

The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality into a user-friendly and easy to understand measure. Based on the EU policy framework, it assists the monitoring of progress in gender equality across the European Union over time.

The Gender Equality Index consists of six core domains (work, money, knowledge, time, power and health) and two satellite domains (violence and intersecting inequalities). It is calculated by combining gender indicators into a single summary measure. The Gender Equality Index assigns scores for Member States of between 1 for total inequality and 100 for full equality. It measures gender gaps between women and men, taking into account the country context and the different levels of achievement of Member States in various areas. A high overall score reflects both small (or absent) gender gaps and a good situation for all (e.g. high involvement of both women and men in employment).

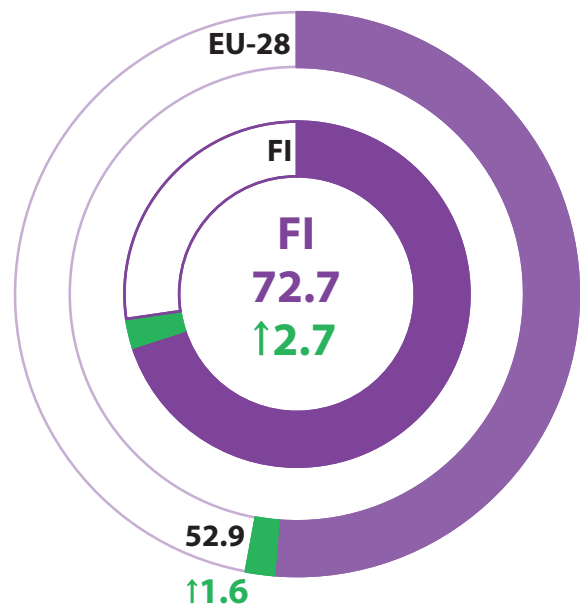
The Gender Equality Index 2015 measures how far (or close to) the EU and its Member States were from achieving gender equality in 2005, 2010 and 2012 ⁽¹⁾. It provides results for each domain and subdomain. It also presents the first attempt to calculate a composite measure for violence against women.

Progress in gender equality in Finland since 2005

With an increase in the score of 2.7 points, progress in Finland is more pronounced than the EU-28 average. The country has a score of **72.7 out of 100**, which remains one of the highest scores amongst EU Member States. However, challenges persist in some areas. The greatest challenges remain in the unequal distribution of time dedicated to domestic, care and leisure activities between women and men. Challenges also exist in the domain of knowledge, where a strong segregation of study fields along traditional gender lines is visible. Although the number of both women and men graduates of tertiary education increased, the segregation of study fields reflects the persistence of gender stereotypes in society.

The domain of money shows important signs of progress, although related to an improvement of the overall situation for both women and men in Finland, rather than to a reduction of gender gaps. Challenges still persist in the domain of work, where the total level of employment of women and men dropped slightly, but the quality of work improved. In

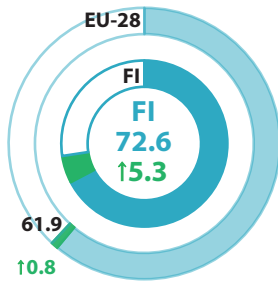
the domain of power, although gender balance is almost achieved in the political sphere, the economic sphere is far from equality despite remarkable improvement in recent years. The gender equality score in the domain of health is high, showing a good gender balance in access to services and overall health status. However, important differences in health-related behaviours of women and men will be added to the Index in the future to provide a more complete picture of gender equality in health.



⁽¹⁾ The Gender Equality Index is based on data from Eurostat (EU labour force survey, structure of earnings survey, EU statistics on income and living conditions, demographic statistics), Unesco/OECD/Eurostat questionnaires on educational statistics, the working conditions survey of the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the European Commission's WMID (Women and men in decision-making) database and the survey of the European Union Agency for Fundamental Rights on violence against women.

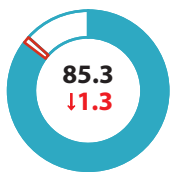
Work

Domain of work

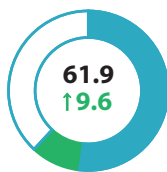


Subdomains

Participation



Segregation and quality of work



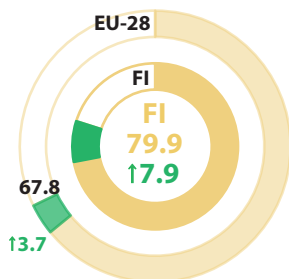
Scores in the domain of work have increased significantly since 2005 due to progress in the subdomain of segregation and quality of work.

