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**Economic Commission for Europe****Conference of European Statisticians****Group of Experts on Gender Statistics****Work Session on Gender Statistics**

Geneva, 19-21 March 2014

Item 3 of the provisional agenda

**Experiences in collecting and using gender indicators for policymaking****Eurostat's electronic publishing platform "Statistics Explained" and its article on gender statistics****Note by Eurostat<sup>1</sup>***Summary*

This document introduces Statistics Explained and its article on gender statistics. Statistics Explained is an innovative electronic publishing platform and a gateway to Eurostat's statistical information. The article on gender statistics presents a selection of the indicators from areas such as education, labour market, earnings and health which are particularly important for monitoring gender equality. In the article, the indicators show gender gaps together with levels of development (e.g. gender employment gap with employment rate) at the EU level and across Member States. It is foreseen to publish the article in March/April 2014.

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## I. Statistics Explained

1. Statistics Explained is both an innovative electronic publishing platform and a gateway to Eurostat's statistical information. Because it works in a way similar to Wikipedia, it is easy to use and easy to navigate. It provides rich information on any statistical subject treated by Eurostat. Statistics Explained is:

- an encyclopaedia on European Union statistics;
- a portal to further information for occasional and for regular users;
- a statistical glossary.

2. Statistics Explained makes extensive use of hyper-linking and similar possibilities offered by the Internet to provide seamless access to information at various levels. It contains statistical data and explanations, but also direct links to latest figures and to all kind of relevant background information which may be useful to understand the statistics.

3. Statistical articles are the core of Statistics Explained. Each set of statistics produced by Eurostat is described by one or several statistical articles. The typical statistical article starts with an indication the freshness of the data used, with a brief introduction into the article, and with a detailed table of contents. The main body is composed of the following parts:

- Main statistical findings highlight the most important statistical results, both through text and through graphs and tables.
- Data sources and availability briefly describes how the data were obtained (for example, by which survey) as well as potential limitations and problems.
- Context discusses reasons behind the data collection and the uses that may be made of the data; it may refer to the legal basis, the policy context, the importance for politics, business or the society as a whole.
- Further Eurostat information provides direct links to more detailed or more recent information on the Eurostat website including freshest data, publications, or detailed methodological information.
- External links to related information from other institutions and organisations.

4. The statistical articles are supplemented by pages providing background information on statistics, either short glossary pages with definitions or more detailed background articles focusing on methodological issues rather than presenting data.

## II. Article on Gender Statistics

5. The article on gender statistics starts with the definition of "gender statistics" taken from the publication "Developing Gender Statistics: A Practical Tool of the UNECE". Gender statistics is defined as an area that cuts across traditional fields of statistics to identify, produce and disseminate statistics that reflect the realities of the lives of women and men, and policy issues relating to gender equality. The article presents a selection of the indicators from areas such as education, labour market, earnings and health which are particularly important for monitoring gender equality. In the article, the indicators show gender gaps together with levels of development (e.g. gender employment gap with employment rate) at the EU level and across Member States.

6. The two main parts of the article are presented below, namely, "Main findings" with the most important statistical results for the selected gender equality indicators and "Context" with information on gender policy at the global and EU levels.

