

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.

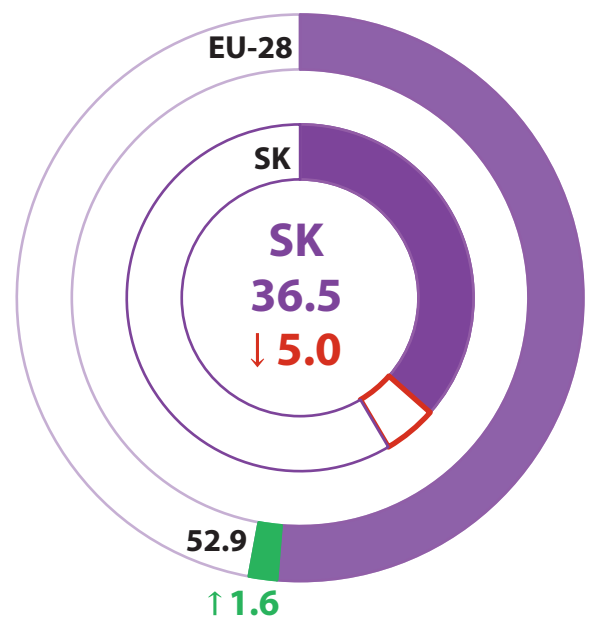
The Gender Equality Index consists of six core domains (work, money, knowledge, time, power and health) and two satellite domains (violence and intersecting inequalities). The Gender Equality Index assigns scores for Member States between 1 for total inequality and 100 for full equality. It measures gender gaps between women and men as well as takes 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) 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 Slovakia since 2005

With a score of **36.5 out of 100** and a decrease of five points, Slovakia faces additional challenges in comparison with the EU-28 average. Under-representation of women in the domain of power has increased, especially in the economic sphere. The unequal division of time dedicated to childcare and domestic activities between women and men persists while the time devoted by the whole population to leisure and voluntary activities decreased, with important consequences on work–life balance.

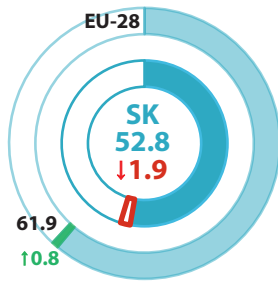
Significant progress is visible in the domain of money, with a considerable increase in earnings. This increase is relatively higher among women. Nevertheless, gender gaps remain significant in this domain as well as in the domain of work. Gender equality in education also remains a great challenge. Despite visible progress in educational attainment, participation in lifelong learning dropped for the entire population. This is reflected by a decreased score in the domain of knowledge. The gender equality score in the domain of health is high, showing good gender balance in access to services and overall health status. However, important differences in the health-related behaviours of women and men will be added to the Gender Equality Index in the future to provide a more complete picture of gender equality in health.



⁽¹⁾ The Gender Equality Index is based on the data of Eurostat (EU labour force survey, structure of earnings survey, EU statistics on income and living conditions, demographic statistics), Unesco/Organisation for Economic Cooperation and Development/Eurostat questionnaires on educational statistics, Eurofound's European working conditions survey, the Commission's database on women and men in decision-making, and the EU Agency for Fundamental Rights (FRA) violence against women survey.

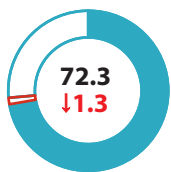
Work

Domain of work



Subdomains

Participation



Segregation and quality of work



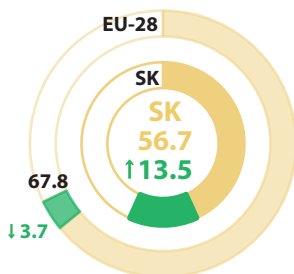
Scores in the domain of work have remained stable since 2005, even though some minor negative changes occurred and gender gaps remain wide. Slovakia is far below the EU-28 average in this domain.

The general employment rate of women (57 % in 2012) is far below the Europe 2020 target, which aims to have 75 % of the adult population (aged 20-64) in employment. Furthermore, the traditional employment rate counts the number of people with a job and masks the propensity 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 Slovakia drops to 42 % (compared with 58 % for men).

In the subdomain of segregation and quality of work, the ability of workers to take an hour or two off during working hours has significantly dropped. The gender-segregated labour market remains a reality for both women and men, as there were five times more women than men working in education, human health and social work activities in 2012 (25 % of women compared to 5 % of men).

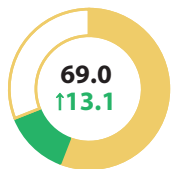
Money

Domain of money

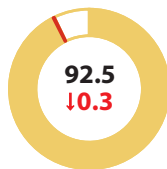


Subdomains

Financial resources



Economic situation



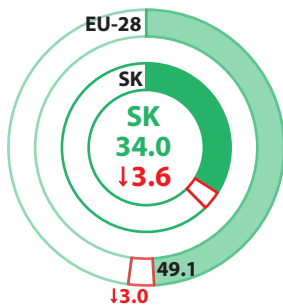
With a score increase of 13.5 points, money is the domain that has improved the most since 2005. This is mostly due to positive changes in the subdomain of financial resources.

