



Today I will present the conceptual framework some information on the methodology and I will concentrate on the results.

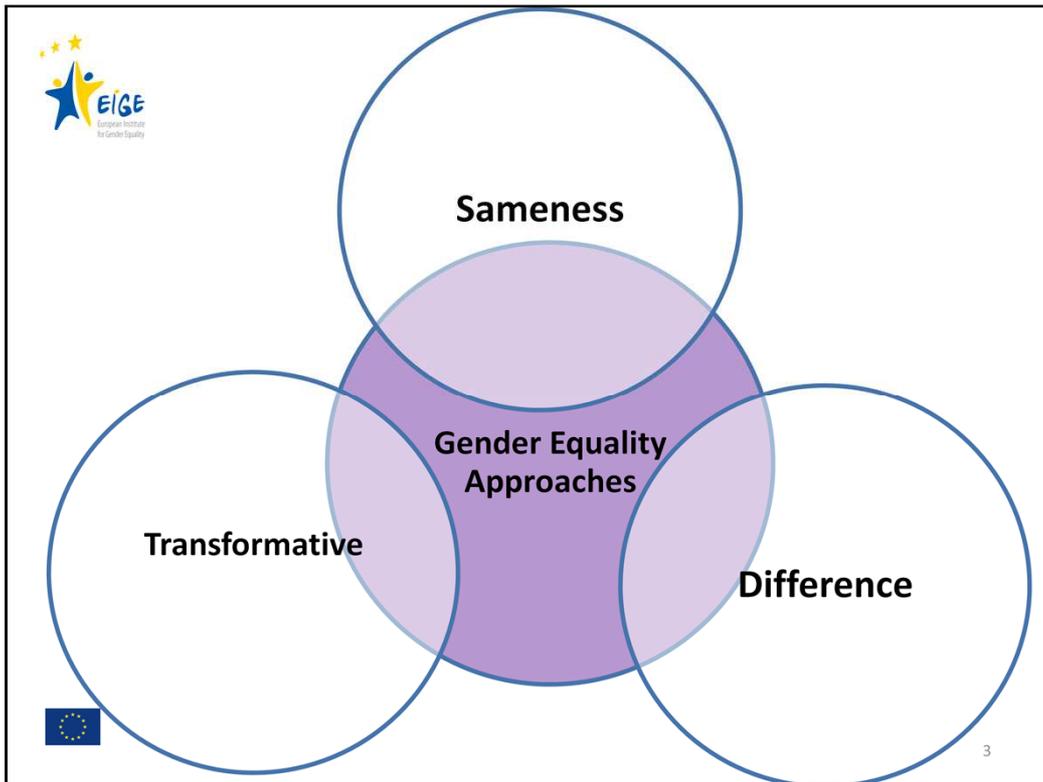
Measuring gender equality, through an Index, was initially proposed by the European's Commission Roadmap for Equality between Women and Men (2006-2010), and subsequently integrated in the Action Plan of the Strategy for Equality between Women and Men (2010-2015).

EIGE took this task three years ago and this year in June we launch the Gender Equality Index.



The Gender Equality Index is the result of a long consultation process with many different organisations to which we are very grateful for the support and advice received

- Working Group
- Expert Forum
- Management Board
- European Commission
- Joint Research Centre
- ILO
- OECD
- UNECE
- European Women's Lobby
- ETUC
- Business Europe
- ...



Gender Equality Approaches

The task of developing the Gender Equality Index calls for a clear direction of what is the purpose of gender equality.

There are contrasting ways in which to address the purpose of gender equality, with three broad approaches:

-equality through sameness (equal opportunities or equal treatment); The sameness approach highlights the necessity to include women into a world from which they have typically been excluded. In this approach, the emphasis is on women becoming equal to men.

-The difference approach reflects a move towards the equal valuation of the existing and different contributions of women and men in a gender segregated society. It is difficult to recognise differences, while avoiding the trap of essentialism and relying on essentialist notions of femininity and masculinity. It can reinforce existing stereotypes and the current organisation of labour and care

-The third approach is one where, rather than having to choose between the

sameness and difference approach,
a new standard for both men and women is created, that is, the
transformation of gender relations.). It aspires to move 'beyond gender' and
attempts to
problematise not only the exclusion of women, or men as a norm, but the
gendered world in itself.



‘equal share of assets and equal dignity and integrity between women and men’



In practice, the three approaches are not mutually exclusive but can be (and are) combined to achieve deep cultural changes, to create new structures and transform the gendered nature of society towards a common goal: achieving greater gender equality

‘equal share of assets and equal dignity and integrity between women and men’



Drawing on all three:

the Gender Equality Index measures **gender gaps**, for **both women and men**, but adjusts them for **levels of achievement**. **In this way we are considering also the context of each MSs is facing.**



Gender approach, complete framework, EU perspective

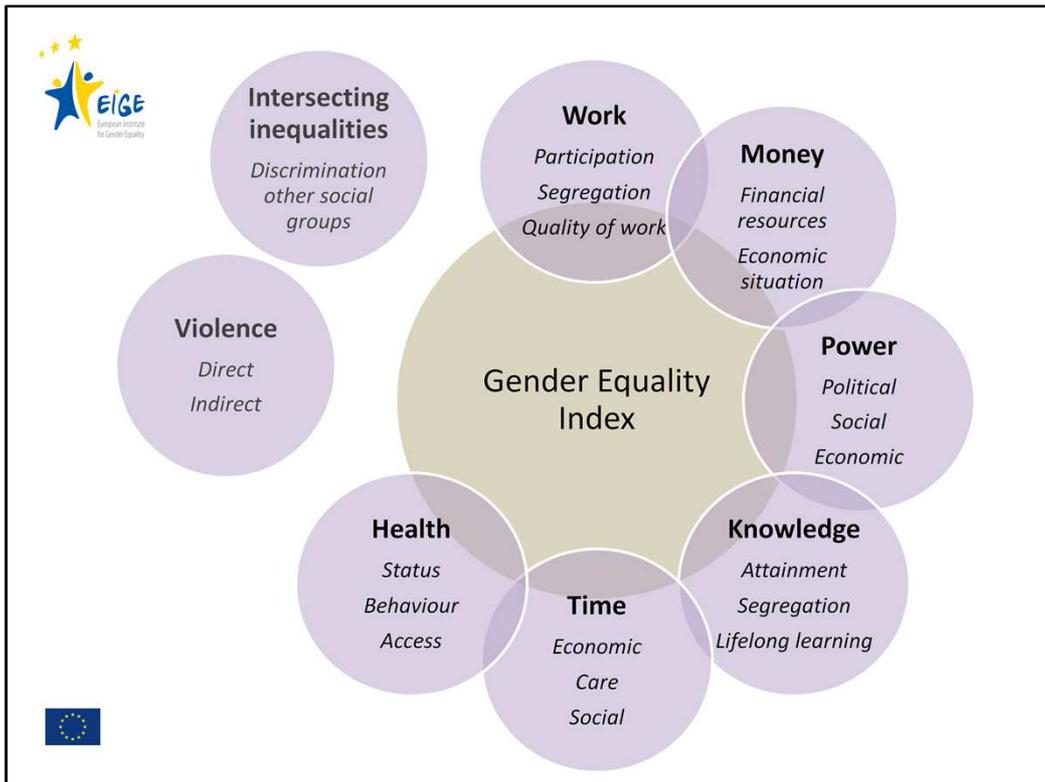
- Gender Development Index
- Gender Empowerment Measure
- Gender Inequality Index
- Gender Gap Index
- Gender Equity Index
- Social Institutions and Gender Index
- Relative Status of Women
- Inequality-adjusted Human Development Index
- European Union Gender Equality Index
- European Gender Equality Index



The Gender Equality Index is adapted to the **context of the EU** and is based on **EU policy priorities**



- Existing indices may adopt indicators that are less relevant to the EU context:
 - E.g. son bias (preference for boy child)
 - E.g. literacy rates



Devising a Conceptual Framework

This is the structure of the conceptual framework of the Gender Equality Index. It consists of eight domains, which are themselves sub-divided into sub-domains.

I will now go into more details into each one of these domains.

Fill the dimensions identified in the conceptual framework with indicators and to aggregate them in order to create the GEI



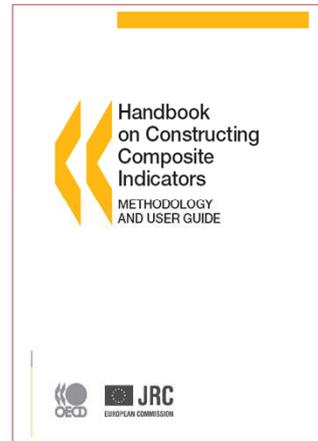
A synthetic indicator obtained when **individual indicators** are compiled into a **single measure**, on the basis of a **multidimensional concept**



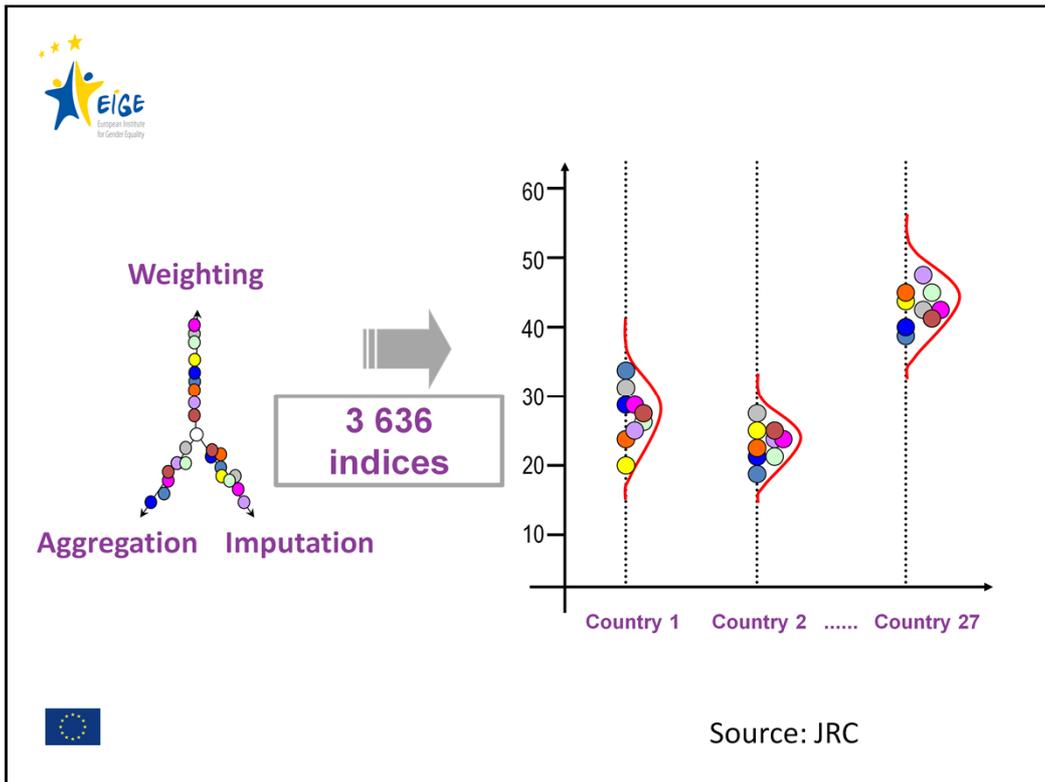
In other words we are describing a complex reality by aggregating together different concepts in a meaningful way.