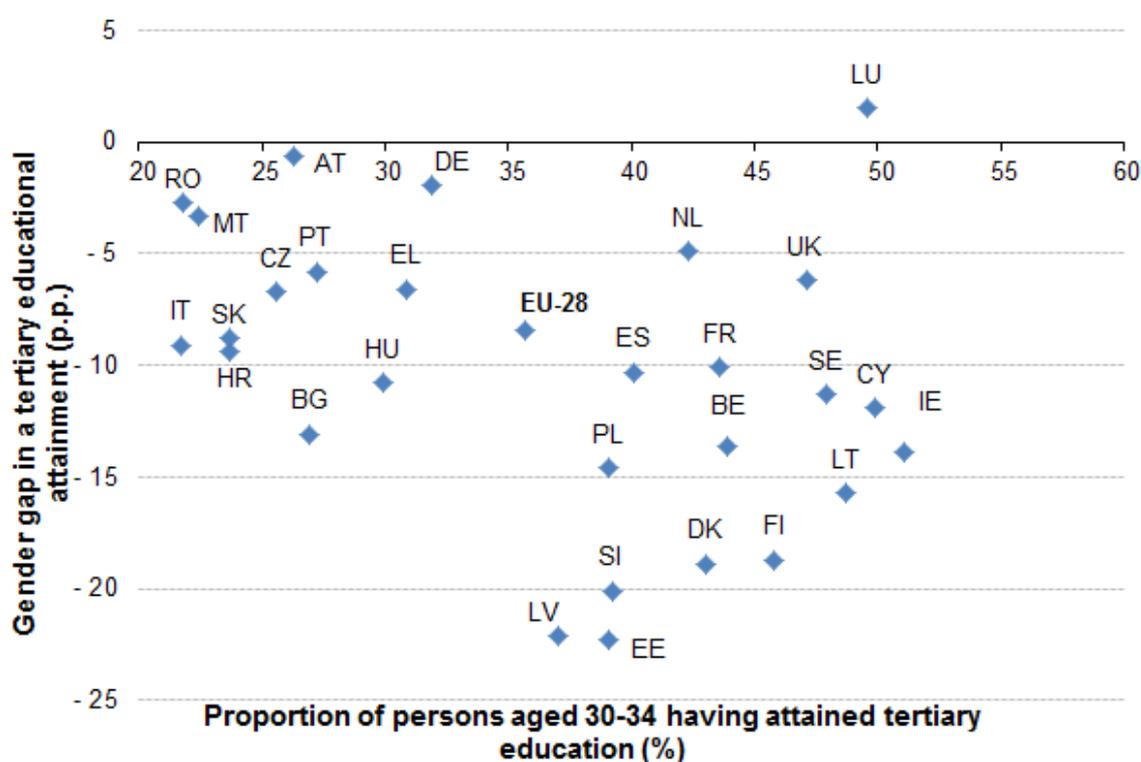
## A. Main findings

### 1. Education

7. One of the prominent indicators in education statistics is the proportion of persons having attained tertiary education (i.e. who graduated from universities and other higher education institutions). This indicator belongs in particular to the set of headline indicators used to monitor the Europe 2020 strategy for smart, sustainable and inclusive growth. In particular, *one of EU-level headline targets of the strategy is to increase, by 2020, the share of the population aged 30–34 having completed tertiary education to at least 40 %.*

Figure 1

**Tertiary education attainment and gender gap, 2012**



8. From the “tertiary education attainment” indicator, we derive a gender gap defined as the proportion of men aged 30-34 minus that of women having attained tertiary education. In 2012, this gender gap was -8.4 p.p. (percentage points) in the EU-28, meaning that the proportion of women (aged 30-34) having attained tertiary education exceeded that of men by 8.4 p.p. (see Figure 1). In 2012, all Member States recorded a negative gender gap in tertiary education attainment, except Luxembourg where the proportion of men having attained tertiary education was 1.5 p.p. higher than that of women. In 2012, the negative gender gap ranged from -0.6 p.p. in Austria (the smallest gender gap in absolute value), -1.9 p.p. in Germany, -2.7 p.p. in Romania, -3.3 p.p. in Malta and -4.9 p.p. in the Netherlands to -20.1 p.p. in Slovenia, -22.1 p.p. in Latvia and -22.3 p.p. in Estonia (the largest gender gap in absolute value).

9. As regards the levels of development, the proportion of persons (aged 30-34) having attained tertiary education ranged from 21.7 % in Italy to 51.1 % in Ireland in 2012. Among the countries with the largest gender gap in absolute value (i.e. above 20 p.p.), the proportion of persons having tertiary education was 37.0 % in Latvia, 39.1 % in Estonia and 39.2 % in Slovenia which was higher than the EU-28 average of 35.7 % in 2012. Among the countries with the smallest gender gap in absolute value (i.e. below 5 p.p.), the

proportion of persons (aged 30-34) having tertiary education in Romania (21.8 %), Malta (22.4 %), Austria (26.3 %) and Germany ((31.9 %) was lower than the EU-28 average, whereas it was higher in Luxembourg (49.6%) and the Netherlands (42.3 %).

