The Gender Equality Index for the European Union: a Robust Tool for Policy Makers

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EIGE
European Institute for Gender Equality

OECD

European Commission

SYNDICAT EUROPEÆN TRADE UNION

FEMINIST FRIENDS FOREVER!

International Labour Organization

etui.
european trade union institute

JRC
EUROPEAN COMMISSION

UNECE

BUSINESSEUROPE

& more...

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

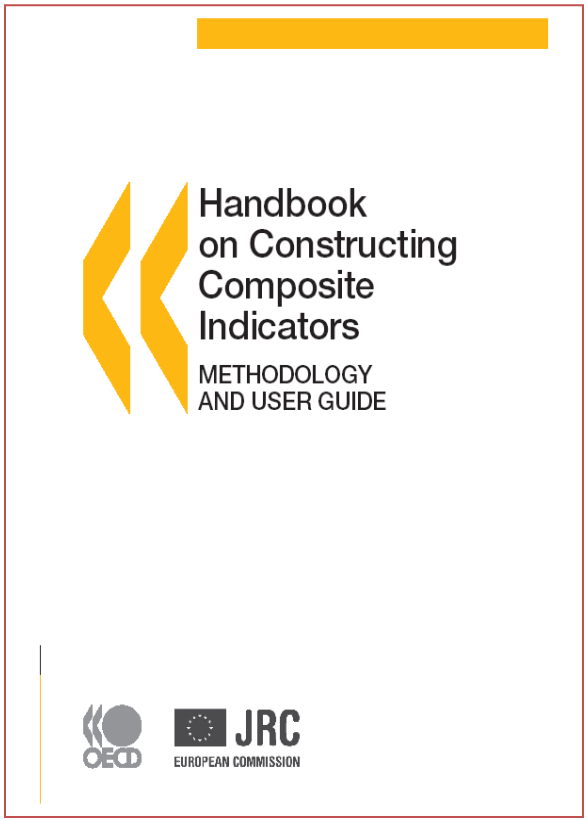
… why another index ?

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

EIGE
European Institute for Gender Equality

10 guiding principles

- Step 1. Developing a conceptual 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



Selecting variables

Focus on **individual** and **outcomes** variables

Time spend on care activities

Provision on childcare services

Prevalence of GBV

Supporting services on victims of GBV

Data quality

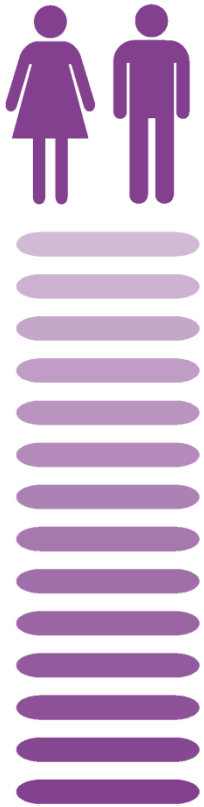
- Sex disaggregated data
- Accessible, updated, comparable over time and for all EU MS
- No more than 10% missing data points
- Preference given to BPfA indicators or Europe2020 targets

Variable transformation

- Same direction of the interpretation (the higher value the better);
- Relative terms (to allow comparison between populations);
- Computation of gender gaps

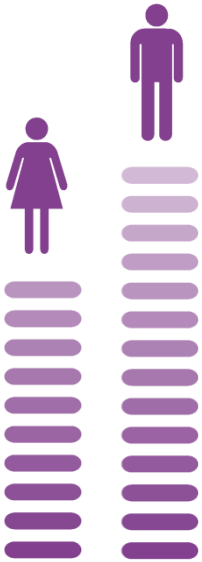
Initial metric:

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



Correcting coefficient:

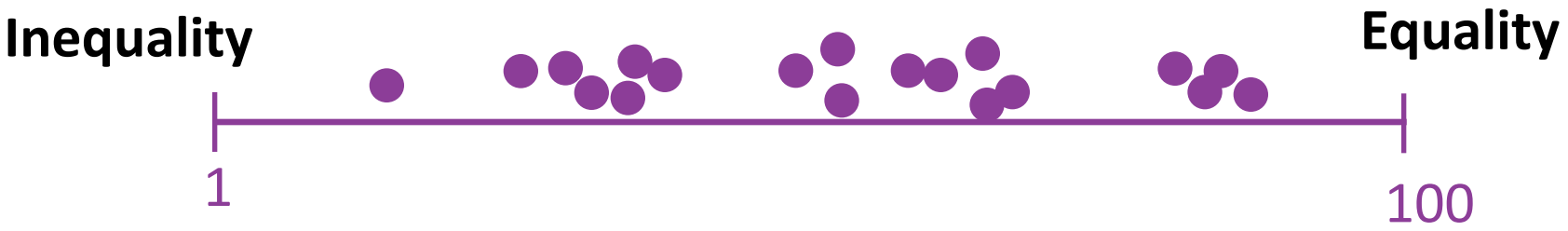
$$\propto_{(X_{it})} = \frac{\tilde{X}^{a}_{it}}{max\tilde{X}^{a}_{it}}$$

