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# COMMISSION STAFF WORKING DOCUMENT

## 2015 Report on equality between women and men in the European Union

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# 2015 report on equality between women and men in the European Union

## Introduction

Equality between women and men is one of the EU's fundamental values and its promotion is an obligation enshrined in the Treaty. To fulfil this obligation, the European Commission adopted the ***2010-2015 Strategy for equality between women and men*** as a coherent framework to guide its action over a number of years. The present report takes stock of the EU's achievements in 2015 in the six priority areas outlined in the Strategy. It also provides a reference point for monitoring and assessing future developments and contains statistics on Member States' starting points. By highlighting good practices in Member States and innovative projects that the EU has promoted or supported, the report also aims to be a source of inspiration for future work.

As underlined in the work programme that it adopted on 27 October 2015, the Commission will continue to take practical action to promote gender equality.

On 3 December 2015, the Commission published its ***2016-2019 Strategic engagement for gender equality***[1]. This takes into consideration the European Parliament's resolution on the *EU Strategy for equality between women and men post-2015*, the *European Pact for gender equality for the period 2011-2020*, and the *2010-2015 Strategy for equality between women and men*, and confirms the Commission's continued commitment to gender equality as a fundamental EU value. It lists key action points that remain valid for the next four years, with clear timelines and indicators for monitoring. In addition, it emphasises the need to integrate a gender-equality perspective into all EU policies and funding programmes.

The Commission also based the *Strategic engagement* on the results of consultations[2] and its *ad hoc* evaluation,[3] which concluded that ongoing efforts to promote gender equality need to be maintained. The European Parliament and competent national ministers clearly affirmed the need for the EU to continue to promote gender equality.

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1 SWD(2015)278 final: http://ec.europa.eu/justice/gender-equality/files/documents/151203_strategic_engagement_en.pdf

2 See, in particular, the analysis of the results of the public consultation on equality between women and men and the report of the April 2015 forum on the future of gender equality; http://ec.europa.eu/justice/newsroom/gender-equality/files/public-consultation-gender-web_en.pdf http://ec.europa.eu/justice/events/future-of-gender-equality-2015/files/report_forum_gender_equality_en.pdf.

3 *Evaluation of the strengths and weaknesses of the Strategy for equality between women and men 2010-2015;* http://ec.europa.eu/justice/gender-equality/files/documents/151120_strategy_evaluation_en.pdf.

# 1. Equal economic independence

***Despite a moderate recovery, part-time employment has increased and women remain underrepresented in the labour market …***

In 2015, women's employment reached an all-time high of 64.5 %. However, this is well below the rate for men (75.6 %) and women are still more likely than men to work part-time[4] or not at all. Admittedly, three years of moderate economic recovery in the EU have improved the situation slightly (Figure 1): 97.8 million women were in paid work in June 2015 (3.5 million more than in January 2010, of whom 1.8 million are in full-time and 1.7 million in part-time employment). These trends are largely driven by Germany (mainly through the creation of part-time jobs), the UK, Poland and France (with a majority in full-time work) (Figure 2). For men, meanwhile, full-time employment has declined and part-time employment has grown strongly (+1.6 million). The growth in part-time work has been strongest in lower-paid jobs (retail sales, cleaning and helping), so the workers in question have to contend with the dual disadvantages of low hourly pay and few hours worked.[5] Not surprisingly, part-time employment is more and more frequently involuntary, especially among men.[6]

***… and they take on the bulk of unpaid work***

In 2015, working women still took on three quarters of household chores and two thirds of parental care.[7] Work-life balance policies can make it easier to combine work with care responsibilities, but only if men and women make use of them, so that women do not continue to bear the burden of household chores, childcare and taking care of ageing parents.[8] They can help to address the barriers to women's participation in the labour market. They constitute a key ingredient of a modern, healthy and growing economy, as recognised by the Commission in its *Annual Growth Survey 2016*, the key reference document in the European Semester economic coordination process.[9]

Work-life balance is also an important factor in people's well-being. Gender gaps in subjective well-being are still prevalent, with depression being twice as common among women as among men (see Figure 3). Research shows that a more equal sharing of paid and unpaid work reduces stress and is conducive to happiness for both men and women.[10]

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4 32.8% of working women are in part-time work (as compared with 9.9 % of men) and the gender gap is even wider in the presence of children in the household.

5 Eurofound (2015), *Upgrading or polarisation? Long-term and global shifts in the employment structure*, European jobs monitor 2015.

6 Source: Eurostat, *Labour Force Survey*.

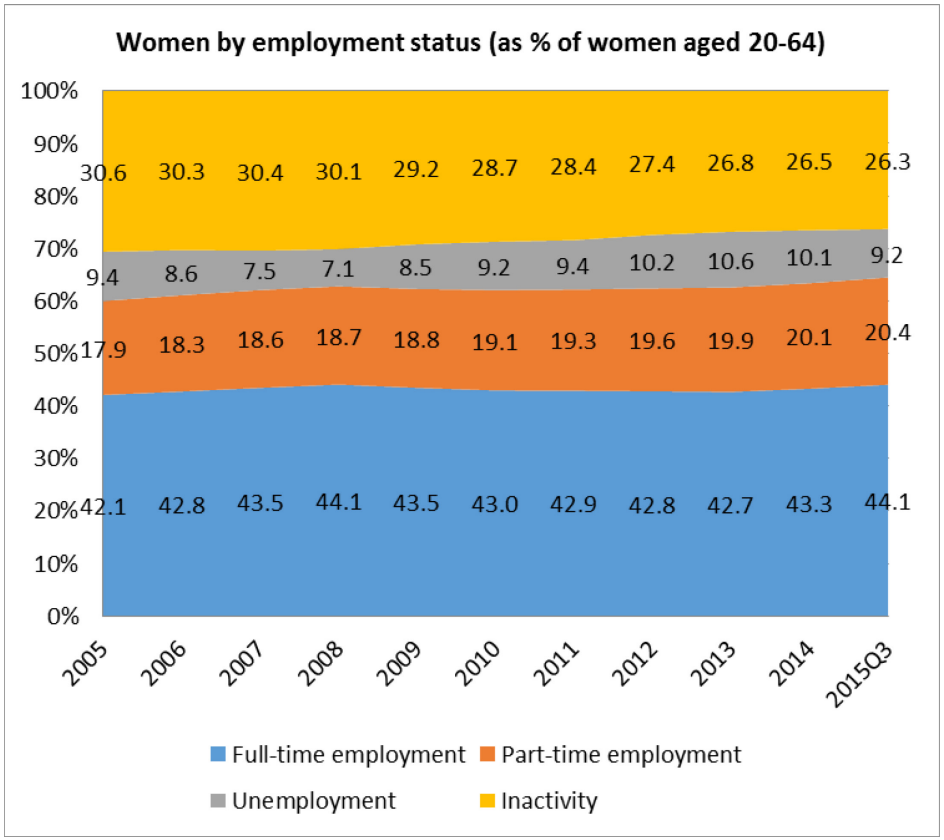
7 Eurofound (2015), *First findings: Sixth European Working Conditions Survey*.

