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Experiences in collecting and using gender indicators for policymaking**The Gender Equality Index for the European Union: a robust tool for policymaking****Note by the European Institute for Gender Equality (EIGE)¹***Summary*

This paper presents the experience done by the European Institute for Gender Equality (EIGE) in constructing the Gender Equality Index for the European Union. The first part describes how devising a working definition for gender equality to monitor the effectiveness of policies to support the EU commitment has been carried out; consequently a sound methodological approach has been used in order to ensure reliability and robustness to the Gender Equality Index. Finally some results and policy conclusions are discussed.

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The Gender Equality Index

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 follows a hierarchical structure which relies on six core domains (work, money, knowledge, time, power and health) and two satellite domains (intersecting inequalities and violence) and twelve sub-domains. It measures gender gaps that are adjusted to levels of achievement, ensuring that gender gaps cannot be regarded positively where they point to an adverse situation for both women and men.

The Gender Equality Index as a tool for fostering gender equality in the European Union supports the debate and the development of policies in the EU by measuring what needs to be measured and not simply what can be measured. By adopting this position, the Gender Equality Index is not bound by data availability but identifies current statistical gaps that need to be filled in to adequately measure gender equality in the EU.

The Gender Equality Index measures how far (or close) the EU-27 and its Member States were from achieving complete gender equality in 2010. It provides results at both Member States and EU-27 level. It also provides results for each domain and sub-domain. The Gender Equality Index assigns scores for Member States, between 1, total inequality and 100, full equality.

Background and Policy Framework

Equality between women and men is a fundamental value of the European Union, enshrined in its Treaties and in the Charter of Fundamental Rights. The EU plays a crucial role in ensuring that the principle of gender equality filters down from the international and EU level to national, regional and local levels. Over time and in various areas, specific policies have been developed to improve gender equality in the European Union and in the Member States. To measure the level of gender equality in relevant priority domains at international or national level, different monitoring tools have been developed worldwide. However, none of them were specifically created for the purpose of measuring gender equality within the policy framework of the European Union.

The need for the Gender Equality Index was initially introduced by the European Commission in the Roadmap for Equality between Women and Men 2006-2010. The European Institute for Gender Equality undertook the task of constructing a composite indicator that reflects the multi-faceted reality of gender equality, and is specifically tailored towards the policy framework of the European Union. The first Gender Equality Index was launched in Brussels on 13 June 2013. Comparison over time, through the first update of the Gender Equality Index in 2015, will provide an invaluable assessment of the progress made by Member States in reaching greater gender equality.

Why a Gender Equality Index?

The Gender Equality Index aims at:

- to provide a synthetic measure of gender equality that is easy to understand and to communicate
- to give a tailor-made composite indicator measuring gender equality in the European Union and its Member States
- to provide a tool to support decision-makers in assessing how far a given Member State is from reaching gender equality
- to allow meaningful comparisons between different gender equality priority domains
- to measure achievements in the area of gender equality over time

Defining the conceptual framework of the Gender Equality Index

The prerequisite for a robust Gender Equality Index relies on a very strong conceptual framework supported by sound methodological approach. Devising the conceptual framework for gender equality is a challenging exercise since it is necessary to deal with the complexity of different perspectives, the needs of different age groups, heterogeneity within the population. Moreover defining a conceptual framework means identifying those key elements without losing the essence of gender equality. As the assignment received was to build a synthetic measure for gender equality in the European Union, the conceptual framework is aiming at mapping the main equality concerns within the framework of the EU gender equality policy.

The result of drawing down the key elements for gender equality in the conceptual framework concerns six core domains (work, money, knowledge, time, power and health) and two satellite domains (violence and intersecting inequalities). The satellite domains are conceptually related to gender equality, but cannot be included in the core index because they measure an illustrative phenomenon that only applies to a selected group of the population. This occurs when considering issues that are related to women only, as in the case of gender-based violence against women, or when examining gender gaps among specific population groups (people with a disability; lone parents; etc.). Each domain is further subdivided into sub-domains.

Domains of the Gender Equality Index

Work  <p>The domain of work relates to the position of women and men in the European labour market. It measures gender gaps in participation in the labour market, duration of working life, sectoral segregation patterns and quality of work such as flexibility of working time, training at work and health and safety.</p>	Money  <p>The domain of money examines inequalities in the financial resources and economic situation of women and men. It measures gaps in earnings and income, as well as not being at risk of poverty and income distribution.</p>	Knowledge  <p>The domain of knowledge shows differences between women and men in terms of education and training. This domain measures gaps in participation in tertiary education, segregation and lifelong learning.</p>
Time  <p>The domain of time focuses on the trade-off between economic, care and other social activities (including cultural, civic, etc). It measures time spent on unpaid activities, including gender gaps in time spent in childcare and domestic activities, but also in other aspects of life such as cultural, leisure or charitable activities.</p>	Power  <p>The domain of power examines how gender equality can be greatly affected by women's lack of participation in decision-making. It measures the gaps between women's and men's representation in the political and economic spheres.</p>	Health  <p>The domain of health focuses on gaps between women and men in terms of health status and access to health structures. It measures sex-based differences in self-perceived health, life expectancy and healthy life years and differences in the fulfillment of medical and dental needs.</p>
Intersecting Inequalities 	Violence 	

Intersecting inequalities is the first of the two satellite domains. The values of this domain are not taken into account when calculating the final score of the Index. Since women and men cannot be considered as homogeneous groups, this domain looks at other characteristics that may affect gender equality by exploring gender gaps in employment rates among people born in a foreign country, older workers and lone parents or carers, as illustrative groups.

Violence is the second satellite domain. Conceptually, it considers gender-based violence against women and also focuses on the attitudes, norms and stereotypes that underpin the lack of progress in terms of gender equality. As a satellite domain, it is not combined into the score of the Gender Equality Index. It remains empty due to lack of data. Violence is, nevertheless, a critical area of gender equality, and as such this blank domain should be seen as an urgent call to address the gaps in data collection.