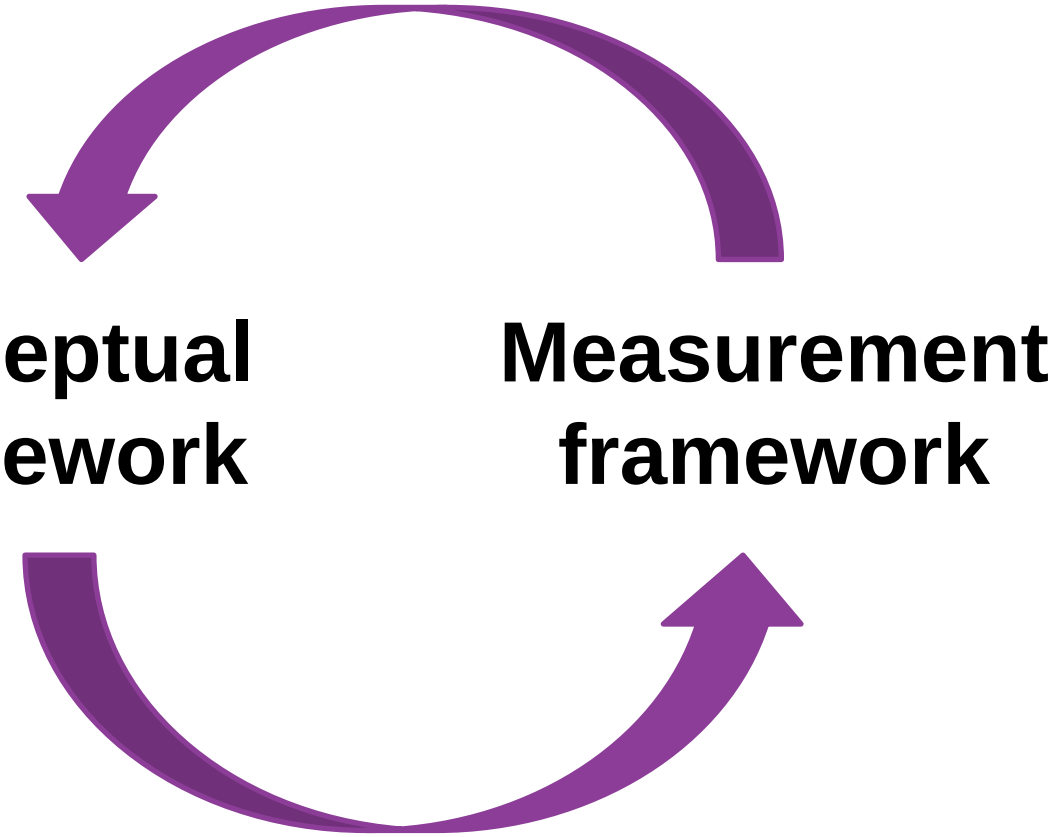


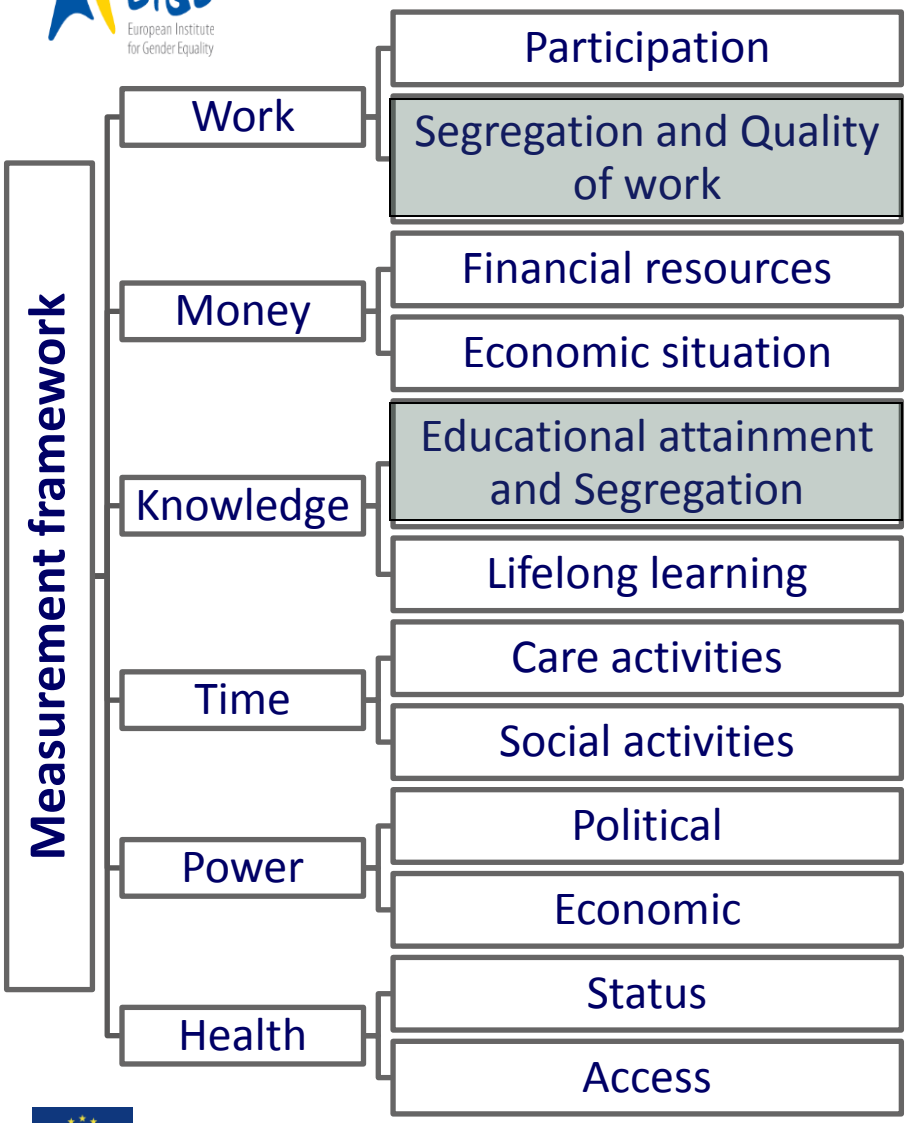
Final metric

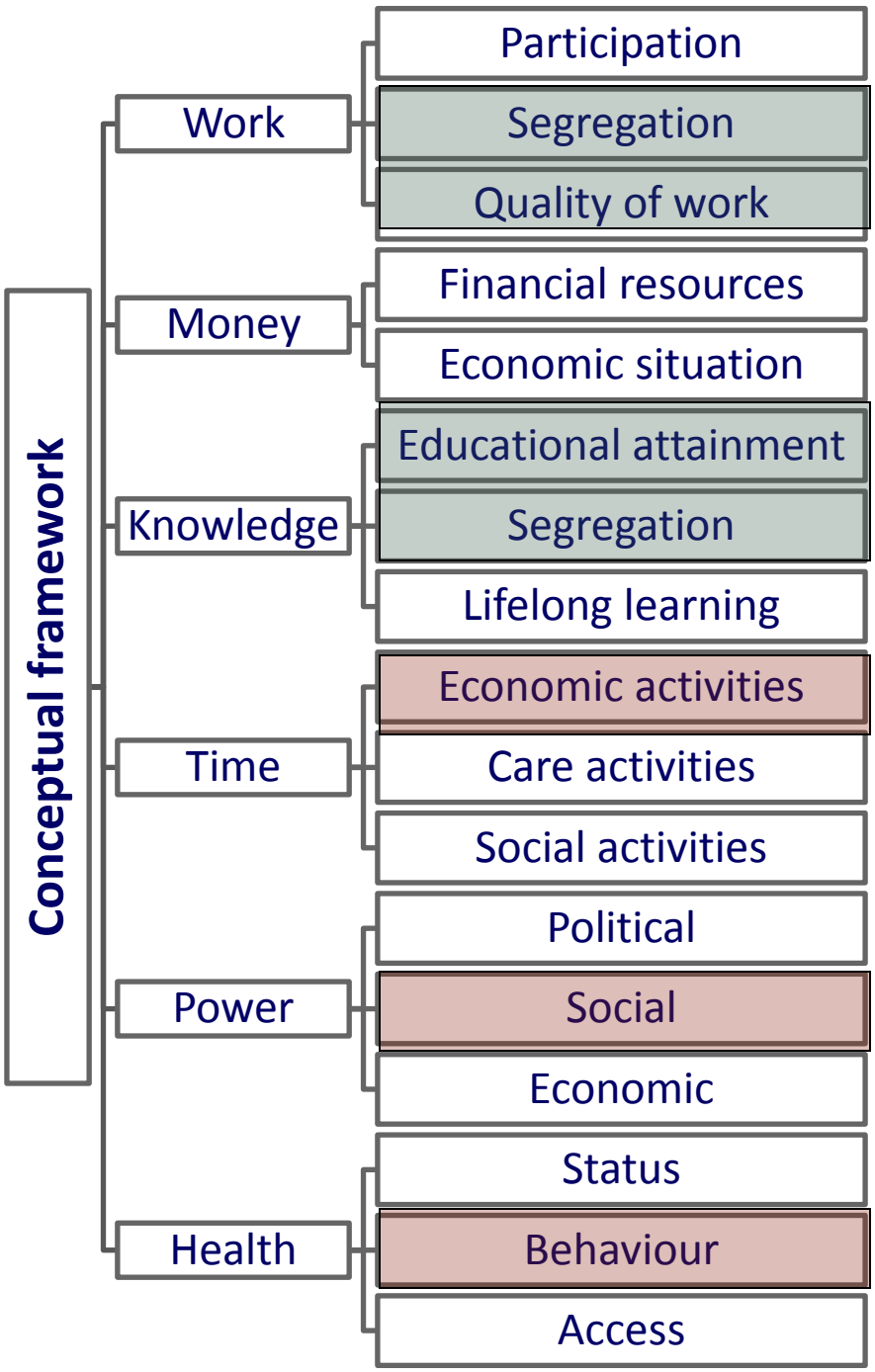
(Gaps adjusted by levels of achievement)

$$\Gamma = 1 + \left[\alpha_{(X_{it})} * \left(1 - \Upsilon_{(X_{it})}\right)\right] * 99$$



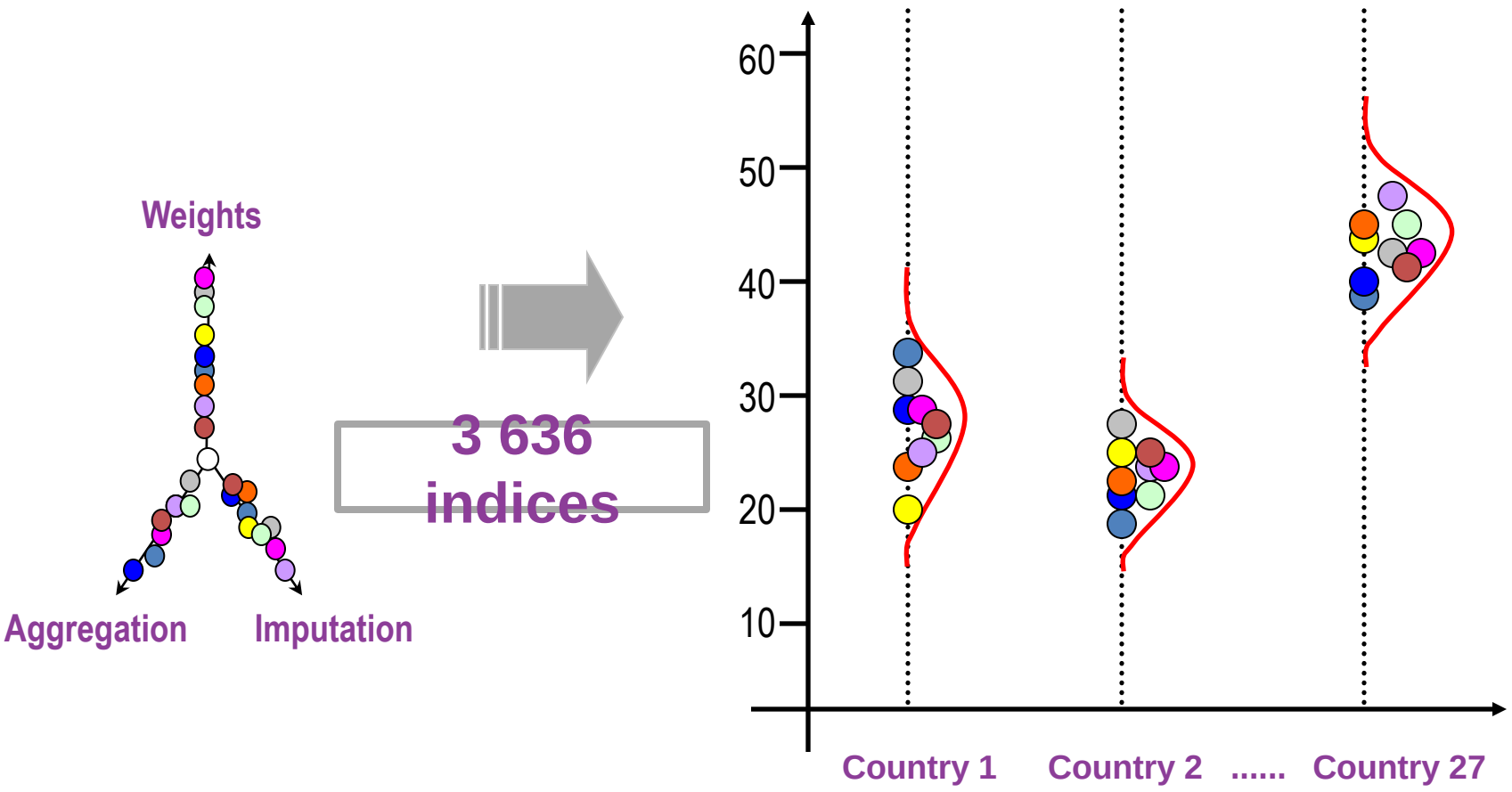

Conceptual framework
Measurement framework


Measurement framework
Work
Participation
Segregation and Quality of work
Money
Financial resources
Economic situation
Knowledge
Educational attainment and Segregation
Lifelong learning
Time
Care activities
Social activities
Power
Political
Economic
Health
Status
Access


Conceptual framework
Work
Participation
Segregation
Quality of work
Money
Financial resources
Economic situation
Knowledge
Educational attainment
Segregation
Lifelong learning
Time
Economic activities
Care activities
Social activities
Power
Political
Social
Economic
Health
Status
Behaviour
Access

2010

VS

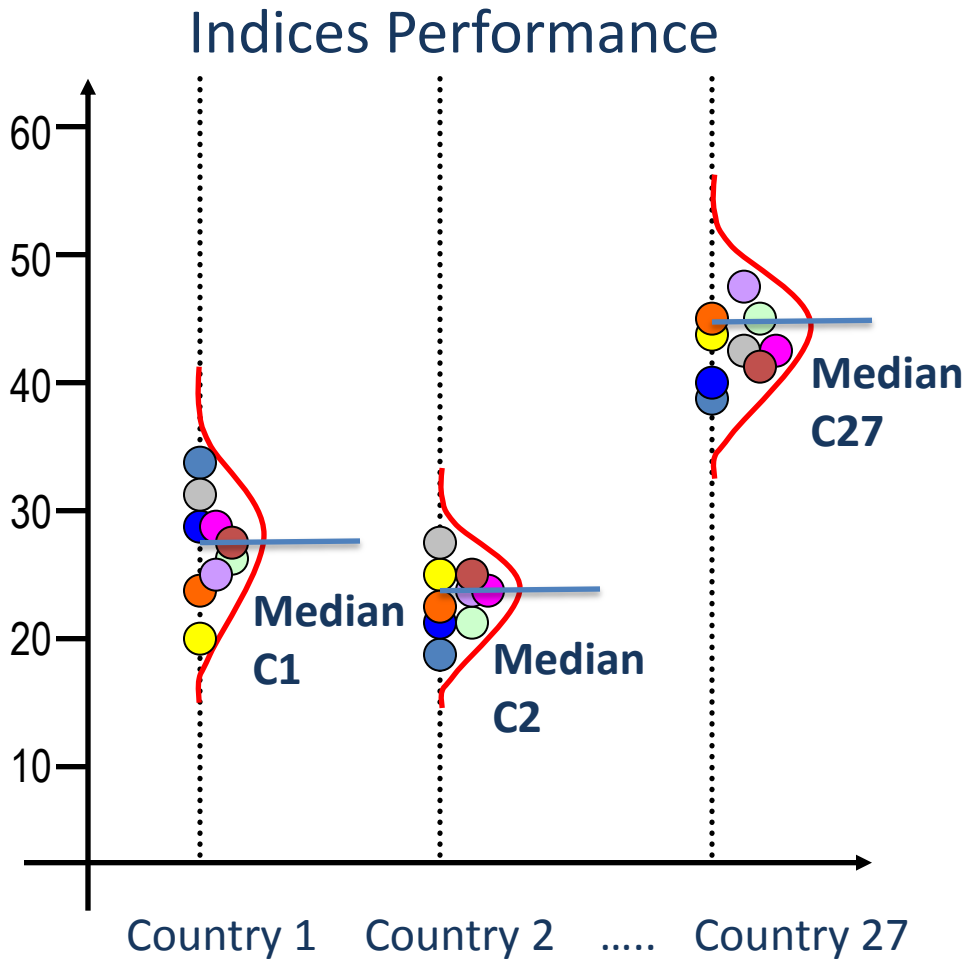

Weights
Aggregation
Imputation
3 636 indices
60
50
40
30
20
10
Country 1
Country 2
.....
Country 27

