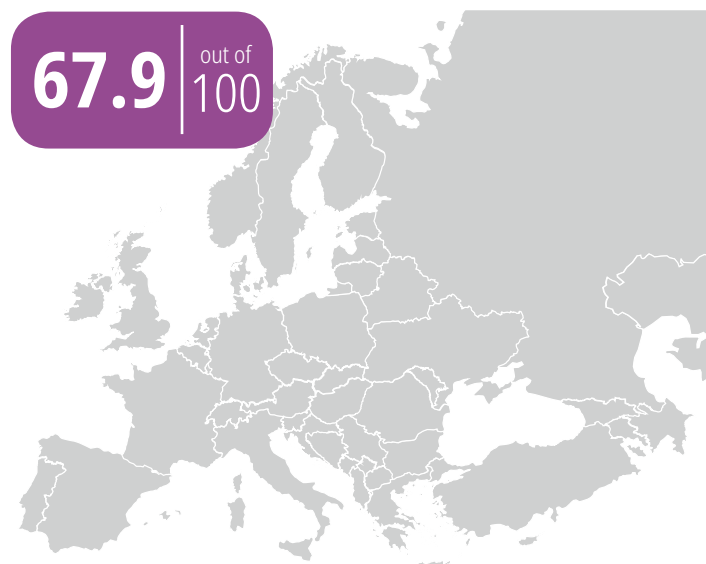


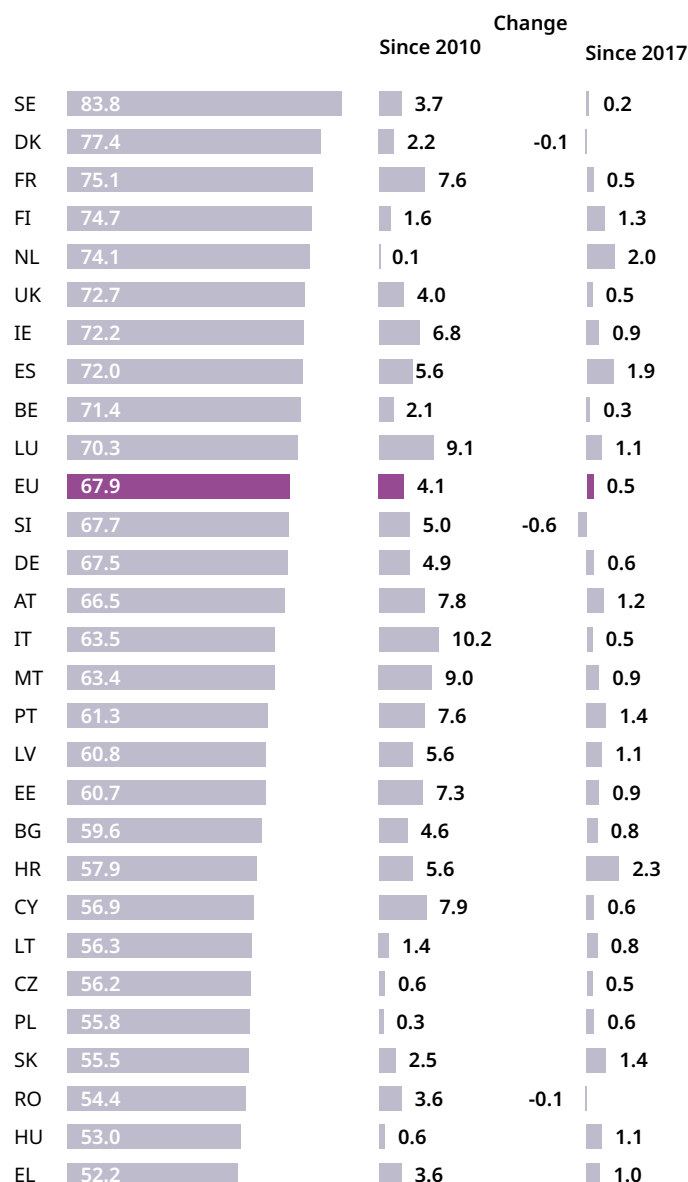
# Gender Equality Index 2020

## Key findings for the EU



### Progress on gender equality in the EU since 2010

With 67.9 out of 100 points, the EU has a long way to go before reaching gender equality. The Gender Equality Index score has increased by only 4.1 points since 2010 and 0.5 points since 2017. At this pace of progress – 1 point every 2 years – it will take more than 60 years to achieve gender equality in the EU. We need to speed up.