Since 2005, incomes have more than doubled, with earnings increasing by 25 % for the whole population and by 31 % for women. Despite this progress, women still face bigger challenges in accessing financial and economic 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. The economic situation (taking into account the risk of poverty and the wealth inequalities among the population) is positive and its score has continued to increase since 2005, with limited risk of poverty.

This domain aims to grasp the inequalities in the distribution of monetary 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 nearly no gender differences are visible in poverty and household income levels. Measurement of the availability of resources at individual level would thus provide more gender-sensitive information and depict a more realistic situation of income sharing between family members.

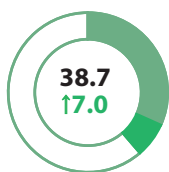
Knowledge

Domain of knowledge

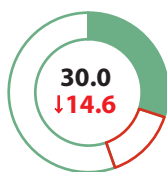


Subdomains

Attainment and segregation



Lifelong learning



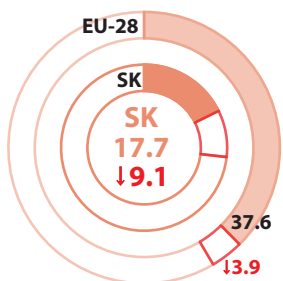
Slovakia's score in the domain of knowledge has decreased slightly since 2005 and remains far below the EU-28 average.

Levels of educational attainment increased noticeably: the share of women holding a tertiary education degree has almost doubled (rising from 10 % to 18 % since 2005), reversing the gender gap. While there were more men than women with a tertiary education degree in 2005, the opposite is now true. Nevertheless, segregation of study fields persists: more women than men study in sectors that are traditionally seen as more 'feminine', such as education, health and welfare, humanities and the arts (47 % compared to 24 %). Gender segregation at all levels in education leads to occupational segregation and subsequently impacts on the future career options of both women and men.

The score in the subdomain of lifelong learning dropped noticeably for both women and men, as the participation rate decreased from 16 % to 12 % for the whole population. In a context of rapid technological change and transformation of the labour market, lifelong learning is an area of crucial importance for both women and men.

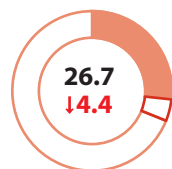
Time

Domain of time

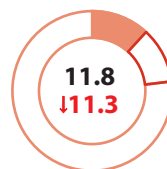


Subdomains

Care



Social



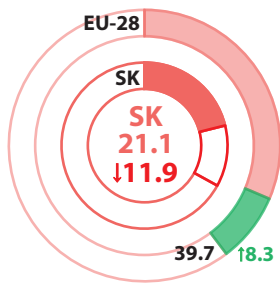
Slovakia's lowest score in the Gender Equality Index is for the domain of time (17.7 out of 100). The greatest challenges remain in the time allocated to both care and social activities among women and men.

In Slovakia, 62 % of women compared to only 8 % of men do cooking and housework every day for at least 1 hour. Women continue to assume far greater responsibility for taking care of their family. However, the whole population devotes less and less time to social activities such as sporting, cultural, charitable or voluntary activities.

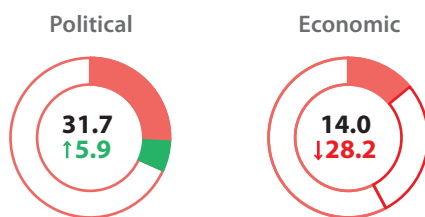
Personal time spent on caring responsibilities has a major impact on women's employment opportunities and economic independence. The findings reaffirm the importance of better work-life balance measures for women and men, such as flexible working arrangements and an adequate supply of affordable and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

Power

Domain of power



Subdomains



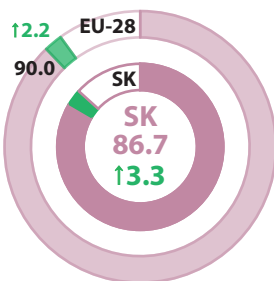
Power remains another domain in which Slovakia faces great challenges in its progress towards gender equality. While the distribution of political power is slightly more gender balanced in 2012 than it was in 2005, a considerable drop is visible in the economic sphere.

The drop in the subdomain of economic power is due to the disappearance of women from the key decision-making body of the central bank in 2012, while they represented 33 % of its members in 2005. Although slight progress is visible in the boards of the largest companies (women now represent 14 % of their members in comparison with 11 % in 2005), women remain largely under-represented in the economic sector.