Toward the calculation of the Gender Equality Index

The Gender Equality Index relies on three essential components: a transparent and solid methodology, sound statistical principles and statistical coherence within the theoretical framework. It relies on the 10-step methodology on building composite indicators developed by the European Commission's Joint Research Centre and the Organisation for Economic Cooperation and Development (OECD) (Nardo et al., 2008).

The selection of the initial indicators for the Gender Equality Index is made on a theoretical basis, from among over 200 variables from different sources including Eurostat, the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and DG Justice. These indicators have different time and country coverage and target populations, and are derived from data collected for different purposes.

The variables focus on individuals, rather than on institutions or countries (for example, it is possible to include 'healthy life years', but not 'health care expenditure'). Furthermore, they consist of outcome variables that measure current status as opposed to process or input variables (for example, 'time spent on care activities' but not 'provision of childcare services').

In addition, strict data quality criteria are applied. Data needs to be accessible, updated, and comparable over time and for all EU Member States, have no more than 10 % of missing data points, with preference given to the indicators of the Beijing Platform for Action endorsed by the Council of the EU or Europe 2020 indicators.

To calculate the Gender Equality Index, an initial metric is developed. It considers the position of women and men to each other, by taking the absolute value of the difference. This means that a gender gap where women are at a disadvantage compared to men (for example with earnings) is treated in the same way as where men are at a disadvantage (for example educational attainment in third level education).

Initial metric:

$$Y_{(x_{it})} = \left| \frac{\tilde{X}_{it}^w}{\tilde{X}_{it}^a} - 1 \right|$$



Subsequently, it takes into account the context and the different levels of achievement of Member States, ensuring that a good score is the reflection of both low gender gaps and high levels of achievement. For example, a good score needs to be the reflection of both a low gender gap but also high level of participation in the labour market or education.

Correcting coefficient:

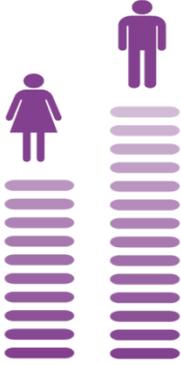
$$\alpha_{(X_{it})} = \frac{\tilde{X}_{it}^a}{\max \tilde{X}_{it}^a}$$



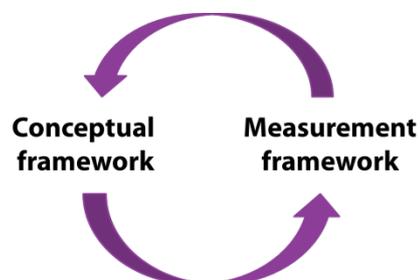
The final metric is obtained by adjusting the initial gap by levels of achievement.

Final metric:

$$\Gamma_{(X_{it})} = 1 + [\alpha_{(X_{it})} \cdot (1 - Y_{(X_{it})})] \cdot 99$$



The indicators selected need to conform to a solid statistical structure. This is achieved by using a multivariate analysis called Principal Components Analysis (PCA). The technique assesses the internal structure of the data and aims at providing statistical support to the conceptual framework by creating a measurement framework.



Results of the multivariate analysis provide the final set of 27 indicators, grouped into 6 domains, each further sub-divided into a further 2 sub-domains (giving a total of 12 sub-domains). The indicators used refer to 2010, the latest year for which a complete set of data could be obtained during the construction of the Gender Equality Index.

The comparison of the statistical structure of the data and the structure provided by the conceptual framework shows that the majority of sub-domains remained unchanged. Two sub-domains are left unmeasured due to lack of data. There is no data disaggregated by sex to measure health behaviour in the domain of health, as well as no suitable data on social decision-making in the domain of power. The sub-domain of time spent in economic activities is not included in the domain of time to prevent overlapping with the domain of work that measures the participation of women and men in the labour market. Furthermore, indicators measuring segregation, in the domains of work and knowledge, are closely associated with other domains and therefore merged with other indicators. The full comparison between the conceptual and measurement frameworks, the concept measured and the variables used can be found in Table 1.

Table 1 Comparison of conceptual and measurement frameworks in the Gender Equality Index

Domain	Conceptual framework	Measurement framework
Work	Participation	Participation
	Segregation	Segregation and quality of work
	Quality of work	
Money	Financial resources	Financial resources
	Economic situation	Economic situation
Knowledge	Educational attainment	Educational attainment and segregation
	Segregation	
	Lifelong learning	Lifelong learning
Time	Economic	-
	Care activities	Care activities
	Social activities	Social activities
Power	Political	Political
	Social	-
	Economic	Economic
Health	Status	Status
	Behaviour	-
	Access	Access
Intersecting inequalities	Discrimination and other social grounds	Discrimination and other social grounds
Violence	Direct	
	Indirect	

The table above shows a solid statistical structure to measure the conceptual framework of the Gender Equality Index given data availability.

Calculating the index relies on eliminating as much subjectivity as possible, by computing the set of all potential indices, from which to select the most representative index. Different indices can be obtained changing the ways in which indicators are imputed (estimation of missing data), aggregated (groups data according to the structure provided by the measurement framework) and weighted (assigns a relative importance to variables, sub-domains and domains). The selection of the best index is the one that is the closest to the most central, as measured by the median distance, among the 3,636 possible indices that were computed.

The characteristics of the best index are given in Table 2.

Table 2 Weighting and aggregation methods used to compute the Gender Equality Index

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

It relies on experts¹ weights at the domain level, which are derived using a process called Analytic Hierarchy Process (it is based on ordinal pair-wise comparison of domains) and equal weights at the sub-domain and variable level.

The aggregation relies on the arithmetic mean at the variable level, which means calculating the average in the usual sense of the terms. However, at sub-domain and domain level, the aggregation is done using the geometric mean, a property of which is that it minimises the potential compensations between low and high values².

