



Gender Equality Index 2019

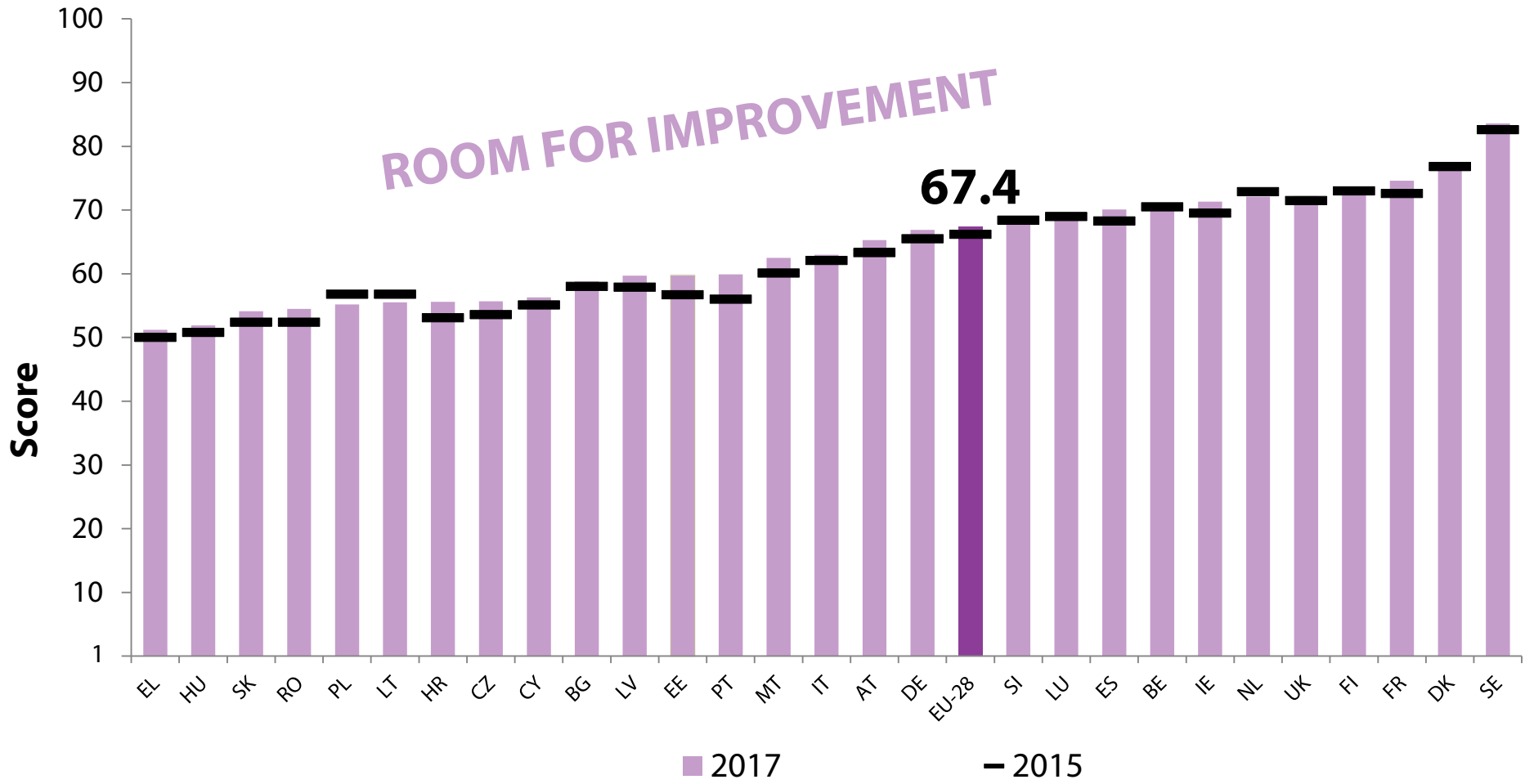
Milana Lazic, EIGE

Podgorica, 29 January 2020

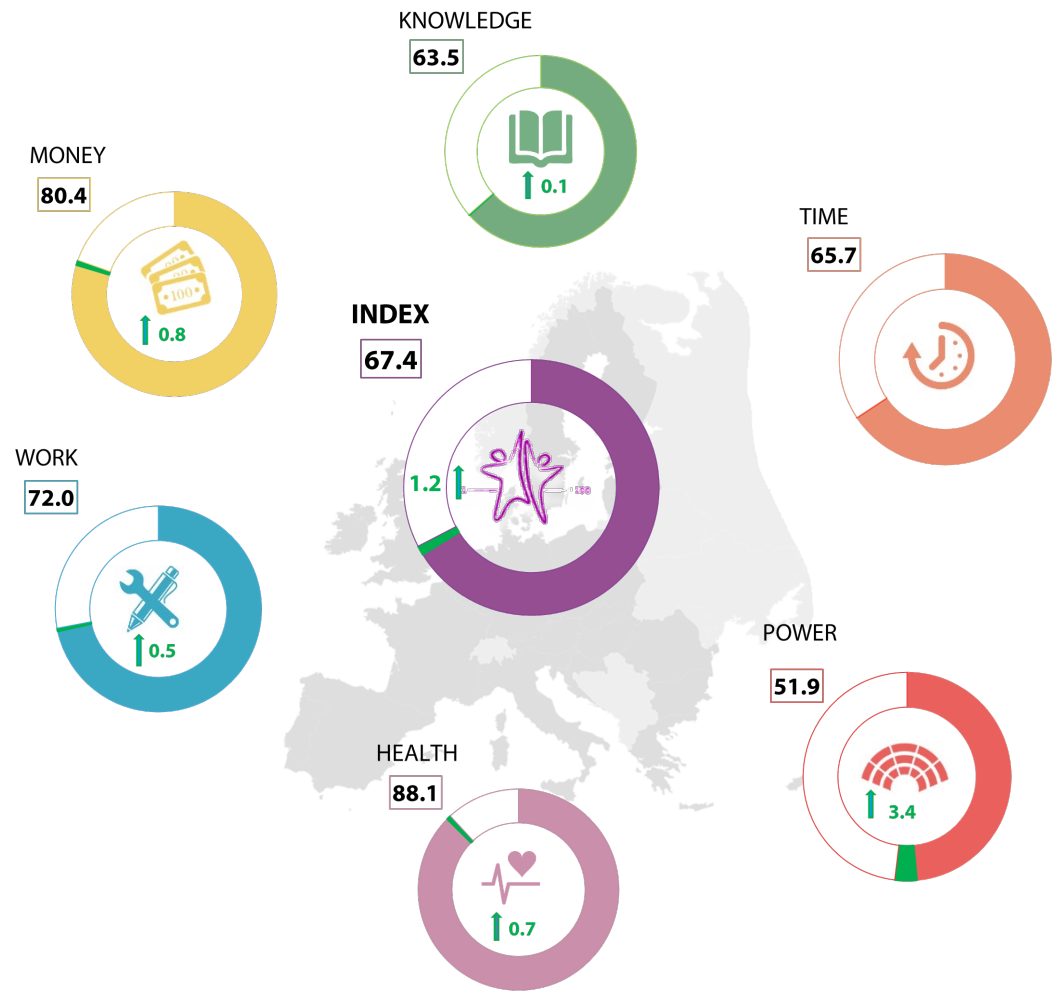




Gender Equality Index 2019 in the EU



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



Contribution of the Gender Equality Index to the EU Candidate Countries and Potential Candidates

- Reflection of existing contributions of men and women in a gender segregated society
- Provision of measurement framework for gender equality on a national level and allows comparison with among the EU member states and individual countries in the EU
- Provides evidence based on gender equality policy making and monitoring
- Allows regional cooperation in the area of gender equality in the Western Balkans
- Contributes to the EU negotiations, as gender equality being a horizontal issue tackled in different EU Negotiation Chapters and is a basic principle on which EU stands upon



