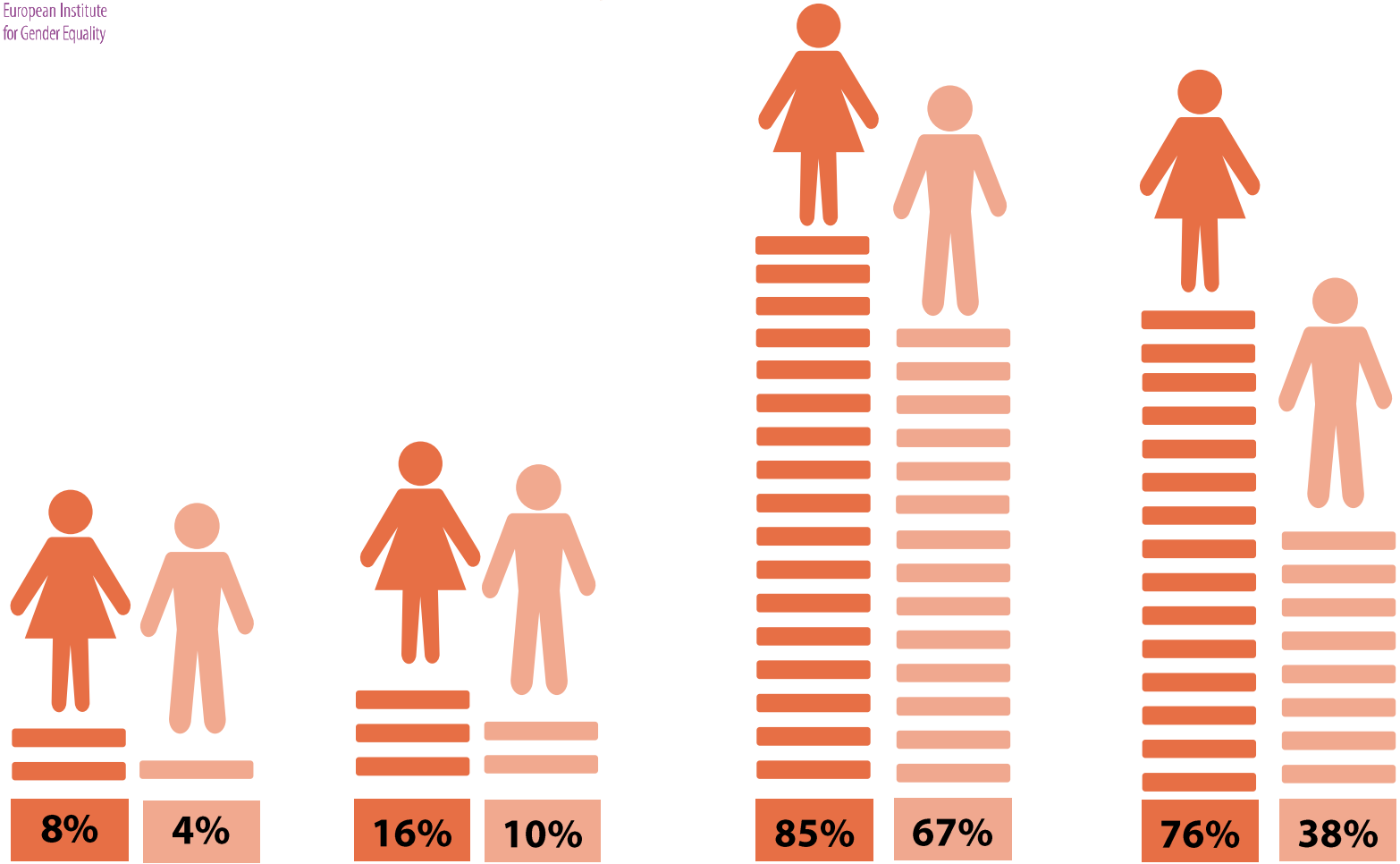
Less than 1 % of 15 years old girls have an interest in ICT career

Men's interest in studying and working in education, health and welfare is decreasing

Due to unequal share of caring, women will have less time to invest in training and life-long learning



Daily care depends on gender and family composition



Living alone

Couple without children

Couple with children

Lone parents

Main findings



Unequal sharing of time for caring duties proves to be the most resistant to change