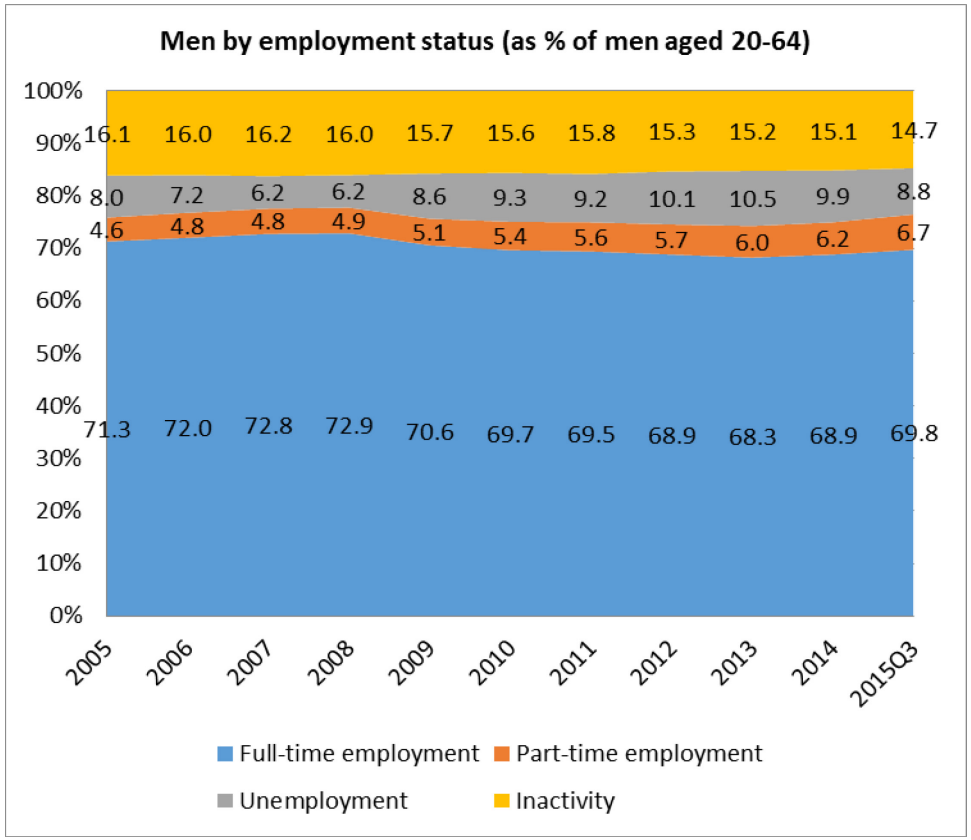
8 OECD (2012).

9 *Annual Growth Survey 2016: strengthening the recovery and fostering convergence*, Commission Communication (COM(2015) 690 final). See also http://ec.europa.eu/europe2020/index_en.htm.

10 Senik C. (2016), *Gender gaps in subjective well-being*, European Network of Experts on Gender Equality. OECD (2012) also reports findings that European women who engaged in housework for more than the median length of time in their country reported a reduced degree of happiness (Mencarini and Sironi, 2012), while a country's average degree of happiness increases with greater gender equality (Veenhoven, 2011 and 2010).

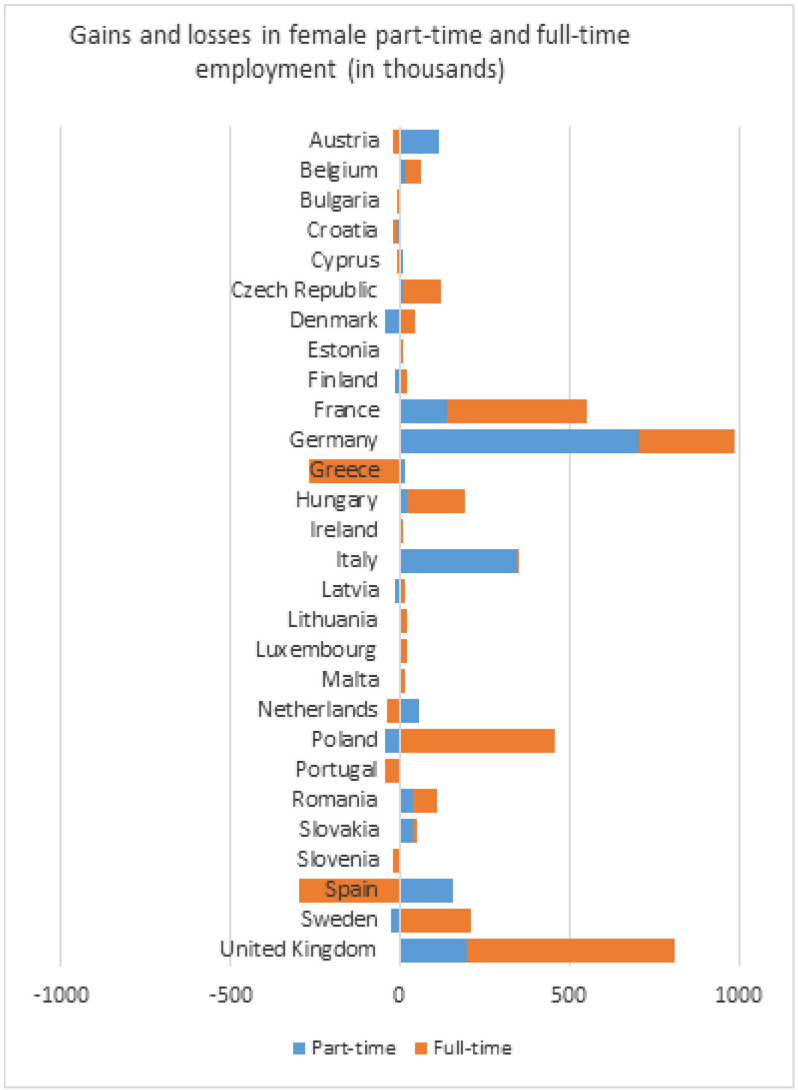
**Figure 1: Unemployment, inactivity and employment in the past 10 years**