10 guiding principles

- Step 1. Developing a theoretical framework
- Step 2. Selecting indicators
- Step 3. Multivariate analysis
- Step 4. Imputation of missing data
- Step 5. Normalisation of data
- Step 6. Weighting and aggregation
- Step 7. Robustness and sensitivity
- Step 8. Links to other indicators
- Step 9. Back to the details
- Step 10. Presentation and dissemination



- Building a composite indicator is not a straightforward exercise and it requires to go through a list of steps to ensure that the Index is based on
 - sound statistical principles
 - Solid
 - Transparent



Selecting the Best Index (2)

Multimodeling principle. We don't trust one single index, so we use a set of potential indices



3 636 indices

... which is the best one?



Gender Development Index
Gender Empowerment Measure
Gender Inequality Index
Gender Gap Index
Gender Equity Index
Social Institutions and Gender Index
Relative Status of Women
Inequality-adjusted Human Development Index
European Union Gender Equality Index
European Gender Equality Index



The Gender Equality Index

	Variables	Sub-domains	Domains
Weighting	Equal	Equal	Experts
Aggregation	Arithmetic	Geometric	Geometric

12 sub-domain indices

6 domain indices

1 overall index

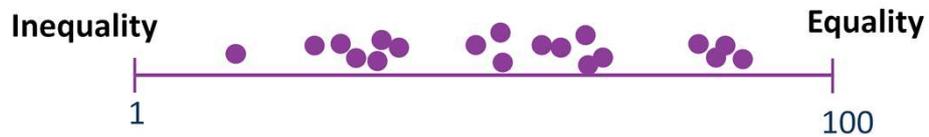




The Gender Equality Index

$$I_i^* = \prod_{d=1}^6 \left\{ \prod_{s=1}^{12} \left(\sum_{v=1}^{27} w_v \Gamma(X_{idsv}) \right)^{w_s} \right\}^{w_d}$$

$$\begin{aligned} i &= 1, \dots, 27 \\ d &= 1, \dots, 6 \\ s &= 1, \dots, 12 \\ v &= 1, \dots, 27 \\ w_v, w_s, w_d &\in [0,1] \\ \sum w &= 1 \end{aligned}$$





Devising a Conceptual Framework

This is the structure of the conceptual framework of the Gender Equality Index. It consists of eight domains, which are themselves sub-divided into sub-domains.

I will now go into more details into each one of these domains.



Work

Women remain less likely to participate in the labour market

Large gender segregation in the labour market remains prevalent

The gendered nature of quality of work needs to be measured

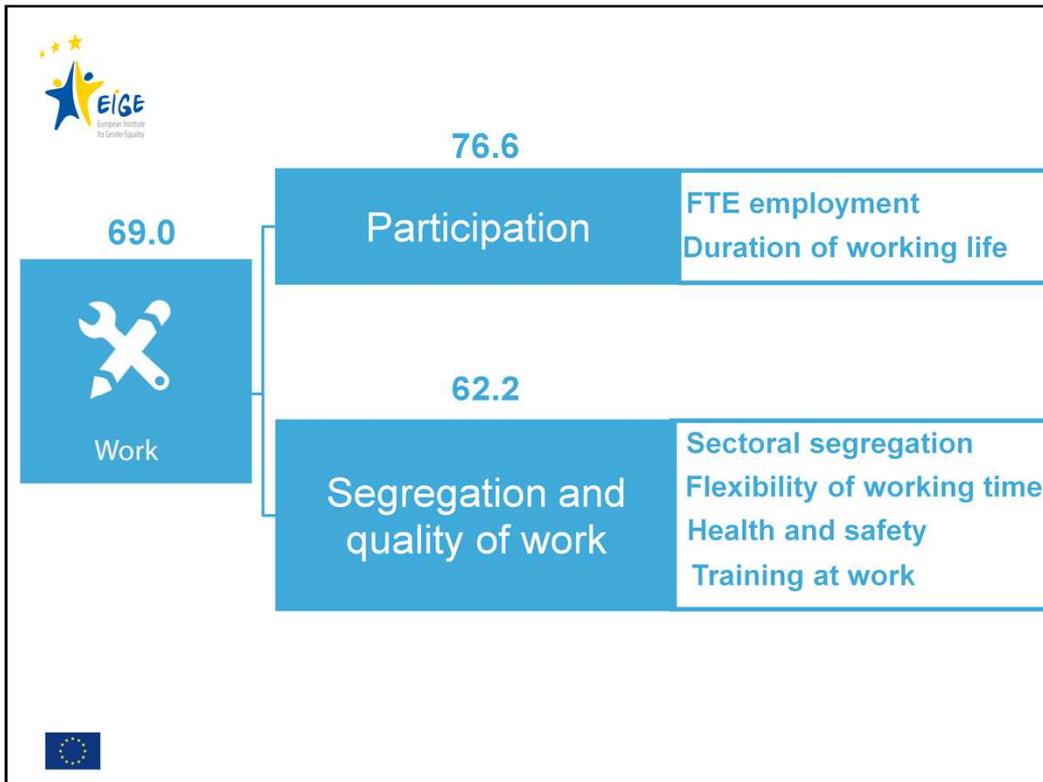
The main results show **gender inequalities patterns** of how women and men are participating into the labour market, but also disparities in how they **are getting on there**.

Although **gender gaps in participation have narrowed dramatically across the lifespan of the EU**, even more during economic crisis, women **remain less likely than men to participate in the labour market**. When women do participate, it is more frequently on a part-time basis, leading **to increased patterns of segregation** and lower quality of work. Moreover, women are more likely to move in and out of the labour market, because their disproportionate responsibility to take on caring roles leads to more career interruptions compared with men.

Segregation in the labour market has been a pervasive issue over a long period of time. The results of Index shows **that large gender segregation in the labour market remains prevalent**. It has detrimental effects on economies generally because it contributes to the gender pay gap, and impacts career advancement and access to training.

The nature of employment, and thereby its quality, is being affected by new ways of working. The **greater need for flexibility on the part of organisations** has given rise to greater low-paid **and less secure types of employment**, often on a part-time or temporary basis, with positions that are filled by more women than men. This is gendered, as it often entails that women become **disproportionately involved in non-standard and/or precarious work**. It is very important to take gendered aspects

into account when quality of work is measured.



It is one of the most relevant domains at policy level. Domain of work relates to gender gaps in the position of women and men in the European labour market. In line with EU policy focus it mostly considers paid work. One of the major benchmark in this domain of EU policy is Europe2020, with a target to achieve at least 75% employment rate of the EU population aged 20-64. **The overall score of the domain of work -69 - shows that we are just two-thirds of the way towards equality in the area of paid work.**

The domain of work measures the extent to which women and men can benefit from **equal access to employment** and **appropriate working conditions**. Equal importance is given to both: equality in participation and quality of work. It well reflects the focus of EU policy which has moved away from only attempting to provide more jobs to also ensuring that these are better jobs.

Gender gaps in participation are measured by FTE employment rates (FTE measures employment rates adjusted for working time) and duration of working life. EU-27 average gender gap for FTE employment rates is 15 percentage points. The scale of this gender gap is wide across Member states, ranging from less than 10 percentage points in Baltic countries, Finland and Bulgaria to as much as 33 percentage points in Malta. Duration of working life is an important indicator from gender perspective as women are more likely than men to have career interruptions. The data show that the duration of working life is exclusively longer for men than for women, with an average of six years difference overall in the EU-27 and gender gap of 5.7 percentage points.

Segregation is measured by an indicators looking at the participation of women and men in the economic activities related to education, human health and social work. It is combined with three indicators of quality of work measuring gender gaps in flexibility at work, health risks at work and work-based training. As regards quality of work, flexibility of working hours favours men throughout most of the EU.

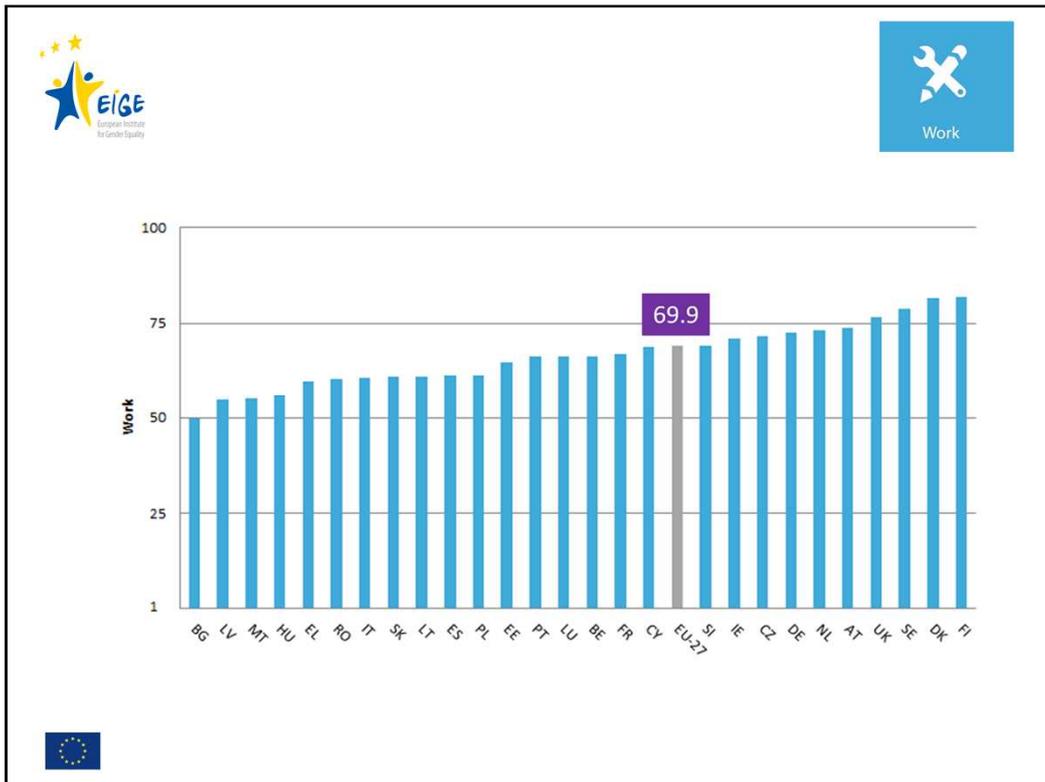
The domain of work examines not only patterns of how women and men are getting into the labour market, but also how they are getting on there.