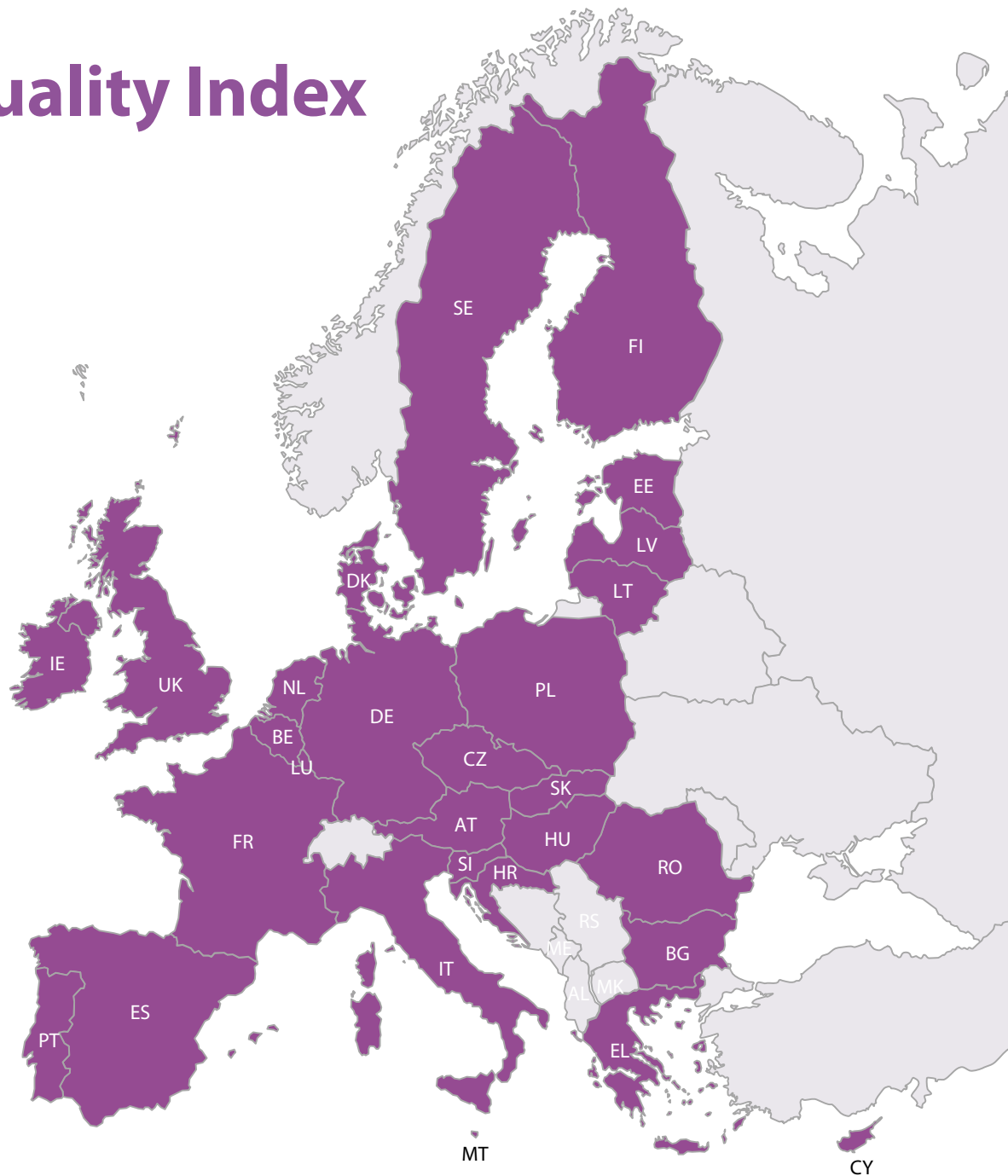
Gender Equality Index

Republic of Serbia
2015, 2018

North Macedonia
2019

Albania 2020

Montenegro 2020



What is stalling gender equality?