Median of the 3636 Indices by country

Best index: overall minimises the distance to the median of each country

$$I_i^* : \min_j d_j = \min_j \sqrt{\sum_{i=1}^{27} \left(I_{ij} - I_{me_i}\right)^2}$$

$$j = 1, \ldots, 3636$$
$$i = 1, \ldots, 27$$

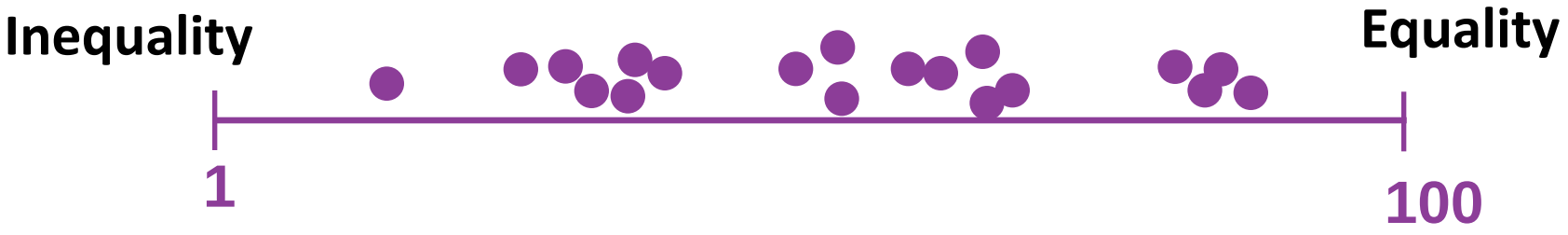


The Gender Equality Index

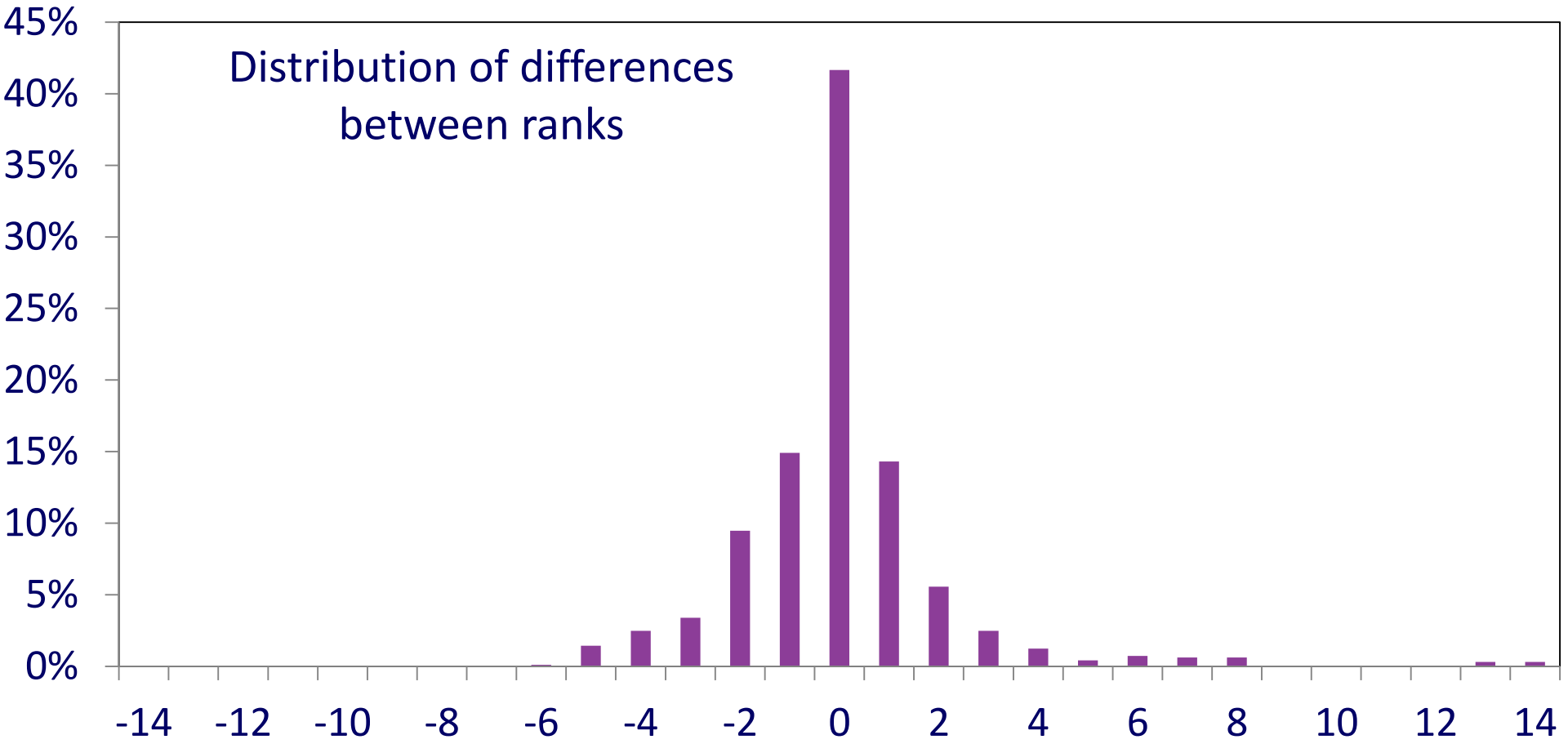
$$I_i^* = \prod_{d=1}^{6} \left\{ \prod_{s=1}^{12} \left(\sum_{v=1}^{27} w_v \cdot I(X_{iqsv}) \right)^{w_s} \right\}^{w_d}$$

$i = 1, \ldots, 27$
$d = 1, \ldots, 6$
$s = 1, \ldots, 12$
$v = 1, \ldots, 27$
$w_v, w_s, w_d \in [0,1]$
$\sum w = 1$

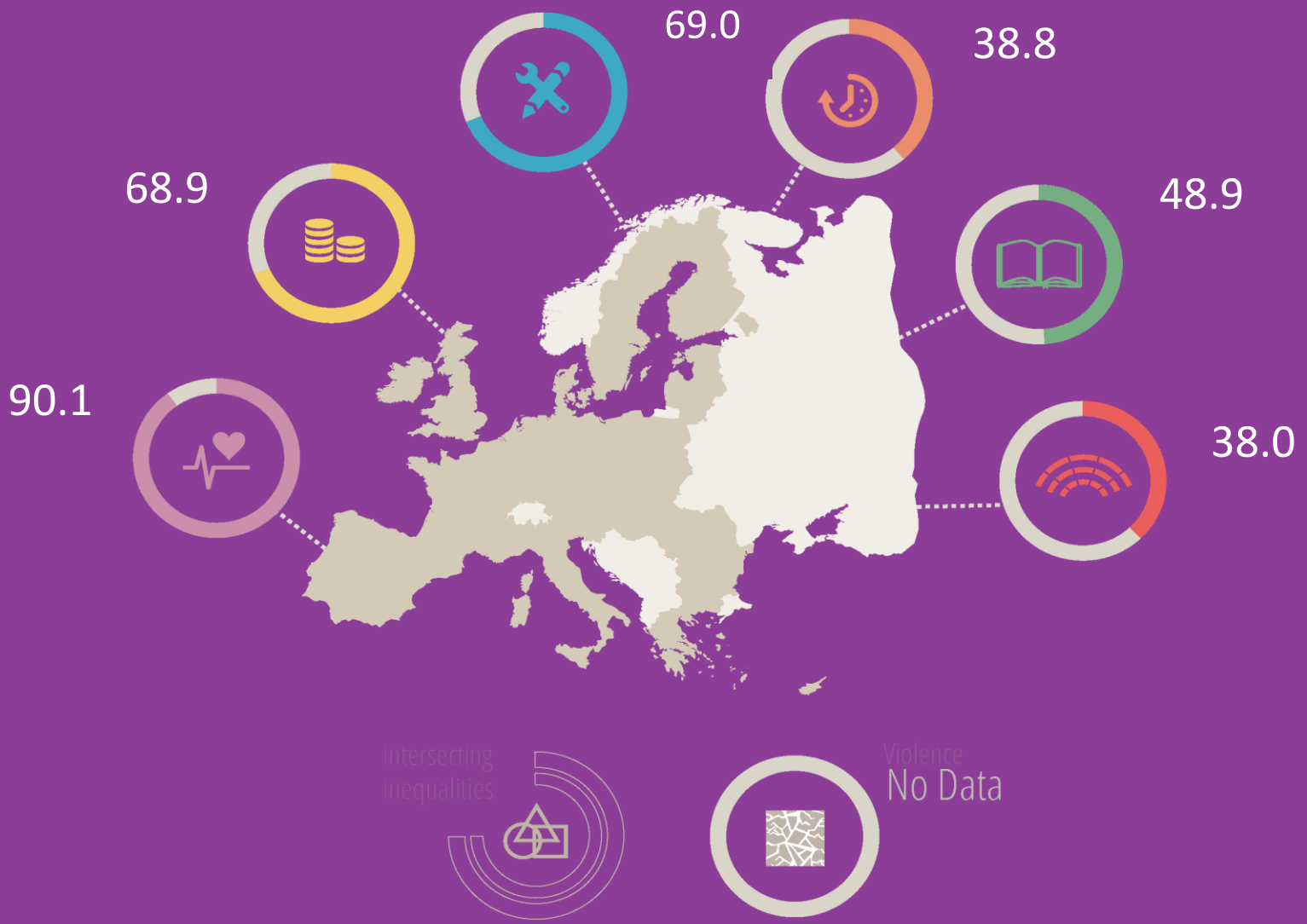
	Variables	Sub-domains	Domains
Weighting	Equal	Equal	Experts
Aggregation	Arithmetic	Geometric	Geometric

