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**Indicators of gender equality**

## Indicators of gender equality

Note by Statistical Office of the European Union<sup>1</sup>

### *Summary*

This document introduces the dedicated sub-section on Gender equality indicators launched on Eurostat's website. It presents the EU policy background, the objectives targeted and the criteria used for establishing the dedicated sub-section. The document also provides the list of gender equality indicators included in the dedicated sub-section.

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## I. Introduction

1. Eurostat launched a dedicated sub-section on Gender equality indicators on its website in January 2011. Eurostat's website largely presents statistical data by theme (e.g. national accounts, Harmonized Indices of Consumer Prices, labour market, education and training, health). In addition, a couple of indicator sets for policies are presented separately: Europe 2020 indicators, Euro indicators/PEEIs, Sustainable Development Indicators, Employment and social policy and equality indicators as well as Globalisation Indicators. Gender equality indicators appear, together with the set of indicators on age equality, in the part on Equality under the section on Employment and social policy and equality indicators.

## II. Objectives

2. The main objective was to extend the visibility of gender statistics available in the European Statistical System by providing in one place the most relevant and most frequently used gender equality indicators which are available at Eurostat's online database. It was not the purpose to develop further gender indicators or to duplicate work done elsewhere, including the UNECE initiative and EIGE's work on gender indicators. EIGE (the European Institute on Gender Equality) is in charge at EU level of further developing indicators to follow up the Beijing Platform of Action as well as of the development of an EU Gender Equality Index.

## III. EU policy background

3. The indicators were chosen based on EU policies<sup>2</sup> such as the Women's Charter (2010), the Strategy for equality between women and men (2010-2015) following the Roadmap for equality between women and men (2006-2010). The Women's Charter was adopted by the European Commission in March 2010 to mark the 15th anniversary of the declaration and platform for action adopted at the Beijing UN World Conference on Women. In the Charter the European Commission renewed its commitment to gender equality and to strengthening the gender perspective in all its policies by setting out principles in five thematic areas:

- (a) equal economic independence for women and men;
- (b) equal pay for work of equal value;
- (c) equality in decision-making;
- (d) dignity, integrity and ending gender violence;
- (e) promoting gender equality beyond the EU.

4. The principles were translated into specific measures in the Strategy for equality between women and men (2010-2015) which was adopted by the European Commission in September 2010. The 2010-2015 Strategy spells out actions under five priority areas defined in the Women's Charter, and one area addressing cross-cutting issues. For each priority area, key actions to stimulate change and achieve progress were described. It should be mentioned that the Strategy was also built up on the experience of the Roadmap

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<sup>2</sup> [http://ec.europa.eu/justice/gender-equality/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/index_en.htm)

for equality between women and men (2006-2010) which was adopted by the European Commission in March 2006.

5. To assess the progress in the implementation of the 2010-2015 Strategy the European Commission (DG Justice) presents every year a report on the equality between women and men. It includes a comprehensive statistical annex with indicators mainly provided by Eurostat. The report also includes indicators coming from a dedicated database of DG Justice on women in decision making.

#### **IV. List of indicators**

6. The review of the policy documents and the statistical annex of the annual report resulted in a list of about 80 potential indicators. The available indicators were grouped around the following domains:

- a) education,
- b) labour market,
- c) earnings and social inclusion,
- d) child care,
- e) health.

7. For each area, a limited number of indicators were selected. The main criteria used in the selection were relevance, data availability (freshness, completeness) and comparability. It was also considered important that the indicators could be easily understood by users. The selection was discussed internally with the Eurostat's units in charge of the above domains and related indicators and was further modified according to the comments received. On this basis a decision was taken on the final list of indicators to be included in the dedicated sub-section on Gender equality indicators<sup>3</sup>. The indicators are presented in the dedicated sub-section as multidimensional tables where the user can select the information to be provided according to additional variables (e.g., year and age group, as well as other specific domain-related dimensions)<sup>4</sup>.

8. The list of indicators may be enlarged whenever additional gender data related to important user needs will be available in Eurostat.

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<sup>3</sup> See Annex 1 with the list of indicators.

<sup>4</sup> See the example in Annex 2.

**Annex 1: List of indicators included in the dedicated sub-section on Gender equality indicators**

<b>Education</b>
Educational attainment – tertiary education
Educational attainment – upper secondary education
Educational attainment – lower secondary education
Tertiary education graduates (women per 100 men)
Early leavers from education and training (age 18-24)
Life-long-learning (participation of adults in education and training)
<b>Labour market</b>
Employment rates by highest level of education attained
Employment by economic activity
Self-employment
Persons employed part-time
Temporary employees
Unemployment
Long-term unemployment
<b>Earnings and social inclusion</b>
Mean annual earnings by economic activity
Gender pay gap
Gender pay gap by economic activity
Gender pay gap by age
Population at risk of poverty or social exclusion
At-risk-of-poverty rate
Relative median income ratio (65+)
People with unmet needs for medical examination by reason and income
<b>Childcare</b>
Employment rate by number of children and age of youngest child
Part-time employment by number of children and age of youngest child
Formal childcare
<b>Health</b>
Life expectancy
Life expectancy by highest level of education attained
Healthy life years
Causes of death
Hospital discharges by diagnosis

