

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).

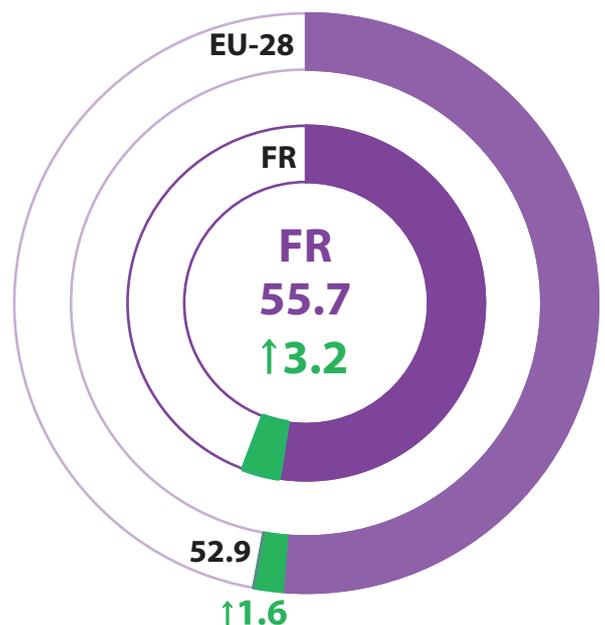
The Gender Equality Index 2015 measures how far (or close) the EU and its Member States were from achieving gender equality in 2005, 2010 and 2012 ⁽¹⁾. It provides results for each domain and subdomain. It also presents the first attempt to calculate a composite measure for violence against women.

Progress in gender equality in France since 2005

With an increase in score of 3.2 points, progress in France is marginal, even though its score is slightly higher than the EU-28 average. In 2012, France was only halfway towards achieving full gender equality, with a score of **55.7 out of 100**.

Significant challenges remain in some areas. One of these is the domain of time, where gender inequalities in the division of time spent on childcare and domestic and leisure activities persist, with damaging effects on the work–life balance of women. Challenges also remain in the domain of knowledge, with a growing gender gap in educational attainment and a drop in participation in lifelong learning. Access to education has a long-lasting effect on the structure of the labour market and therefore impacts on gender equality in employment in the long term.

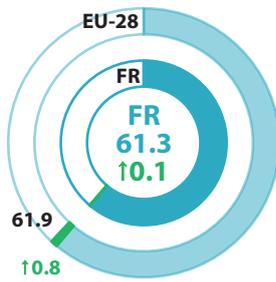
The domain of work remained stable while the domain of money increased slightly, mostly due to an improvement in the overall situation for both women and men rather than to a reduction in gender gaps. Major progress is visible in the domain of power, where women have better access to decision-making positions in the political and economic spheres, even though they remain under-represented. The gender equality score in the domain of health is high, showing good gender balance in access to services and overall health status. However, 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's (FRA) violence against women survey.

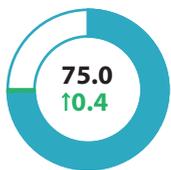
Work

Domain of work



Subdomains

Participation



Segregation and quality of work



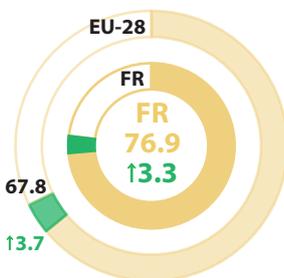
Scores in the domain of work have remained remarkably stable since 2005. The gender gap in employment, measured by the full-time equivalent (FTE) employment rates, has narrowed slightly, largely driven by men's decreased levels of participation in the labour market.

The general employment rate of women (65 % in 2012) is still far below 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 propensity of women to work on a part-time basis. When the number of hours worked is counted, the FTE employment rate of women in France drops to 42 %.

The labour market remains strongly segregated, with three times more women than men working in education, human health and social work activities in 2012 (32 % of women workers compared to 10 % of men workers). The ability of workers, both women and men, to take an hour or two off during working hours has increased significantly. However, women remain less likely than men to be able to do so, despite being the main caregivers for children and other dependants.