It captures some of gendered patterns that exist within labour market: **participation, segregation and quality of work**. The domain of work measures the extent to which women and men can benefit from **equal access to employment** and **appropriate working conditions**. It well reflects the focus of EU policy which has moved away from only attempting to provide more jobs to also ensuring that these are better jobs.

Gender gaps in participation are measured by FTE employment rates (FTE measures employment rates adjusted for working time) and duration of working life.

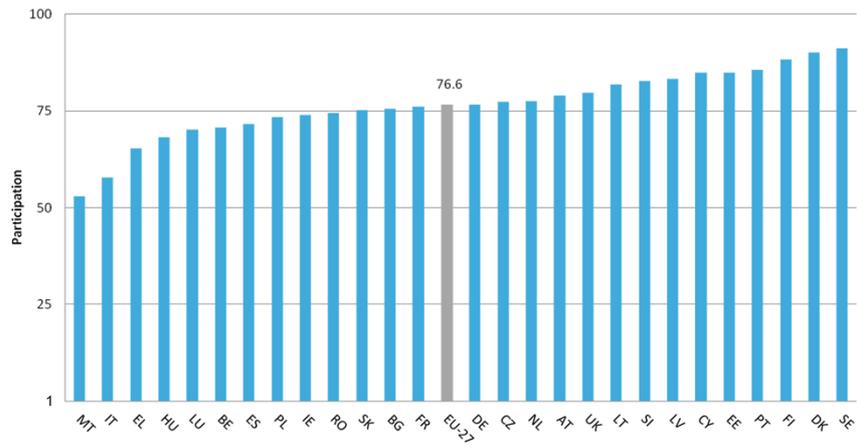
Segregation is measured by an indicators looking at the participation of women and men in the economic activities related to education, human health and social work. It is combined with three indicators of quality of work measuring gender gaps in flexibility at work, health risks at work and work-based training.

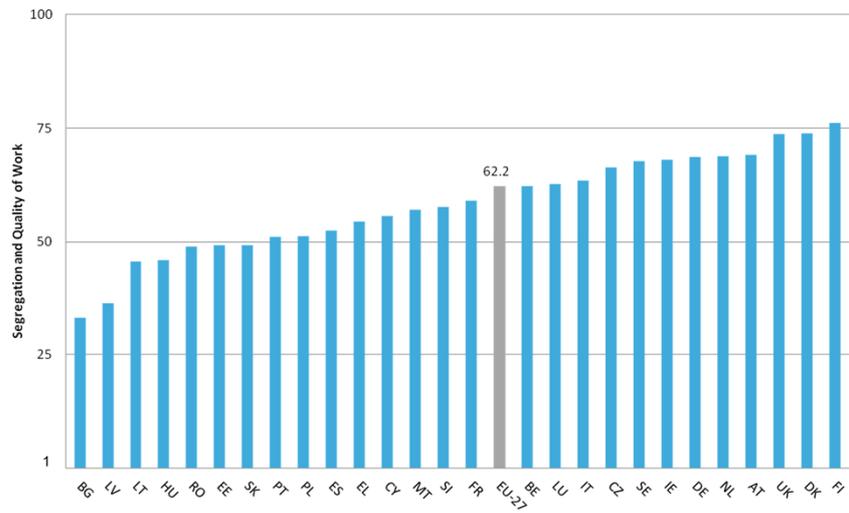
The score for participation is 76.6, which is higher than the score for segregation and quality of work (62.2). **This shows that segregation and quality of work is a major driving factor of the Index towards inequality and the major area of concern in the domain of Work.**



The overall score of the domain of work -69.9 shows that we are just two-thirds of the way towards equality in the domain of work.

Moreover, all Member States are above half way towards equality in this domain, with four of them going over the threshold of three-quarters of the way towards gender equality (UK, SE, DK, FI)





Women receive lower earnings and income than men in the EU



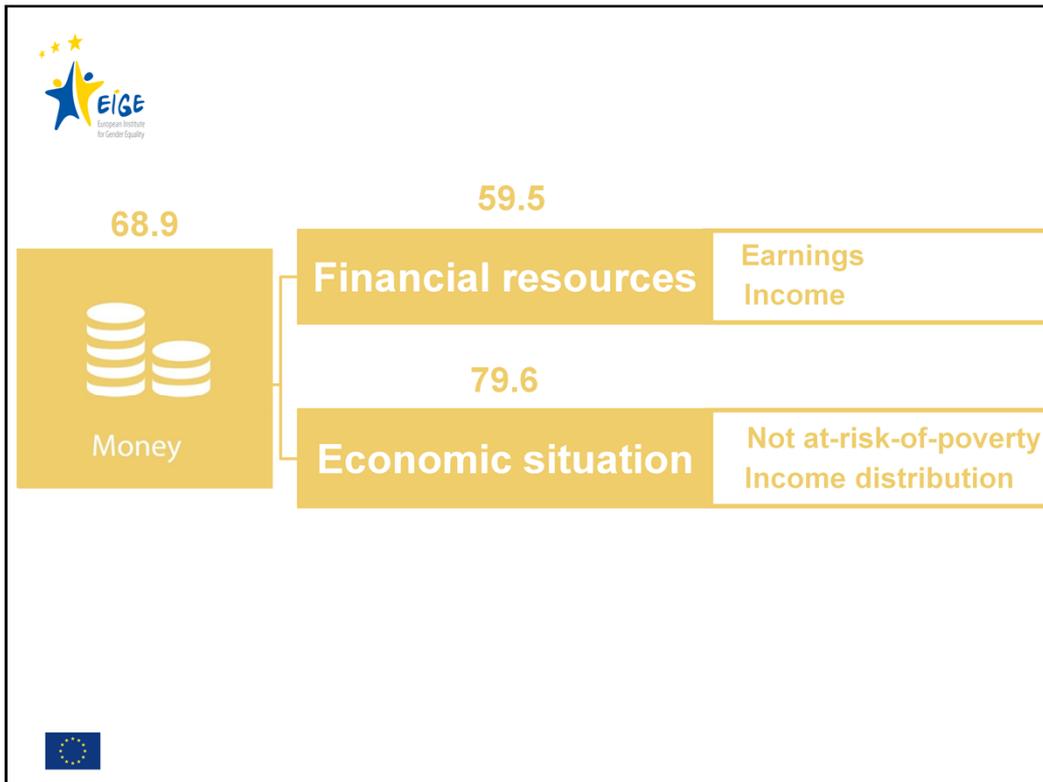
Money

Women are at a disadvantage in terms of their economic situation

Individual rather than household level indicators could measure gender differences in a more sensitive way

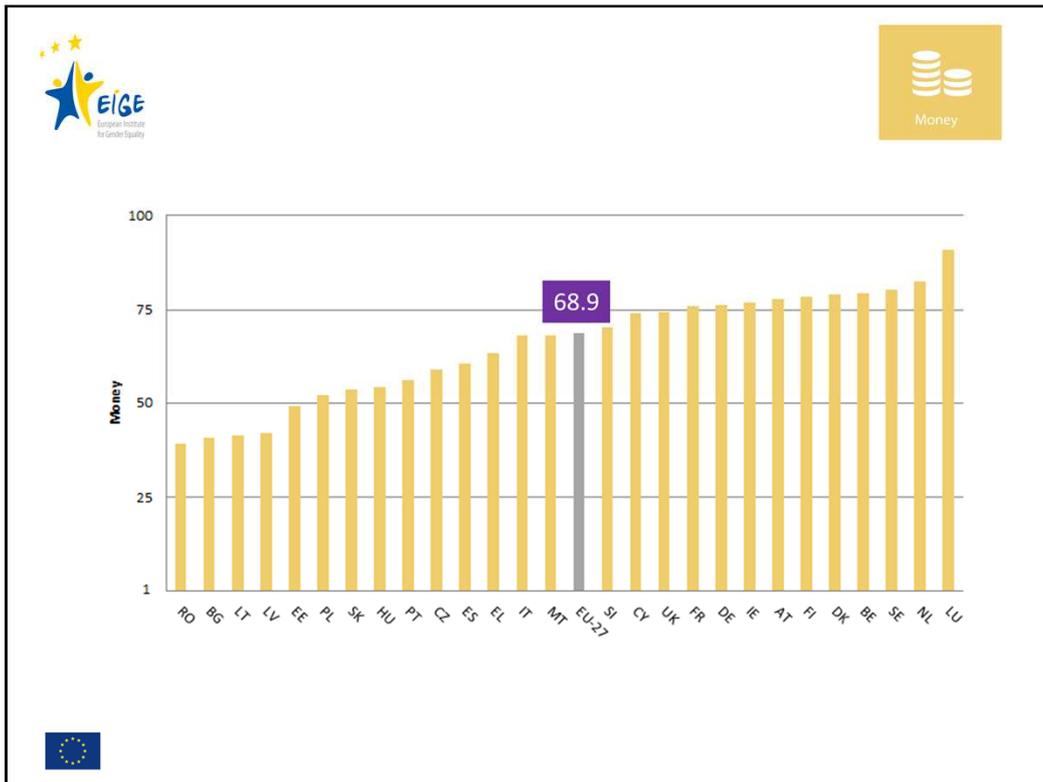
Economic independence is seen as a prerequisite for European citizens, both women and men, to **exercise control and make independent choices** in their lives. However, women remain in **more precarious situations throughout the EU, by experiencing higher disadvantages** in the labour market than men.

Women **also earn less than men**, with progress in **closing the gender gaps in earnings extremely slow**. **As result feminisation of poverty prevails**.



Economic independence is seen as a necessary condition for European citizens, both women and men, to exercise control and make true choices in their lives. However, women remain in more uncertain situations throughout the EU, by experiencing higher disadvantages in the labour market than men. Women earn less than men, and have less income with progress in closing the gender gaps financial resources is extremely slow. As result feminisation of poverty prevails.