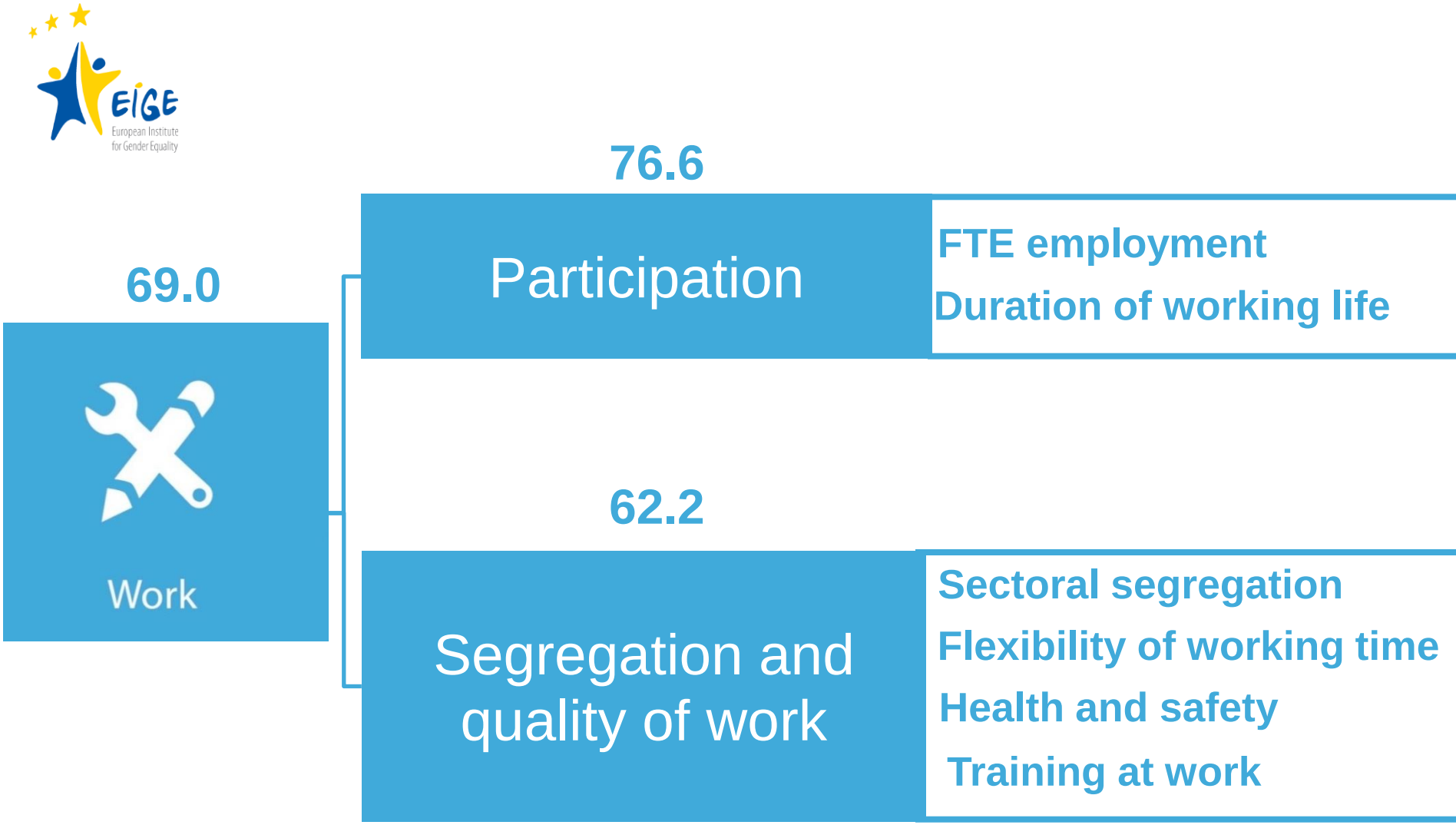


Quality Assessment

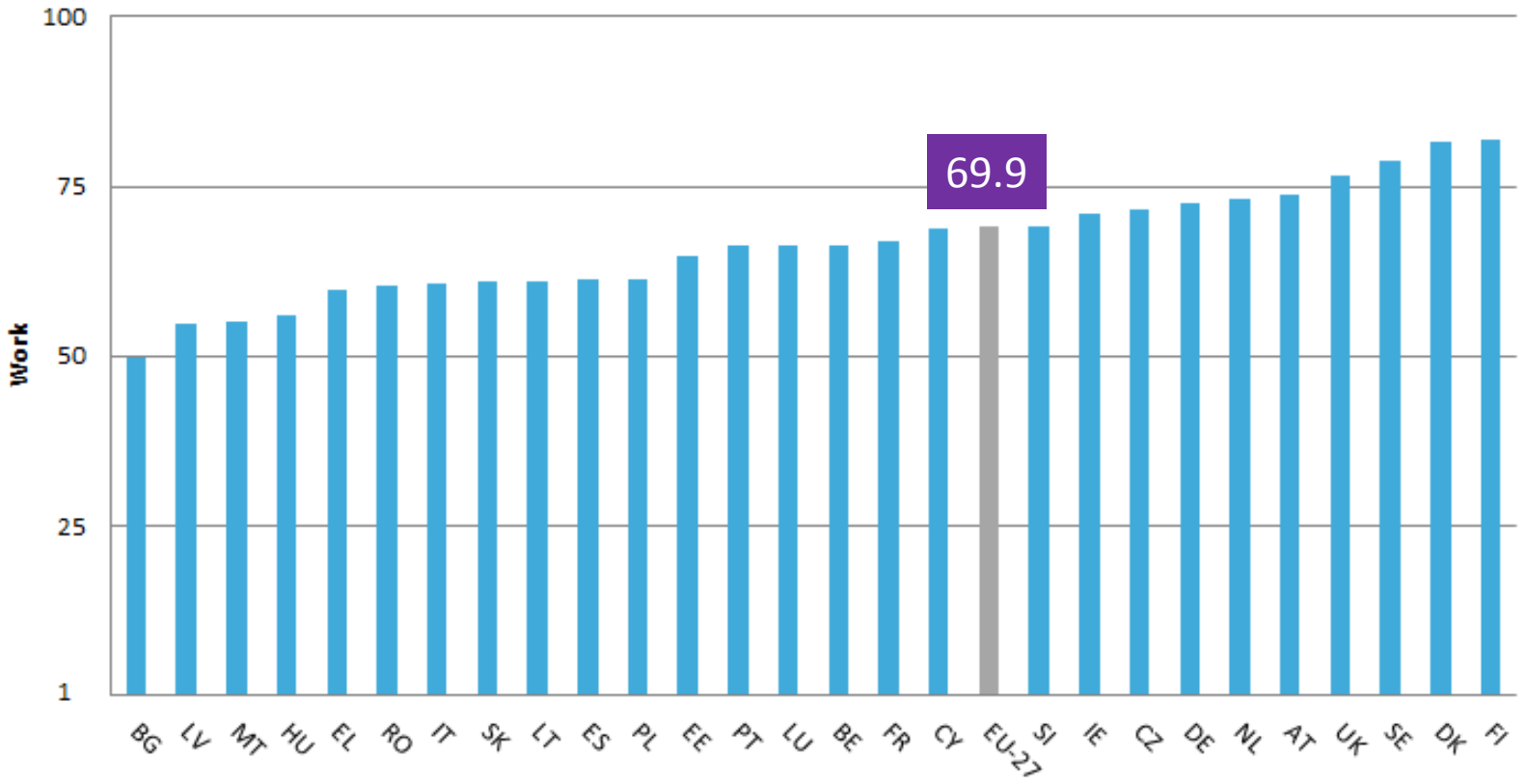


Rank difference interval	Percentage of cases
[-2, 2]	86%
[-1, 1]	71%
[0]	42%


69.0
38.8
68.9
48.9
90.1
38.0
Intersecting Inequalities
Violence
No Data


69.0
Work
76.6
Participation
FTE employment
Duration of working life
62.2
Segregation and quality of work
Sectoral segregation
Flexibility of working time
Health and safety
Training at work

Work


100
75
50
25
1
Work
69.9
BG
LV
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HU
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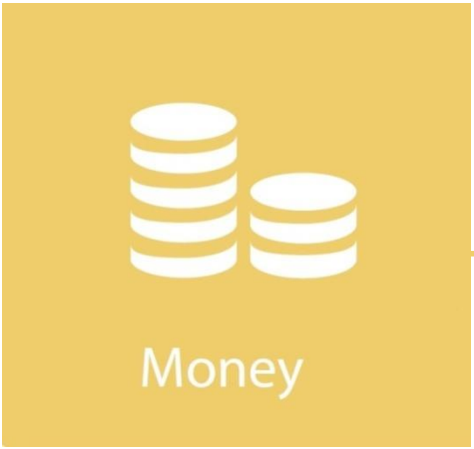
FI