10. To have a better view of the gender issues in the field of education, it is recommended to look also at other indicators in education statistics: upper secondary education attainment, lower secondary education, tertiary education graduates (women per 100 men), early leavers from education and training as well as life-long-learning (see articles of Statistics Explained in category [Education and training](#)).

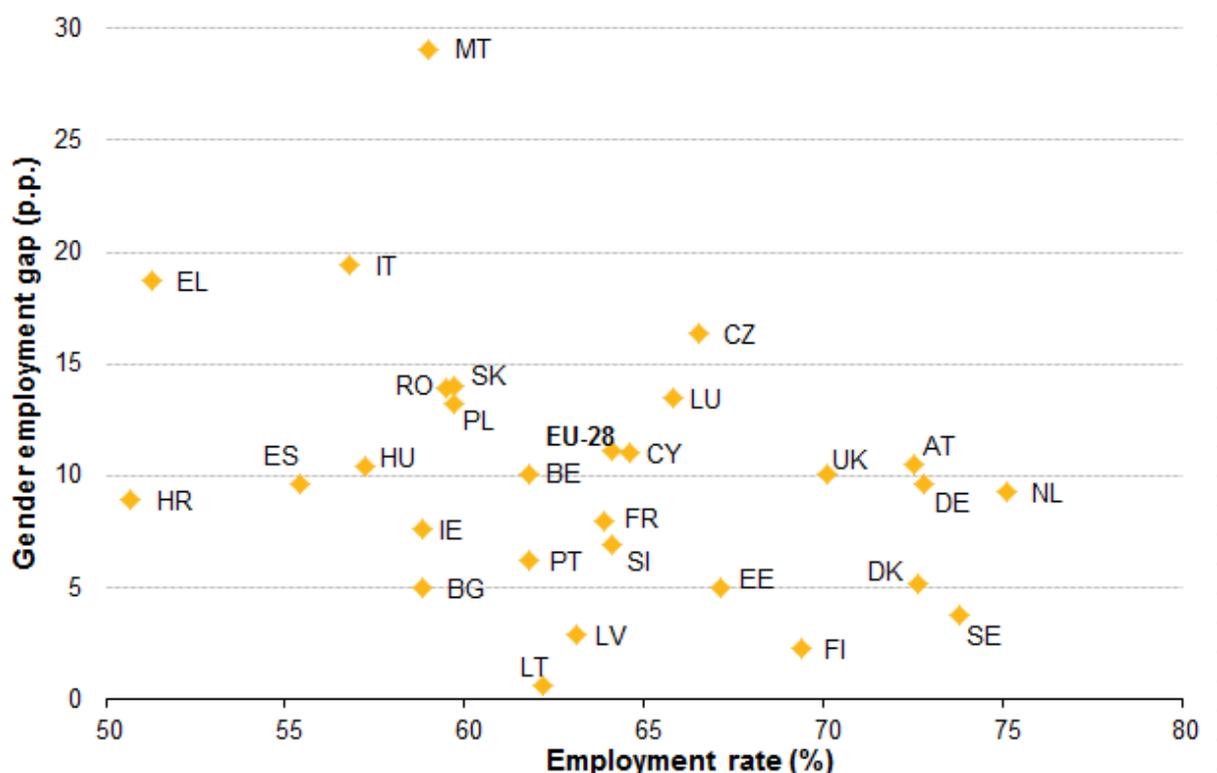
## 2. Labour market

11. The employment rate is considered as a key social indicator for analytical purposes when studying developments within labour markets. It is one of headline indicators used to monitor the Europe 2020 strategy. One of EU-level headline targets of the strategy is to raise to 75 % the employment rate for women and men (aged 20–64) by 2020.

12. The corresponding gender gap analysed in this part is defined as the difference between the employment rates of men and women of working age (15-64). Across the EU-28, the gender employment gap was 11.1 p.p. in 2012 meaning that the proportion of men of working age in employment exceeded that of women by 11.1 p.p. (see Figure 2).