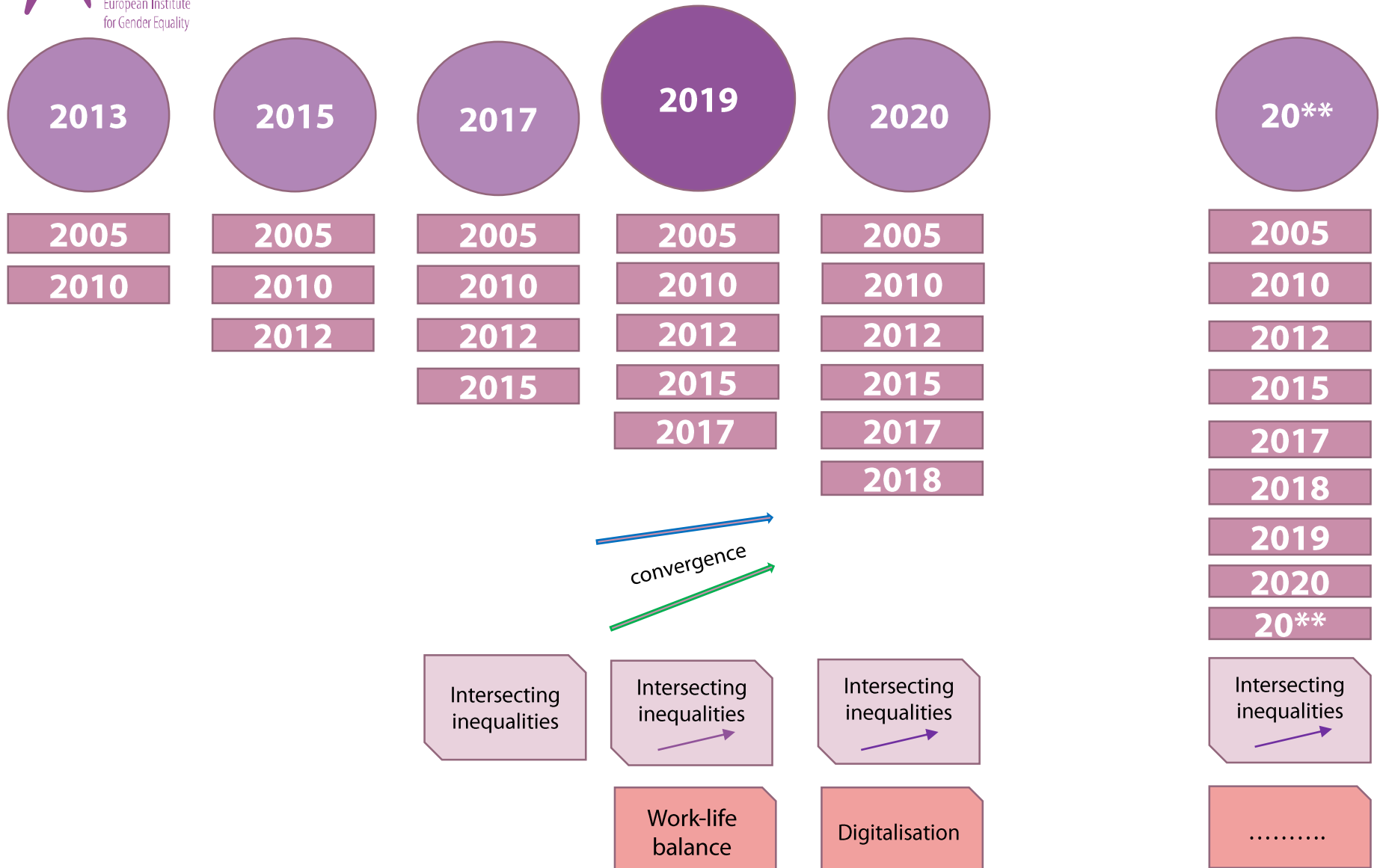
In the EU only every third man engages daily in cooking and housework

The burden of unpaid care work is especially heavy for single mothers (gender gap 38 pp) and women with migrant background. In couples with children the gender gap is 18 pp.

The unequal division of unpaid work is a major obstacle for **work-life balance**



The Gender Equality Index





Stay tuned!



GENDER EQUALITY INDEX CONFERENCE 2019

15 October • Brussels