Mathematically, it is expressed as:

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

$$i = 1, \dots, 27$$

$$d = 1, \dots, 6$$

$$s = 1, \dots, 12$$

$$v = 1, \dots, 27$$

$$w_v, w_s, w_d \in [0,1]$$

$$\sum w = 1$$

However, its interpretation remains simple, since a score ranges from 1 to 100, which stands for full gender equality. For example, a score of 50 can be interpreted as half way towards gender equality or 50 out of 100.

Main findings of the Gender Equality Index

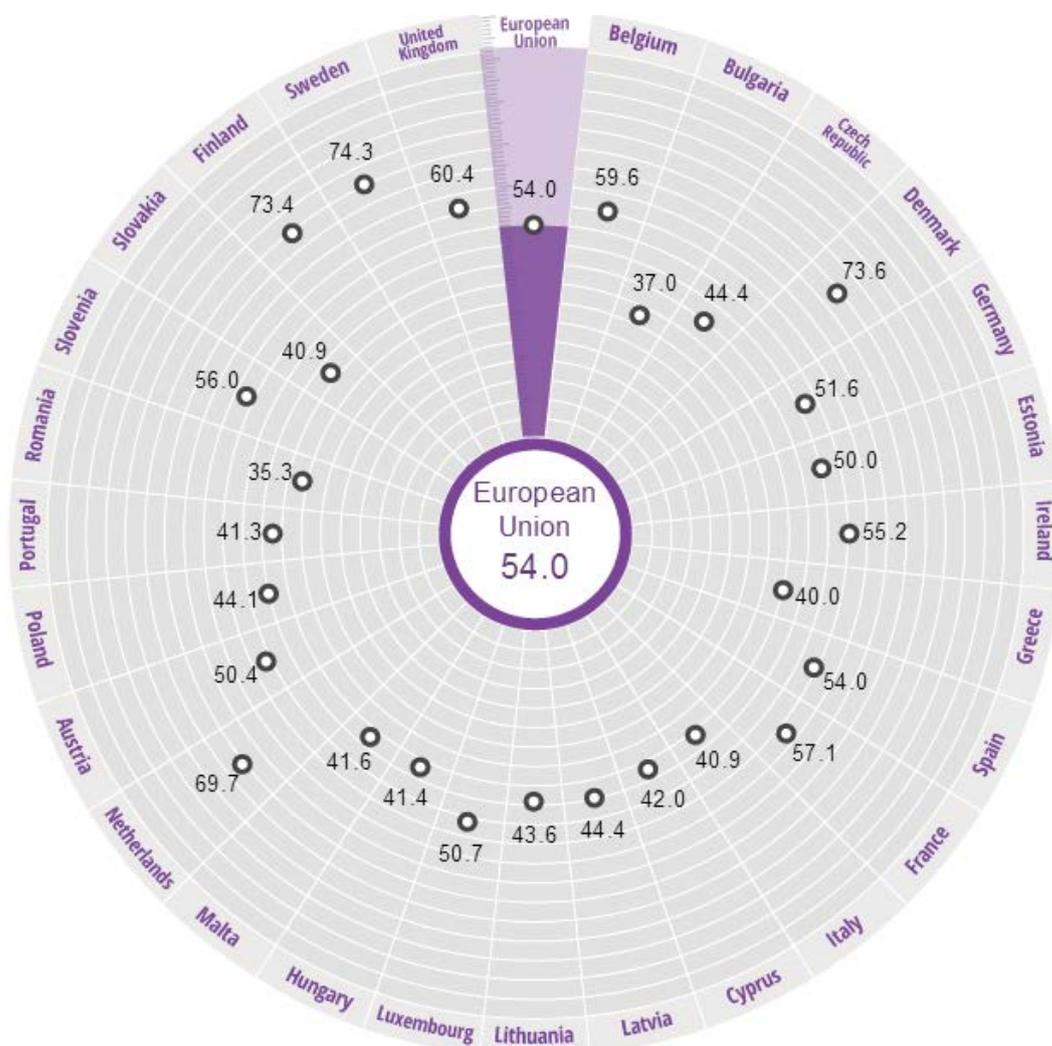
Despite more than 50 years of gender equality policy at EU level, the findings show that gender gaps are prevalent across the EU. With an average score of 54.0 (Figure 2), the EU remains far from reaching its gender equality aim. The range across Member States, from 35.3 to 74.3, shows the broad scale of variation throughout the EU in the level of Gender Equality achieved overall. Nearly half of the Member States (13) are below the score of 50. Nevertheless, four countries - the Netherlands, Finland, Denmark and Sweden - are leading with scores between almost 70 and slightly above 74 out of 100.

¹ The experts consulted consisted of members of EIGE's Working Group on the Gender Equality Index and EIGE's Expert Forum.

² For example, the arithmetic average of two scores of 10 and 90 is 50. The value of the geometric average for the same scores is of only 30, which means that it does not fully allow for compensations between the scores in different domains.

The Gender Equality Index, as a synthetic measure, is a powerful tool for understanding, monitoring and comparing the situation each EU Member State is facing in gender equality.

Figure 1: Overall Scores of the Gender Equality Index, 2010



The Gender Equality Index is supplemented by six sub-indices at the domain level and 12 sub-indices at the sub-domain level. It provides a detailed assessment of where EU Member States stand with achieving gender equality in selected policy areas. The scores of the Gender Equality Index show that, overall in the EU, gender equality remains far from a reality, with the most problematic areas in the domains of power and time.