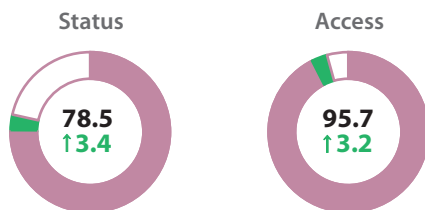
In the last few years, measures applied by Member States and tailored EU-level initiatives — such as the proposed directive on improving the gender balance among non-executive board directors — contributed to a marked improvement in women's access to leadership positions in the corporate sector. However, 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 and 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 Slovakia and more broadly in the EU-28 are doing relatively well, with limited gender inequalities.

The increase in Slovakia's score is driven by the fact that Slovaks, both women and men, have better access to medical and dental services as well as by increased self-perception of being healthy. Nevertheless, the number of healthy life years decreased for both women and men.

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 available 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



Building on FRA's 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 those countries where the scores in the Gender Equality Index are higher, women are more likely to disclose violence. In Slovakia the level of disclosed violence against women is above the EU-28 average. In 2010, 41 % of the population was aware of at least one case of domestic violence, and as much as 5 % of the population considered violence against women acceptable, while only 32 % and 47 % of the population had 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 regular collection of systematic, comparable and harmonised data.

Intersecting Inequalities

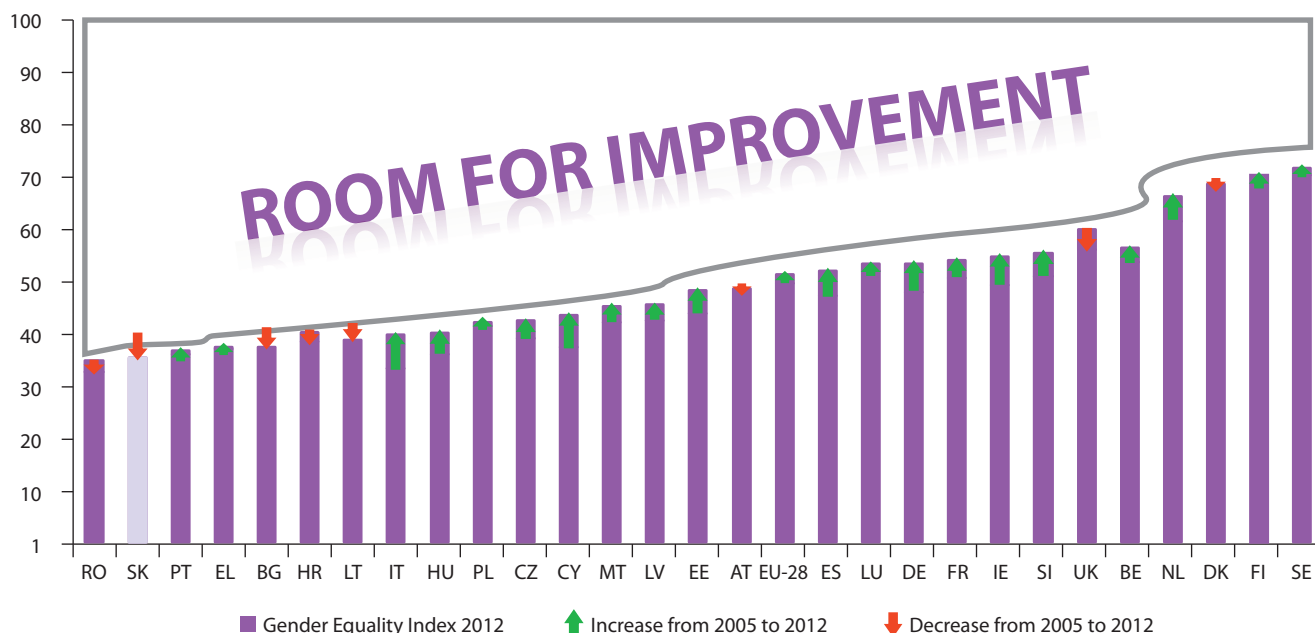


It is imperative to recognise that women and men are not homogeneous groups. The domain of intersecting inequalities considers how gender intersects with other aspects that may influence women's and men's life experiences. The report analyses and compares gender gaps in employment in two age groups (15-54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

In Slovakia, the most striking divide is between older and younger workers, as the level of employment of older workers is 20 percentage points lower than younger workers, and the gender gap is noticeably wider. Understanding the factors involved in the linkage between gender and age-based discrimination is crucial, especially when addressing poverty among older women. 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 builds a time series to monitor gender equality across several years. Results show that Slovakia still faces many challenges on the road to gender equality, leaving considerable room for improvement. In order to reach gender equality in Slovakia and in 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 of 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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PDF	MH-01-16-061-EN-N	10.2839/624384	978-92-9493-289-1
Print	MH-01-16-061-EN-C	10.2839/54381	978-92-9493-290-7