Source: Eurostat, *Labour Force Survey*

**Figure 2: Gains and losses in part-time and full-time employment between 2010Q1 and 2015Q2, 20-64 year-olds**



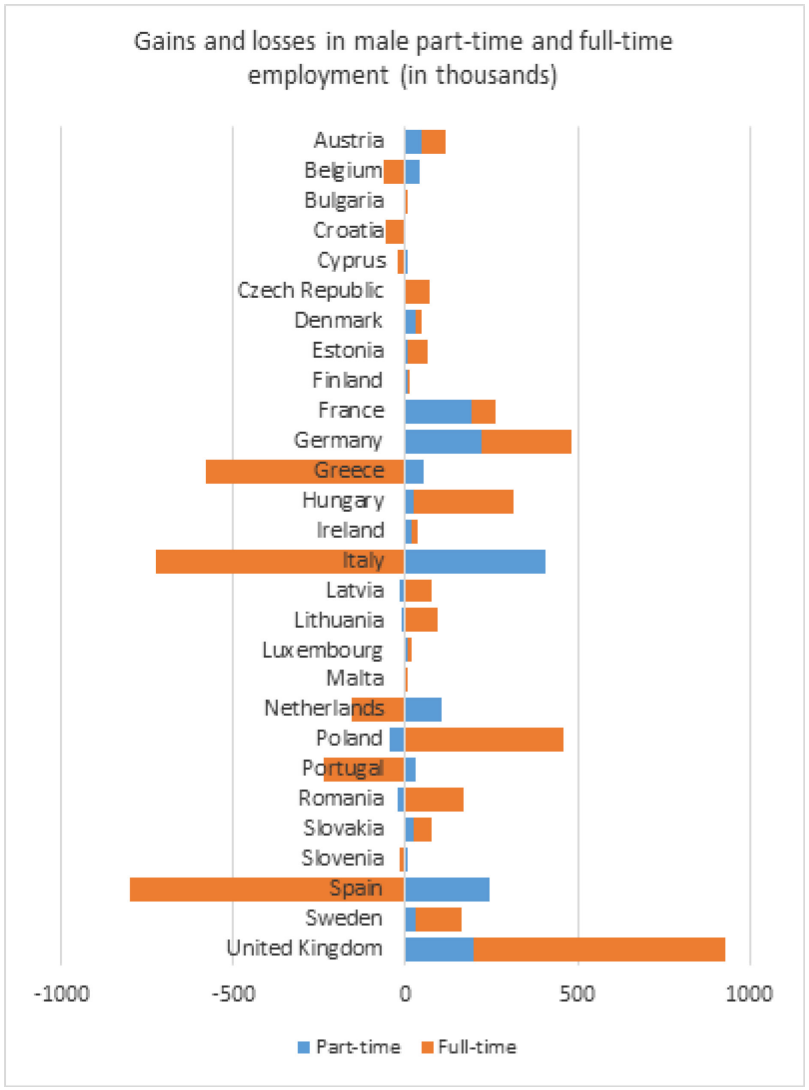
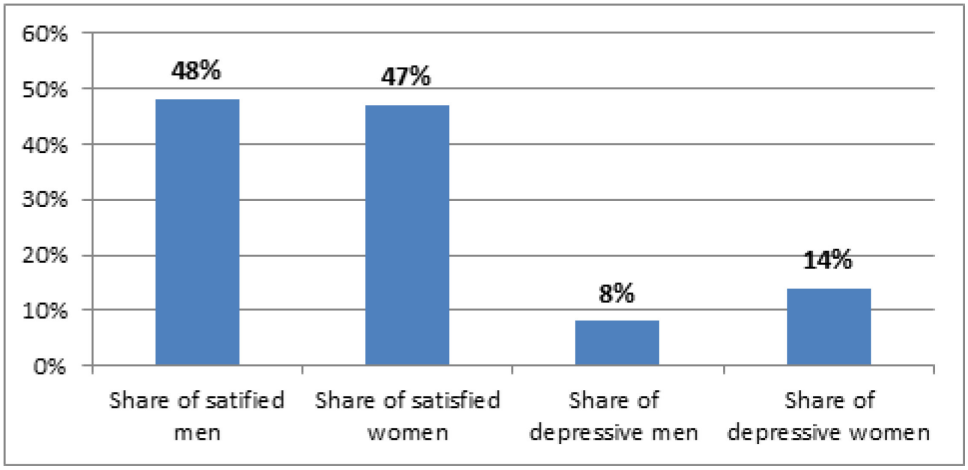



**Figure 3: Gender gaps in subjective well-being in Europe**




Source: Senik (2016), European Social Survey, covering 34 European countries. Satisfied people are defined as those with a life satisfaction score above 7 on a 0-10 scale. Depressive people are defined as those with a score above 3 on a modified version of the CES-D8 depression scale.

### *Work-life balance policies have led to very mixed results*

Work-life balance measures have been shown to be very important in removing obstacles to female employment (see Figure 4). However, it is primarily women who use available measures, while men continue to make very limited use of them, and limited progress has been made in recent years on improving the provision of measures:

- the proportion of children cared for in formal structures has stagnated since 2010 at EU and national level; the availability, affordability and quality of childcare have been shown to be obstacles to the use of these services[11] and only six Member States reached the Barcelona targets in 2013, a decade after their adoption (Figure 5): Belgium, Denmark, Spain, France, Sweden and Slovenia;
- women's labour-market participation is known to respond to fiscal (dis)incentives, so their relatively higher tax burden[12] may have a disproportionately negative impact on their employment outcomes. Out-of-pocket childcare expenses further aggravate the financial disincentives to work faced by women with children, and these have not decreased in recent years;
- the *2015 European Working Conditions Survey* shows that family-friendly practices have not become more common. A majority of employees have their working schedules decided by employers. In most cases, working hours are regular, but 31 %

[11] Eurofound (2015), *Early childhood care: accessibility and quality of services*