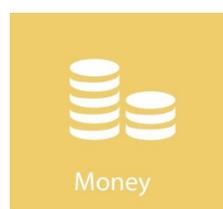
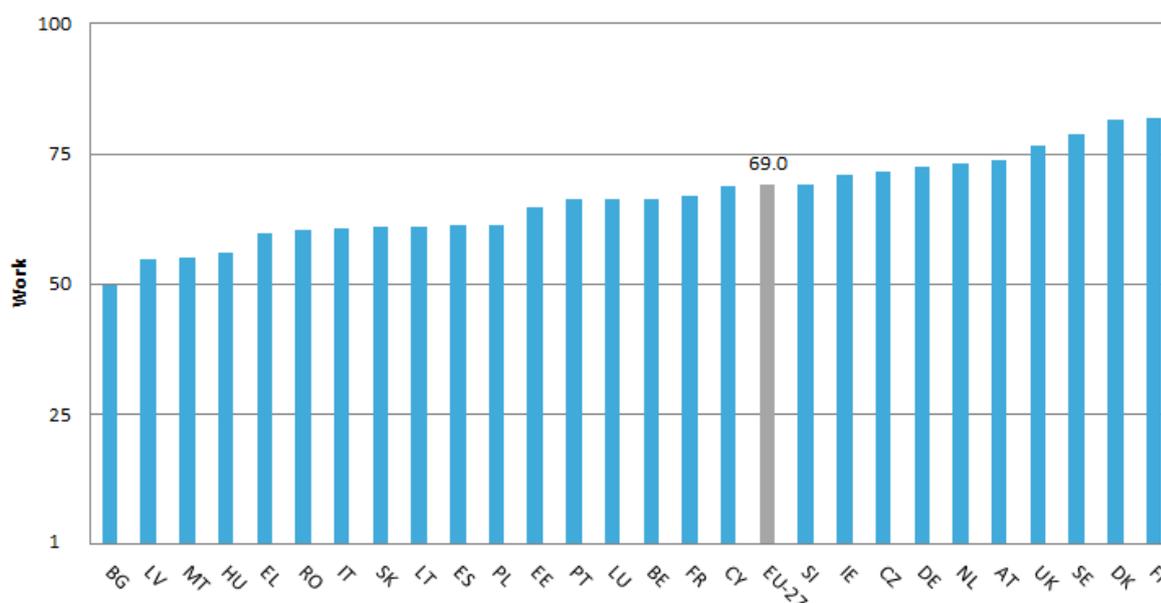
Domain of work: disparities in how women and men are getting in and getting on in the labour market



The domain of work in line with the policy focus in particular of the Lisbon Strategy, 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 the gendered patterns that exist within the labour market: participation, segregation and quality of work.

In the domain of work, on average, the EU has achieved a score of 69.0, that is only slightly above two-thirds of the way towards gender equality. Moreover, all Member States are above halfway towards equality in this domain, but only four of them passing over three-quarters of the way towards gender equality: Finland scores highest in the domain of work, reaching a value of 82.0, Denmark with 81.6 and Sweden having attained 78.6 towards gender equality.

Figure 2 Scores of the Gender Equality Index by Member State in the domain of work, 2010



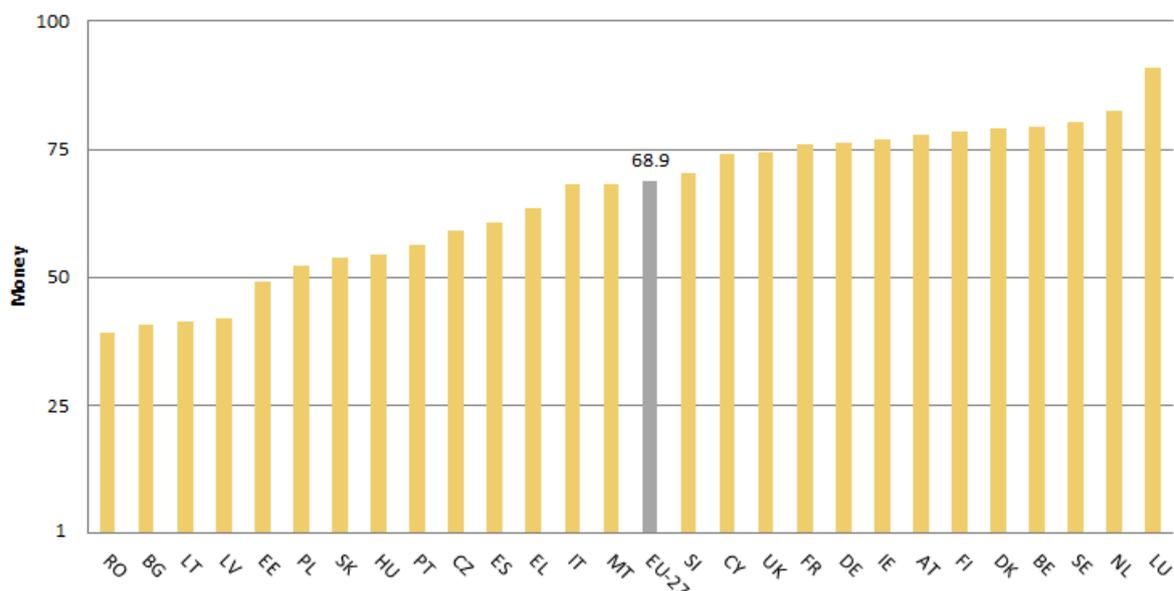
Domain of money: women remain in more precarious conditions

Economic independence is seen as a prerequisite for European citizens, both women and men, to exercise control and make genuine choices in their lives. However, women remain in more precarious situations throughout the EU in terms of access to financial resources and economic situation (Table 5).

The domain of money, with a score of 68.9 on average at EU level, brings it only two-thirds of the way towards achieving gender equality when it comes to the financial resources and economic situation of its citizens. Twenty-two Member States pass the score of halfway towards gender equality, with three Member States going beyond 80 towards gender equality: Sweden (80.2), the Netherlands (82.5) and

Luxembourg (90.9). The remaining Member States score low, with the lowest in Romania with 39.0 (Figure 4).