- Gender segregation
- Gender norms around care
- Gender inequalities in pay

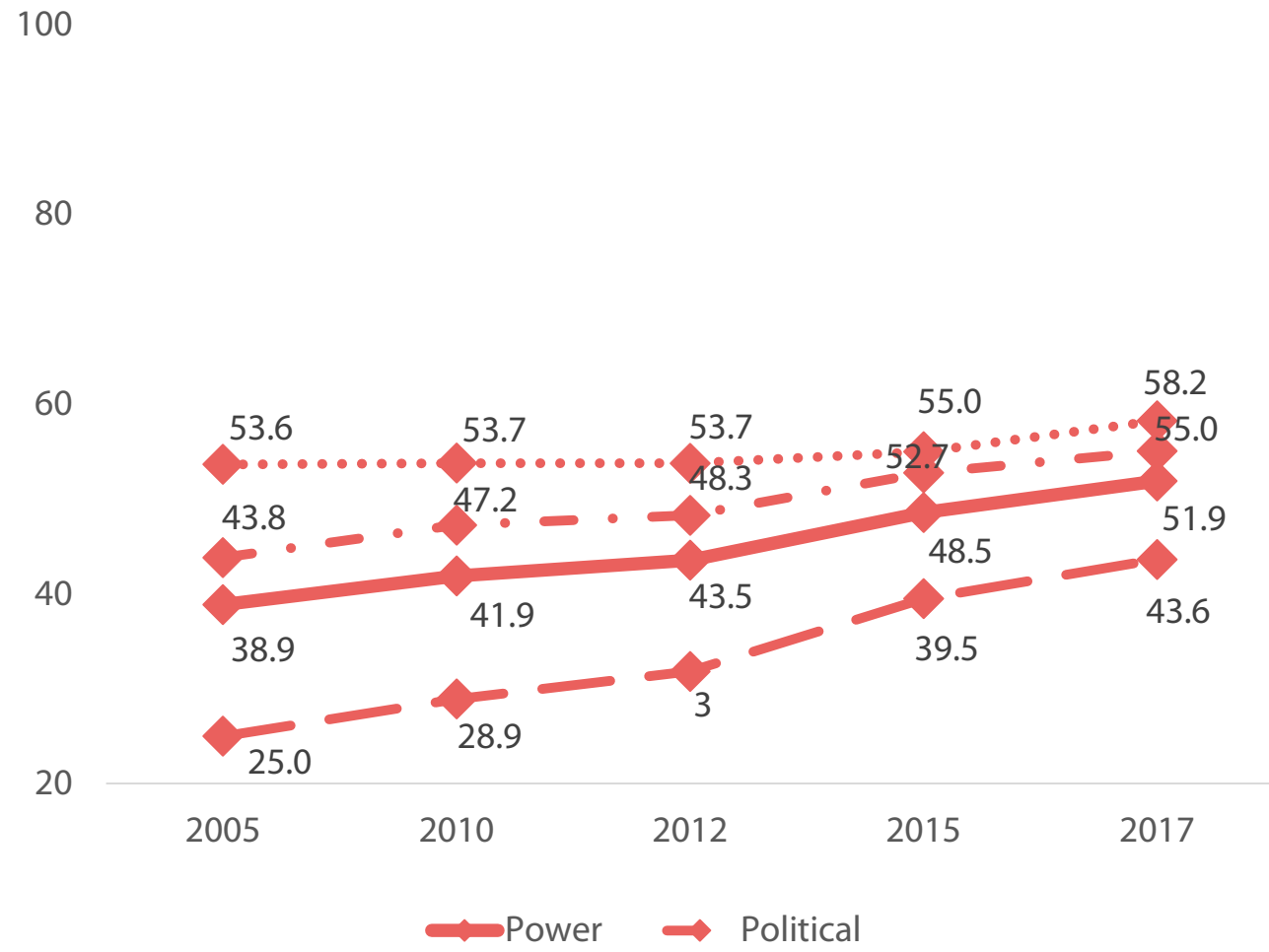




What is accelerating gender equality?