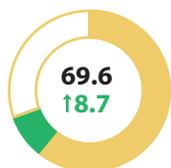
Money

Domain of money

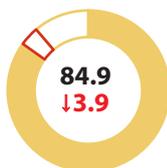


Subdomains

Financial resources



Economic situation



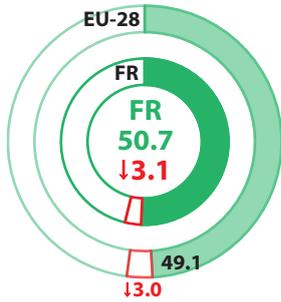
Scores in the domain of money increased by 3.3 points from 2005 to 2012. Progress in this domain is largely driven by the overall improvement in access to financial resources for both women and men, although the gender gap remained significant and largely unchanged.

Although the score is relatively high in this domain, women face bigger challenges in accessing financial resources; they earn on average 18 % 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 monetary resources between women and men. However, 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



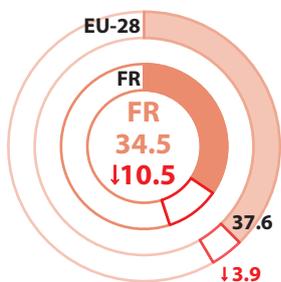
The decline in the overall score in the domain of knowledge is the result of a significant segregation in study fields between women and men as well as of decreased adult participation (aged 15-74 years) in lifelong learning — both formal and non-formal education and training.

The percentage of tertiary women graduates increased more than the percentage of tertiary men graduates, leading to a slight increase in the gender gap in educational attainment. Segregation of study fields remains a major challenge, with more than 40 % of women students concentrated in education, health and welfare, humanities and the arts, fields traditionally seen as 'feminine'. Gender segregation at all levels of education leads to occupational segregation and subsequently impacts on the future career options of both women and men.

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. However, the percentage of the population participating in lifelong learning has slightly decreased since 2005.

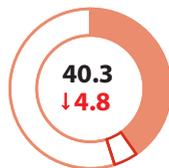
Time

Domain of time

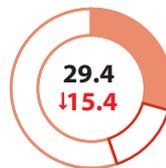


Subdomains

Care



Social



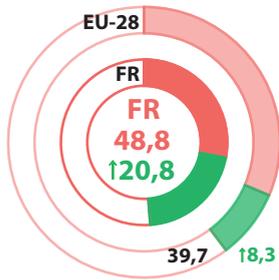
The domain of time has the lowest score of all of the domains in the index and has been marked by a significant decrease since 2005. It reveals that the greatest challenge is the division of time dedicated to care, domestic and leisure activities by women and men.

73 % of women compared to only 22 % of men do cooking and housework every day for at least 1 hour. Women continue to assume far greater responsibility in taking care of their family. Inequality in time-sharing at home also affects how much time can be spent on social activities. The participation rate in sporting, cultural and leisure activities has dropped since 2005. Men are more likely than women to participate in sporting, cultural, leisure and charitable activities outside the home.

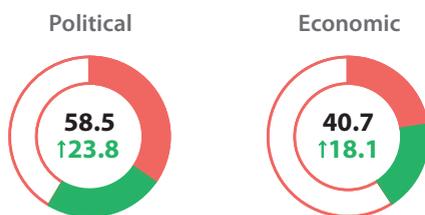
Personal time spent on caring responsibilities has a major impact on women's employment opportunities and economic independence. The findings reaffirm the importance of better work-life balance measures for women and men, such as an adequate supply of affordable and high-quality care services for children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

Power

Domain of power



Subdomains



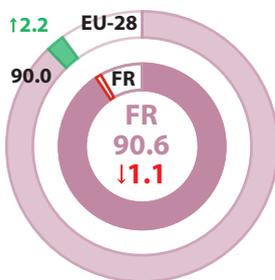
Power is the domain in the index where France has made the most progress, although it still has the country's second lowest score.

In 2012, while regional assemblies were gender balanced (with women holding 48 % of seats), women were still greatly under-represented in the government (making up only 24 % of its members) and the national parliament (20 %). The economic sphere shows significant progress. The share of women on the corporate boards of publicly listed companies has increased from 7 % to 25 % since 2005. However, at the central bank no significant progress in favour of gender-balanced representation is visible, with women making up only 18 % of the members of its key decision-making body.

In the last few years, measures applied by Member States and tailored EU-level initiatives — such as the proposed directive on improving 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 health services. In this regard, women and men in France and more broadly in the EU are doing relatively well, and gender inequalities are limited.