The employment rate in Finland slightly decreased, especially for men, which led to a smaller gender gap. The employment rate for women (73 %) is close to the Europe 2020 target, which aims to have 75 % of the adult population (aged 20-64) in employment. However, the traditional employment rate counts the number of people with a job and masks the tendency of women to work on a part-time basis. When the number of hours worked is counted, the full time equivalent employment rate of women in Finland drops to 48 %.

The subdomain of segregation and quality of work shows progress brought about mainly by the improvement of working conditions. The share of workers who can take an hour or two off during working hours has more than tripled (from 12 % in 2005 to 48 % in 2010). However, the gender-segregated labour market remains a reality for both women and men in Finland. There were four times more women (40 %, compared to 9 % of men) working in education, human health and social work activities in 2012.

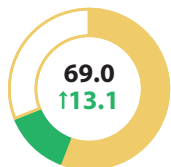
Money

Domain of money

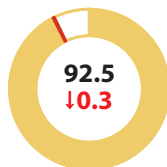


Subdomains

Financial resources



Economic situation



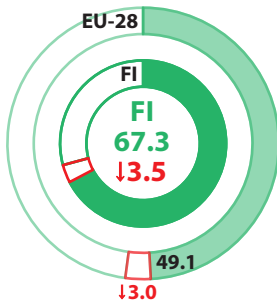
Scores in the domain of money increased by 7.9 points between 2005 and 2012. Progress in this domain is largely driven by the overall improvement in access to financial resources for both women and men.

Although the score is relatively high in this domain, women face bigger challenges in accessing financial resources. They earn less than men and have a lower income, including pensions. Progress in closing the gender gaps in earnings and income has been remarkably slow.

This domain aims to grasp the inequalities in the distribution of financial resources between women and men. This remains challenging since the income and poverty indicators are calculated at the household level: the economic situation of women and men living in the same household is presumed to be equal and therefore gender differences in poverty and household income levels are barely visible. Measurement of the availability of resources at the individual level would thus provide more gender-sensitive information and depict a more realistic situation of income sharing between family members.

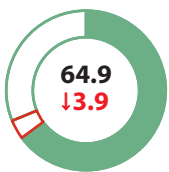
Knowledge

Domain of knowledge

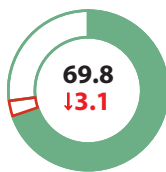


Subdomains

Attainment and Segregation



Lifelong learning



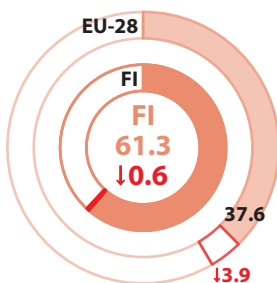
The decline in the overall score in the domain of knowledge (by 3.5 points) is the result of a persistent segregation in the choice of study fields between women and men and stagnating adult participation (aged 15-74) in lifelong learning — both formal and non-formal education and training.

The percentage of tertiary graduate women increased more than for men, leading to a slightly increased gender gap in educational attainment. Segregation of study fields remains a great challenge, with more than 50 % of women students concentrated in education, health and welfare, humanities and the arts, fields traditionally seen as ‘feminine’. Gender segregation at all levels in education leads to occupational segregation and subsequently impacts future career options of both women and men.

Due to rapid technological change and the transformation of the labour market, lifelong learning is an area of crucial importance for both women and men. However, the percentage of the population participating in life-long learning remained almost unchanged between 2005 and 2012.

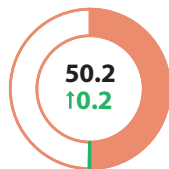
Time

Domain of time

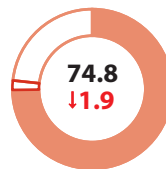


Subdomains

Care



Social



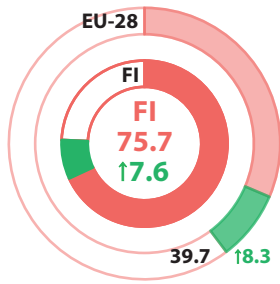
The domain of time has the lowest score of all Index domains (61.3 out of 100) and shows the greatest challenge in the division of time between women and men.