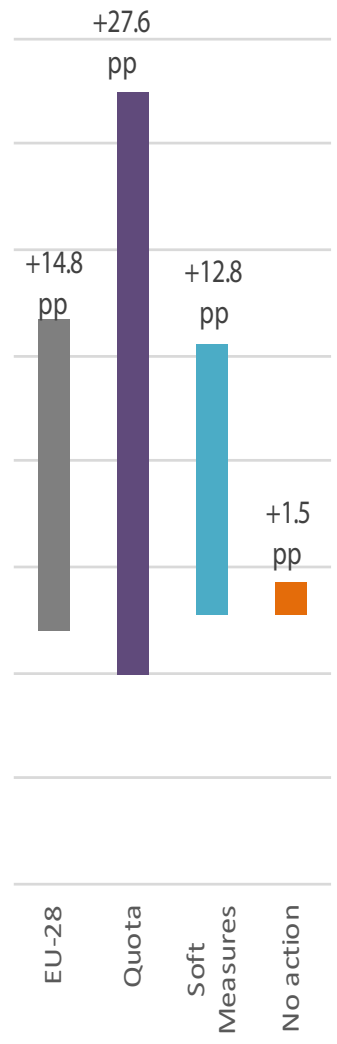
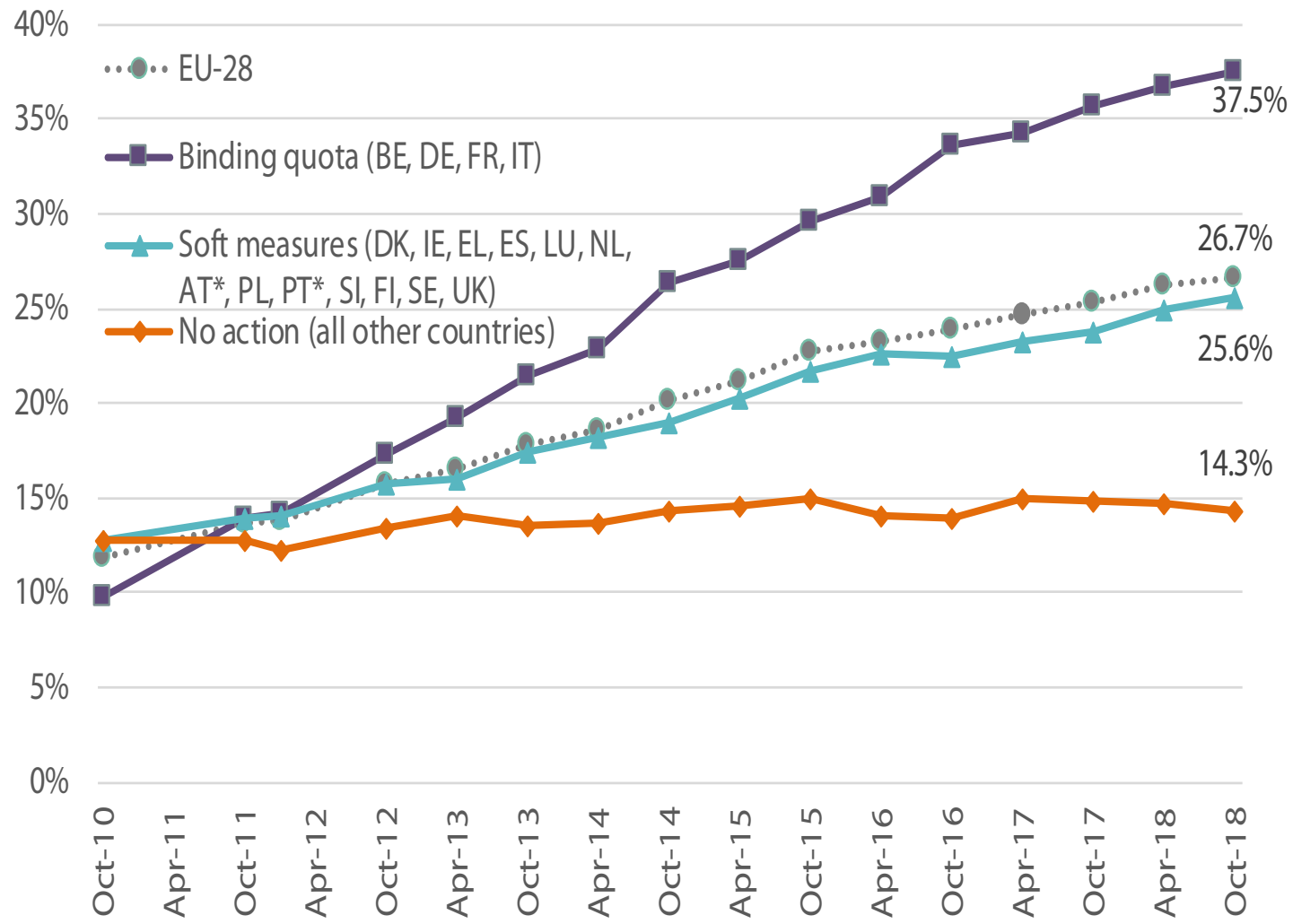
Gender balance in decision-making:

- Economic
- Political
- Social



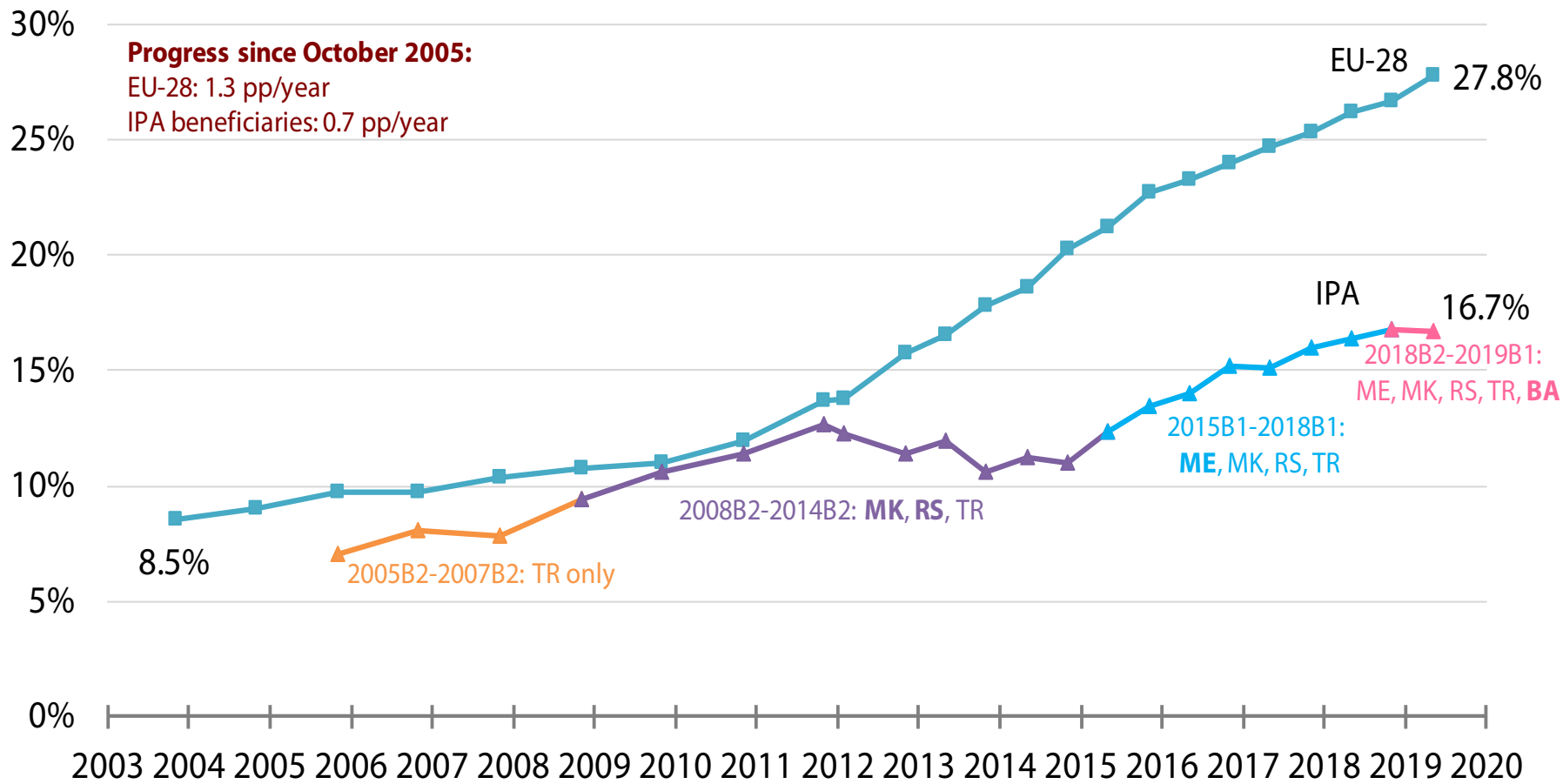
Source: Gender Equality Index

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