Figure 2

**Employment rate and gender employment gap, 2012**



13. The gender employment gap varies significantly across Member States. In 2012, the smallest gender employment gap was reported in Lithuania (0.6 p.p.), followed by Finland (2.3 p.p.), Latvia, (2.9 p.p.) and Sweden (3.8 p.p.) – the only EU Member States with a gender employment gap strictly below 5 p.p.. At the other end of the scale four Members States recorded a gender employment gap above 15 p.p., namely: the Czech Republic (16.4

p.p.), Greece (18.7 p.p.), Italy (19.4 p.p.) and Malta (29.1 p.p.). This is due to the lower participation of women in the labour markets of these countries.

14. As regards the levels of development, the employment rate of persons aged 15-64 varied significantly among the countries with a smaller gender employment gap. In Lithuania, for example, the employment rate (62.2 %) was close to the EU-28 average of 64.1 %<sup>2</sup> in 2012. In contrast, Sweden recorded a much higher employment rate (73.8 %). Among the countries with the largest (above 15 p.p.) gender employment gap, the employment rate was generally lower than the EU average, ranging from 51.3 % in Greece to 59.0 % in Malta, with the exception of the Czech Republic (66.5 %).

15. To have a better view of the gender issues in the field of employment, it is recommended to analyse the following indicators: employment rate by highest level of education attained, employment by economic activity, self-employment, part-time employment, temporary employees as well as unemployment and long-term unemployment (see articles of Statistics Explained in category [Labour market](#)).

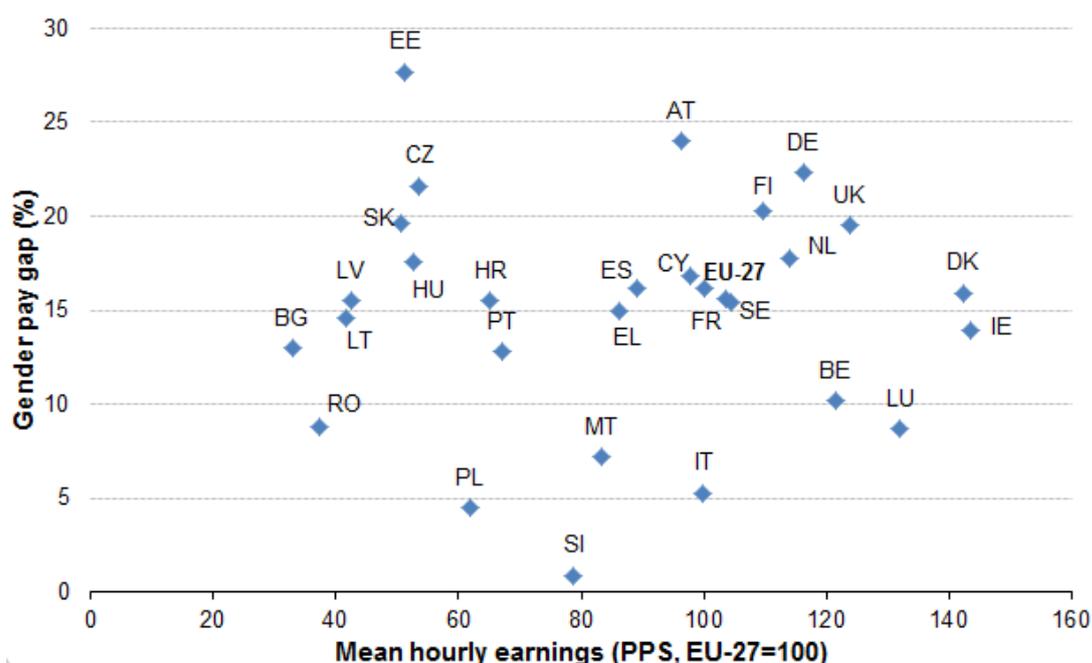
### 3. Earnings

16. The “unadjusted” gender pay gap provides an overall picture of gender inequality in the hourly pay of employees. This gender pay gap represents the difference between average gross hourly earnings of men and women expressed as a percentage of average gross hourly earnings of men and is called “unadjusted” (i.e not adjusted according to individual characteristics that may explain part of the earnings difference).