While time spent caring for children and grandchildren is quite similar for women and men, time spent on domestic tasks remains unequally shared (72 % of women compared to only 39 % of men do cooking and housework every day for at least 1 hour). Women continue to take far greater responsibility for taking care of a family. Inequality in time-sharing for caring at home usually affects how much time is spent on social activities. In Finland, however, gender difference is minor — 38 % of employed women and 39 % of men are engaged in sporting, cultural and leisure activities at least every other day.

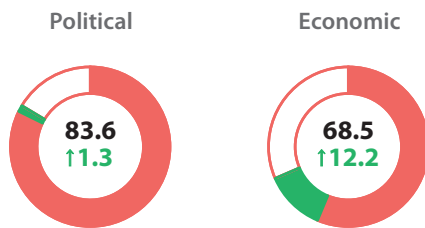
Personal time spent on caring responsibilities has a major impact on women’s employment opportunities and economic independence. The findings reaffirm the importance of better work–life balance measures for women and men, such as an adequate supply of affordable and high-quality care services for children and other dependants, flexible working arrangements and encouraging men to take more responsibility for the household and for childcare (e.g. parental leave).

Power

Domain of power



Subdomains



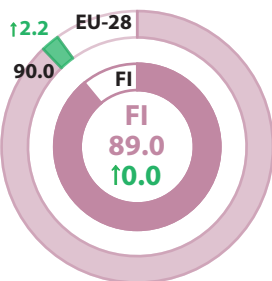
In the domain of power, Finland has the highest score of the EU-28 and has continued to show signs of improvement over the years. While the score in the subdomain of political power remains consistently high, more pronounced progress occurred in the subdomain of economic power.

In 2012, the representation of members of the central bank became gender balanced, with 42 % women and 58 % men. However, major inequalities remain in the private sector and, with only 29 % of women appointed to boards, supervisory boards or boards of directors in the largest companies, economic power remains largely in the hands of men.

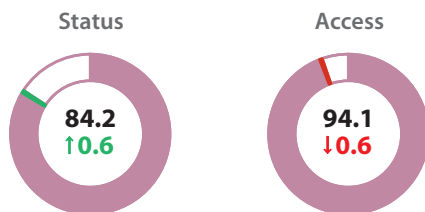
In the last few years, measures applied by Member States and tailored EU-level initiatives — such as the proposed directive on improving the gender balance among non-executive board directors — contributed to a marked improvement in women’s access to leadership positions in the corporate sector. However, broader public debate and awareness raising are needed to change the corporate culture. Long working hours and physical presence at work, combined with traditional masculine leadership styles, as well as a lack of transparency in recruitment and promotion practices, advantage men and reinforce gender inequalities.

Health

Domain of health



Subdomains



Health is directly linked not only to personal, social and economic well-being, but also to human dignity and physical integrity. Currently, the Index reflects two aspects: health status and access to services. In this regard, women and men in Finland and more broadly in the EU are doing relatively well and the gender inequalities are limited.

The health score has remained stable in Finland since 2005, despite some minor changes, such as the reversal of the gender gap in healthy life years. Before, women used to live longer than men in good health but this situation has now been reversed (56 years for women and 57 years for men). In addition, overall healthy life years are slightly lower in Finland than the EU average (57 years, compared to 62).

However, gender inequalities might be underestimated as the measurement does not currently include differences in health-related behaviours due to an unavailability of suitable indicators and data. The behaviours and lifestyles of women and men differ according to the prevalence of traditional gender roles; therefore, it is very important to capture the gender-related behavioural differences behind inequalities in health.

Gender Equality Index 2015: satellite domains

Violence



The domain of violence was identified as the biggest gap of all in 2013 because of a lack of comparable and harmonised data at EU level. Building on the European Union Agency's for Fundamental Rights violence against women survey and Eurobarometer data, the Gender Equality Index 2015 proposes a possible composite measure of violence against women. It also analyses attitudes towards violence against women, awareness levels and trust in police and justice institutions. The analysis shows that in countries, such as Finland, where levels of gender equality are higher, as measured by the Gender Equality Index, violence against women is seen as less acceptable and women are more likely to report violence. In Finland the level of disclosed direct violence against women is higher than the EU-28 average. Only 0.7 % of the population considers violence against women acceptable and 77 % and 91 % of the population trust in the justice system and the police respectively.