The domain measures two key aspects: financial resources, that is, gender gaps in earnings and income, combined with economic situation by focusing on not being at-risk-of-poverty and income distribution.



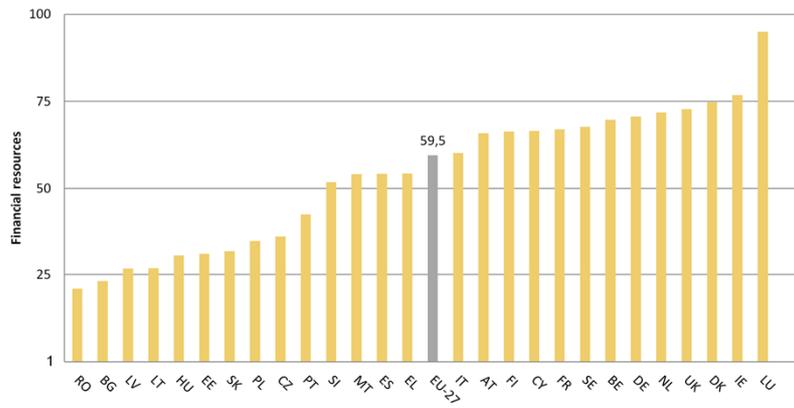
The domain of money, with a score of **68.9** on average at EU level, shows that the EU-27 is over **two-thirds of the way** in achieving gender equality when it comes to the financial resources and economic situation of its citizens. (**LT41.5**)

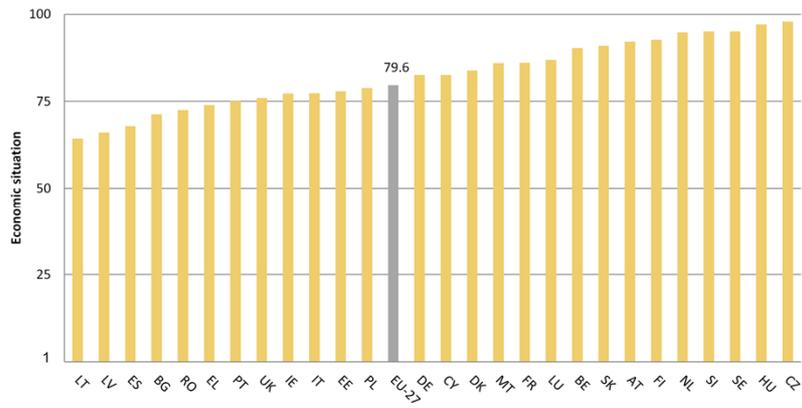
The domain of *money* shows scores of gender equality that are similar to the domain of work, on average at the EU level. There is a wide variability across the EU MS which goes from a score **around 40 to almost 90% towards equality**.

Twenty-four Member States achieve a score that is above half way towards gender equality, with three Member States going beyond four-fifths of the way towards gender equality: Sweden (80.2), The Netherlands (82.5) and Luxembourg (90.9).

Four countries have reached a score below 50% towards equality Romania (39.0), Bulgaria (40.7), Lithuania (41.4) and Latvia (42.0).

However, it is **important to interpret these scores with caution since available indicators may underestimate the true extent of gender gaps in this area. 3 out of four indicators ignores the power relations between women and men which can lead to an unequal sharing of income within households.**







Women outnumber men as university graduates in the EU

Gender segregation in educational fields remains high

Participation in lifelong learning is low and is more feminised where participation is higher

Knowledge

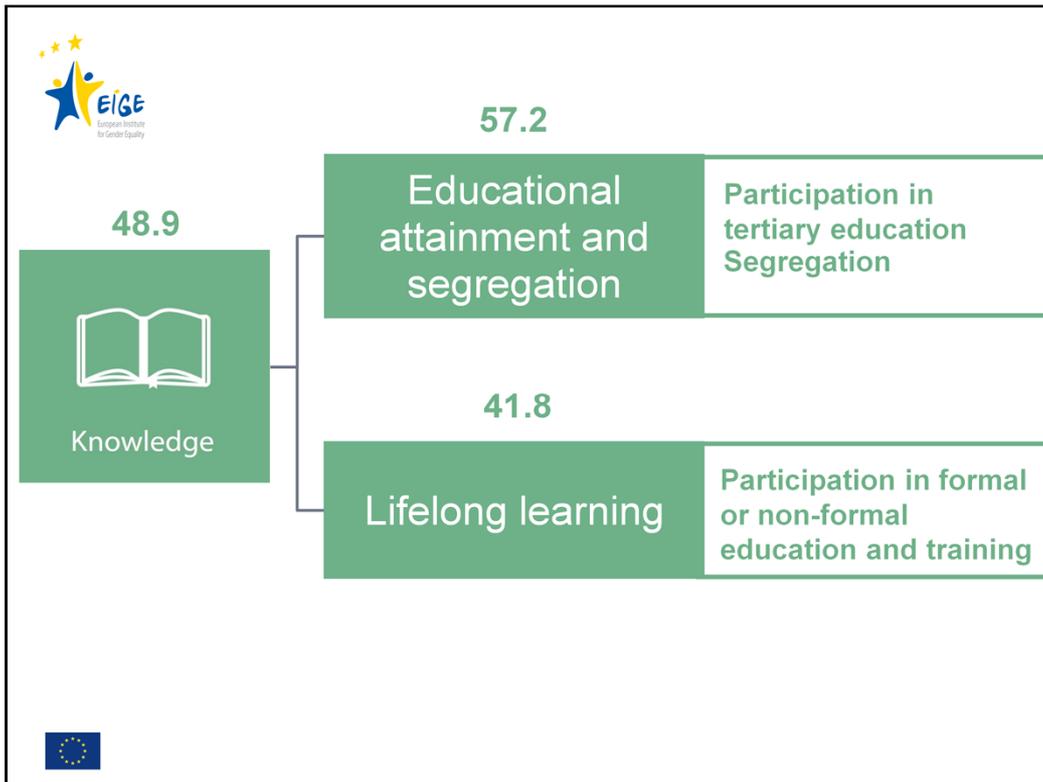
From a gender perspective, it is an important area since in terms of gender equality since there has been a reversal, as **women now outnumber** men within third-level education, although gender **segregation** in different fields of education remains largely unchanged.

The majority of gaps in other domains act to the detriment of women; however, in **knowledge the situation is more nuanced**. Participation rates in **tertiary education have reversed, and men have now become a minority**. This is bound to have implications for the labour market and the economy and society in general, in the long run. It is crucial to begin to think about what this reversal in trends will mean for the gender equality landscape of the future.

What remain largely unchanged are the gender-based patterns of segregation throughout Member States, with greater under-representation of women and men in certain fields, such as education for men or engineering, manufacturing and construction for women. It is important to monitor segregation, given that it translates into gender inequality patterns at the level of labour market participation and society more generally.

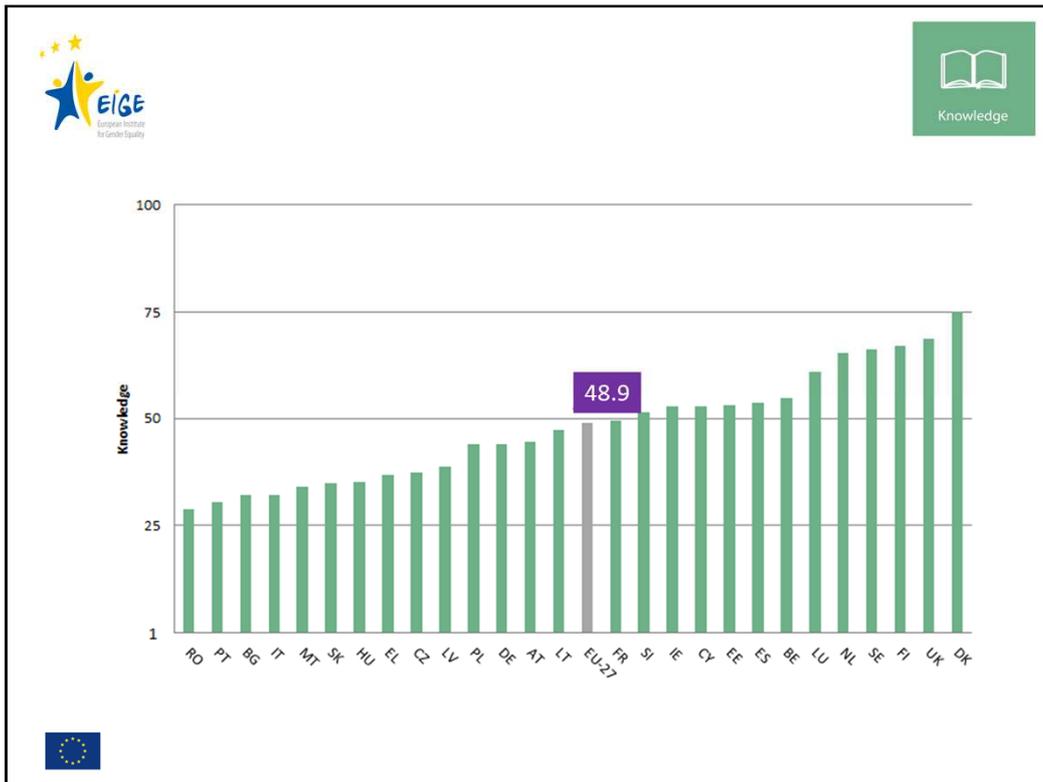
There is very uneven participation in lifelong learning across the EU-27. As identified by the strategic framework for European cooperation in education and training (ET 2020), lifelong learning needs to be priority, as it contributes greatly to employment, economic success and the full participation of women and men in society.

However, in the majority of Member States, only a minority of women and men participated in learning and training.
In the few Member States where participation is higher, gender gaps indicate that this is disproportionately women who do so.



From a gender perspective, it is an important area since it appears to be a precursor to change in gender terms, with women now outnumbering men within third-level education, although gender segregation in different fields of education remains largely unchanged.

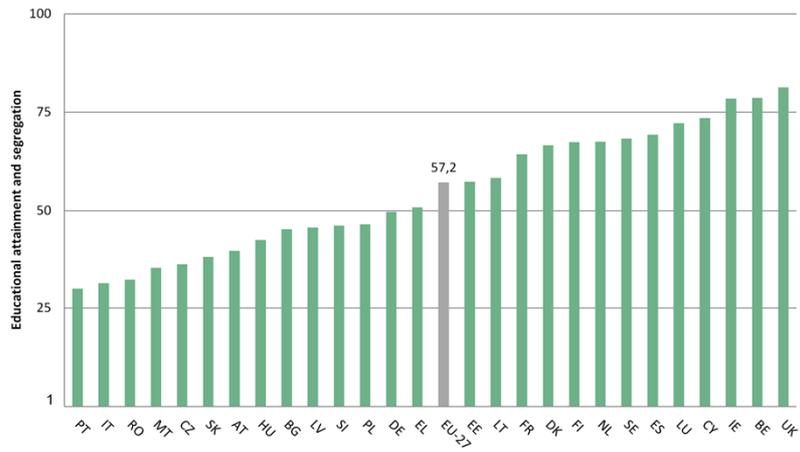
The domain of *knowledge* combines different areas related to education and training.