#### Best performance

The EU is closest to gender equality in the domain of health (88.0 points), especially in access to health services. The second-highest score is in the domain of money (80.6 points).

#### Most room for improvement

Gender inequalities are most pronounced in the domain of power (53.5 points), especially in economic decision-making. The second-lowest score is in the domain of knowledge (63.6 points). Gender segregation in tertiary education is the main obstacle.












#### Biggest improvement

The EU's score in the domain of power has improved the most since 2010 (+ 11.6 points), despite having the lowest score. This improvement is driving the overall increase in the Index score. Without gains in power, gender equality would be barely progressing.

#### A step backwards

Since 2010, the EU's score has decreased in the domain of time (– 0.6 points), which measures the distribution of housework and caring responsibilities. These inequalities could widen in the face of the COVID-19 pandemic.

# Explore the EU's Index results

Scores		2010	2012	2015	2017	2018	Trends in scores 2010-2018 Country and EU trends
		63.8	65.0	66.2	67.4	67.9	 EU
Work		70.5	71.0	71.5	72.0	72.2	
	Participation	78.1	78.7	79.8	80.9	81.5	 EU
	Segregation and quality of work	63.7	64.0	64.0	64.0	64.0	
Money		78.4	78.4	79.6	80.4	80.6	
	Financial resources	69.4	70.0	73.0	73.8	74.3	 EU
	Economic situation	88.6	87.9	86.7	87.7	87.5	
Knowledge		61.8	62.8	63.4	63.5	63.6	
	Attainment and participation	68.5	70.4	72.1	72.8	73.1	 EU
	Segregation	55.8	56.1	55.6	55.4	55.4	
Time		66.3	68.9	65.7	65.7	65.7	
	Care activities	67.3	72.6	70.0	70.0	70.0	 EU
	Social activities	65.4	65.4	61.6	61.6	61.6	
Power		41.9	43.5	48.5	51.9	53.5	
	Political	47.2	48.3	52.7	55.0	56.9	 EU
	Economic	28.9	31.8	39.5	43.6	46.8	
	Social	53.7	53.7	55.0	58.2	57.6	
Health		87.2	87.2	87.4	88.1	88.0	
	Status	91.1	91.1	91.2	92.2	92.2	 EU
	Behaviour	75.4	75.4	75.4	75.4	75.4	
	Access	96.6	96.5	97.1	98.3	98.1	

## About the Index

Each year, we score the EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses **a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.**

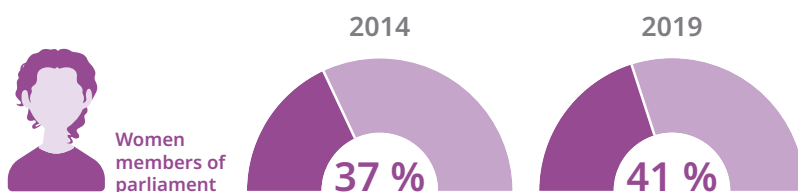
The scores are based on the gaps between women and men and levels of achievement in six core domains – work, money, knowledge, time, power and health – and **their subdomains. Two additional domains** are included in the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, (dis)ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence. The Index is composed of **31 indicators.** The Gender Equality Index 2020 also includes **a thematic focus on digitalisation and the future of work.**

# Key highlights

## Employment is rising



The full-time equivalent (FTE) employment rate has increased for women. The prospect of further increases in the near future is in doubt in light of the COVID-19 crisis.