The commitment of the EU and its Member States to eradicate violence against women needs to be supported by the regular collection of systematic, comparable and harmonised data.

Intersecting Inequalities



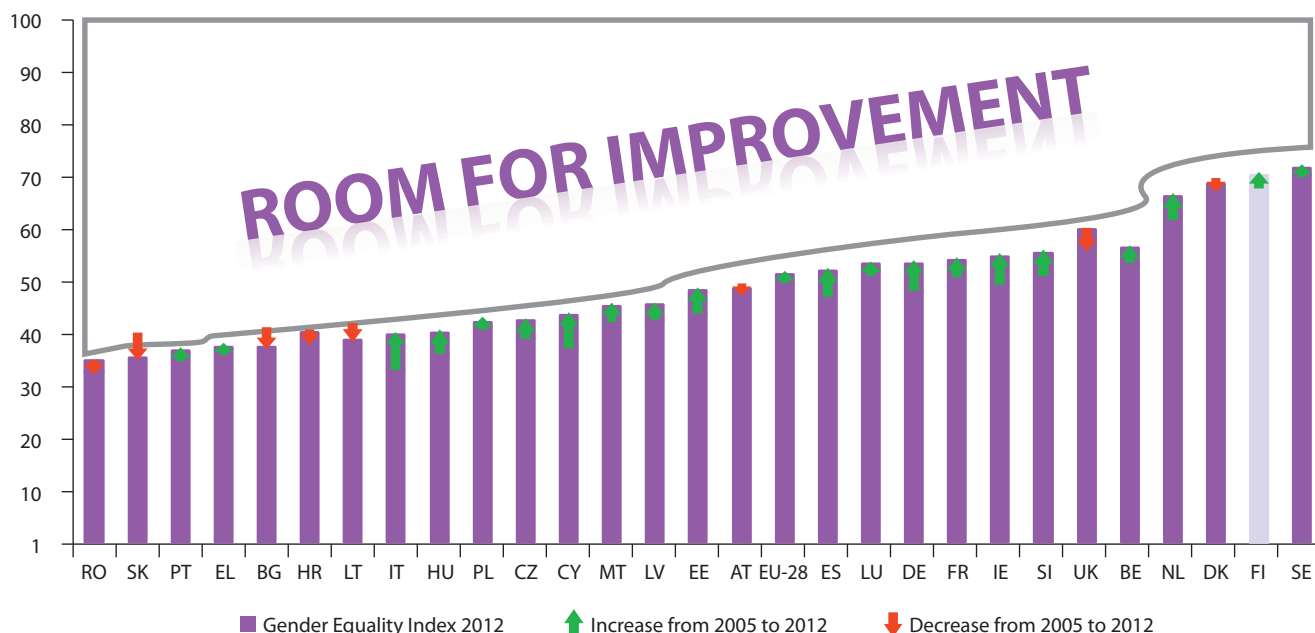
It is imperative to recognise that women and men are not homogeneous groups. The domain of intersecting inequalities considers how gender intersects with other aspects that may influence women's and men's life experiences. The report analyses and compares gender gaps in employment in two age groups (15-54 and 55-64), also between foreign-born and country nationals and lone parents and single people without children.

In Finland, while the employment rate for men foreign-born workers is comparable to country nationals, a large gap remains between foreign-born and national-born women. Analysis of this gendered pattern becomes particularly relevant in the context of the refugee trends the EU is facing today. While older workers are vulnerable and experience lower access to employment, gender gaps in the employment rate are higher among younger workers. In lone-parent predominately lone-mother households, the rate of employment has decreased, with repercussions for poverty levels.

The next update of the Gender Equality Index will focus on intersecting inequalities in more detail.

The Gender Equality Index 2015

For the first time in the European Union, the Gender Equality Index has built a time series to monitor gender equality across several years. Results show that Finland has one of the highest scores in the EU-28 but has not quite reached the three-quarter way mark towards gender equality, leaving significant room for improvement. In order to reach gender equality in Finland and the EU-28, a more targeted and holistic approach to gender equality is needed.



Unique features and benefits of the Gender Equality Index

The Gender Equality Index:

- allows for monitoring of progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far a given Member State is from reaching gender equality;
- shows the different outcomes of the EU and national policies for women and men;
- allows for meaningful gender analysis and comparisons between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public about progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised, comparable and reliable data that are both sex disaggregated and available for all Member States.

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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