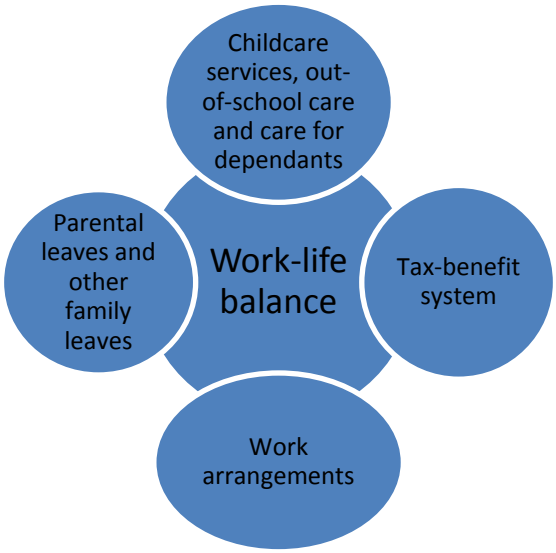
[12] The vast majority of second-income earners in couples are women. In a fifth of households, women have no earnings and in nearly 44 % of households women earn less than their partner. With joint and progressive taxation, this means that the tax rate on women's work will be relatively high. Even if separate taxation is in place, it often features disincentives similar to those in a joint taxation system. For example, transferable tax credits discourage second-income earners from taking a job or increasing their working hours.

of employees are affected by changes, often at short notice, and this complicates childcare arrangements. Also, 35 % of employees are unable to take an hour or two off to attend to personal or family matters;[13]

- a more positive development is the introduction of paid leave for fathers in some countries and longer parental leave in others. However, in most Member States very few men actually take paternity/parental leave and periods of leave are usually short; the meagre leave allowances have a limited impact in terms of encouraging gender equality.

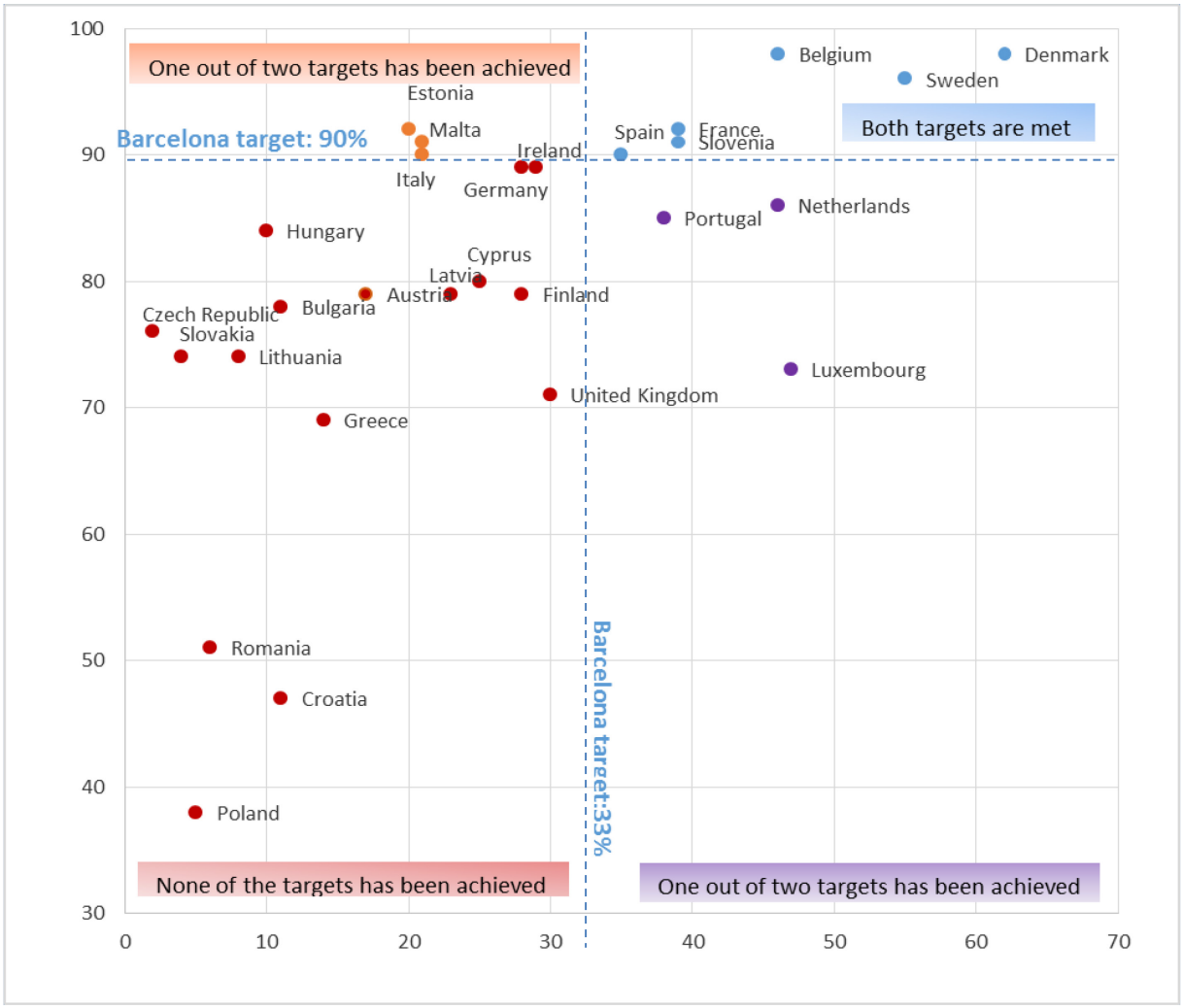
As a result, policies tend to reinforce (rather than challenge) traditional stereotypes as regards gender roles at work and at home and consequently to hinder greater involvement of women in the labour market.

**Figure 4: The policy-mix: work-life balance for women and men**




[13] Eurofound (2015), *First findings: Sixth European Working Conditions Survey*.

**Figure 5: Formal childcare by age-group, 2013**




Source: Eurostat, *EU-SILC*

The **Swedish Government** is proposing to introduce, from 2016, a **third reserved month of parental leave** for each parent (in practice, an extra month for fathers), so that parents can share allowances more equally. Also, the Social Insurance Agency will be promoting gender equality in the use of parental leave.

In **Portugal,** mandatory parental **leave for fathers has been extended from 10 to 15 working days**.

**Ireland's** Minister of State for Equality has announced a new policy initiative to **introduce two weeks of paid paternity leave** in the 2016 budget. Ireland is currently among the very few Member States with no provision for paternity leave.

**Croatia** has also created a right to **paternity leave**. Fathers will be entitled to 14 days of leave in the first 20 weeks after childbirth, on full pay.