France's score in this domain has slightly decreased since 2005. The population's self-perception of being in health decreased by a few percentage points, as did the number of healthy life years. Access to medical and dental examinations also decreased, thereby increasing the number of people with an unmet need for these types of examination.

However, the gender inequalities might be underestimated as the measurement does not currently include differences in health-related behaviour due to an unavailability of suitable indicators and data. The behaviour 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

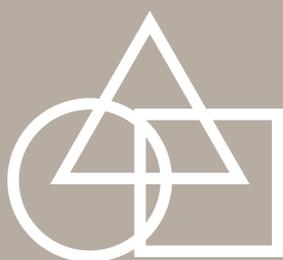
Violence



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 France the level of disclosed violence against women is higher than the EU-28 average. 44 % of the population is aware of at least one case of domestic violence but only 1.1 % of the population considers violence against women acceptable. Only 45 % and 63 % of the population has 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



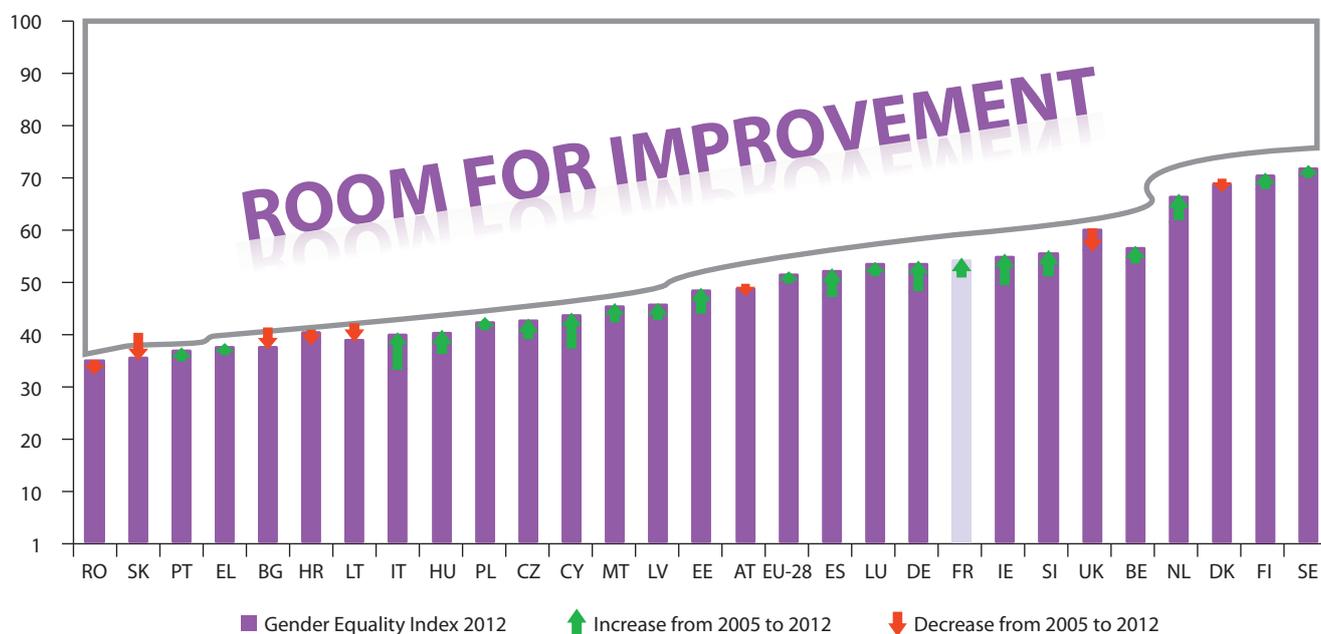
It is imperative to recognise that women and men are not homogeneous groups. The domain of intersecting inequalities considers how gender intersects with other aspects that may influence women's and men's life experiences. The report analyses and compares gender gaps in employment in two age groups (15-54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

In France, gender gaps were wider and the level of unemployment higher for foreign-born workers than for those born in the country. Analysis of this gendered pattern becomes particularly relevant in the context of the refugee trends. In lone parent households, predominately lone mother households, women's employment rate has decreased, with repercussions on poverty levels, which are higher than those of the overall population.

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 over time. Results show that France is only a little more than halfway towards gender equality, leaving considerable room for improvement. In order to reach gender equality in France 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 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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