Figure 3 Scores of the Gender Equality Index by Member State in the domain of money, 2010

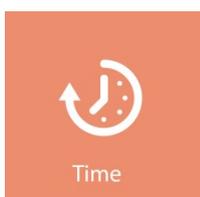
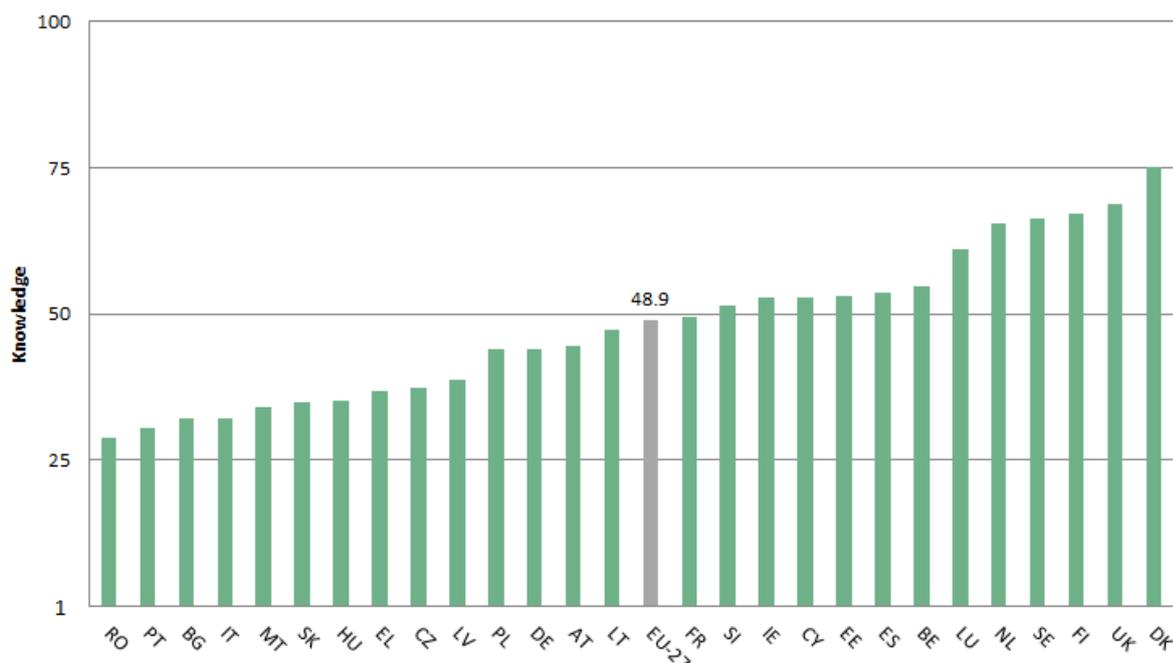


Domain of knowledge: women’s educational attainment overtakes men’s but segregation patterns persist

The domain of knowledge examines differences between women and men in education and training. This includes ensuring equal access and attainment, eliminating gender segregation in education fields and promoting lifelong learning for both women and men.

The domain of knowledge shows that on average, EU Member States have only attained the middle point towards gender equality with an average value of 48.9 at EU level (Figure 5). Gender equality scores in this domain vary greatly across Member States, from as little as 28.8 in Romania to just above three-quarters of the way towards gender equality in Denmark (75.1).

Figure 4 Scores of the Gender Equality Index by Member State in the domain of knowledge, 2010

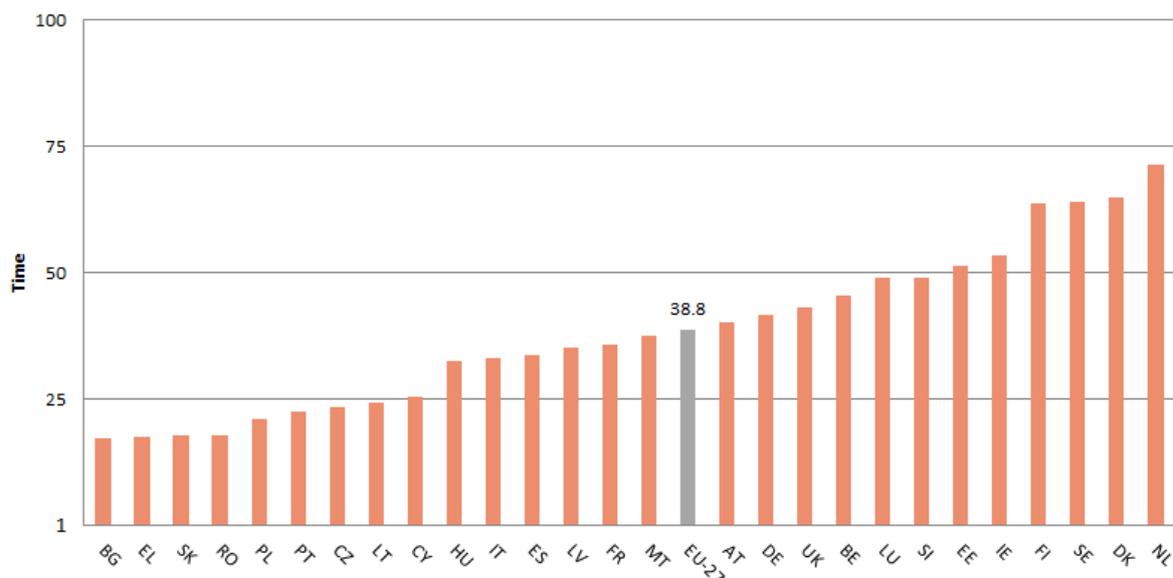


Domain of time: inequalities in the division of time between women and men persist

The domain of time attempts to capture the gendered nature of the allocation of time spent between economic, care and social activities. It is an important domain from a gender perspective, given the imperative to ensure a better integration of work and family life for women and men. As participation in the labour market is measured in the domain of work and since there exists a trade-off between activities, no further indicators have been included for economic activities.

The Gender Equality Index shows (Figure 6) that there are very important differences between women and men in the division of time spent on care and social activities. The domain of time presents the second lowest gender equality scores following the domain of power, with an average of 38.8 at EU level, well below halfway towards gender equality. Scores range from below 20.0 in Bulgaria, Greece, Slovakia and Romania to a maximum of 71.3 in the Netherlands.

