

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).

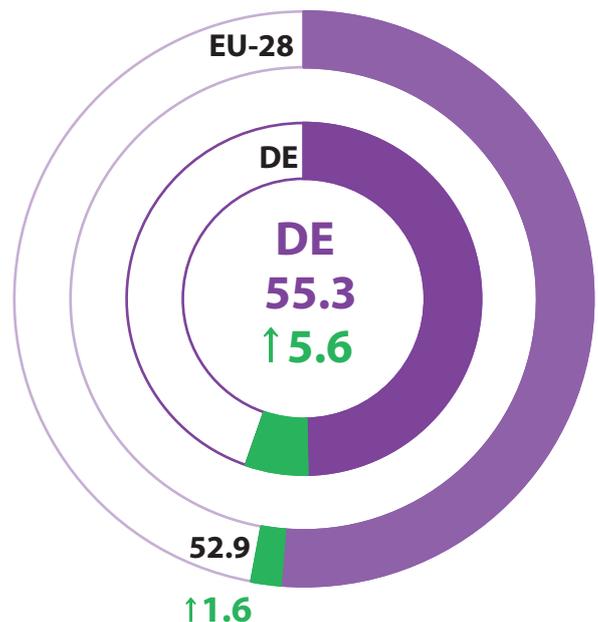
The Gender Equality Index 2015 measures how far (or close) the EU and its Member States were from achieving gender equality in 2005, 2010 and 2012 <sup>(1)</sup>. It provides results for each domain and subdomain. It also presents the first attempt to calculate a composite measure for violence against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

## Progress in gender equality in Germany since 2005

With an increase of 5.6 points since 2005, Germany has achieved a score of **55.3 out of 100** and shows more pronounced progress than the EU-28 average. However, challenges persist in some areas.

The greatest challenge remains in the unequal division of time dedicated to care, domestic and leisure activities between women and men. Challenges also persist in the domain of knowledge due to a strong segregation of study fields along traditional gender lines and a low rate of participation in lifelong learning. Gender patterns in education reflect the persistence of gender stereotypes in society and, in the long run, have specific impacts on the structure of the labour market.

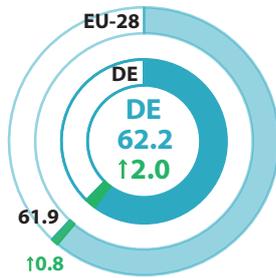
The situation of gender equality in the domain of work and of money remained stable, although some signs of deterioration are visible in the domain of money, with inequality among the population slightly increasing. The domain of power shows significant improvements due to progress in women's representation in decision-making positions in the economic sector, while the situation deteriorated when it comes to the political sphere. 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.



<sup>(1)</sup> 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.

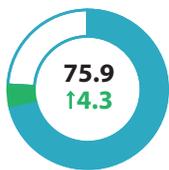
## Work

### Domain of work



### Subdomains

#### Participation



#### Segregation and quality of work



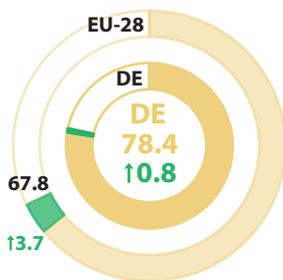
Scores in the domain of work have increased slightly since 2005 due to progress in the subdomain of participation. The gender gap in employment, measured by full-time equivalent (FTE) employment rates, has narrowed slightly, while the duration of working life increased for both women and men.

The general employment rate of women (72 % in 2012) 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 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 Germany drops to 39 % (compared to 59 % for men).

The subdomain of segregation and quality of work remains stable. The ability of workers to take an hour or two off during working hours has significantly increased but remains far below the EU-28 average. The gender-segregated labour market remains a reality for both women and men, as there were around three times more women than men working in education, human health and social work activities in 2012 (30 % of women workers compared to 9 % of men workers).