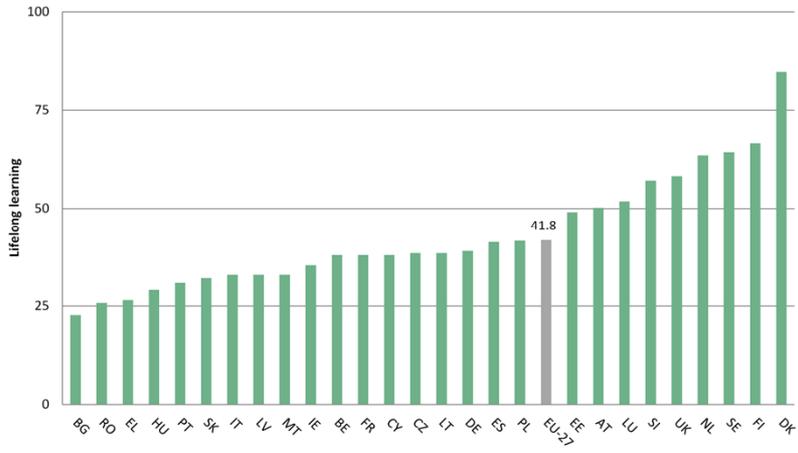


The domain of knowledge shows that on average, EU Member States have only attained the **middle point towards gender equality** with a mean value of **48.9** at EU level, showing that the domain of knowledge remains unequal in terms of gender, although this varies greatly across Member States (**LT47.4**).

There are different situations in Member States, where scores **range as low as just above a quarter to three-quarters of the way towards equality**. Finland (67.0), UK (68.8) and Denmark (75.1) are above three-quarters of the way towards gender equality.

The domain of *knowledge* shows a mixed picture in terms of gender equality. Overall, gender equality patterns display large variations across Member States.







Women remain disproportionately responsible for caring activities

The unequal division of time extends to other activities

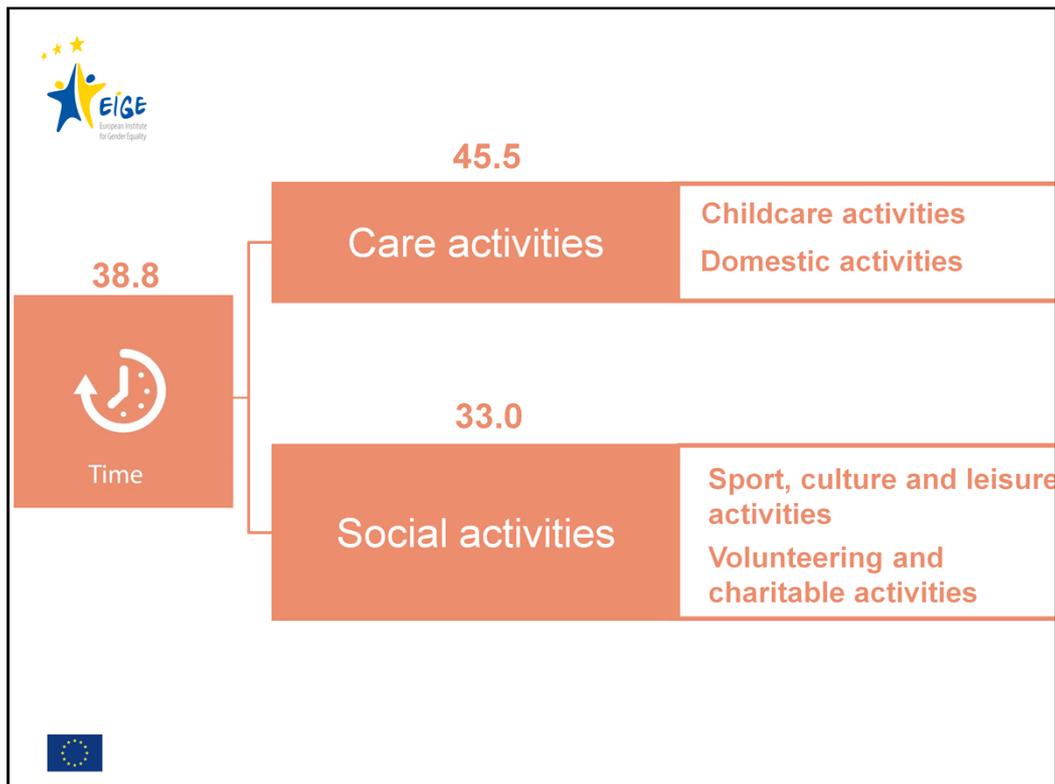
Addressing the division of time can provide an opportunity towards transformative change

Time

Personal time spent on care plays an important role in the individual's capability to **integrate or balance work and private life**.

This is a key element which impacts on **participation in employment, quality of work and care responsibilities**...and inequalities in the division of time still persists between women and men.

Addressing the division of time can provide an opportunity towards transformative change to facilitate the transformation of gender relations.



The domain of time attempts to capture the gendered nature of the allocation of the time spent between economic, care, social activities. It is important from the gender perspective, given the imperative to ensure a better integration of work and life for women and men.

The domain of time for work and private life is a particularly gendered issue because of the disproportionate amount of care time attributed to women.

Personal time spent on care plays an important rule in the individual's capability to integrate or balance work and care responsibilities.

The domain of time presents the lowest

There are very important differences between women and men in the division of time

spent on care and social activities.

The domain of time considers 2 subdomains, one related to women and men involvement

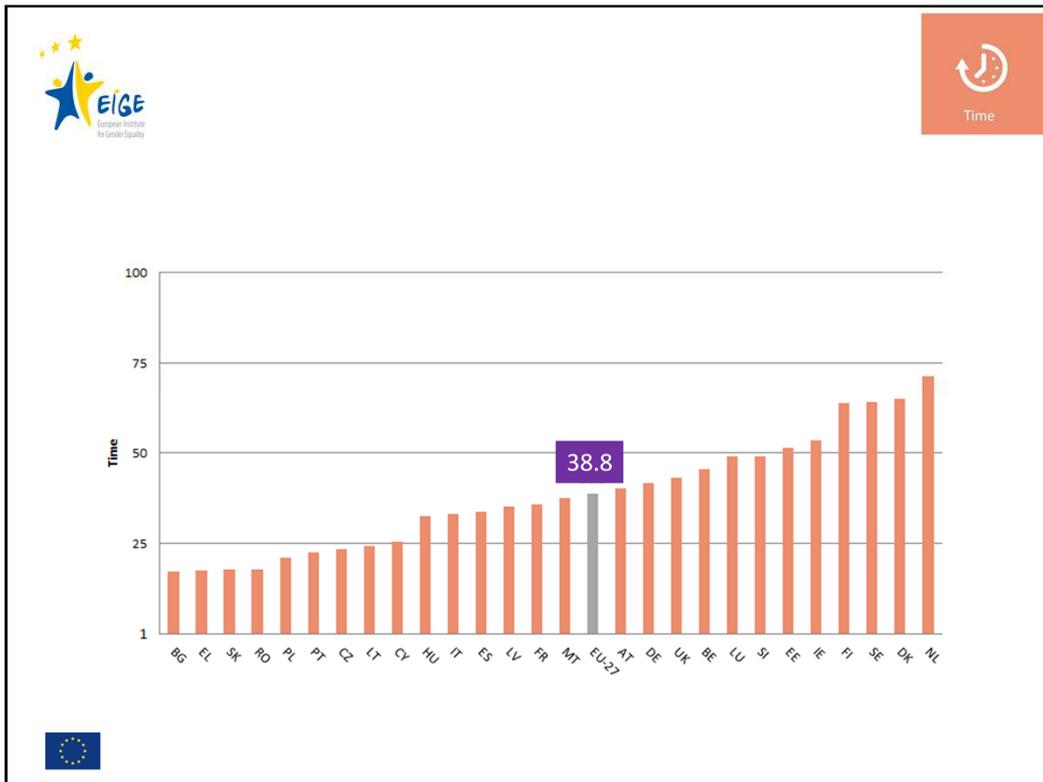
in care activities (educating their children and grand-children) and in cooking and house

working. The other subdomain measures gender gaps in involvement in sporting, cultural

and leisure activities combined with volunteering and charitable activities.

No gender indicators have been adopted for the sub-domain of economic activities

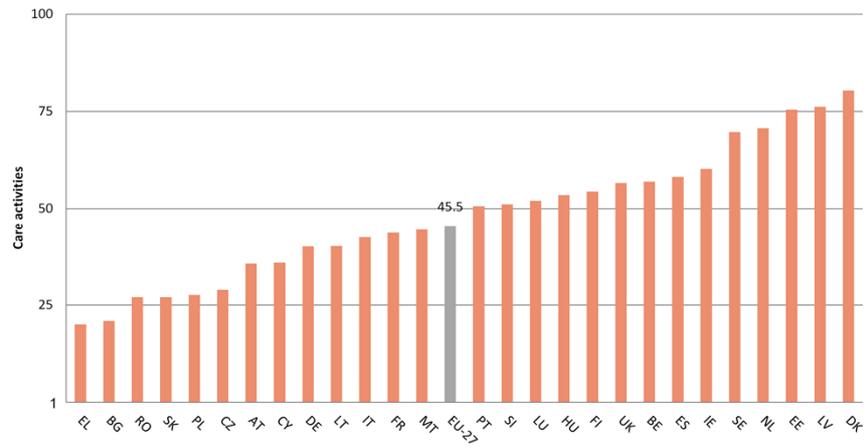
as the
participation in the labour market is already reflected in the domain of work.