68.9



59.5

Financial resources

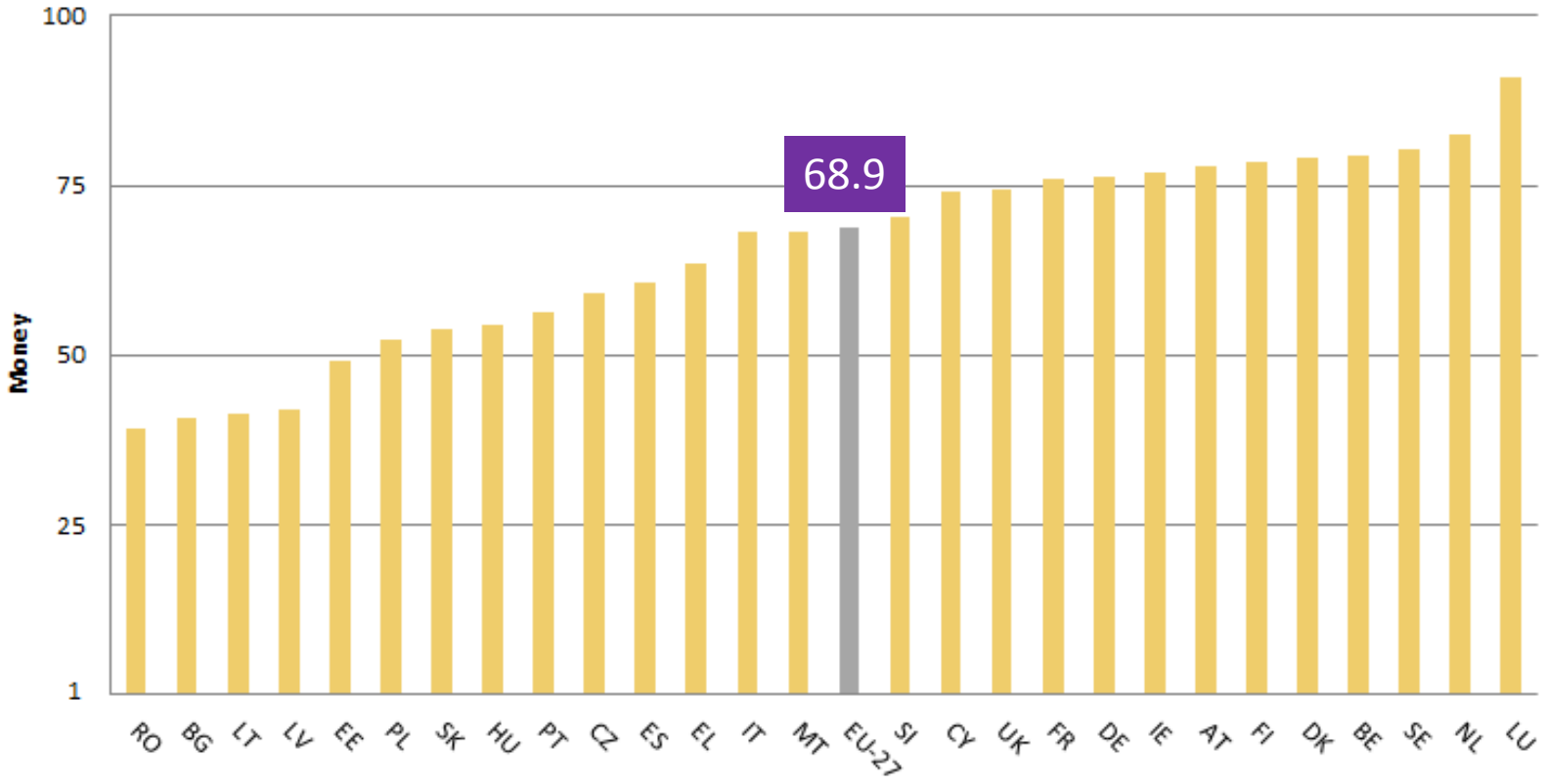
Earnings
Income

79.6

Economic situation

Not at-risk-of-poverty
Income distribution

Money


100
75
50
25
1
Money
68.9
RO
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EL
IT
MT
EU-27
SI
CY
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FR
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IE
AT
FI
DK
BE
SE
NL
LU

48.9

Knowledge

57.2

Educational attainment and segregation

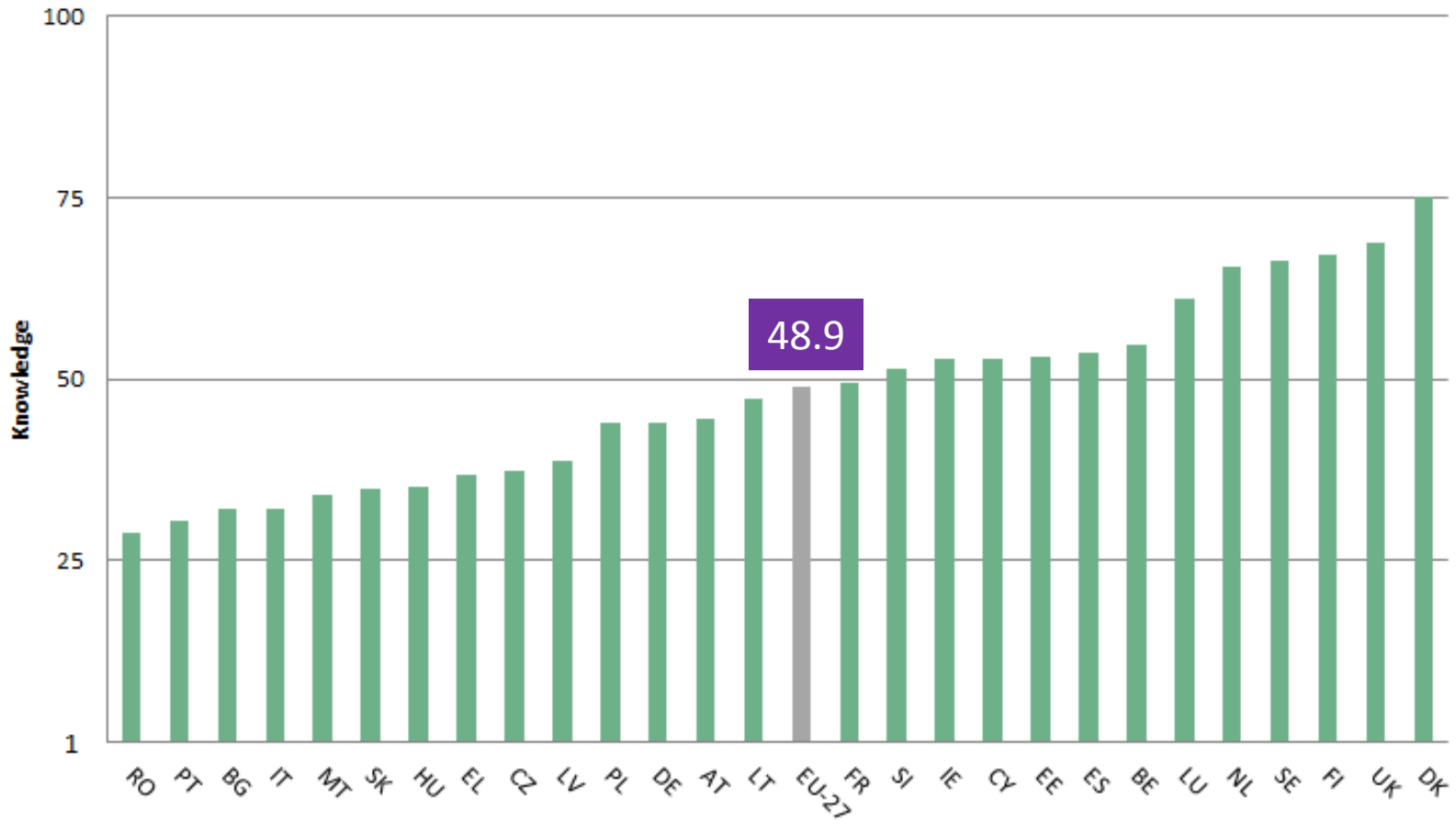
Participation in tertiary education
Segregation

41.8

Lifelong learning

Participation in formal or non-formal education and training

Knowledge


100
75
50
25
1
Knowledge
48.9
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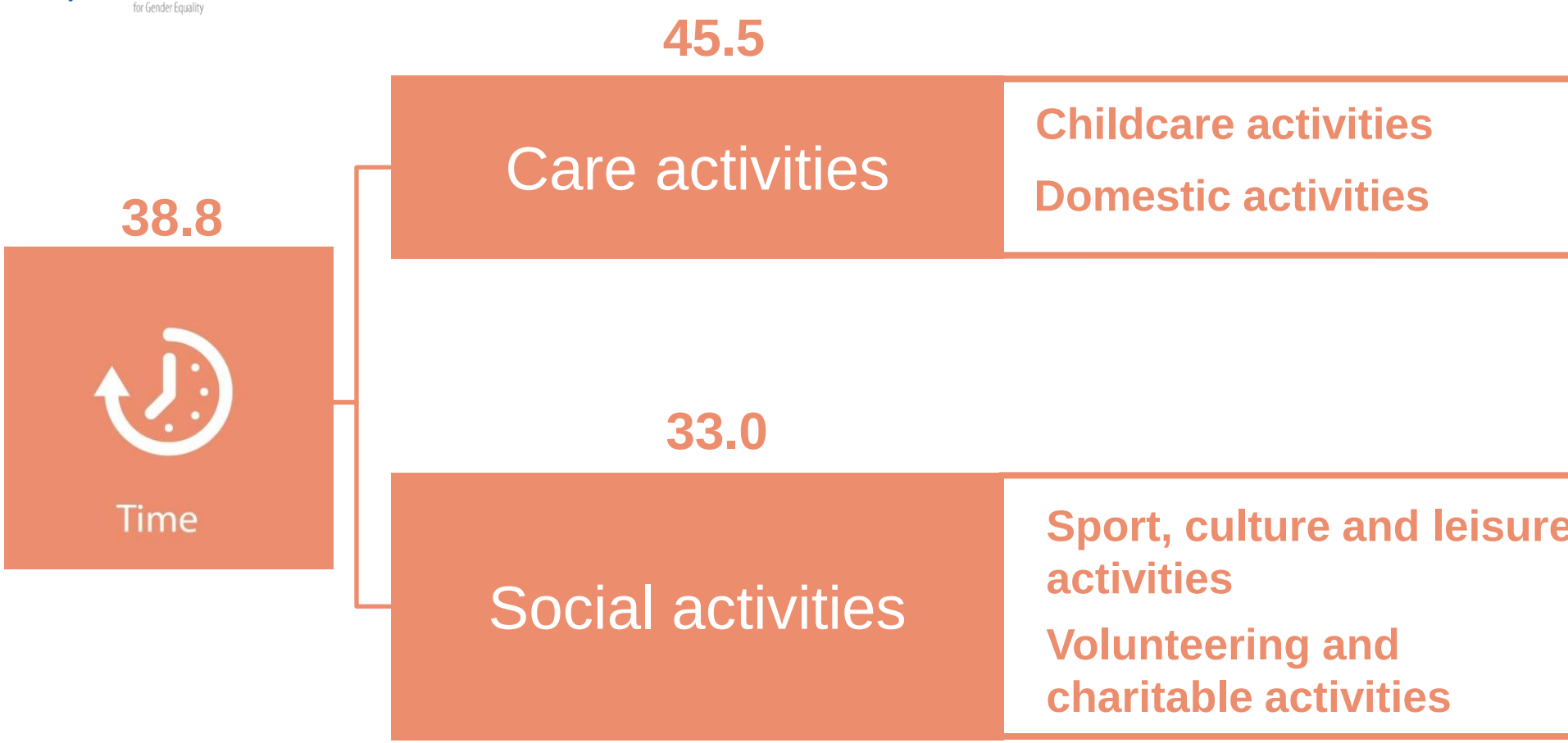
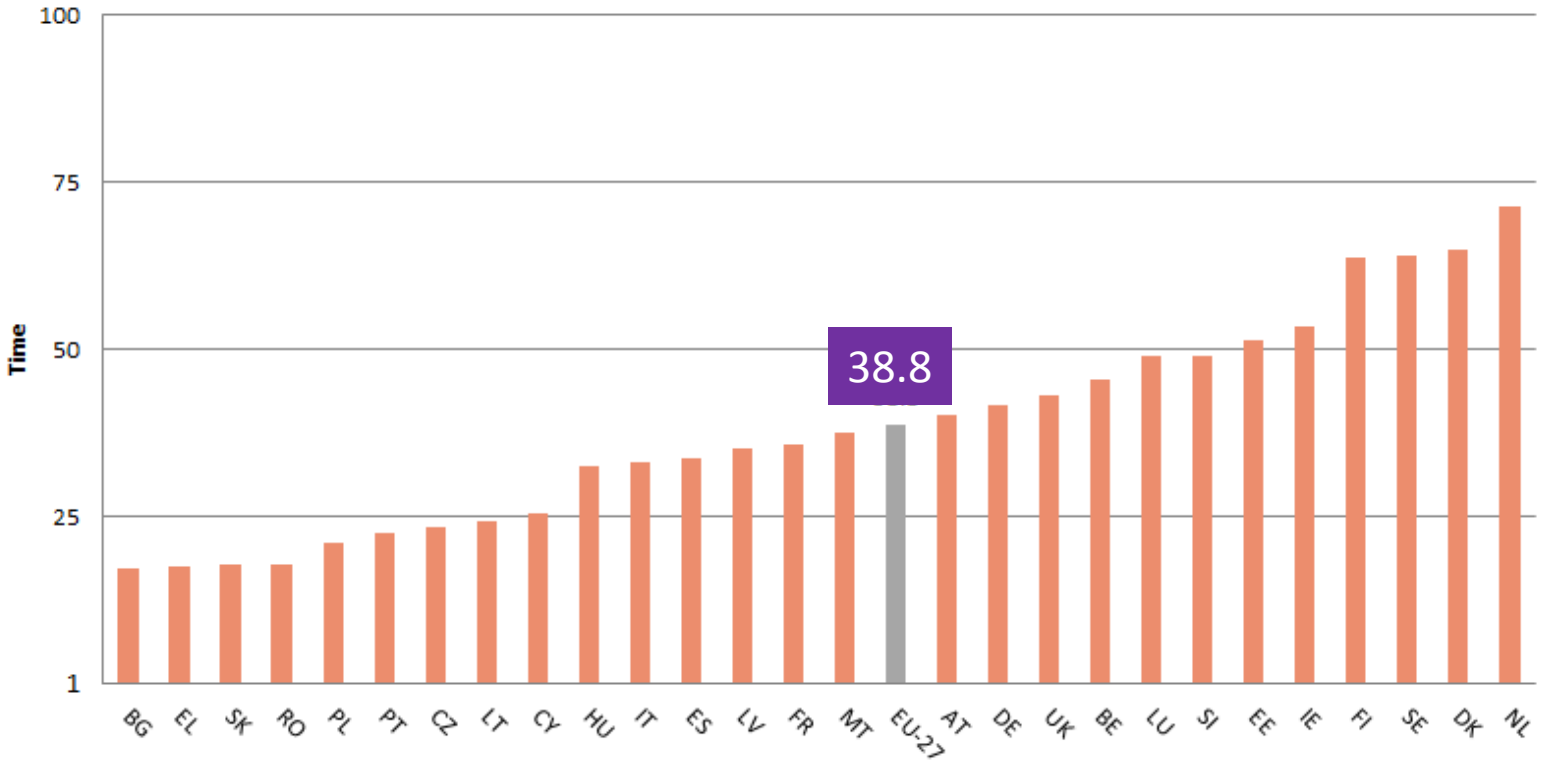