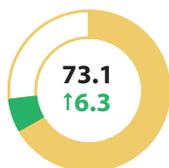
## Money

### Domain of money

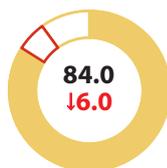


### Subdomains

#### Financial resources



#### Economic situation



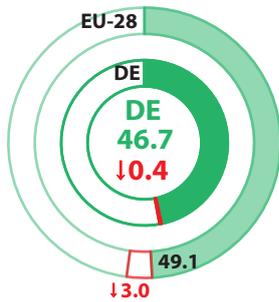
The situation in the domain of money seems stable, although important and contradictory changes are visible within the subdomains.

While access to financial resources improved for both women and men, the economic situation deteriorated and inequalities between the richest and the poorest increased, especially among women. Although the score is relatively high in this domain, women face bigger challenges in accessing financial and economic resources; they also 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 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 level. 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



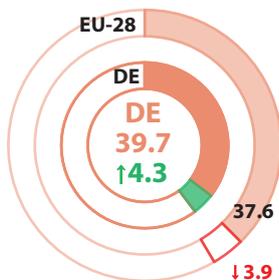
The score in the domain of knowledge remained stable yet below the EU-28 average. This is the result of a significant segregation in study fields among women and men as well as of decreased adult participation in life-long learning — both formal and non-formal education and training.

While the number of graduates of tertiary education increased significantly, an important gender gap remains, in that there are still more men than women holding a tertiary education degree. Segregation of study fields remains a major challenge, with 52 % of women students concentrated in education, health and welfare, humanities and the arts, fields that are traditionally seen as ‘feminine’ (compared to only 22 % of men students in these fields). Gender segregation at all levels in 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 life-long learning dropped slightly between 2005 and 2012, and remains below the EU-28 average.

## Time

### Domain of time

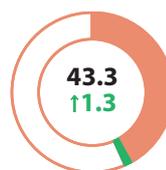


### Subdomains

Care



Social



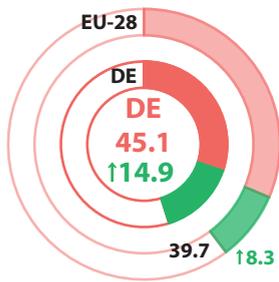
The domain of time has the lowest score of all of the domains in the index. Even though some progress is visible since 2005, the greatest challenge remains in the division of time allocated to domestic, care and leisure activities between women and men. A significant drop is noticeable in the time women and men devote to sport, cultural or leisure activities.

In Germany, 80 % of women compared to only 20 % of men do cooking and housework every day for at least 1 hour or more. Women continue to assume a far greater responsibility in taking care of their family. Inequality in time-sharing at home also extends to other social activities. Men are slightly more likely than women to participate in sporting, cultural and leisure activities outside the home, even though the participation rate in these activities declined for both women and men.

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 and flexible working arrangements, but also encouraging men to take more responsibility for household activities and childcare (e.g. through parental leave uptake).

## Power

### Domain of power

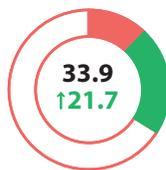


### Subdomains

#### Political



#### Economic



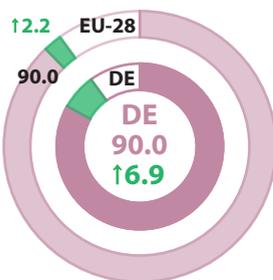
The domain of power shows a marked increase in score, although it remains one of the domains with the lowest score. The considerable increase in the subdomain of economic power overshadows the deterioration of the situation in the political sphere.

The drop in the subdomain of political power is due to the over-representation of men in ministerial positions in 2012 (women held 28 % of ministerial positions and men held 72 %), while these positions were gender balanced in 2005. However, the result shows progress in the representation of women on the corporate boards of publicly listed companies. In the finance sector, women's representation is also slowly progressing. While women were absent from the board of the central bank in 2005, they held 17 % of these seats in 2012.

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.

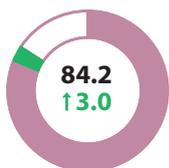
## Health

### Domain of health



### Subdomains

#### Status



#### Access



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 the services. In this regard, women and men in Germany and more broadly in the EU-28 are doing relatively well, with limited gender inequalities.