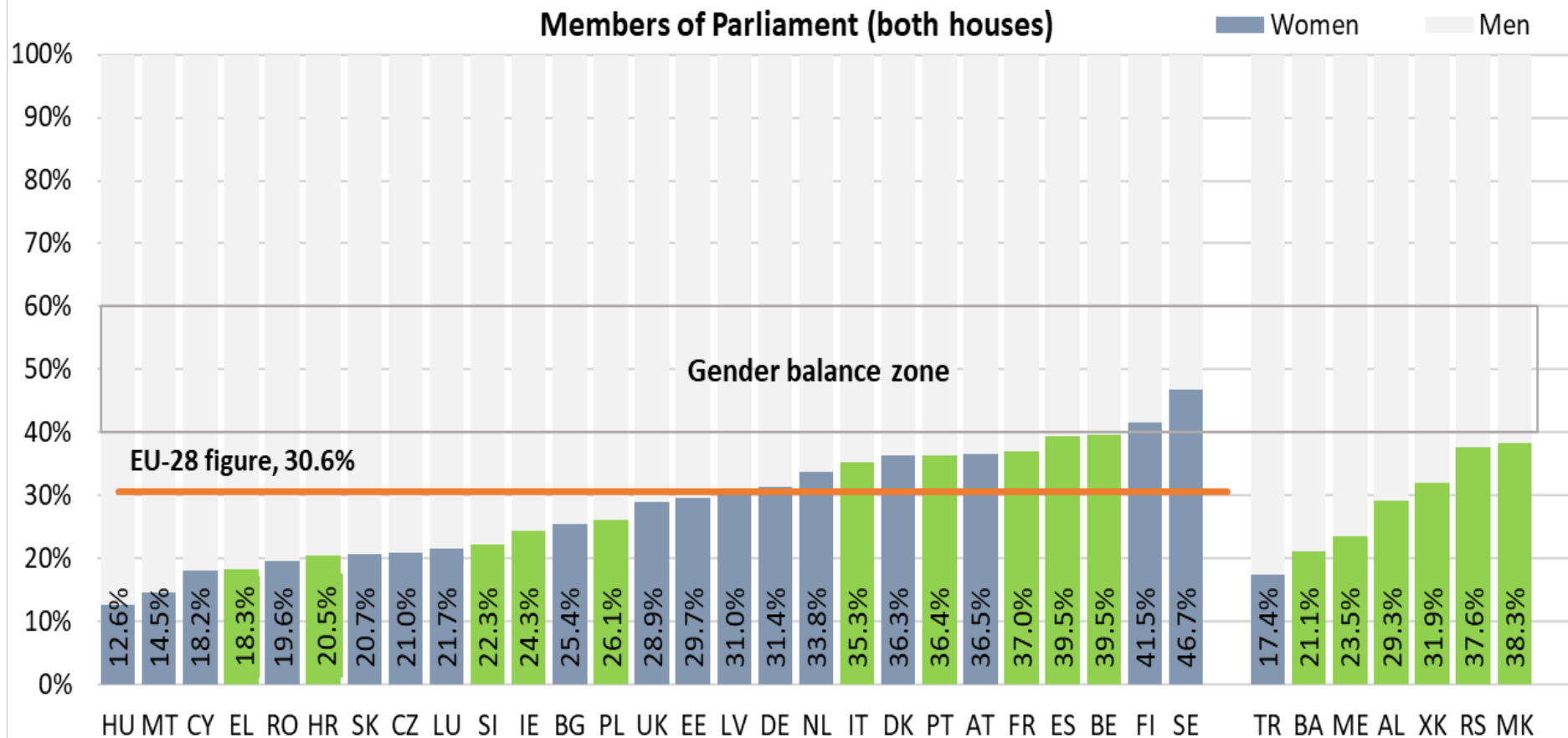




Share of women on the boards of the largest quoted (%)



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 among Western Balkan countries.