45.5
Care activities
Childcare activities
Domestic activities
38.8
Time
33.0
Social activities
Sport, culture and leisure activities
Volunteering and charitable activities

Time


100
75
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25
1
Time
38.8
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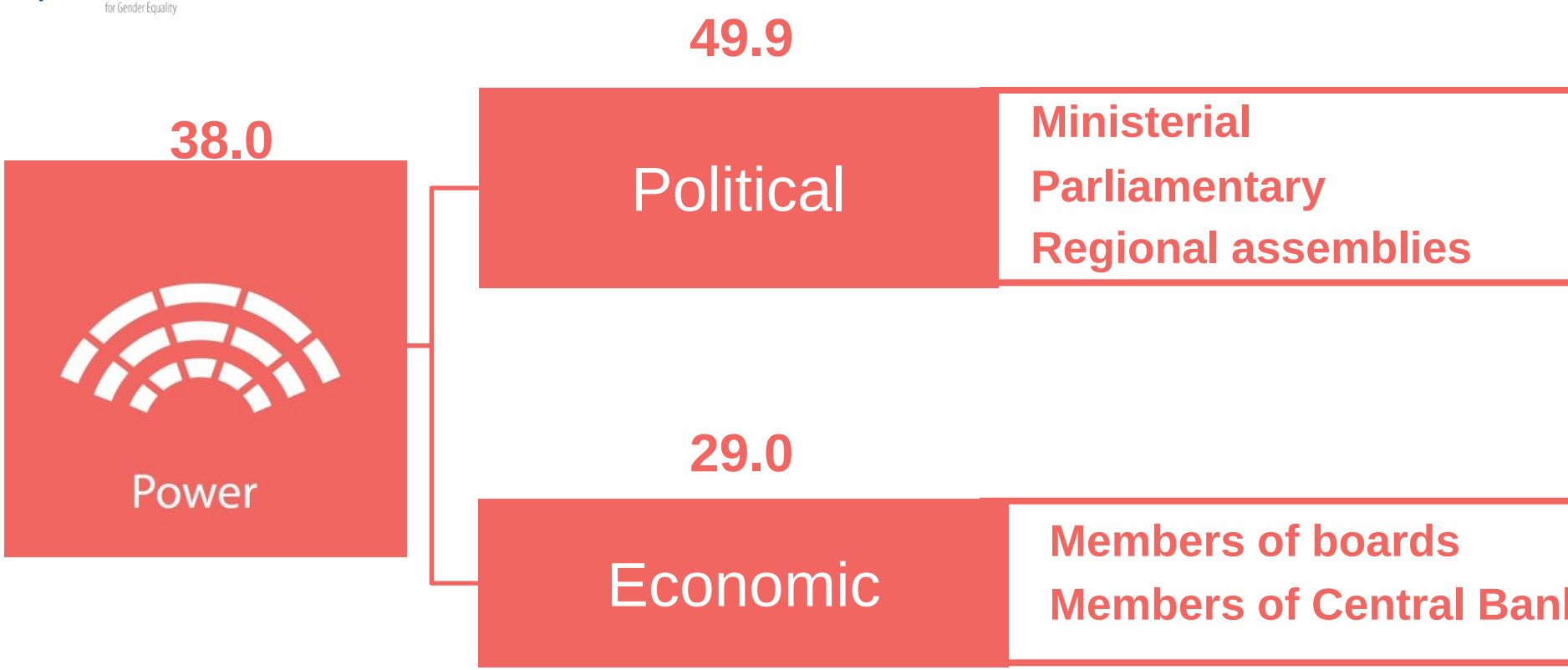
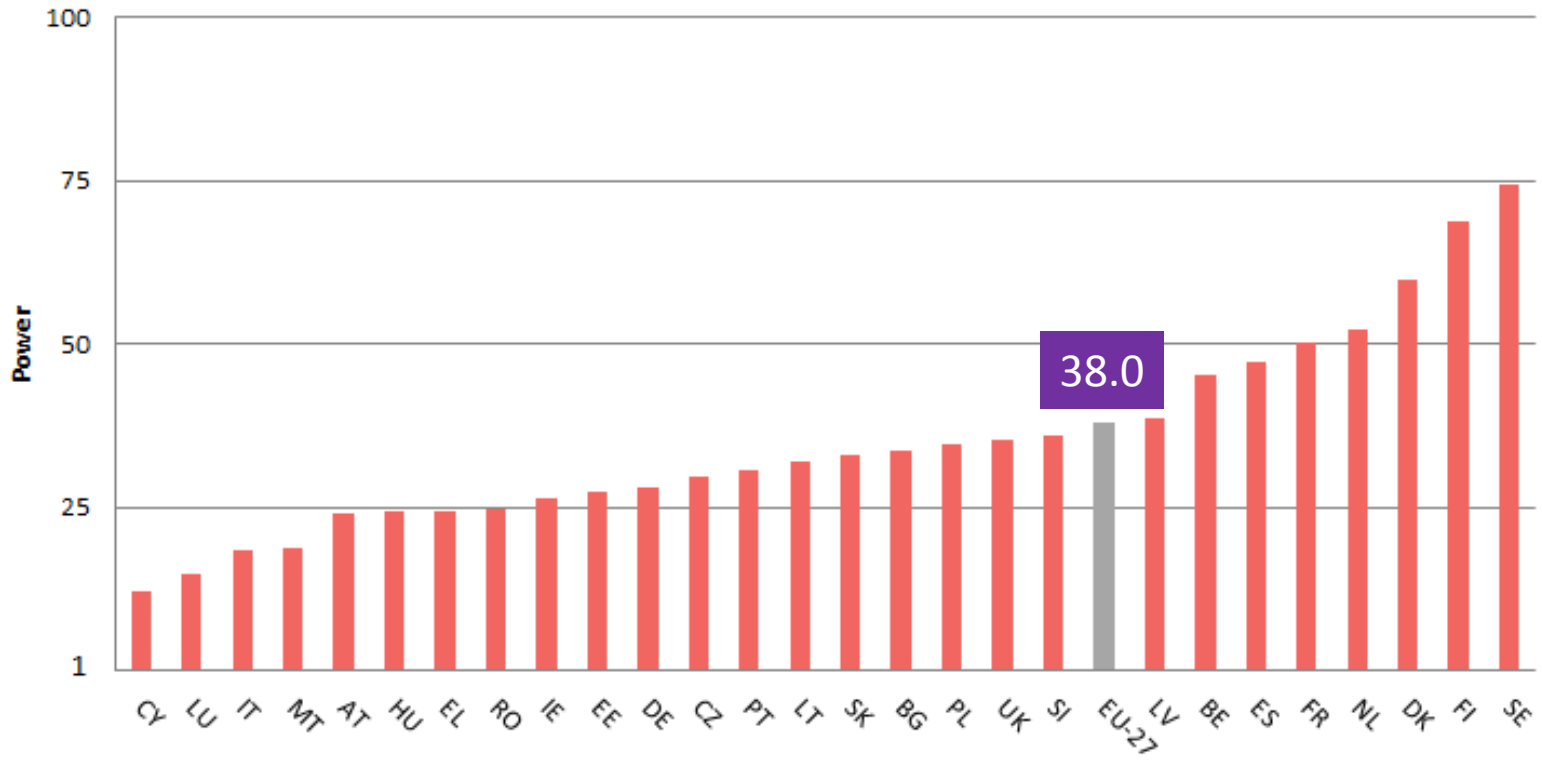

38.0
Power
49.9
Political
Ministerial
Parliamentary
Regional assemblies
29.0
Economic
Members of boards
Members of Central Banl