The increase in the score is driven by the fact that Germans, both women and men, have better access to medical and dental services as well as by an increase in the number of healthy life years (even though this remains below the EU-28 average).

However, the 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

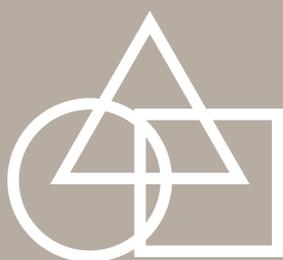
### Violence



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 Germany the level of disclosed violence against women is similar to the EU-28 average. 30 % of the population is aware of at least one case of domestic violence but only 1.4 % of the population considers violence against women acceptable, and 60 % and 77 % 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



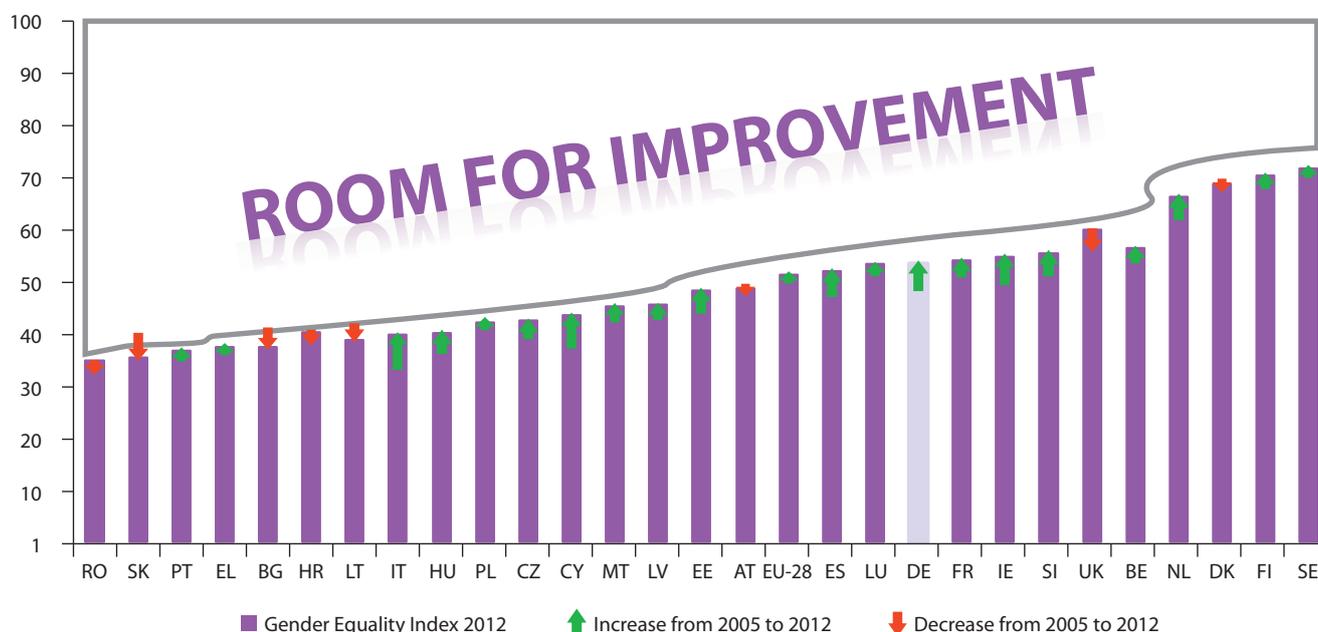
It is imperative to recognise that women and men are not homogeneous groups. The domain of intersecting inequalities considers how gender intersects with other aspects that may influence women's and men's life experiences. The report analyses and compares gender gaps in employment in two age groups (15-54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

In Germany, while the whole population benefited from an increase in the employment rate, gender gaps are more pronounced and employment remains lower among more vulnerable groups (foreign-born workers, older workers and single parents).

It is imperative to discuss and further analyse the ways in which inequalities intersect, in full recognition that women and men are not homogeneous groups. 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 Germany is only a little more than halfway towards gender equality, leaving considerable room for improvement. In order to reach gender equality in Germany 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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