17. Across the EU, women earn less per hour than men. In the EU-27 as a whole, women's gross hourly earnings were, on average, 16.2 % below those of men in 2010 (see Figure 3).

Figure 3

#### Mean gross hourly earnings and gender pay gap, 2010



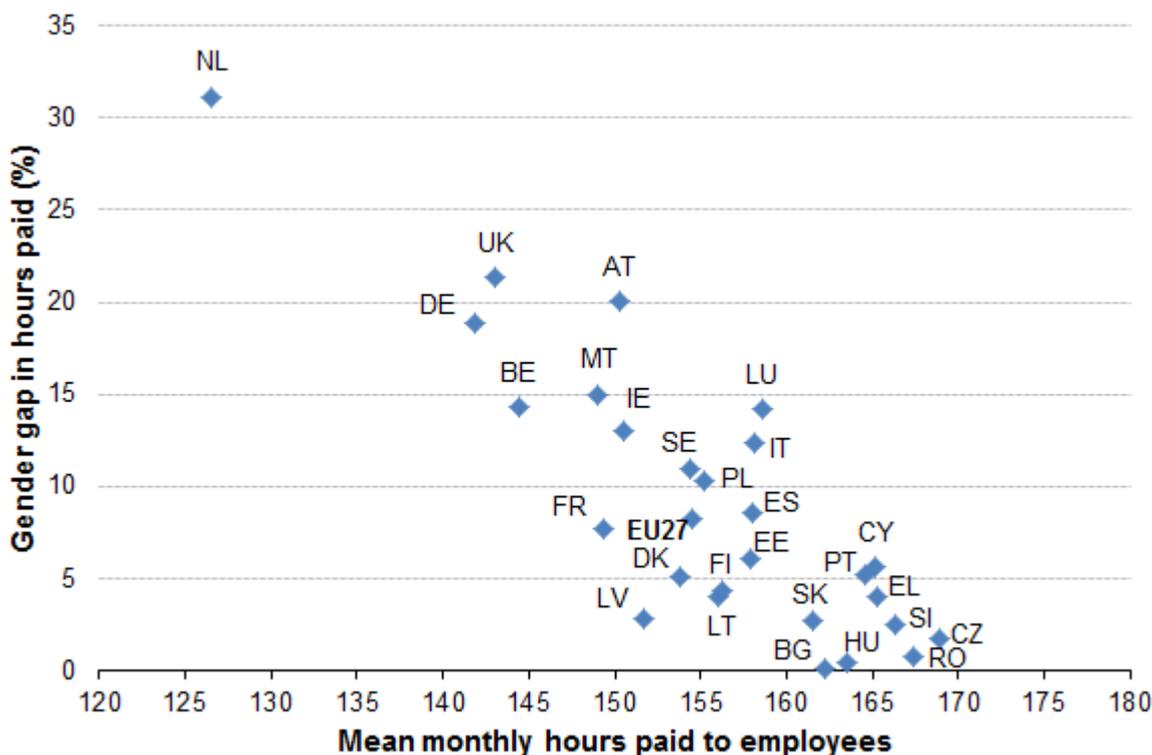
<sup>2</sup> For the 20-64 age group used by the EU headline indicator on employment, the employment rate was 68.4 % in the EU-28.

18. The gender pay gap varied significantly across Member States. In 2010, the gender pay gap ranged from 0.9 % in Slovenia, 4.5 % in Poland 5.3 % in Italy, 7.2 % in Malta, 8.7 % in Luxembourg and 8.8 % in Romania to 20.3 % in Finland, 21.6 % in the Czech Republic, 22.3 % in Germany, 24.0 % in Austria and 27.7 % in Estonia.

19. Across Member States, the average gross hourly earnings of employees - expressed in purchasing power standards (PPS) - varied from 33% to 143% of the EU-27 average in 2010. Among the countries with the smallest gender pay gap (i.e. below 10%), the average gross hourly earnings varied from 37 % of the EU-27 average in Romania to 132% in Luxembourg. The countries with the largest gender pay gap (i.e. above 20 %) recorded the average gross hourly earnings from 51 % of the EU-27 average in Estonia to 116 % in Germany.