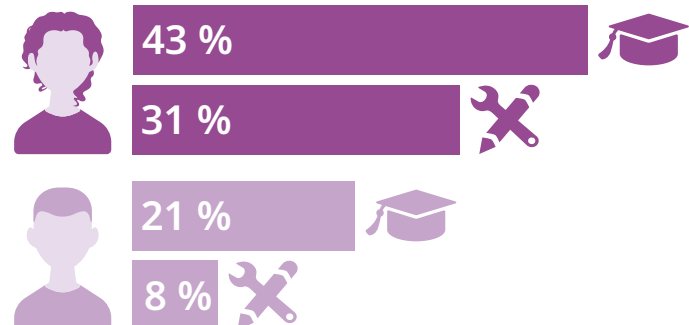
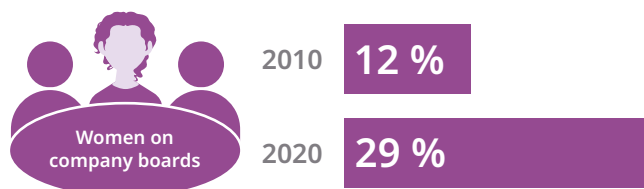
## More women than ever in the European Parliament

The European Parliament passed the 40 % threshold for each gender in July 2019 – an increase since the last elections.



## Big improvements in economic decision-making

The presence of women on the boards of the largest publicly quoted companies has greatly increased with the application of binding measures by some Member States.



## Gender segregation in education and the EU labour market is a persistent problem

Far more women than men studied and worked in education, health and social work activities.

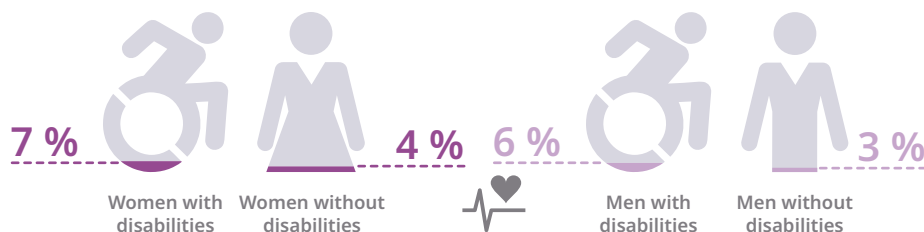


## Women continue to do the bulk of unpaid care work

More women take care of children, grandchildren, older people and/or people with disabilities every day for 1 hour or more compared to men. The COVID-19 pandemic has increased pressure on families, especially women and lone mothers.



## Unmet needs for medical care









## Disability affects access to healthcare

Health inequalities are increasing for women and men with disabilities, who have the most limited access to health services.