Figure 5 Scores of the Gender Equality Index by Member State in the domain of time, 2010

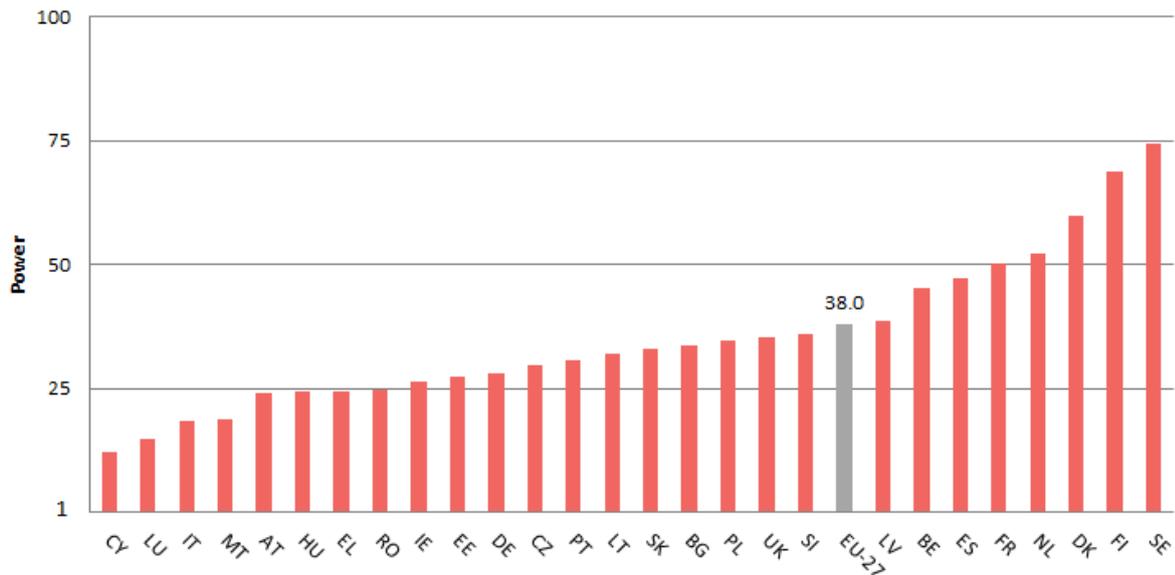


Domain of power: Gender imbalance in decision-making remains an important challenge at EU level and for all Member States

Women are greatly under-represented in top positions of decision-making in the majority of Member States. Despite the fact that women make up nearly half of the workforce and account for more than half of tertiary 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.

The Gender Equality Index in this domain highlights a significant deficit in gender equality with an average score of 38.0 at EU level. This is the area where the lowest gender equality score can be observed, with the majority of Member States below this level. Indeed, only five Member States have achieved a score that is above halfway towards gender equality in the domain of power (FR, NL, DK, FI and SE) with a maximum score of 74.3 in Sweden. Cyprus, Luxembourg, Italy and Malta score below 20 out of 100 (Figure 7).

Figure 6 Scores of the Gender Equality Index by Member State in the domain of power, 2010

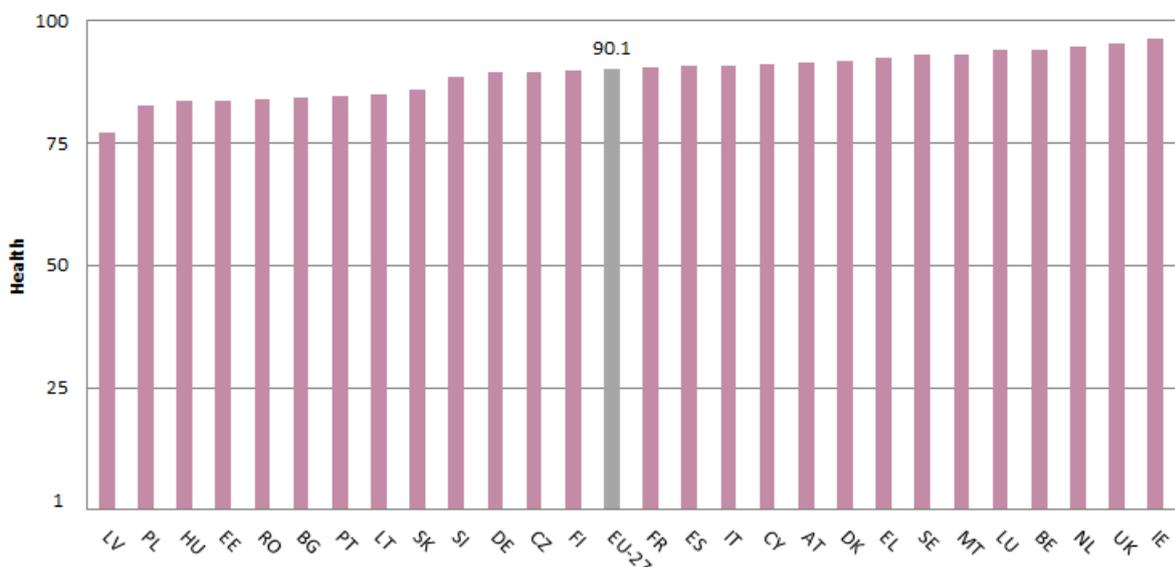


Domain of health: small gender gaps throughout most EU Member States

The final core domain examines issues related to gender and health. It is a domain which is affected by issues to do with both sex and gender. It considers both the health status of women and men, and their access to health structure. The challenge in this area is to ensure that levels of achievement are maintained or raised further, while closing the remaining gender gaps, as health is directly linked not only to economic independence, but also to dignity and physical integrity.

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 (Figure 8). It reflects both the small gender gaps and low level of unmet needs that characterise health provision in the EU. As a result, both the United Kingdom and Ireland achieve the highest scores at or above 95.

Figure 7 Scores of the Gender Equality Index by Member State in the domain of health, 2010





Domain of intersecting inequalities

The concept of diversity within women and men contends that focusing only on the binary categories of gender is not sufficient. It is hence important to consider the effect of gender combined with other characteristics that may influence their experience. Following this argument, it would therefore be necessary to build a multitude of gender equality indices, one for each interest group: an impossible task in itself and one which would take away the power of a single composite measure. Within the Gender Equality Index, intersecting inequalities provides an area where a multitude of intersectionally relevant issues can be measured.