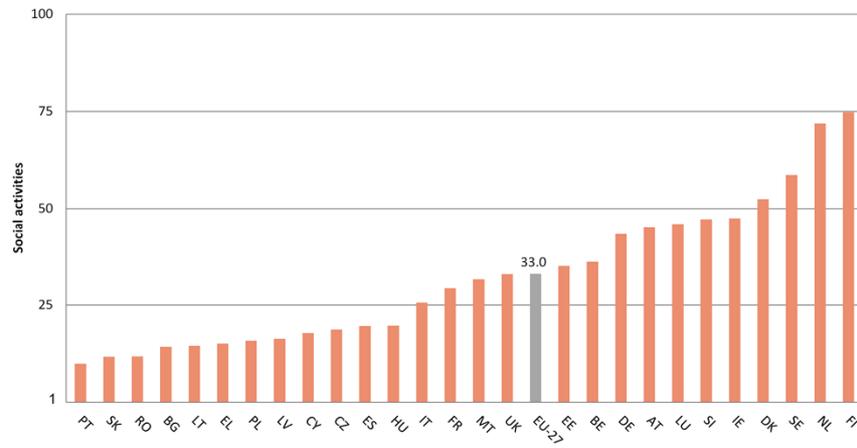


The domain of *time* presents the second lowest overall score of gender equality, with an average EU score of **38.8**.

The division of time is very uneven across Member States, with scores ranging from well below **a quarter to nearly three-quarters of the way towards gender equality**.

One third of the countries are 80% far from gender equality, this is the case of BG, EL, SK, RO, while the continental countries lead at the top of the ranking but they never even reach three quarter towards equality. Can we be satisfied about it?







Low levels of gender equality in political decision-making

The lowest gender equality score can be found in economic decision-making

Key actions should be taken to consider gender balance in decision-making

Power

Women are greatly underrepresented in top positions of decision making in the majority of the Members States.

Despite the fact that women **make up nearly half of the workforce and account for more than half of tertiary of level graduates**, the proportion of women involved in top-level decision-making remains very low. This discrepancy shows a waste of highly-qualified and skilled human resources.

Low levels of representation in political decision-making

Women compared with men are grossly under represented in some parts of political and economic decision making.

Despite the fact that women make up nearly half of the workforce and account for more than half of tertiary of level graduates, the proportion of women involved in top-level decision-making remains very low.

A waste of highly qualified and skilled human resources.

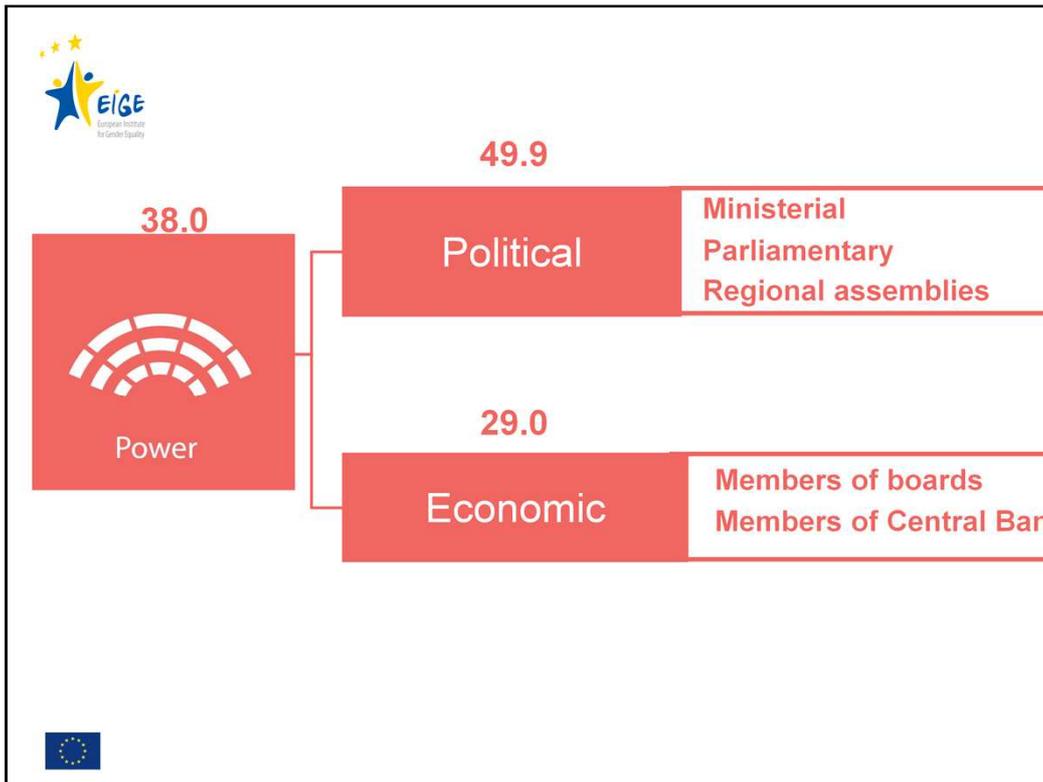
The lowest gender equality score can be found in economic decision-making

The greater deficit representation can be observed in economic power, namely the participation of women on boards of the largest quoted companies. This provides support to the launch by the European Commission in 2011 of the “Women on the board Pledge for Europe”. A call for companies to sign a voluntary commitment to increase women’s presence on corporate boards (30%-2015; 40%-2020)

Key actions should be taken to consider gender balance in decision-making

This finding proves the importance of the key actions taken by the EC:

- Strategy for Equality between Women and Men 2010-2015 to consider gender balance in decision-making; monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the Commission and support efforts to promote greater participation by women in European Parliament elections including as candidates.



The domain of Power focus in the representation of women and men in decision-making positions.

Conceptually 3 sub-domains were identified:

- Political
- Social
- Economic

No coverage of social power was possible by reliable gender indicators/ the domain measures political and economic power through participation at a decision-making level.

The level of representation of women in political spheres is less than a third at the regional level and decreases even further in Parliaments and Ministries.

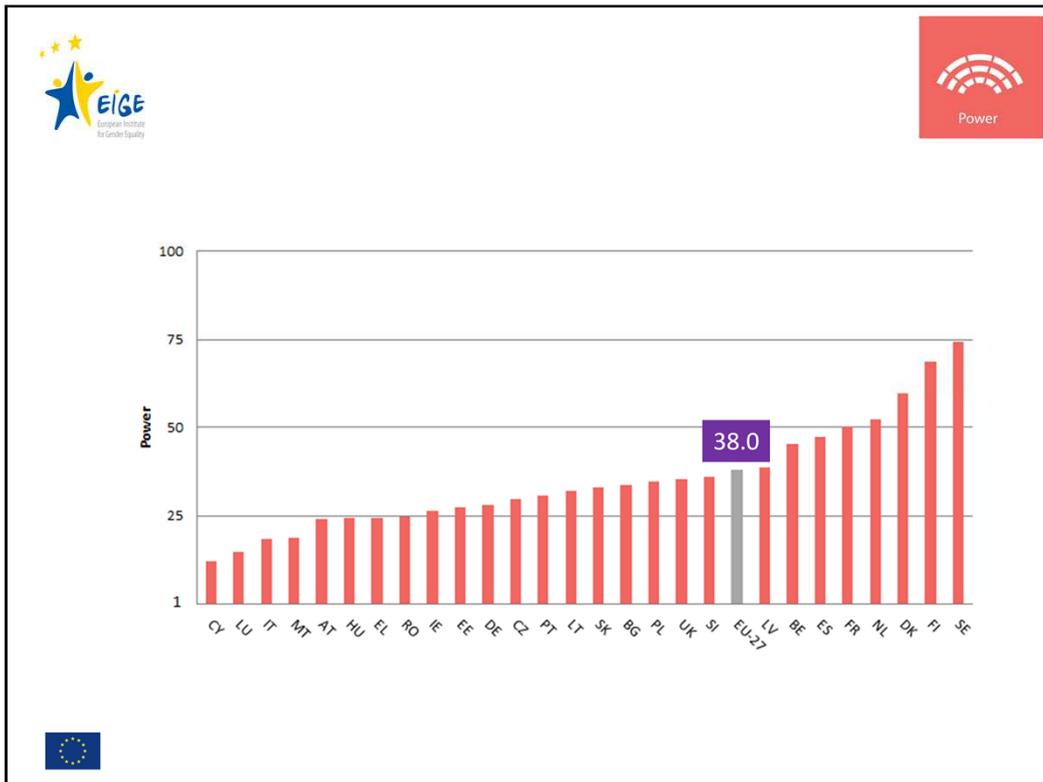
The dearth of representation of women in the political sphere is even more pronounced in the economic sphere.

Women are greatly under-represented among board members of the largest quoted companies and among members of central banks within the vast majority of the Member States.

The EU-27 on average has almost reached the halfway point towards equality when it comes to political power. However, scores throughout all MSs show very wide difference ranging from 15.1 in HU to 91.5 in Sweden.

The domain of Power calls for measures to increase gender equality in decision making. The scores show the extent of gender inequality in political and economic

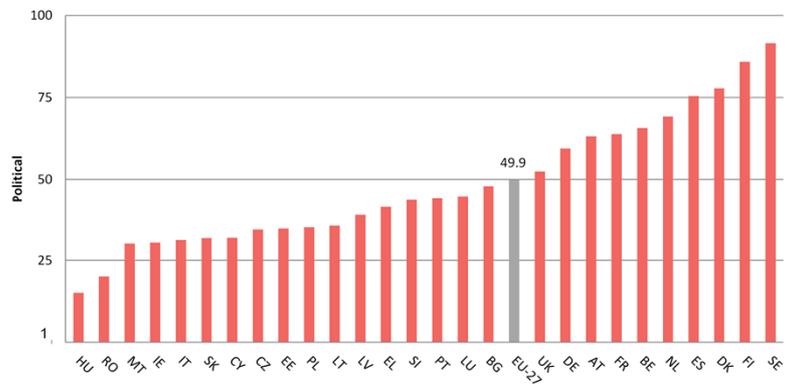
power. While less than a handful of Member States attain satisfactory gender equality scores in political power, the situation is even worse in the domain of economic power.

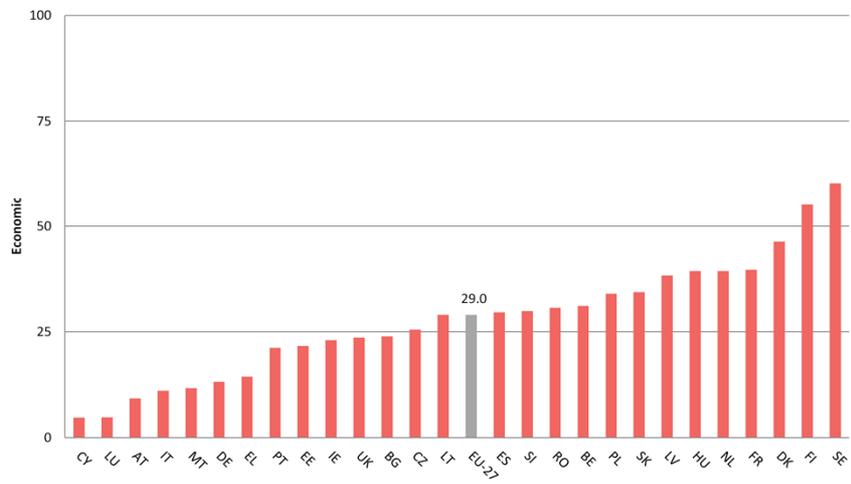


This is the area where the lowest gender equality score can be observed: the EU average is **38.0!**

The majority of Member States is below this level. **30 % of the countries are three quarter far away from full gender equality, within them** MT, IT, LU and CY have a score below 20! Only four countries, NL, DK, FI and SE present a score between 50 and 75 % toward equality, but this is not a result we should be proud.