In 2015, **Malta** hosted a peer review on measures to make work pay and increase the labour market participation of women. These include a free childcare scheme for children under the age of three, which was introduced in 2014 and has been received positively by working parents, service providers and the public in general.

***Towards a new start for working parents***

To address the above challenges, in August 2015 the Commission announced a new initiative for *work-life balance.* The aim is to remove obstacles to the labour market for parents and others with caring responsibilities (particularly women), and to strengthen gender equality.[14]

The announcement marked the beginning of a broad process of consultation on the initiative, starting with the social partners[15] and extending to the wider public.[16] The consultation covers possible options, such as enhanced family leave arrangements or new rights, particularly with a view to encouraging fathers to take parental leave. Without prejudice to the outcome of the consultations, the new initiative should feed into a comprehensive policy framework for work-life balance.

In parallel, the Commission is monitoring Member States' implementation of the directives on equal treatment,[17] maternity leave[18] and parental leave.[19] The Commission is also monitoring Member States' performance in the framework of economic policy coordination.[20] In 2015, eight Member States received a recommendation[21] relating to female labour-market participation.

***Becoming a migrant or displaced person affects women and men differently***

The situation of third-country nationals across the EU with respect to employment, education and social inclusion is distinctly less favourable than that of host-country nationals. Only around 53 % of them were employed last year, as compared with 65 % of citizens living in their home country.

Migrant women have even fewer opportunities and resources than male migrants and are more likely to face multiple discrimination. Both male and female immigrants are twice as likely to be unemployed as those born in the EU (Figure 6). **Immigrant women tend to be significantly over-represented among the economically inactive** and are an under-utilised source of skills.

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14 http://ec.europa.eu/smart regulation/roadmaps/docs/2015_just_012_new_initiative_replacing_maternity_leave_directive_en.pdf.

15 http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2380&furtherNews=yes&preview=cHJldkVtcGxQb3J0YWwhMjAxMjAyMTVwcmV2aWV3.

16 http://ec.europa.eu/social/main.jsp?langId=fr&catId=89&newsId=2388&furtherNews=yes.

17 Directive 2006/54/EC.

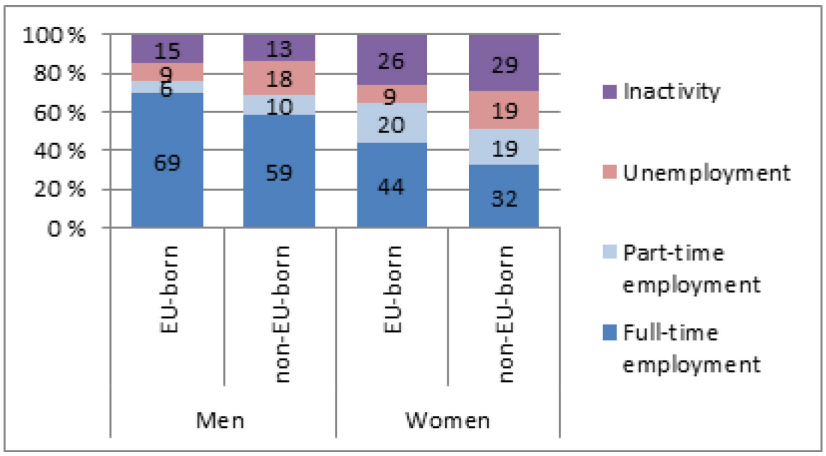
18 Directive 92/85/EEC.

19 Directive 2010/18/EU (OJ L 68, 18.3.2010, p. 13). The Parental Leave Directive provides for an individual right of parental leave of at least four months, one of which is in principle not transferable, to involve fathers more in childcare; see also overview: http://ec.europa.eu/justice/gender-equality/document/files/parental_leave_report_final_en.pdf.

20 http://ec.europa.eu/europe2020/index_en.htm.

21 http://ec.europa.eu/europe2020/making-it-happen/country-specific-recommendations/index_en.htm.

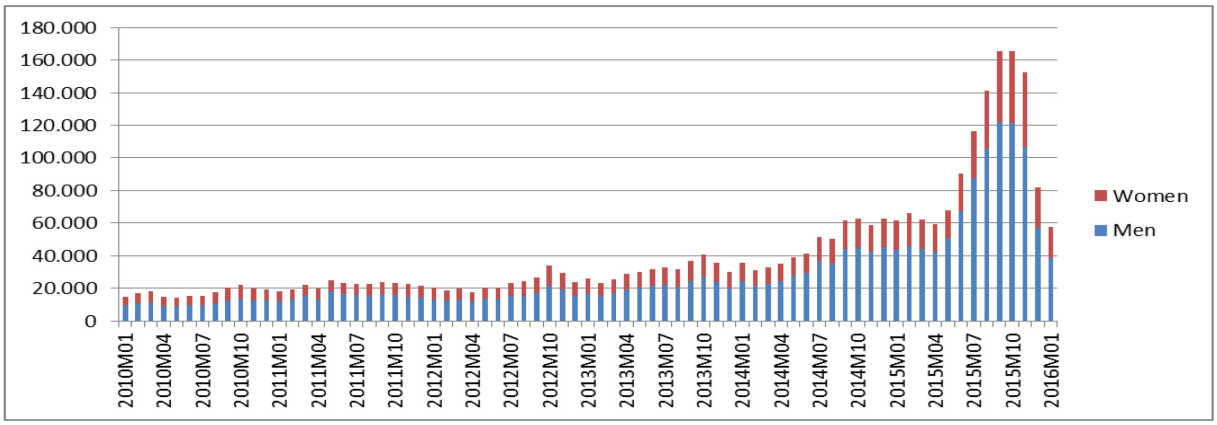
**Figure 6: Employment, unemployment and inactivity by sex and place of birth (% of population aged 20-64), 2014**




Source: Eurostat, LFS

Basic inequalities are amplified by displacement, when women are more vulnerable and are exposed to risks of violence, exploitation and slavery. Such risks came to the fore in 2015, as the EU faced a surge in the number of asylum-seekers, including a growing number of women and children (Figure 7). About 33 % of first-time applicants registered in January 2016 were women. Humanitarian actors confirm that there is a trend of more women refugees and unaccompanied children making the journey to Europe.[22] According to the UNHCR initial assessment report *Protection Risks for Women and Girls in the European Refugee and Migratory Crisis*,[23] conditions in the reception sites fail to meet minimum standards for the mitigation of gender-based violence.

