

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.

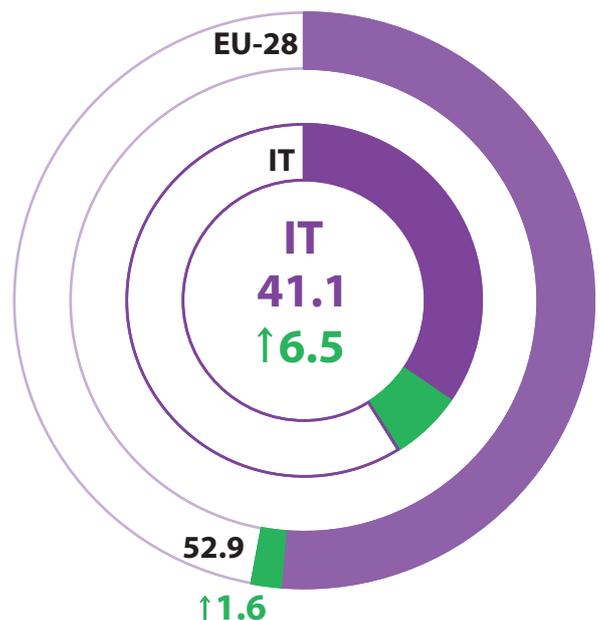
The Gender Equality Index consists of six core domains (work, money, knowledge, time, power and health) and two satellite domains (violence and intersecting inequalities). The Gender Equality Index assigns scores for Member States between 1 for total inequality and 100 for full equality. It measures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

Since 2005 Italy has achieved significant progress towards gender equality in the majority of the domains of the Gender Equality Index, as shown by an increase in its score of 6.5 points. However, with an overall score of **41.6 out of 100**, the country remains far below the EU-28 average and still faces numerous challenges, including in the domains that have recently made progress. The biggest increase in the score was visible in the domain of power, although this remains Italy's lowest-scoring domain: women have progressed in decision-making positions in the political and the economic sphere but they still remain strongly under-represented. The greatest challenges also lie in the unequal distribution of time dedicated to domestic, care and leisure activities by women and men. The time devoted to social activities decreased significantly for both women and men.

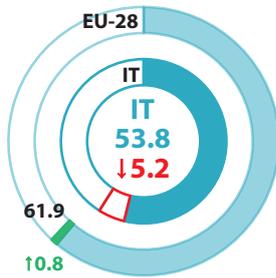
The domain of work is still marked by significant gender inequalities, with the persistence of segregation in work along gender lines. The domain of money shows important signs of progress, with a reduction in gender gaps, especially when it comes to the availability of resources. Challenges remain in achieving gender equality in education and training, as shown by the persistence of gender gaps and the segregation of study fields along gender lines in the domain of knowledge. The unequal distribution of the time spent on different activities remains a reality for women and men in Italy. 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's (FRA) violence against women survey.

Work

Domain of work

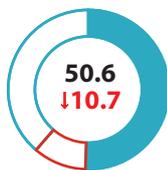


Subdomains

Participation



Segregation and quality of work



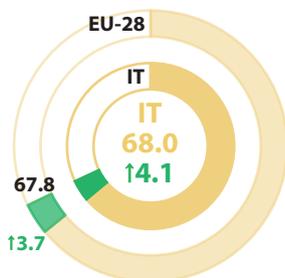
In the domain of work, Italy's score shows that the country is halfway towards achieving gender equality.

The employment rate of men decreased while women's employment rate remained stable, leading to a slightly smaller gender gap. Nevertheless, women's general employment rate (51 % in 2012) is still far below the EU-2020 target, which aims to have 75 % of the adult population (aged 20-64) in employment. 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 Italy drops to 31 % (compared to 52 % for men). Women's working life is on average 10 years shorter than men's, with serious repercussions over the life course on career advancement as well as revenue, including pensions.

The Italian labour market remains strongly gender segregated, with only 7 % of men working in education, human health and social work activities, whereas these domains account for 25 % of women's jobs. Segregation in the labour market is correlated with the persistence of gender stereotypes in all areas of society and might restrict the full-employment potential of both women and men.