# Explore the EU's performance by indicator

Indicators			2010		2018	
			Women	Men	Women	Men
Work						
	Participation	Full-time equivalent (FTE) employment rate* (15 +, %, 2018)	39	57	42	57
		Duration of working life (15 +, years, 2018)	32	37	34	39
	Segregation and quality of work	Segregation in employment (15 +, %, 2018)	29	8	31	8
		Flexibility (15 +, %, 2015)	:	:	23	27
		Career Prospects Index (15 +, points, 0–100, 2015)	:	:	63	64
Money						
	Financial resources	Mean monthly earnings (16 +, euro in purchasing power standard, 2014)	2 042	2 573	2 249	2 809
		Mean yearly household net income** (16 +, euros in purchasing power standard, 2018)	14 919	15 570	17 860	18 668
	Economic conditions	At risk of poverty (16 +, %, 2018)	16	15	17	16
		Income distribution (16 +, %, 2018)	21	20	20	19
Knowledge						
	Attainment and participation	Graduates from tertiary education (15 +, %, 2018)	20	21	26	25
		Participation in lifelong learning (15 +, %, 2018)	16	16	17	16
	Segregation	Segregation in education (15 +, %, 2017)	44	22	43	21
Time						
	Care activities	Caring for children, grandchildren, older people or people with disabilities (18 +, %, 2016)	39	26	38	25
		Cooking and/or housework every day (18 +, %, 2016)	79	29	79	34
	Social activities	Sporting, cultural or leisure activities (15 +, %, 2015)	:	:	28	32
		Voluntary or charitable activities (15 +, %, 2015)	15	14	12	11
Power						
	Political	Ministers (%, second quarter of 2020)	24	76	32	68
		Members of parliament (both houses) (%, second quarter of 2020)	24	76	32	68
		Members of regional assemblies/local municipalities (%, 2019)	26	74	29	71
	Economic	Board members of largest companies (%, first semester of 2020)	12	88	29	71
		Board members of central bank (%, 2019)	18	82	25	75
	Social	Board members of research funding organisations (%, 2019)	40	60	38	62
		Board members of public broadcasting organisations (%, 2019)	32	68	37	63
		Board members of national Olympic sport organisations (%, 2019)	14	86	17	83
Health						
	Status	People in good health (16 +, %, 2018)	66	71	67	72
		Life expectancy (years, 2018)	83	77	84	78
		Healthy life years (years, 2018)	63	62	64	63
	Behaviour	Smoking and drinking**, *** (16 +, %, 2014)	:	:	28	48
		Physical activity and/or consuming fruit and vegetables**, **** (16 +, %, 2014)	:	:	36	40
	Access	Unmet need for medical examination (16 +, %, 2018)	7	6	4	3
		Unmet need for dental examination (16 +, %, 2018)	7	7	4	4

Sources: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), Eurofound (European Working Conditions Survey, European Quality of Life Survey (EQLS), EIGE (Women and Men in Decision-Making). \* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week. \*\* EU: Non-weighted average \*\*\* FR, NL: EIGE estimation \*\*\*\* BE, NL: EIGE estimation  
Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>



## Violence

### Why is there no score for the violence domain?

There is no new data to update the score for violence, which is why no figure is given. Eurostat is currently coordinating an EU-wide survey on gender-based violence, with results expected in 2023. EIGE will launch a second round of administrative data collection on intimate partner violence, rape and femicide in 2022. Both data sources will be used to update the domain of violence in the Gender Equality Index 2024.

Unlike the other domains of the Index, the domain of violence does not measure differences between women's and men's situations; rather, it examines women's experiences of violence (prevalence, severity and disclosure). The overall objective is not to reduce the gaps in violence between women and men, but to eradicate violence completely.

**Data gaps mask the true scale of violence.**



**The EU needs comprehensive, up-to-date and comparable data to develop effective policies that combat violence against women.**

### Violence at a glance

In 2017, Eurostat recorded 854 women victims of homicide by a family member or intimate partner in 16 EU Member States that provide the data. In 2016, around 5 % of women indicated they had experienced online harassment over the past 12 months in the EU. Muslim women, women with disabilities and older women face more severe forms of discrimination and are exposed to a higher risk of violence. Within the LGBTQI\* community, gender exacerbates the risk of falling victim to violence, with the most vulnerable individuals being those whose gender expression does not match their assigned sex at birth, and intersex people.

Reliable and comparable data on female genital mutilation (FGM) remains scarce in the EU. EIGE provides estimates on the number of girls at risk of FGM in nine Member States (BE, IE, EL, FR, IT, CY, MT, PT and SE). Germany, the Netherlands and Finland have also estimated the number of girls at risk following EIGE's methodology. EIGE is estimating the number of girls at risk of FGM in Denmark, Luxembourg, Austria and Spain. Results will be available in 2021.