**Figure 7: Registered first time asylum applicants in the EU, by sex (2010-2015)**




Source: Eurostat

It is vital that migrant women be given better access to the labour market and to decent jobs. From a gender perspective, particular attention needs to be paid in the implementation

[22] https://www.unfpa.org/sites/default/files/resource-pdf/EuropeMission_Protection_Risks_19_Jan_Final_0.pdf

[23] https://www.unfpa.org/sites/default/files/resource-pdf/EuropeMission_Protection_Risks_19_Jan_Final_0.pdf

of the **European Migration Agenda** to language difficulties, failure to recognise qualifications due to the lack of a system of equivalence, and the shortcomings of social and vocational integration measures. Also, asylum systems should set minimum standards to protect women. For instance, the Asylum Procedures Directive,[24] which entered into force in 2015, provides for interviews to be conducted by persons who are able to take account, *inter alia*, of the applicant's cultural origin, gender and vulnerability. In addition, Member States should wherever possible select an interviewer and interpreter of the same sex as the applicant, if the latter so requests. Finally, short-term measures should take gender into account, e.g. relocation and resettlement schemes should ensure adequate physical facilities to protect women's dignity and safety.

The *Stark im Beruf* ('strong at work') programme launched in **Germany** in July 2015 involves counselling projects and networking activities aimed at improving employment opportunities for migrant mothers, whose qualifications are often underestimated by employers. Together with the European Structural Fund (ESF), the Federal Ministry for Families, the Elderly, Women and Youth has allocated funding of around EUR 29 million to the programme, with about EUR 50 000 a year for each project.

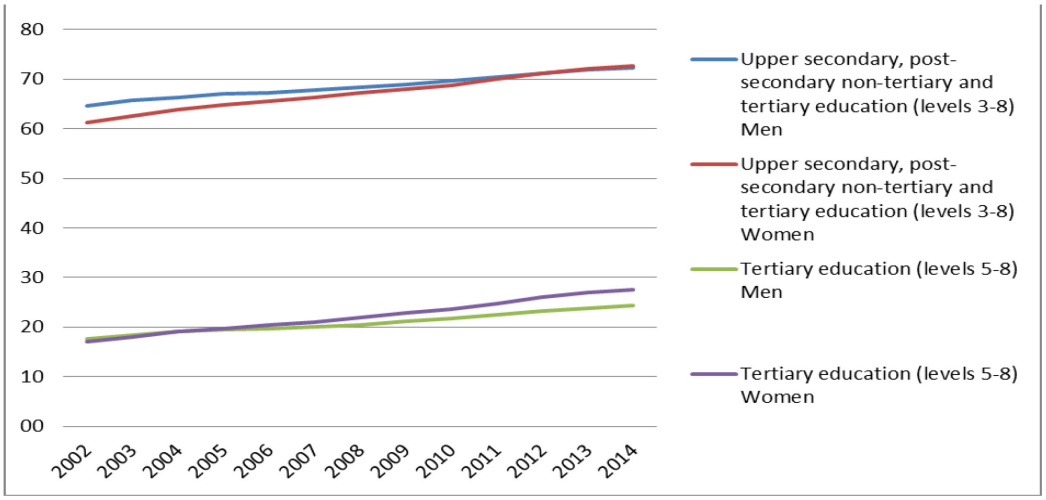
[24] Directive 2013/32/EU of the European Parliament and of the Council of 26 June 2013 on common procedures for granting and withdrawing international protection (OJ L 180, 29.6.2013, p. 60).

## 2. Equal pay for equal work and work of equal value

***Women are reaping the benefits of education, but are still paid 16 % less than men per hour of work***

For the past 20 years, women have outnumbered men among new graduates and, as a consequence, female employees are now generally more educated than male employees (Figure 8). Without these educational achievements, the gender pay gap would be even wider (Figure 9). However, women tend to go into sectors that are relatively less well paid and they pay a high price for part-time work, which is less well remunerated than full-time jobs *per hour of work*.[25] Furthermore, persistent gender pay gaps within sectors and occupations cannot be explained by differences in qualifications.[26] Individual firms in every sector can contribute to closing the gender pay gap by reviewing evaluation criteria, promotion policies and organisational factors, and ensuring that workers are paid in due proportion to the hours they actually work.[27] Besides initiatives at company or sector level, the EU and its Member States have acted on a comprehensive set of policies to tackle the gender pay gap.

**Figure 8: Educational attainment in the workforce (% of population aged 15-64), 2002-2014**




Source: Eurostat, *Labour Force Survey*

In February 2015, the Government of **Cyprus** published **toolkits for overcoming gender stereotyping in school**. Under an ongoing ESF co-funded programme on narrowing gender gaps in society, and particularly the gender pay gap, three guides were published for staff in pre-schools and primary and secondary schools. The content was designed to tackle gender stereotyping and limit gender segregation in the labour market. Under the same programme, all educational counsellors, 10 000 primary and secondary teachers, and 5 000 parents will be trained in how to counter gender stereotyping.

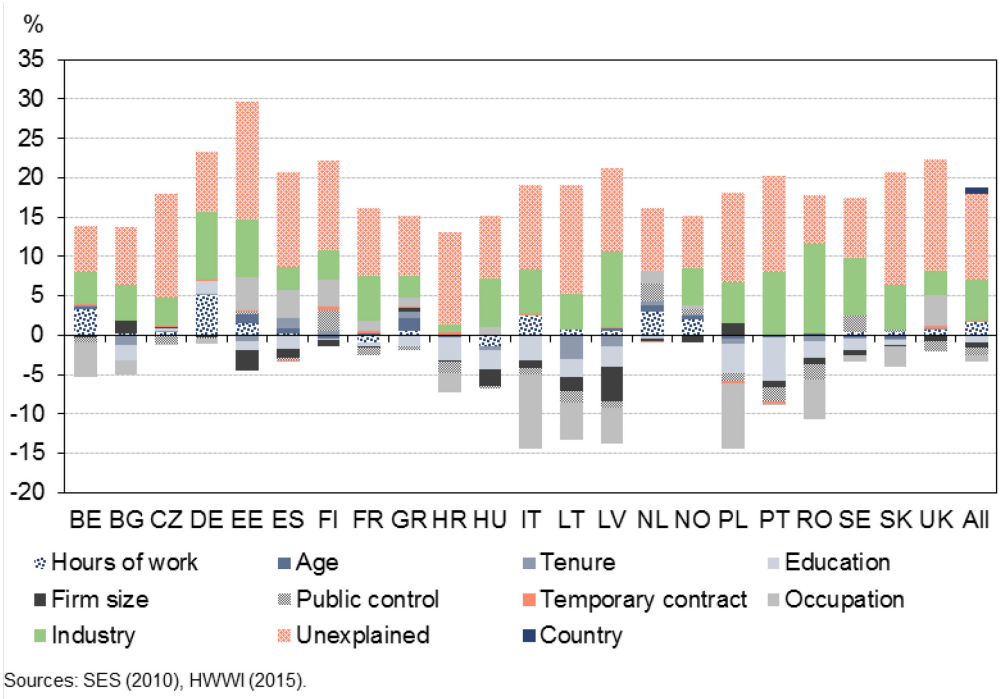
[25] Boll C. *et al.* (2016), *Magnitude and impact factors of the gender pay gap in the EU countries*, report for the European Commission.