20. Besides the gender pay gap, based on hourly earnings, the difference between the average annual earnings of women versus men is also caused due to a higher proportion of part time employees among women than men. In October 2010, across the EU, men were paid on average 8 % hours more than women per month (see Figure 4). The number of hours paid to men is broadly similar across EU countries whereas part-time arrangements for women differ a lot across countries. To be noted the particular case of the Netherlands where the gender gap reaches 31 % per month.

Figure 4  
**Mean monthly hours paid and gender gap, 2010**



21. To have a better view of the gender issues concerning earnings, it is recommended to look also at: the mean annual earnings by economic activity and the gender pay gap by economic activity and age (see articles of Statistics Explained in category [Wages, earnings and income](#)).

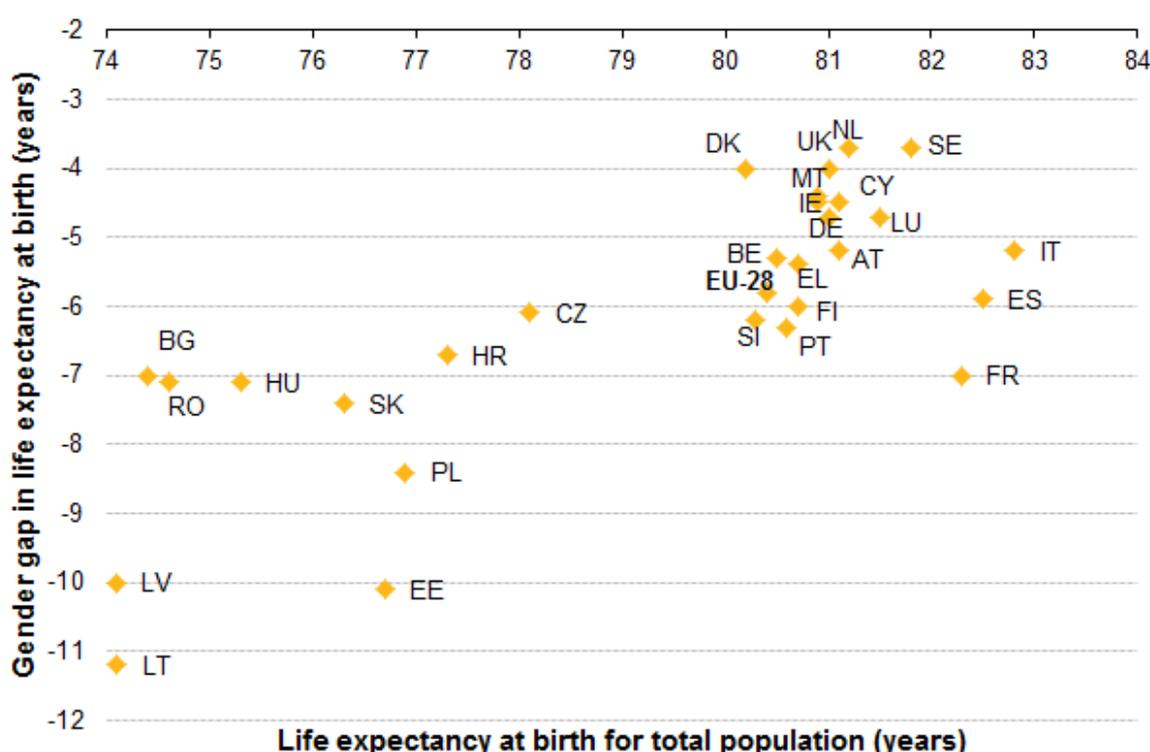
#### 4. Health

22. Life expectancy at birth is one of the most frequently used indicators to measure the health status of a population. From the "life expectancy" indicator, we can derive the gender gap in life expectancy at birth which is defined as the number of years that men can expect (at birth) to live minus the number of years that women can expect (at birth) to live. In 2011, the gender gap in life expectancy at birth was -5.8 in the EU-28<sup>3</sup> (see Figure 5), meaning that the life expectancy at birth was 5.8 years higher for women than for men. The life expectancy at birth was higher for women than for men in all Member States, with the negative gender gap ranging, in 2012, from -3.7 years in the Netherlands and Sweden, and -4.0 years in the United Kingdom (in 2011) to -10 years in Latvia, -10.1 years in Estonia and -11.2 years in Lithuania.