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

Main findings



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

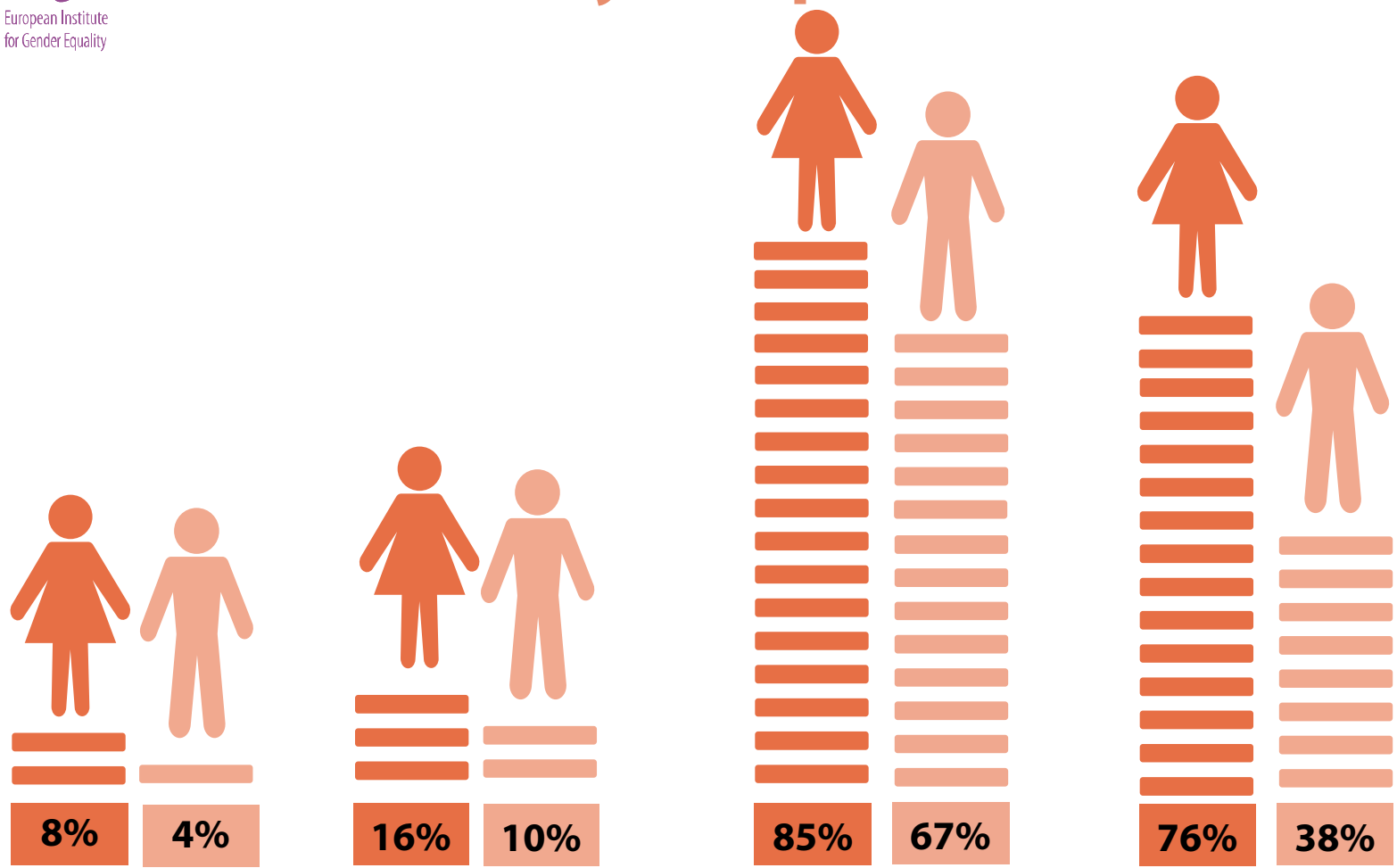
STEM is the fastest growing sector, but the number of women in STEM is declining over the last decade

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**



Country-specific analysis

Main data providers