#### Femicide



**854 women were killed by a family member or their partner**

Source: Eurostat

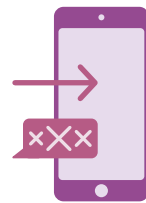
#### Female Genital Mutilation (FGM)



**There is comparable data for the number of girls at risk in 12 EU Member States**

Source: EIGE

#### Cyberviolence



**5 % of women experienced online harassment**

Source: EQLS, Eurofound



During the COVID-19 lockdowns, women in violent relationships were stuck at home and exposed to their abuser for long periods of time, putting them at greater risk of domestic violence. Even without a pandemic, women face the greatest danger from people they know.

### Istanbul Convention: state of play

The Istanbul Convention is the most comprehensive international human rights treaty on violence against women and domestic violence. While all Member States have signed the Convention, challenges related to its ratification persist in Bulgaria, Czechia, Latvia, Lithuania, Hungary, Slovakia and the United Kingdom.

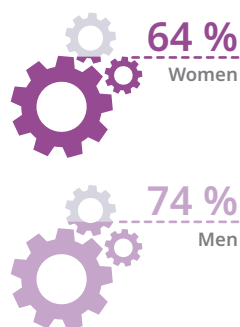


## Thematic focus on digitalisation and the future of work

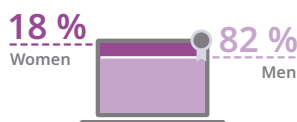
The Gender Equality Index 2020 focuses on digitalisation and the future of work. The thematic focus looks at three areas:

- use and development of digital skills and technologies;
- digital transformation of the world of work (segregation, working conditions, work-life balance);
- broader consequences of digitalisation for human rights, violence against women, and caring activities.

## Above basic software skills among people with a high level of education



### ICT specialists



### Part-time in ICT



Main indicators	EU	
	Women	Men
<b>Digital skills</b>		
Internet daily users (16–74, %, 2019)	78	80
Above basic digital skills (16–74, %, 2019)	31	36
Information skills	71	71
Communications skills	67	66
Problem-solving skills	56	63
Software skills	39	44
Training to improve digital skills (16–74, %, 2018)	18	22
<b>Segregation in education and labour market</b>		
ICT graduates (%, 2018)	20	80
ICT specialists (15 +, %, 2019)	18 (s)	82 (s)
Scientists and engineers in high-technology sectors (25–64, %, 2019)	20	80
<b>Working in ICT</b>		
ICT at work and activities performed (16–74, %, 2018)		
Used computer, laptop, smartphone, etc.	37	42
Used other computerised equipment	8	13
Exchanged emails	32	36
Created or edited electronic documents	24	28
Used social media	9	11
Used applications to receive tasks or instructions	10	14
Used occupation-specific software	19	24
Developed or maintained IT systems or software	3	7
Part-time in ICT (20–64, %, 2018)	17	5
Working time arrangements among ICT specialists (20–64, %, 2015, national-level data not available)		
Gender pay gap in ICT (%, 2014)	11 %	

In the EU, 21 % of women and 22 % of men entirely determined their working hours themselves, compared with 13 % of women and 18 % of men in other occupations

Source: Eurostat (education statistics, digital economy and society statistics, European Union Labour Force Survey, Structure of Earnings Survey), Eurofound (European Working Conditions Survey)  
s: Eurostat estimate  
Some areas of concern (e.g. platform work and artificial intelligence) are not covered by the indicators owing to a lack of EU-wide comparable data.

**Read more about the Gender Equality Index** at <http://eige.europa.eu/gender-equality-index>

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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### Contact details

<http://eige.europa.eu/>  
[facebook.com/eige.europa.eu](https://facebook.com/eige.europa.eu)  
[twitter.com/eurogender](https://twitter.com/eurogender)  
[youtube.com/user/eurogender](https://youtube.com/user/eurogender)  
[eige.sec@eige.europa.eu](mailto:eige.sec@eige.europa.eu)  
+370 52157444  
<https://eurogender.eige.europa.eu/>



European Institute for Gender Equality  
Gedimino pr. 16  
LT-01103 Vilnius  
LITHUANIA



Publications Office  
of the European Union