23. As regards the levels of development, the life expectancy at birth for total population varied across Member States between 74.1 years and 81.8 years. Among the countries with the largest gender gap in absolute value (i.e. 10 p.p. or higher), in 2012, the life expectancy for total population was 74.1 years in Latvia and Lithuania, and 76.7 years in Estonia which was much lower than the EU-28 average of 80.4 years (in 2011)<sup>4</sup>. Among the countries with the smallest gender gap in absolute terms (i.e. below 4 years), the life expectancy at birth for total population was generally higher than the EU-28 average, namely 80.2 years in Denmark, 81.0 years in the United Kingdom (in 2011), 81.2 years in the Netherlands and 81.8 years in Sweden.

Figure 5

**Life expectancy at birth and gender gap, 2012**



24. EU-28, France, Italy, UK, 2011 data

<sup>3</sup> 2012 data are not available for EU-28.

<sup>4</sup> 2012 data not available for EU-28

25. To have a better view of the gender issues concerning health it is recommended to look also at: life expectancy by highest level of education attained, causes of death and hospital discharges by diagnosis (see articles of Statistics Explained in category [Health](#)).

## **B. Context**

26. Gender statistics are indispensable for identifying inequalities between women and men, and needed for the purposes of gender policy development and implementation at the global, European and national levels. Four world conferences on women convened by the United Nations between 1975 and 1995 have been crucial in elevating the cause of gender equality to the very centre of the global agenda. In 1995, the Fourth World Conference in Women held in Beijing adopted the Beijing Declaration and Platform for Action which specified the critical areas of concern considered to represent the main obstacles to women's advancement and which required concrete action by governments and civil society.

27. Equality between women and men is both a founding value of the EU (Article 2 of the Treaty on European Union) as well as a fundamental right (Article 23 of the Charter of Fundamental Rights of the European Union). Following the UN Beijing World Conference on Women in 1995, the European Council requested an annual review of the implementation of the Beijing Platform for Action in EU Member States. For this purpose, each EU Council Presidency produces a report that covers developments in a specific selected critical area of the Beijing Platform for Action. Successive EU Council Presidencies have developed a set of indicators – also called the Beijing indicators - covering the most of the critical areas of the Beijing Platform for Action.

28. In March 2010, on the occasion of the 15th anniversary of the UN World Conference on Women in Beijing, the European Commission adopted the Women's Charter. In this document the European Commission reiterated its "commitment to making equality between women and men a reality" by strengthening the gender perspective in all its policies and by bringing forward specific measures to promote gender equality in the comprehensive framework of five priority areas.

29. In September 2010, the European Commission adopted the Strategy for equality between women and men 2010-2015 which spells out key actions under the priority areas defined in the Women's Charter, and one additional area addressing cross-cutting issues:

- equal economic independence for women and men,
- equal pay for work of equal value ,
- equality in decision-making,
- dignity, integrity and ending gender violence,
- promoting gender equality beyond the EU
- horizontal issues (i.e. gender roles, including the role of men, legislation and governance tools).

30. The strategy aims to stimulate developments at national level and to provide the basis for cooperation with the other European institutions and stakeholders. The Strategy for equality between women and men supports in particular the implementation of the gender equality dimension in the Europe 2020 strategy and its headline targets.

31. To assess the progress in the implementation of the Strategy for equality between women and men the European Commission presents every year a progress report which includes a comprehensive list of indicators measuring gender equality. (e.g. employment rate, gender pay gap, at-risk-of-poverty and social inclusion rate).

32. The EU and its Member States are supported by the European Institute for Gender Equality in their efforts to promote gender equality and to raise awareness about gender equality issues. The Institute supports EU Presidencies in developing the Beijing indicators. The European Institute for Gender Equality also developed the Gender Equality Index which provides a synthetic measure of gender equality in EU Member States.

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