Power is probably the only domain where gender equality can be reached faster than in other domains if we apply consistently ad hoc policy, such as the introduction of quotas.





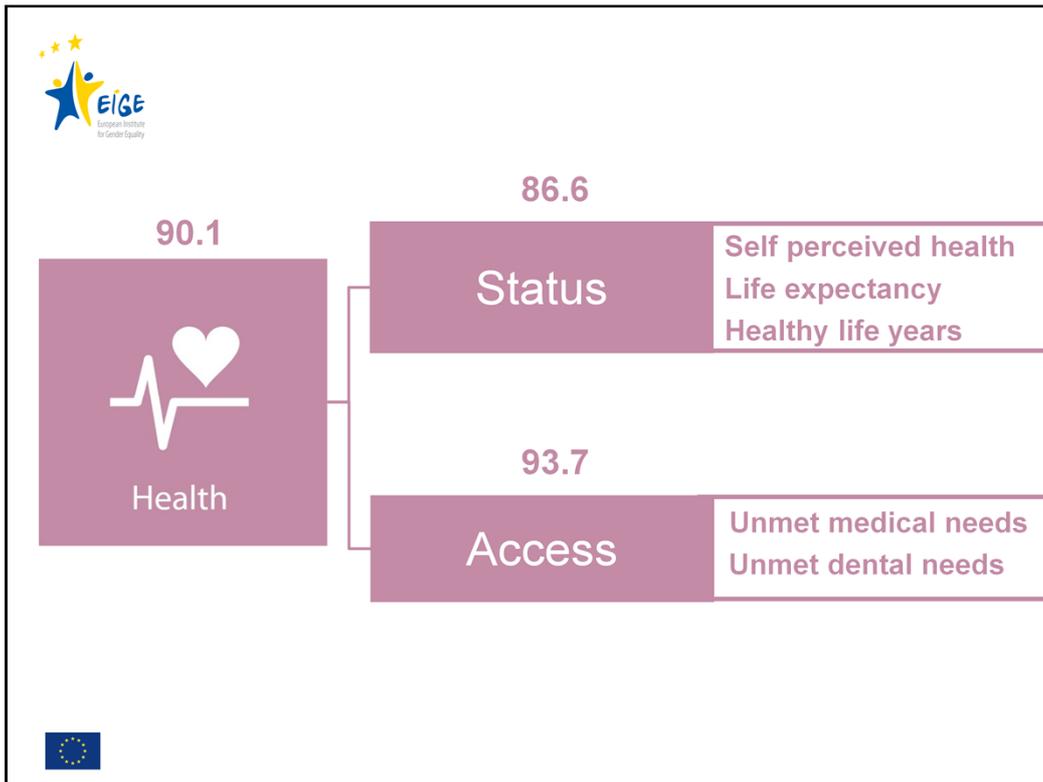


Health

Low gender gaps exist in access to health structures

The old adage that 'women get sicker and men die younger' remains largely true

The challenge in this area is to ensure that **needs of women and men are met with levels of achievement**, in gender equality raised without increasing gender gaps, as health is directly linked not only to economic independence, but also to dignity and physical integrity.



The challenge in the domain of health is to ensure that needs of women and men are met with levels of achievement, in gender equality raised without increasing gender gaps, as health is directly linked not only to economic independence but also to dignity and physical integrity.

Health examines issues related to gender and health. Conceptually, it includes three critical areas:

- Health status
- Health behaviours
- Access to health structures

Lack of data availability did not allow the measurement of health behaviours.

Gender gaps combined with high levels of achievement in the domain of health present overall a picture with a high score of gender equality in all Member States.

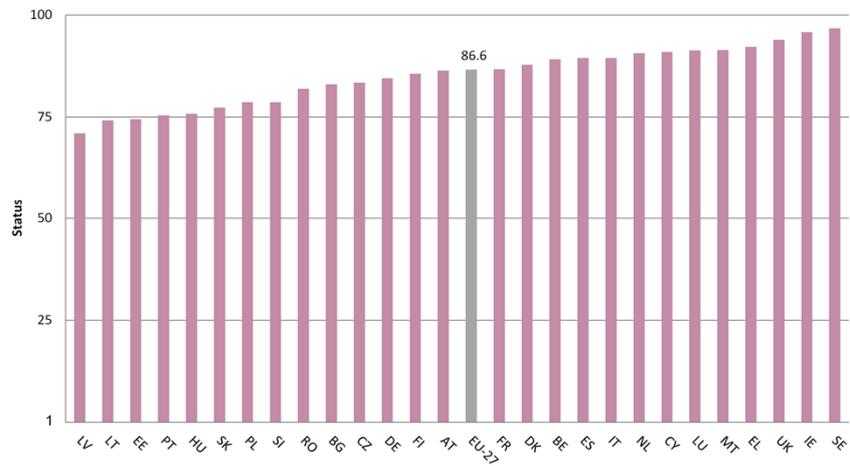
Although there are almost no significant gender gaps in the access of health structures, here translated into unmet needs, what regards health status important gender gaps can be observed.

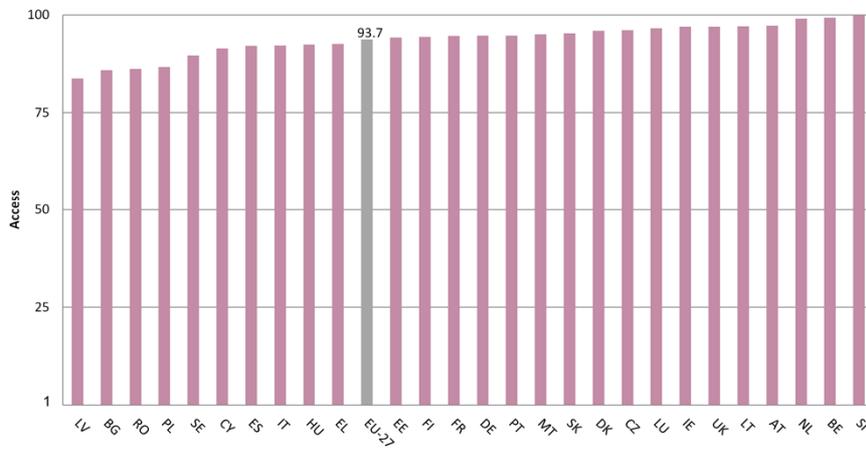


The scores of the Gender Equality Index show that EU Member States are, on average, close to gender equality when it comes to health issues, with a score of **90.1** towards gender equality.

The majority of the Members States have reached a score **above three quarter towards equality**, with NL 94.7, UK 95.4 and IE 96.4, while in the worse position comparatively with the rest of the countries, LV has reached a score of 77.1, PL 82.6 and HU 83.7.

Gender gaps combined with high levels of achievement in the domain of health present overall a picture with a high score of gender equality in all Member States.







Violence

The biggest gap of all

The following domains are satellite domains, that are not included in the final score of the index because they measure different groups.

Violence conceptually measures GBVAW and focuses on the attitudes, norms and stereotypes that underpin the slow progress in terms of gender equality.

The domain of *violence*, due to a lack of harmonised and comparable gender indicators at the EU level, remains empty.

This is coupled with the methodological constraints of the gender Equality Index that require harmonised, available data over time..



Maintaining this satellite domain is motivated by the pressing need to start measuring this void, which, supported by suitable indicators could provide essential information in this domain.

This is a call for collect data on violence against women because we need clear evidence if we want really eradicate VAW .

In the European Union still too many women remain deprived of basic rights; the right to live with dignity, denied because of victims of domestic violence, sexual assault or psychological harassment. This is mainly but not exclusively a women issue.

A study conducted from the Council of Europe can be read that 9 out of 10 victims of intimate violence are women)

There are generally few indicators that can measure gender-based violence against women, since principles of crime classification systems for statistical use have yet to be established in the EU

The possibility of obtaining comparable administrative data on gender-based violence is also very limited at the EU level as there is no common methodology agreed within the member States.

This Statistical gaps in measuring gender based violence against women is important

evidence in supporting the European parliament's resolution on priorities and the outline of a recent EU policy framework to fight violence against women.

It calls on the European Commission to develop and provide annual statistics on different issues.

This resolution also calls on member states to show clearly in their national statistics the magnitude of violence against women, including its gender-based nature, and to take steps to ensure that data is collected on the sex of the survivors, the sex of the perpetrators, their relationship, age, crime scene, and injuries



Intersecting Inequalities

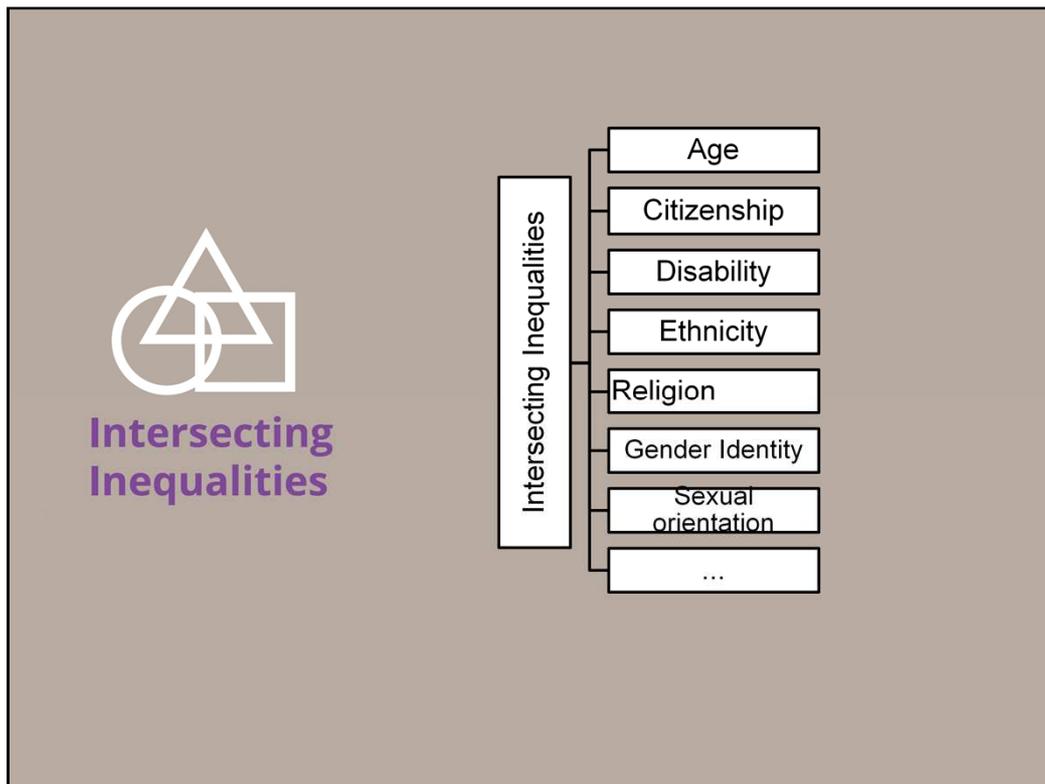
Disparities between women and men among different groups matter as these may be linked to different levels of gender equality

Women and men are not homogeneous groups, it is important to consider other characteristics that may influence their experience.