Domain of violence: the biggest gap of all?

Gender-based violence against women remains one of the most pervasive human rights violations of our time, undermining women's dignity and integrity, as well as imposing serious harm on individuals, families, communities and societies. It is a manifestation of historically unequal power relations between women and men, which poses a major obstacle to the achievement of equality between women and men. In the EU, 9 out of 10 victims of intimate partner violence are women. Even if the data are scarce, it is estimated that up to one quarter of all women in the EU have suffered physical violence at least once during their adult lives (Council of Europe, 2006).

The domain of violence represents the largest statistical gaps in measuring the progress of gender equality at EU level in this area. It is a crucial domain of gender equality that conceptually combines direct and indirect violence (Table 12), recognising that women are exposed to higher risks of gender-based violence than men and that gender-based violence disproportionately affects women.

Insufficient gender indicators to measure gender-based violence against 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 among the Member States. The norms, attitudes and stereotypes that largely underpin gender-based violence against women also remain critically under-measured, with, as a result, a strong dearth of potential indicators. There are to date no data sources that provide reliable, harmonised and comparable data for all Member States on these aspects.

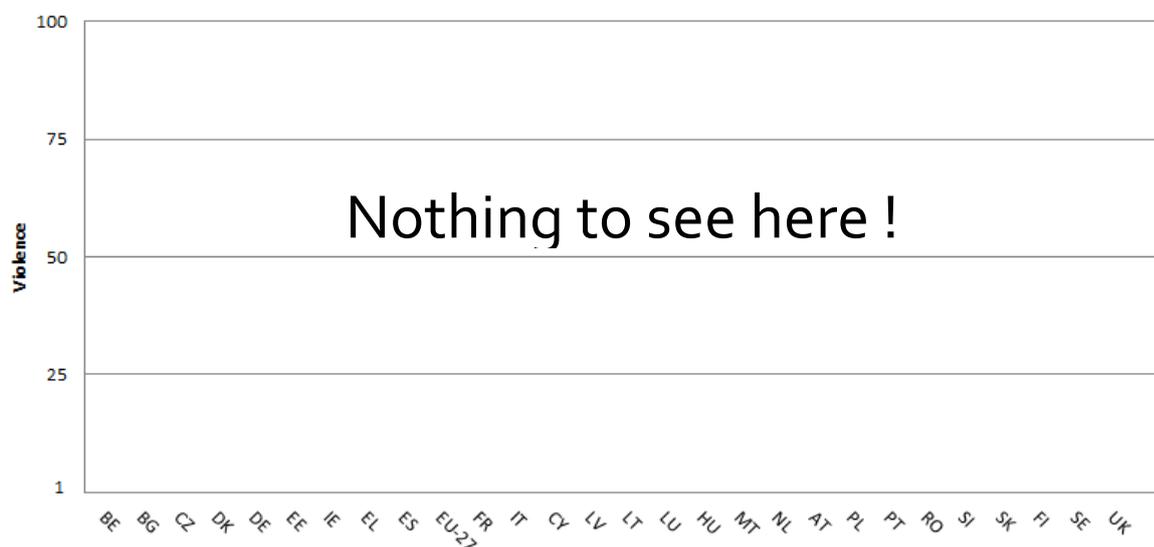
Coupled with the methodological constraints of the Gender Equality Index that require harmonised, available data over time, it was not possible to identify suitable indicators. This is symptomatic of a deeper dearth of information and data at national and international level, although some of these data gaps may soon be partly addressed by the EU-wide survey on gender-based violence against women carried out by the European Union Agency for Fundamental Rights. However, to date there are no plans to ensure that harmonised data at EU level on this important issue will be collected on a regular basis.

Statistical gaps in measuring gender-based violence against women are important evidence in supporting the European Parliament's resolution on priorities and the outline of a recent EU policy framework to combat violence against women. It calls on the European Commission to develop and provide annual statistics on violence against women. 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 victims, the sex of the perpetrators, their relationship, age, crime scene, and injuries. The Council in its Conclusions of December 2012 also calls to improve the collection and dissemination of comparable, reliable and regularly updated data on victims and perpetrators of all forms of violence against women at both national and EU level.

The second sub-domain is indirect violence. It aims at measuring the gender norms, attitudes and stereotypes, which underpin current patterns of gender-based violence against women, in addition to other forms of gender inequality.

The domain of violence, due to a lack of harmonised and comparable gender statistics at the EU level, remains empty (Figure 9). It nonetheless represents an indispensable domain for the measurement of gender equality. Maintaining this satellite domain is motivated by the pressing need to begin measuring this void, which, supported by suitable indicators could provide essential information in this domain. Although no gender indicators could be selected to measure gender gaps in this domain, it nevertheless remains as a blank space, ready to be filled at the first opportunity.

Figure 8 Scores of the Gender Equality Index by Member State in the domain of violence, 2010



Conclusion

Limitations of the indicators used

The domain of money would be better measured by data on income disaggregated at the individual level. Indeed, most of the gender indicators (mean equivalised income, income distribution, at-risk-of-poverty) which are included in the domain of money are collected at the household level and in order to calculate individual income, equivalence scales are used³.

³ Each household is weighted by the number of equivalent adults belonging to this household.

Equalised income relies on the assumption of equal distribution of financial resources between household members. This is problematic since it ignores possible power relations within the family, and thus underestimates the true extent of gender gaps in this domain.

Promising avenues of developments to measure gender equality in the future

Several sub-domains could not be measured due to data availability constraints, including social power in decision-making because of insufficient data quality or health behaviour because of lack of disaggregation of the data by sex. Finally, the measure of time could be greatly improved by relying on a harmonised Time Use survey, although the current data collection to date does not cover all Member States, is not fully harmonised and does not provide a uniform time period.