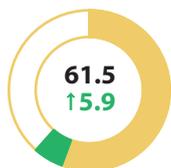
Money

Domain of money

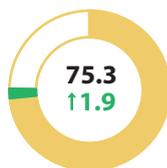


Subdomains

Financial resources



Economic situation



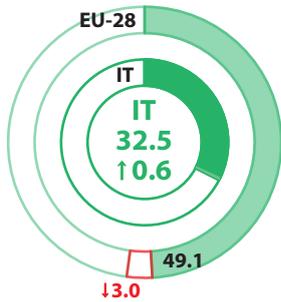
Italy's score in the domain of money increased by 4.1 points from 2005 to 2012, keeping up with the EU-28 average. Progress is particularly visible in the reduction of the gender gap in access to financial resources.

The incomes and earnings of women in Italy have progressed by more than 10 % since 2005, but women still face greater challenges in accessing financial resources than men. They earn less than men and have a lower income, including pensions. Progress in closing gender gaps in this domain 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 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



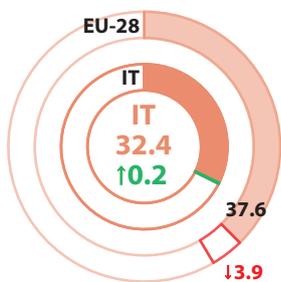
Very little progress is visible in the domain of knowledge since 2005 and this domain continues to present significant challenges for gender equality. The score remains far below the EU-28 average.

The share of tertiary education graduates in the population has increased by almost 32 %; however, there are slightly more women than men graduates. In addition, segregation of study fields along gender lines remains significant, with 44 % of women students concentrated in education, health and welfare, humanities and the arts, compared with only 23 % of men. Gender segregation at all levels of education leads to occupational segregation and subsequently impacts on the future career options of both women and men.

Due to 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 remained almost unchanged and significantly low between 2005 and 2012.

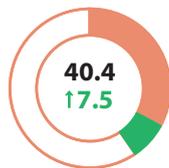
Time

Domain of time

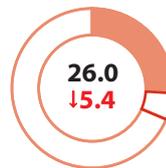


Subdomains

Care



Social



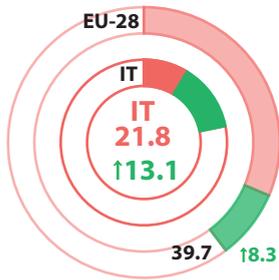
The overall situation in the domain of time has remained stable since 2005, although persistent inequalities in the way that time is spent are visible for women and men.

While the time spent on care of children and dependants increased for both women and men, time spent on domestic tasks such as cooking and housework decreased. However, the unequal proportion of time spent on domestic tasks among women and men is persistent and significant. 73 % of women, compared to only 12 % of men, engaged in these tasks for at least 1 hour a day. Women continue to assume far greater responsibility in taking care of their family. Inequality in time-sharing in household care tasks usually affects how much time is spent on social activities. While the participation rate in leisure and cultural activities remained stable but low for women, it dropped significantly for 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, flexible working arrangements and encouraging men to take more responsibility for household and child-care (e.g. parental leave).

Power

Domain of power



Subdomains



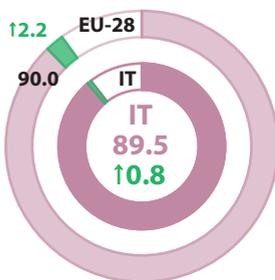
The greatest improvements in Italy are visible in the domain of power (where the score increased by 13 points). Nevertheless, this remains the domain where Italy still faces the greatest challenges, with a significant under-representation of women in decision-making positions in all areas of power.

Results show notable progress in the representation of women on the corporate boards of publicly listed companies: in 2012, women represented 11 % of the members of the boards, while they represented only 3 % in 2005. Limited but symbolical progress is visible in the financial sector, with one woman member of the highest decision-making body of the central bank (out of 17 members), after several years in which women were totally absent from this body. Italy remains far behind the EU-28 average in the domain of power and even further from gender-balanced representation (defined as between 40 % and 60 % of each sex).

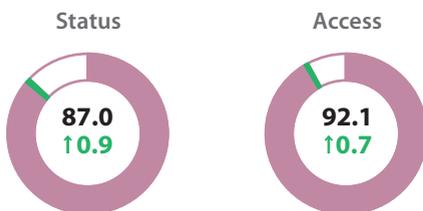
Broader public debate and awareness raising are needed to change the corporate culture. Long working hours and physical presence at work, combined with traditional masculine leadership styles and a lack of transparency in recruitment and promotion practices, advantage men and reinforce gender inequalities.