Power


100
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Power
38.0
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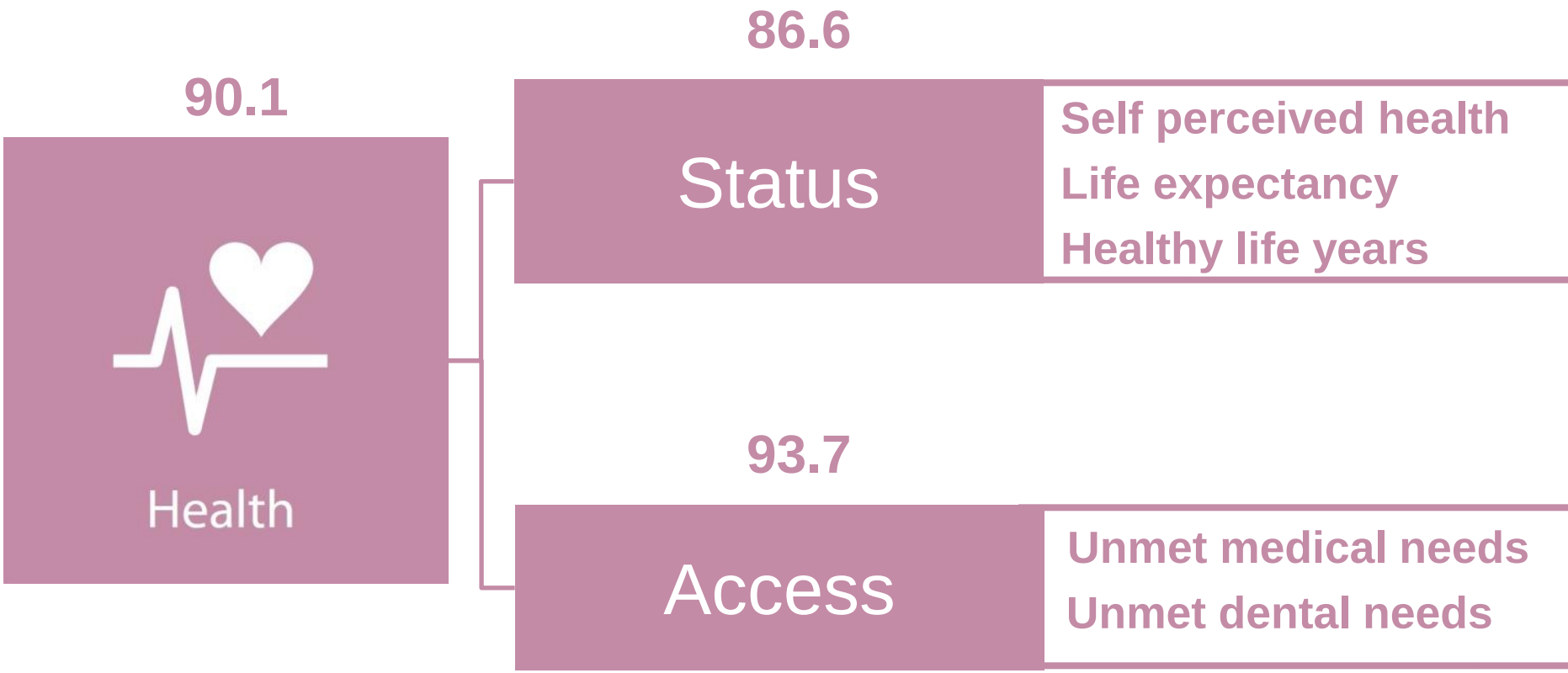
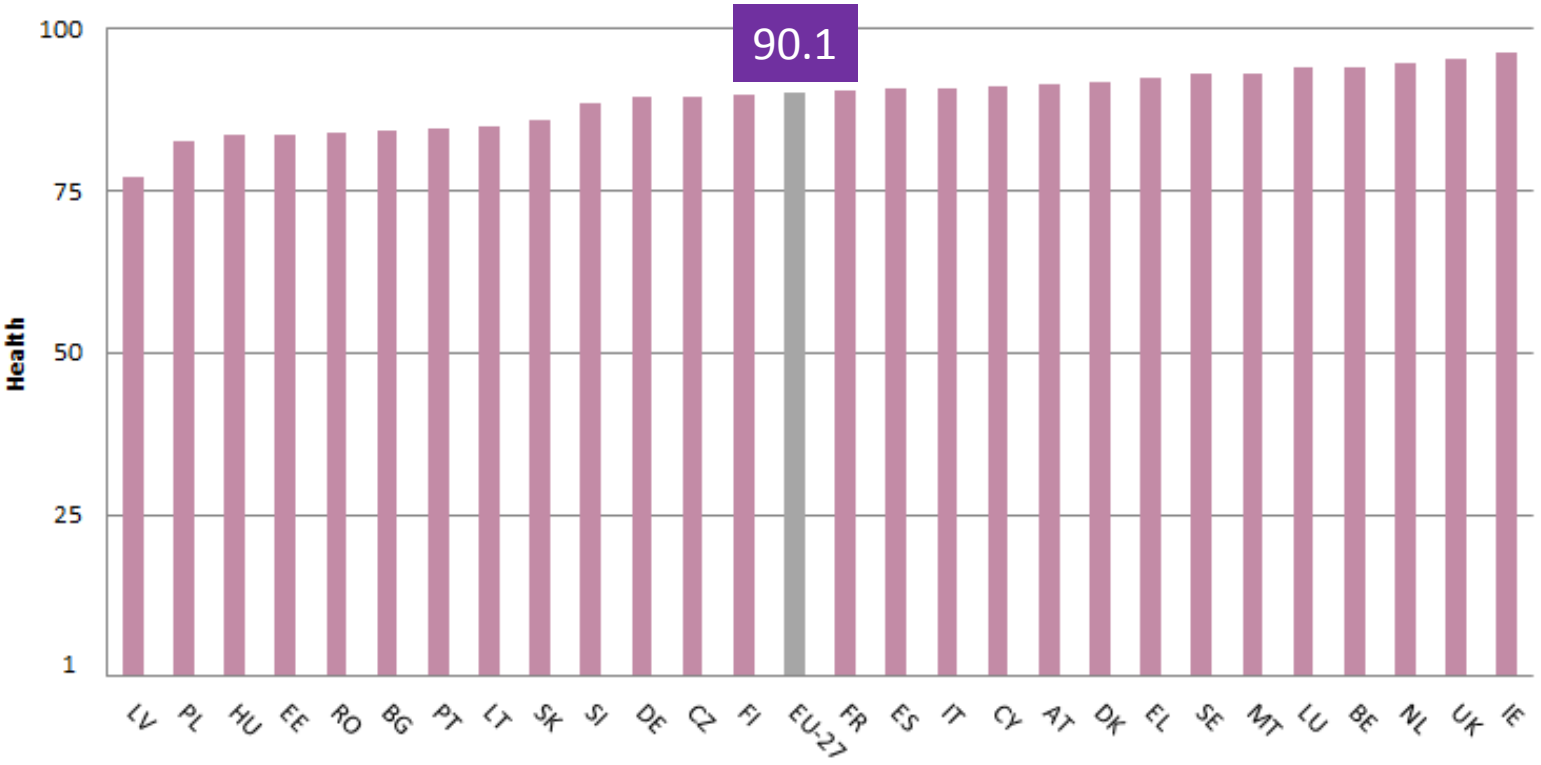

90.1
Health
86.6
Status
Self perceived health
Life expectancy
Healthy life years
93.7
Access
Unmet medical needs
Unmet dental needs

Health


90.1
100
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25
1
Health
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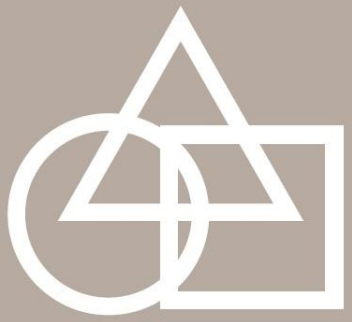


Intersecting Inequalities

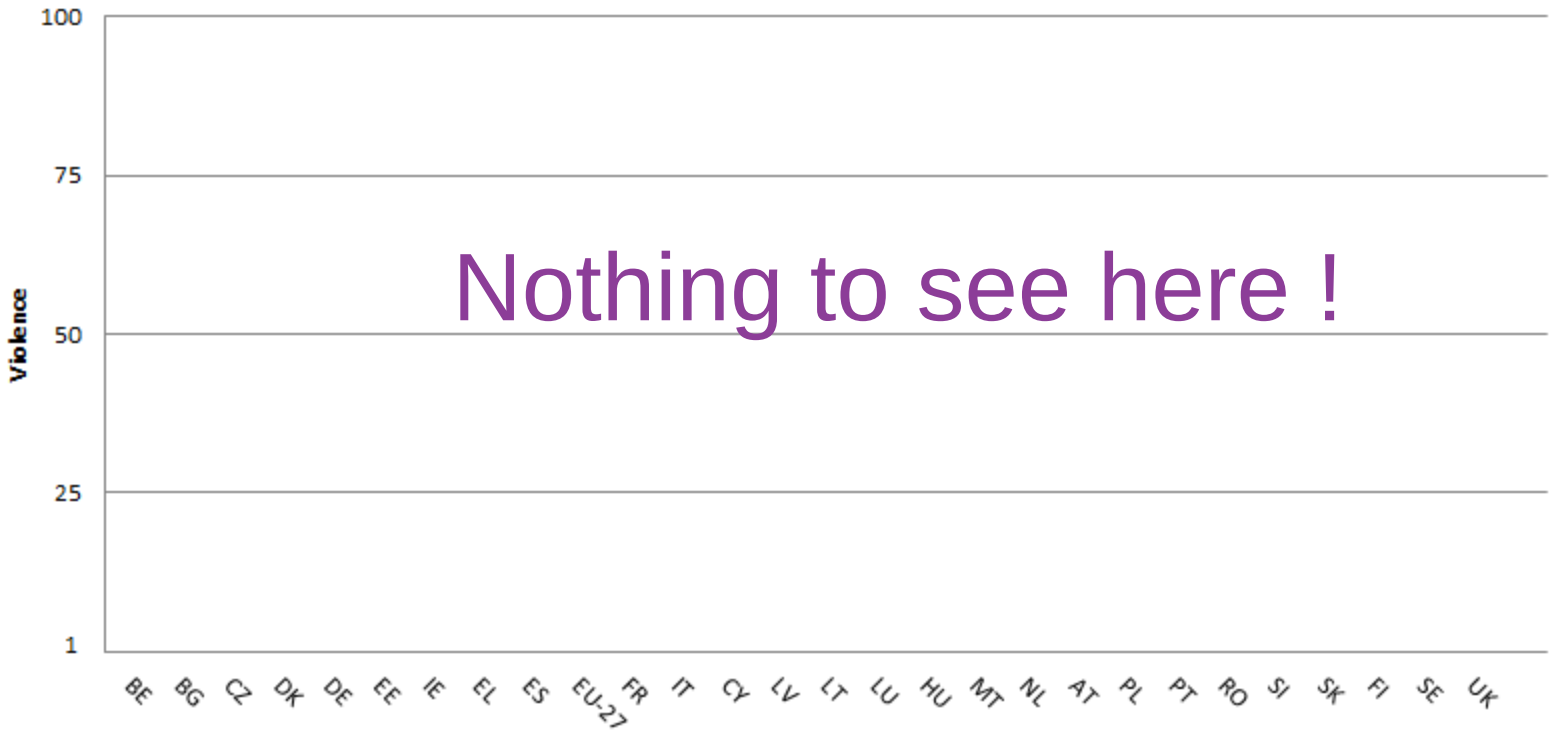
Disparities between women and men among different groups matter as these may be linked to different levels of gender equality