The Gender Equality Index needs to be analysed together with broader indicators to yield new perspectives

As the Gender Equality Index is based on individual level variables, it needs to be analysed further within the framework of wider gender policy perspectives, which are not bound by the stringent statistical considerations of building a composite indicator. It is therefore fundamental to interpret its general score, and scores at sub-domain level, in connection with institutional or macro level variables. For example, the results of the Gender Equality Index can be analysed in relation to the provision of legal frameworks, policy measures and services. To contextualise the Gender Equality Index on national level, this and other valuable complementary information is provided in a set of country profiles as an Annex to the full report on the Gender Equality Index.

The impact of the crisis on gender equality needs to be taken into consideration

The interpretation of the Gender Equality Index and gender gaps in relevant domains requires a consideration of the impact of the economic crisis on women and men. For example, an unintended consequence of the crisis has been a temporary reduction in certain gender gaps. This, however, has not been a sign of improved gender equality, but that of worsening conditions for both women and men (European Commission, 2013). It is therefore imperative to analyse gender gaps in conjunction with a thorough analysis of levels of achievement in gender equality, as they are prone to change in the context of the crisis or other social and economic transformations.

The Gender Equality Index is a useful policy monitoring tool of gender equality over time

The Gender Equality Index provides decision-makers, policy implementers and other users with a reliable source of reference, which presents the current gaps between the women and men in Europe. 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. Comparison over time, through the first update of the Gender Equality Index in 2015, will provide an invaluable assessment of the progress made by Member States in reaching greater gender equality.

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Appendix

	Domain	Conceptual framework	Measurement framework	Concept measured	Variable	Source
Core	Work	Participation	Participation	FTE employment rate	Full-time equivalent employment rate (% of 15- 64 population)	Eurostat – EU Labour Force Survey
				Duration of working life	Duration of working life (yrs)	Eurostat – EU Labour Force Survey
		Segregation	Segregation and quality of work	Segregation	Participation rate in education, human health and social work activities (%)	Eurostat – EU Labour Force Survey
				Flexibility of working time	Non fixed start and end of a working day or varying working time as decided by the employer (%)	Eurostat – EU Labour Force Survey
		Quality of work	Segregation and quality of work	Training at work	My job offers training at work: yes	Eurofound - Working Condition Survey
				Health and safety	Health or safety is at risk because of work: no	Eurofound - Working Condition Survey
	Money	Financial resources	Financial resources	Gender pay gap	Gender pay gap [NACE Rev. 2 cats. B-S, excl. O] (%)	Eurostat calculation based on the Structure of Earnings Survey
				Income	Mean equivalised net income, 16+population (EUR)	Eurostat – EU Statistics on Income and Living Conditions
		Economic situation	Poverty	Poverty	100% - At-risk-of-poverty rate [<60% of median income] (% of 16+population)	Eurostat - EU Statistics on Income and Living Conditions

				Income distribution	100% - S80/S20 income quintile share ratio	Eurostat - EU Statistics on Income and Living Conditions
Knowledge	Educational attainment	Educational attainment and segregation	Tertiary education	Tertiary education (% of 15-74 population)	Eurostat – EU Labour Force Survey	
	Segregation		Segregation	Enrolment rate in tertiary education in the fields: education, health and welfare, humanities and art (%)	Eurostat – Education statistics	
	Lifelong learning	Lifelong learning	Lifelong learning	Participation rate in lifelong learning (% of 15-74 population)	Eurostat – EU Labour Force Survey	
Time	Economic					
	Social	Social	Sport, culture and leisure activities	Sporting/ cultural/ leisure activity: At least every other day (%)	Eurofound - Working Condition Survey	
			Volunteering and charitable activities	Voluntary or charitable activity: At least once a month (%)	Eurofound - Working Condition Survey	
	Care	Care	Childcare activities	Caring for and educating your children, grandchildren: Everyday for one hour or more (%)	Eurofound - Working Condition Survey	
			Domestic activities	Cooking and housework: Mean hours/day (all individuals)	Eurofound - Working Condition Survey	
Power	Political	Political	Ministerial representation	Representation: Ministers (% of population)	DG Justice - Women and Men in Decision Making	
			Parliamentary representation	Representation: Parliament (% of population)	DG Justice - Women and Men in Decision Making	
			Regional assemblies representation	Representation: Regional assemblies (% of population)	DG Justice - Women and Men in Decision Making	
	Social	-	-			
	Economic	Economic	Members of boards	Representation: Members of largest	DG Justice - Women and Men in Decision	

				quoted companies (% of population)	Making	
			Members of central banks	Representation: Members of the central bank (% of population)	DG Justice - Women and Men in Decision Making	
Health	Status	Status	Self-perceived health	Self-perceived health: good or very good (%)	Eurostat - EU Statistics on Income and Living Conditions	
			Life expectancy	Life expectancy at birth (years)	Eurostat calculation based on EU Statistics on Income and Living Conditions	
			Healthy life years	Healthy life years expectancy at birth (years)	Eurostat calculation based on EU Statistics on Income and Living Conditions	
	Behaviour	-	-			
	Access	Unmet needs	Unmet medical needs	Population with no unmet medical needs (%)	Eurostat - EU Statistics on Income and Living Conditions	
Unmet dental needs			Population with no unmet dental care needs (%)	Eurostat - EU Statistics on Income and Living Conditions		
Satellite	Intersecting inequalities	Discrimination and other social grounds	Employment rates: minorities and/or migrants older workers lone parents	Employment rates: minorities and/or migrants older workers lone parents	Employment rates of people born in a foreign country (%)	Eurostat – EU Labour Force Survey
				Employment rates of older workers (55-64 y.o) (%)	Eurostat – EU Labour Force Survey	
				Employment rates of people living in a household with one adult and one or more children (%)	Eurostat – EU Labour Force Survey	
	Violence	Direct	Sexual harassment at work	Sexual harassment at work		Eurofound - Working Condition Survey
Indirect						