[26] A difference of 10.9 percentage points remains as the unexplained gap.

[27] Goldin C., 'A grand gender convergence: its last chapter', *American Economic Review* 2014; 104(4), 1091-1119.

**Austria** has had an annual 'Girls' Day' since 2001, when girls aged 10 to 16 are encouraged to explore new career ideas, with a focus on technology. A parallel **Girls' Day MINI** took place for the first time in 2015, which gave girls aged between four and six a chance to experiment and find out about technical and scientific phenomena at the start of their education. It has been shown that experiences in kindergarten can significantly influence children's further education and career choices.[28]

**Figure 9: Breakdown of the gender pay gap (%)**




Sources: SES (2010), HWWI (2015).

Note: The breakdown is based on econometric analysis whereby we can separate, measure and compare the influence on wages of various characteristics of workers and the jobs they do. The results show that:

- a significant part of the gender gap (in green) is due to the fact that women are over-represented in industries with low pay levels *ceteris paribus* (i.e. for given worker characteristics). In Romania, for example, gender segregation according to sector widens the gap by 10.3 percentage points (pp);
- differences in work experience and hours worked also widen the gap;
- on the other hand, women's educational achievements reduce the gap;
- the extent to which the gap is determined by occupation varies greatly across Member States.
- the 'unexplained' component (10.9 pp overall) is not necessarily equivalent to the extent of gender discrimination in wage-setting. It could also be due to the influence of unobserved characteristics (e.g. different negotiation skills).

Source: Boll *et al.* (2016)

### *The EU has developed an arsenal of measures to address the gender pay gap*

Directive 2006/54/EC on equal treatment in the area of employment and occupation **prohibits direct and indirect discrimination** on grounds of gender in relation to pay. Implementation remains a challenge and the Commission seeks to help Member States and other stakeholders apply the rules properly. In particular, the Commission's

[28] For further information, see:
www.girlsday-austria.at;
https://www.bmbf.gv.at/frauen/girlsday/girlsdaymini.html.

**Recommendation on pay transparency**[29] provides a toolkit of concrete measures to improve pay transparency, e.g. pay audits, regular reporting by employers and an employee entitlement to information on pay. In addition, the EU provides funding for **eight transnational projects** aimed at **understanding and reducing the gender pay gap**.

The '**Equal PacE**'[30] project provides a web tool for companies to detect gender inequalities in their pay structures and to identify the key drivers of the gender pay gap at company level. It is available in five languages (English, Finnish, French, Polish and Dutch).

In 2015, the **UK Government** introduced an obligation for **every company with more than 250 employees to publish the difference between the average pay of their male and female employees**. This is expected to increase pay transparency in large companies. Over 7 850 organisations, which together employ more than 11.2 million staff (40 % of the UK's workforce), will be affected.

**Estonia** marked Equal Pay Day on 21 April 2015. Activities focused on young parents and how they can reconcile career and family life. As the gender pay gap reached 29.9% in Estonia, restaurants offered dishes with special ingredients for prices 29.9 % higher than those for dishes without such ingredients. Certain restaurants also served 'soup for working women' and shops offered a 29.9 % discount for women.

In **Portugal**, two online tools for the analysis of the gender pay gap in companies were launched in 2015: a 'self-assessment survey on equal pay between men and women in companies' and a 'gender pay gap calculator'.[31] These allow companies to quantify the actual pay gap between female and male employees, andawareness of this should enable them to tackle the underlying causes and close the gaps.

To draw attention to the existence and the size of the gender pay gap, the Commission established an annual European Equal Pay Day in 2011. The fifth **Equal Pay Day** was marked on 2 November 2015, the day on which, symbolically, women 'stop earning' for the rest of the year. For the occasion, the Commission published information material, including country factsheets and an animated infographic[32] dispelling common misconceptions around the gender pay gap.

***Social protection systems do not fully counteract gender inequalities in the labour market ...***

As a result of significant inequalities in pay, hours worked and employment, average labour-market outcomes for women are much worse than those for men. This threatens women's economic independence and can lead families into poverty, especially (but not only) if the woman is the sole breadwinner.

[29] Adopted in 2014: http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32014H0124.

[30] http://www.equal-pace.eu/.

[31] See website of Portugal's Commission for Equality in Labour and Employment: http://calculadora.cite.pt/index.php/welcome/home.

[32] http://ec.europa.eu/justice/newsroom/gender-equality/infographs/equal-pay-day-2015/equal-pay-day/index_en.html.

**Single-parent households**, which represent a tenth of households with children, are particularly vulnerable: almost 50 % of lone parents are at risk of poverty and social exclusion, which is twice the rate for the population as a whole.[33]

Specific measures can alleviate the economic strain. National officials and experts at a mutual learning seminar in October 2015 in Paris focused on good practices for supporting lone parents. France presented a wide range of measures, including universal and selective benefits, support in accessing employment, flexible childcare and family support. Germany presented programmes to support lone parents in accessing the labour market, foster networking with employers and enhance coordination and partnerships between local bodies.[34]

The **Mutual Learning Programme in gender equality**[35] provides an opportunity for government representatives, independent experts and other relevant stakeholders to exchange experience with a view to facilitating the dissemination of good practice on gender equality in Europe. In August 2015, the Commission carried out a survey of participants in mutual learning seminars held between 2008 and 2014, asking them to comment on the quality, structure and organisation of the seminars. For a large majority of respondents, the seminars inspired new ideas and over a quarter reported that the programme had resulted in new policy measures in their country.