Intersecting inequalities are concerned with the effect of gender combined with these other characteristics, and how gender operates within different groups.

This domain explores gender gaps among specific groups of women and men, particularly for these groups which may be more or less vulnerable or marginalised. The focus on gender patterns of specific groups of population is particularly relevant in times of major economic, social or demographic transformations. (economics crises male migrants hit by job losses)

These characteristics can greatly affect gender scores.



The principle of intersecting inequalities is enshrined in the EU treaties. The Treaty of Amsterdam marked a turning point by adding the groups of race, ethnicity, religion and belief, age, disability and sexual orientation to the already present ground of nationality and sex. This principle is also reinforced in the charter of Fundamental Rights of the European Union (2000)



Employment rates for:

- Minorities and migrants
- Older workers
- Lone parents/carers



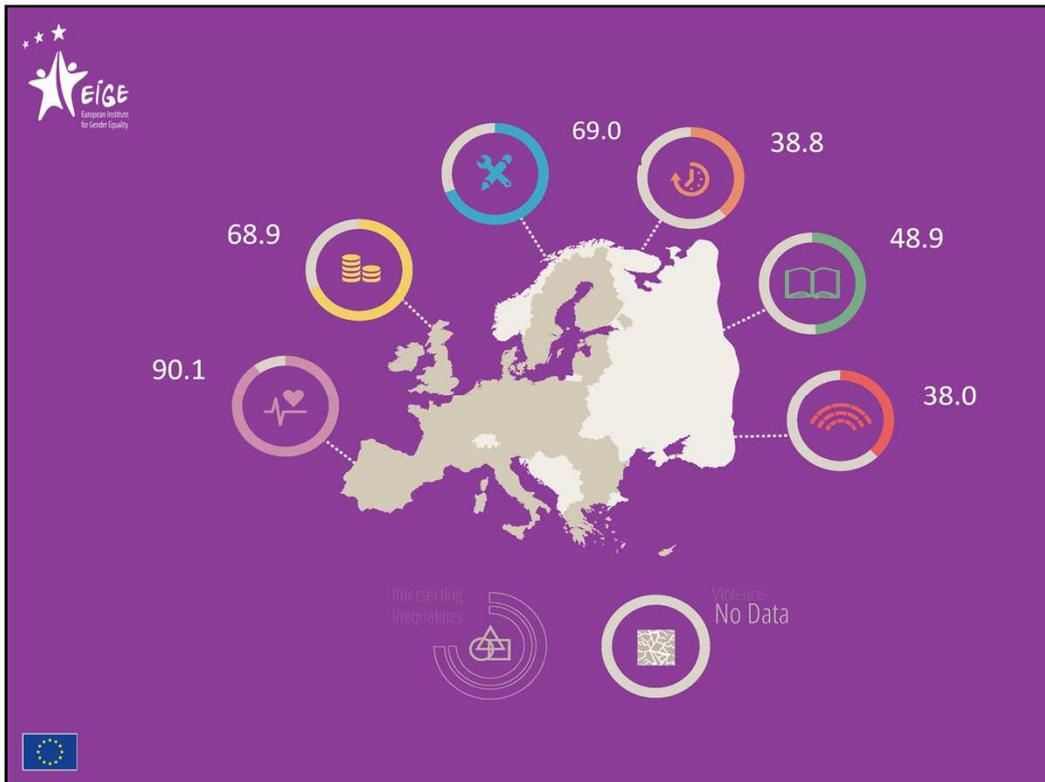
The concept of diversity contends that focusing solely on the binary categories of gender is not sufficient, while on the other hand the number of intersecting categories is theoretically as great as the number of individuals concerned.

The choice the Gender Equality Index has done is to focus on illustrative groups to examine how some intersectional groups fare.

Following the policy focus of Europe 2020 on poverty and social exclusion, the focus of *intersectional inequalities* is employment looking at migrants, older workers and lone parents and carers.

The indicators considered were proxies that analysed employment rates among migrants and/or minority groups, older workers and lone parents or carers

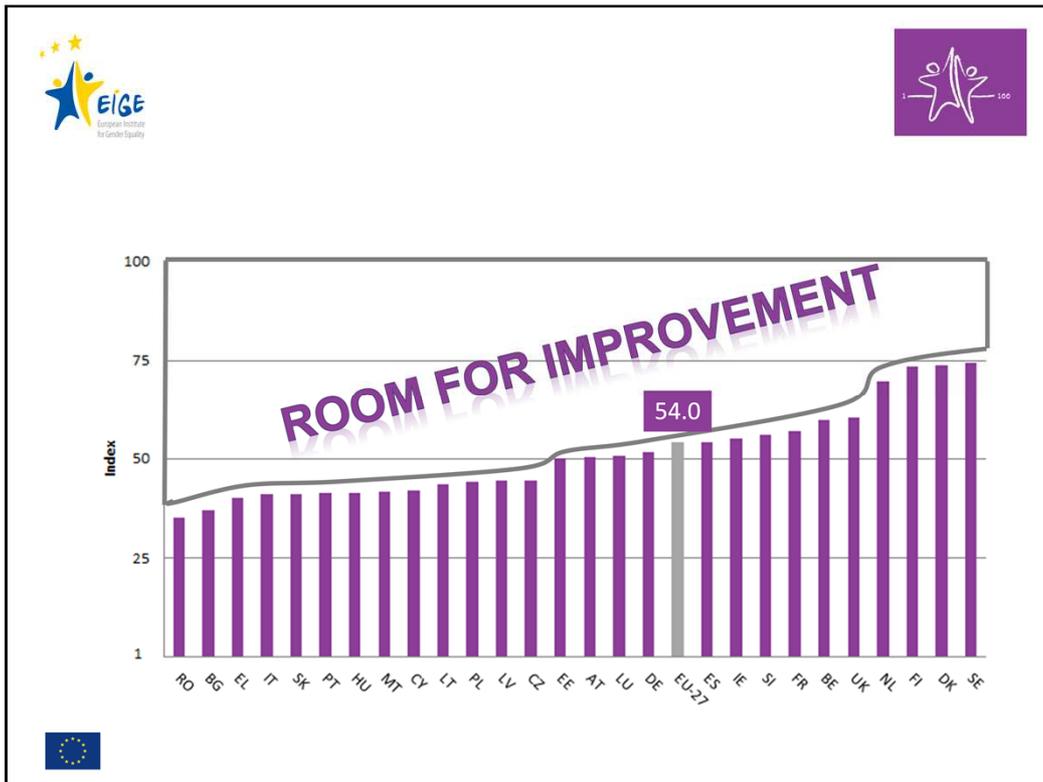
The aim of inclusion of those indicators in the initial gender Equality index is to provide an initial reflection point. Although relying just in these illustrative groups is not in itself sufficient to draw on strong conclusions as to how intersecting inequalities contribute to gender equality overall, they represent an opportunity to debate this important area in greater depth.



To sum up:

These are domains of the Gender Equality Index with the score for EU27.

The gender Equality Index enriches perspectives based on macro-level analyses by providing a synthetic, yet comprehensive and flexible measure that can support the evaluation of the effectiveness of gender equality policies.



After 50 years of gender equality policies with an average score of 54.0, the EU remains far from reaching its gender equality aim although its overall score shows that it is half way there.

The **range** across Member States from 35.3 to 74.3 shows the large amount of variation throughout the EU in the level of Gender Equality achieved overall.

SE, DK, FI and NL despite the fact they are clearly leading the ranking of the MSs, have reached as core between 60 and 74, which is below three quarter toward equality. This is not enough at all!

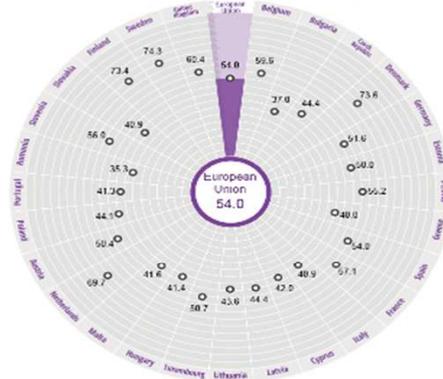
Gender Equality is a fundamental value for the European Union, however it is not a reality yet. We have to work to make it a reality and in this sense the GEI is an extremely useful tool.



Gender Equality Index

INDEX | EU MAP | COUNTRIES | DOMAINS | ABOUT

Index



SUMMARY

The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality as a multi-dimensional concept into a user-friendly and easily interpretable measure. It is formed by combining gender indicators, according to a conceptual framework, into a single summary measure. It consists of six core domains: **work, money, knowledge, time, power, health** and two **satellite domains (intersecting inequalities and violence)**. The satellite domains are conceptually related to the Index but cannot be included in the core Index because they measure an illustrative phenomenon. Specifically, the domain of violence measures gender-based violence against women, and the domain of **intersecting inequalities** considers specific population groups such as lone parents, carers or people with disabilities.

The Index provides results at the domain and sub-domain level for the EU overall and for each Member State. It provides a measure of how far (or close) each Member State was from achieving gender equality in 2010.

Read the Report

Download



<http://eige.europa.eu>

How can we move forward
when half of us are being
held back?





GRAZIE DELL'ATTENZIONE

Anna Rita Manca

Anna.Manca@eige.europa.eu