Not in education, employment nor training
NEETs

Violence

The biggest gap of all

Violence


100
75
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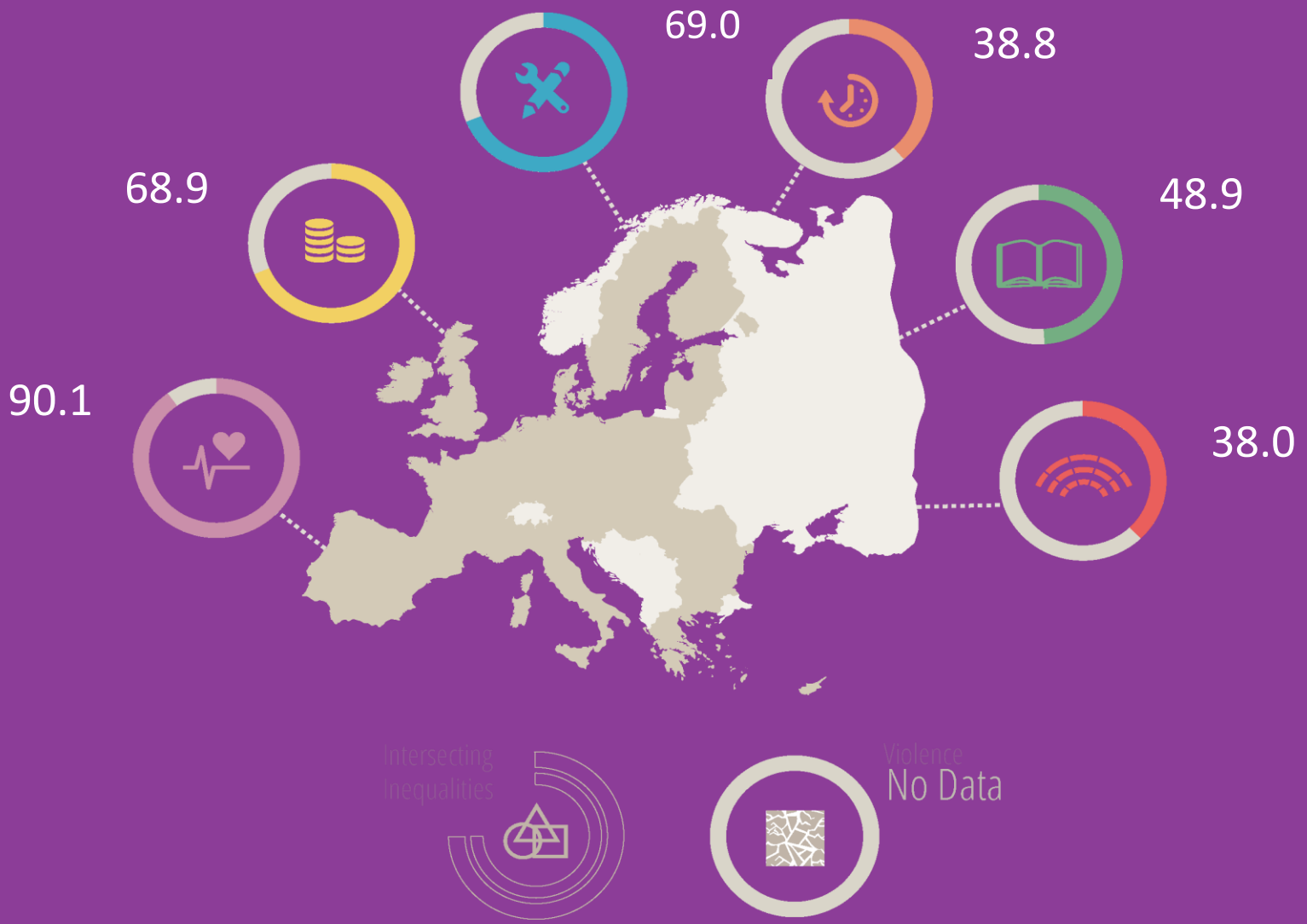
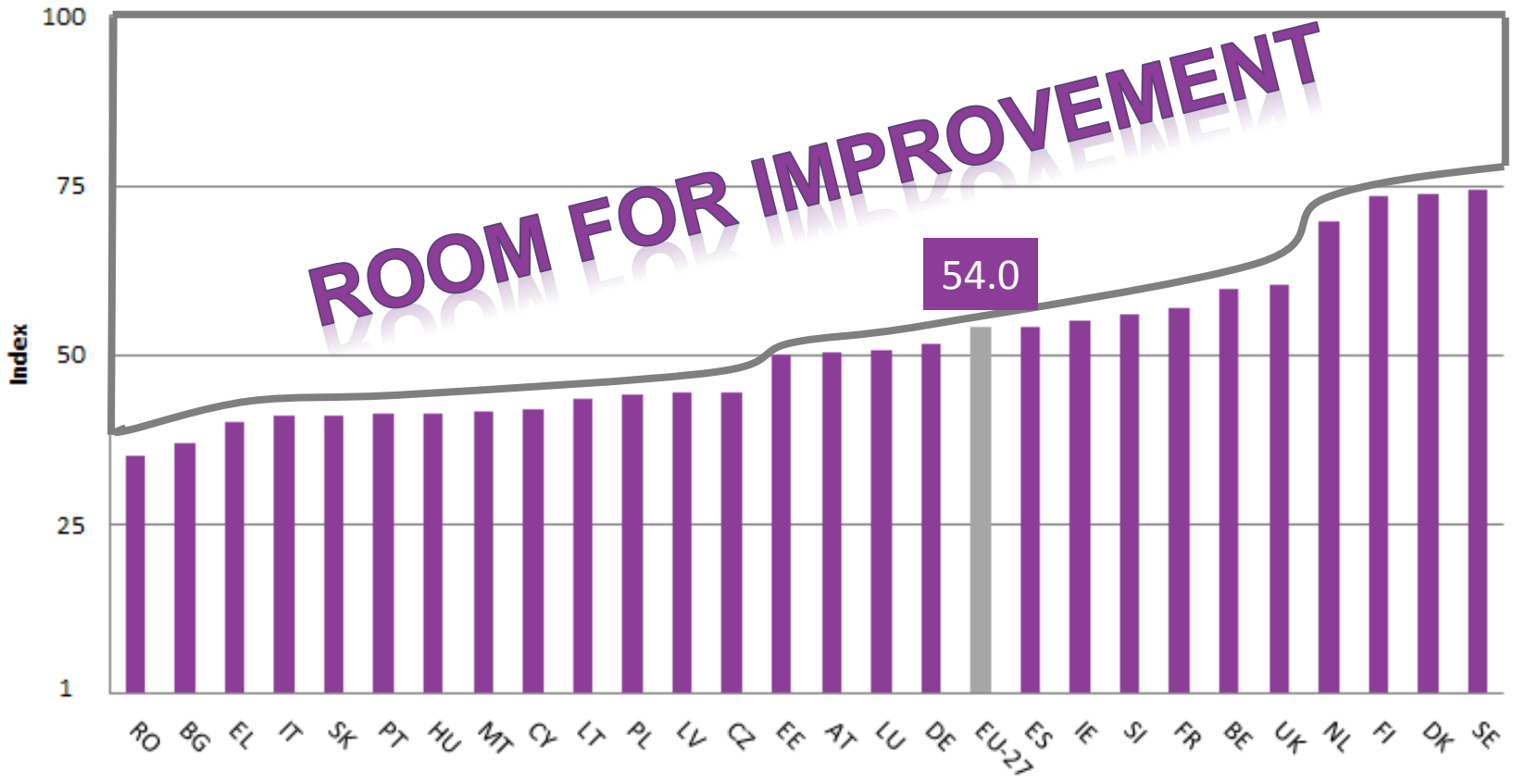
1
Violence
Nothing to see here !
BE BG CZ DK DE EE IE EL ES EU-27 FR IT CY LV LT LU HU MT NL AT PL PT RO SI SK FI SE UK


69.0
38.8
68.9
48.9
90.1
38.0
Intersecting Inequalities
Violence
No Data


ROOM FOR IMPROVEMENT
54.0
Index
100
75
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25
1
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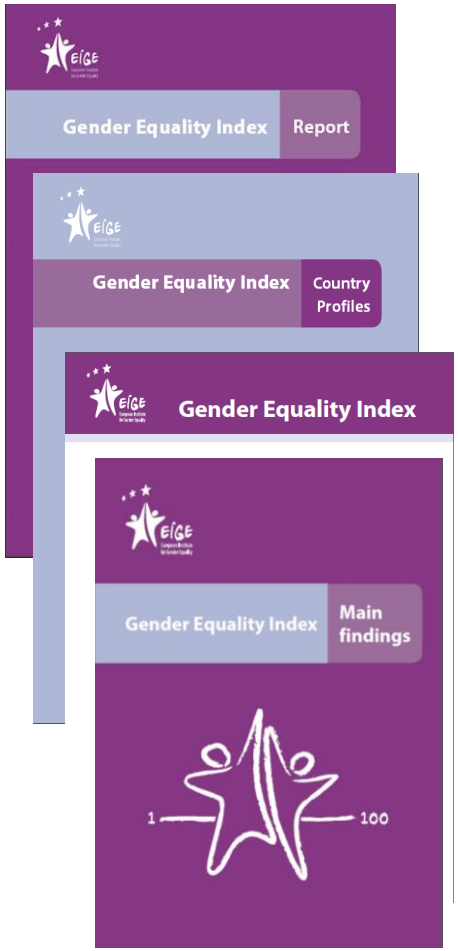

http://eige.europa.eu/content/gender-equality-index

1
100

The Gender Equality Index in the post-launch phase

European Institute for Gender Equality

The Gender Equality Index in the post-launch phase

The Gender Equality Index in the post-launch phase

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The Gender Equality Index in the post-launch phase

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