## Annex 2: Screenshots from the section on Employment and social policy and equality indicators and the dedicated sub-section on Gender equality indicators

Screenshot of the main page of EU Policy Indicators, including the section on Employment and social policy and equality indicators, and statistics by theme: <http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/themes>

The screenshot displays the Eurostat website interface. At the top, there is a header with the European Commission logo and the Eurostat tagline 'Your key to European statistics'. Below this is a navigation bar with tabs for 'Home', 'Statistics', 'Publications', 'About Eurostat', and 'User support'. The main content area is titled 'EU Policy Indicators' and contains a grid of indicator categories:

- Europe 2020 indicators**
- Euro indicators/ PEEIs**
- Sustainable Development Indicators**
- Employment and social policy and equality indicators**
- Globalisation Indicators**

Below this grid, there is a section titled 'Statistics by theme' which lists various thematic areas:

- General and regional statistics**
  - Regions and cities
  - International cooperation:
    - Candidate countries and potential candidates
    - European Neighbourhood Policy countries
    - International statistical cooperation
- Economy and finance**
  - National accounts (including GDP)
  - ESA 95 Input-Output tables
  - European sector accounts
  - Government finance statistics
  - Exchange rates
  - Interest rates
  - Monetary and other financial statistics
  - Harmonized Indices of Consumer Prices (HICP)
  - Purchasing power parities (PPPs)
  - Balance of payments
- Population and social conditions**
  - Population
  - Health (Public health/ Health and safety at work)
  - Education and training
  - Labour market (including LFS - Labour Force Survey)
  - Income, Social Inclusion and Living conditions
  - Social protection
  - Household Budget Surveys
  - Crime and criminal justice
  - Culture
- Industry, trade and services**
  - Structural business statistics
  - Short-term business statistics
  - Tourism
  - Manufactured goods (Prodcom)
  - Information society
  - Postal services
- Agriculture and fisheries**
  - Agriculture
  - Forestry
  - Fisheries
  - Food: from farm to fork
  - Agri-Environmental Indicators
  - Land cover/use statistics: LUCAS
- External trade**
  - External trade
- Transport**
  - Transport
- Environment and energy**
  - Environment
  - Energy
- Science and technology**
  - Science, technology and innovation

The sidebar on the left contains a 'Statistics by theme' menu with options such as 'Statistics A - Z', 'Browse / Search database', 'Bulk download', 'Access to microdata', 'GISCO: Geographical Information and maps', 'Metadata', 'Concepts and definitions', 'Legislation and methodology', 'Classifications', 'Glossaries and thesauri', 'National methodologies', 'Euro-SDMX Metadata Structure', 'Standard code lists', and 'SDMX data and metadata exchange'.

Screenshot of the main page of the section on Employment and social policy and equality indicators:

[http://epp.eurostat.ec.europa.eu/portal/page/portal/employment\\_social\\_policy\\_equality/introduction](http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_social_policy_equality/introduction)

The screenshot shows the Eurostat website interface. At the top, there is a header with the European Commission logo and the Eurostat tagline 'Your key to European statistics'. Below this is a navigation bar with tabs for 'Home', 'Statistics', 'Publications', 'About Eurostat', and 'User support'. The main content area is titled 'Introduction' and contains the following text:

This section provides various sets of data which track the following EU policies:

- **European Employment Strategy (EES)** – Employment Guidelines
- **Social inclusion and social protection** – Open Method of Coordination (OMC) on social inclusion and social protection
- **Education** – Education and training programmes 2010 and 2020
- **Information society** – i2010 – A European Information Society (EIS) for growth and employment
- **Youth policy** – The EU Youth strategy 2010-2018 and related indicators
- **Equality** – A selection of indicators showing the situation of people in Europe, such as by gender and age

The indicators presented are relatively stable and can be used to assess progress towards the policy goals.

On the right side, there is a 'Links' section with the following items:

- European Employment Strategy
- Open Method of Coordination on Social Inclusion and Social Protection
- Strategic framework for education and training
- i2010 - A European Information Society for growth and employment
- Youth policy
- Tackling discrimination
- Gender equality

At the bottom of the page, it states 'Last update 18.11.2011'.

Screenshot of the part on Equality:

[http://epp.eurostat.ec.europa.eu/portal/page/portal/employment\\_social\\_policy\\_equality/equality](http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_social_policy_equality/equality)

The screenshot displays the Eurostat website interface. At the top, there is a header with the European Commission logo and the Eurostat tagline 'Your key to European statistics'. Below this is a navigation bar with tabs for 'Home', 'Statistics', 'Publications', 'About Eurostat', and 'User support'. The main content area is divided into three columns:

- Left Column (Employment and social policy, equality):** Contains a sidebar menu with various links such as 'Introduction', 'Employment Guidelines', 'Open Method of Coordination on Social Inclusion and Social Protection (OMC)', 'Overarching indicators', 'Indicators of the social inclusion strand', 'Indicators of the pension strand', 'Indicators of the health and long term care strand', 'Methodology', 'European strategy and co-operation in education and training', 'Benchmarks for ET2020', 'Methodology', 'Information Society Policy', 'Theme 1: Developments of broadband', 'Theme 2: Advanced services', 'Theme 8: Inclusion', 'Theme 9: Public services, skills, barriers to e-commerce', 'Youth Policy - Youth Strategy 2010-2018', and 'Equality' (with sub-links for 'Gender equality indicators' and 'Age equality indicators').
- Middle Column (Equality - gender and age):** Contains the main text of the page. It starts with an introduction stating that there is no place for discrimination in Europe. It then discusses statistics showing that inequality still exists. The section is divided into 'Gender equality' and 'Age equality', each with a list of indicators.
  - Gender equality:** Indicators include showing how men and women fare in areas like education, labour market, earnings, and social inclusion; presenting a selection of Eurostat's sex-disaggregated data; and being chosen based on EU policy documents.
  - Age equality:** Indicators include illustrating the situation of different age groups; presenting a selection of Eurostat's data by age group; identifying age discrimination as the form of inequality with the most personal experience; and having been selected to identify age discrimination against younger or older people.
- Right Column (Links):** Lists external links such as 'European Commission - Tackling discrimination', 'European Commission - Gender equality', 'European Institute for Gender Equality - EIGE', 'UN Economic Commission for Europe - Gender statistics', and 'OECD - Gender Equality and Development'.

At the bottom of the page, there is a 'Local intranet' logo and a zoom level of 100%.

Screenshot of the page with the list of indicators in the dedicated sub-section on Gender equality indicators:

[http://epp.eurostat.ec.europa.eu/portal/page/portal/employment\\_social\\_policy\\_equality/equality/gender\\_indicators](http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_social_policy_equality/equality/gender_indicators)

The screenshot shows the Eurostat website interface. The main content area is titled 'Gender equality indicators' and is organized into three sections, each with a table of indicators. The left sidebar contains a navigation menu with categories like 'Employment and social policy, equality', 'Information Society Policy', and 'Equality'. The top navigation bar includes 'Home', 'Statistics', 'Publications', 'About Eurostat', and 'User support'.

Education	Data	Further information
Educational attainment – tertiary education		Education and training
Educational attainment – upper secondary education		Education and training
Educational attainment – lower secondary education		Education and training
Tertiary education graduates (women per 100 men)		Tertiary education statistics
Early leavers from education and training (age 18-24)		Education and training
Life-long-learning (participation of adults in education and training)		Lifelong learning statistics

  

Labour Market	Data	Further information
Employment rates by highest level of education attained		Employment statistics
Employment by economic activity		Employment statistics
Self-employment		Employment statistics
Persons employed part-time		Employment statistics
Temporary employees		Employment statistics
Unemployment		Unemployment statistics
Long-term unemployment		Unemployment statistics

  

Earnings and social inclusion	Data	Further information
Mean annual earnings by economic activity		Earnings
Gender pay gap		Gender pay gap statistics
Gender pay gap by economic activity		Gender pay gap statistics
Gender pay gap by age		Gender pay gap statistics
Population at risk of poverty or social exclusion		Income, social inclusion and living conditions
At-risk-of-poverty rate		At-risk-of-poverty rate
Relative median income ratio (65+)		Relative median income ratio
People with unmet needs for medical examination by reason and income		Public health

Example of an indicator on labour market presented in the dedicated sub-section as multidimensional table

**Employment rates by sex, age groups and highest level of education attained (%)** [ifsa\_ergaed]

Last update: 18-01-2012

Table Customization [show](#)

SEX: [dropdown] GEO: [dropdown] TIME: 2010

AGE: From 20 to 64 years ISCED97: [dropdown] All ISCED 1987 levels

GEO	Total	Males	Females
European Union (27 countries)	68.6	75.1	62.1
Euro area (17 countries)	68.4	75.2	61.7
Belgium	67.6	73.5	61.6
Bulgaria	65.4	69.1	61.7
Czech Republic	70.4	79.6	60.9
Denmark	76.1	79.0	73.1
Germany (including former East Germany)	74.9	80.1	69.6
Estonia	66.7	67.7	65.7
Ireland	64.9	69.4	60.4
Greece	64.0	76.2	51.7
Spain	62.5	69.1	55.8
France	69.1	73.7	64.7
Italy	61.1	72.8	49.5
Cyprus	75.4	82.5	68.5
Latvia	65.0	65.1	64.9
Lithuania	64.4	63.6	65.1
Luxembourg	70.7	79.2	62.0
Hungary	60.4	66.0	55.0
Malta	60.1	77.8	41.6
Netherlands	76.8 (b)	82.8 (b)	70.8 (b)
Austria	74.9	80.2	69.6
Poland	64.6	71.6	57.7

No footnotes available

Available flags:  
 b break in series    p provisional value    sc confidential  
 e estimated value    r revised value    sn not significant  
 f forecast    s eurostat estimate    su extremely unreliable data  
 i see explanatory notes u unreliable/uncertain data

Special values:  
 - not applicable or real zero or zero by default  
 0 less than half of the unit used  
 : not available

Source of Data: Eurostat