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 Gender Equality Index reflects two aspects: health status and access to health services. In this regard, women and men in Italy and more broadly in the EU are doing relatively well and gender inequalities are limited.

The health score has remained stable in Italy since 2005, despite some minor changes, such as the decrease in the number of healthy life years while life expectancy increased: people live longer but these extra years are not lived in good health. Gender gaps are particularly significant in this regard, with women living on average 5 years longer than men while the number of years lived in healthy condition is similar for women and men.

The current measurement does not include differences in health-related behaviour due to an unavailability of suitable indicators and data, which means that gender inequalities might be underestimated. 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 countries where the scores in the Gender Equality Index are higher, women are more likely to disclose violence. In Italy the level of disclosed violence against women is similar to the EU-28 average. As much as 5.4 % of the population considers violence against women acceptable but only 29 % of the population is aware of at least one case of domestic violence. Only 42 % and 58 % 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



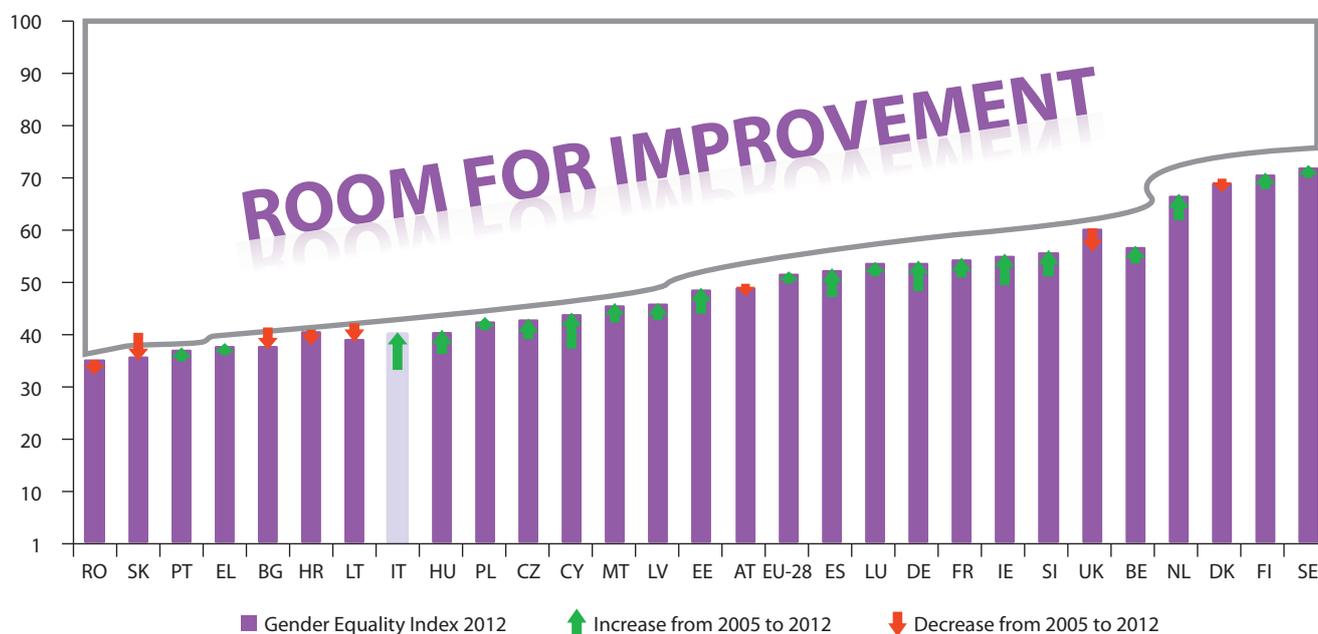
It is imperative to recognise that women and men are not homogeneous groups. The domain of intersecting inequalities considers how gender intersects with other aspects that may influence women's and men's life experiences. The report analyses and compares gender gaps in employment in two age groups (15-54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

In Italy, the gender gap in employment among foreign-born workers is wider than among workers born in the country. Analysis of this gendered pattern becomes particularly relevant in the context of the refugee trends that the EU is today facing. While older workers are vulnerable and experience lower access to employment, gender gaps are similar between older and younger workers. In lone parent, predominately lone mother households, the rate of employment has decreased, with repercussions on 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 builds a time series to monitor gender equality over time. The results show that Italy still faces numerous challenges and that it has not yet reached the halfway mark towards achieving gender equality, leaving significant room for improvement. In order to reach gender equality in Italy 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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