In 2015, the **Estonian Government** agreed on the principles of the Maintenance Allowance Fund, a scheme developed by the Ministry of Social Affairs and the Ministry of Justice which will enter into force in 2017. The Fund will provide monthly support of EUR 100 for children with a parent who lives separately without contributing to their maintenance. The state will then claim the amount directly from that parent. According to an Estonian study (*Monitoring of children's rights and parenting*), 21 % of children live with one parent (in 91 % of cases the mother). For 12 502 such children, the other parent ('maintenance debtor') does not make a maintenance contribution.

In **Sweden**, the 2016 Budget Bill will **improve gender equality** and **support more vulnerable women** through a series of changes in the tax-benefit system:

i. the **child support part of the social allowance** will be increased to help children in economically vulnerable families, for a total cost of around EUR 18.45 million (SEK 181 million) per year; since there are more single mothers than single fathers, women's income will increase more than men's;

ii. the **minimum parental benefit** will be raised from EUR 23 (SEK 225) to EUR 25.5 (SEK 250) a day; since more women than men receive the minimum allowance, this will benefit women more than men;

iii. the **basic deduction for pensioners** will be raised so as to level out taxes between employed people and pensioners; since women have lower pensions and live longer than men on average, they will benefit more than men;

iv. the **earned income tax credit** will be scaled down for those with high incomes and there will be no rise in the income threshold for state income tax. This will have a greater effect on men than women, since men have higher incomes on average. The tax reduction for household services will be limited, so both men's and women's disposable incomes will be reduced. Since men benefit from higher tax reductions, this will affect them more. (In this regard, yearly wage surveys will be (re)introduced shortly); and

[33] Eurostat, *SILC 2014*.

[34] http://ec.europa.eu/justice/gender-equality/other-institutions/good-practices/review-seminars/seminars_2015/lone_parents_en.htm.

[35] http://ec.europa.eu/justice/gender-equality/other-institutions/good-practices/index_en.htm.

v. in the framework of the ongoing overhaul of the pension system, the Pension Group (made up of representatives of five parties in Parliament and chaired by the Minister for Social Security) has agreed on a new **gender-equal pensions** project to analyse gender differences in pensions, their causes and what should be done to reduce them.

***… and also after retirement***

Women's lower earnings, lower employment rates, and high rates of part-time work and career breaks due to care responsibilities reduce their pension contributions and, ultimately, pension entitlements. To some extent, pension systems can alleviate the impact of gender-based differences in past employment conditions. Care crediting, minimum and guaranteed pensions, and survivors' pensions give women extra pension protection. Nevertheless, the gender gap in pensions stood at 40 % in the EU in 2014 and shows no sign of narrowing. Furthermore, the fact that older women often live alone[36] exacerbates their precarious economic situation. Older women face a substantially higher risk of poverty and social exclusion than older men[37] and this is especially pronounced for those aged 75+. Across the EU, elderly women are more likely than men to be overburdened with housing costs.

The EU continues to monitor the gender gap in pensions and supports reforms aimed at closing it, in line with the political commitment in the Council conclusions on *Equal income opportunities for women and men: closing the gender gap in pensions*[38] and the diagnosis in the Commission's and Social Protection Committee's joint *2015 Pension Adequacy Report*.[39] The Commission is assessing whether action is needed to ensure the comprehensive application of the unisex rule to all pensions (voluntary, occupational or statutory) as a follow-up to the report on the implementation of Directive 2004/113/EC.[40]

## 3. Equality in decision-making

***National politics — parity is more than three decades away***

The equal participation of women and men in decision-making is a matter of justice, human rights and good governance. However, women accounted for an average of only 28.5 % of members of the **single/lower houses of national parliaments** in the EU in 2015 (Figure 10). Things have improved steadily over the past 11 years and this is the highest proportion ever recorded, but if the average rate of change does not pick up, it will take until 2051 to achieve gender parity. The situation is similar as regards **national governments**: the latest figures show that 27.4 % of senior ministers are women, up from 21.2 % in 2004.

There is considerable variation between countries. While in November 2015 parliaments in Sweden, Spain and Finland had at least 40 % MPs of each gender, fewer than 20 % in Latvia,

[36] 40 % of women over 65 live alone, as compared with only 19 % of elderly men.

[37] In 2014, 20.3 % of women aged 65+ were at risk of poverty or social exclusion, as compared with 14.6 % of men aged 65+.

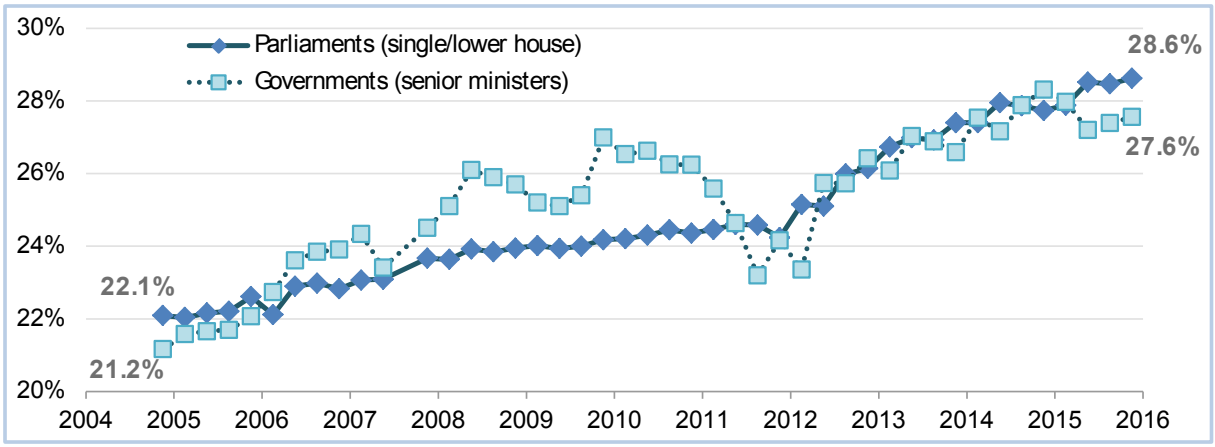
[38] http://data.consilium.europa.eu/doc/document/ST-9302-2015-INIT/en/pdf.

[39] See also MEPs' Oral Question 0-000117/2015 to the Commission.

[40] *Report on the application of Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services* (COM(2015) 190 final).

Ireland, Romania, Malta and Cyprus were women and fewer than 10 % in Hungary (Figure 11). Similarly, there was parity in government in Sweden and virtual parity in France and Slovenia (both 47 % women), while the governments in Hungary and Slovakia had no female representation at all.

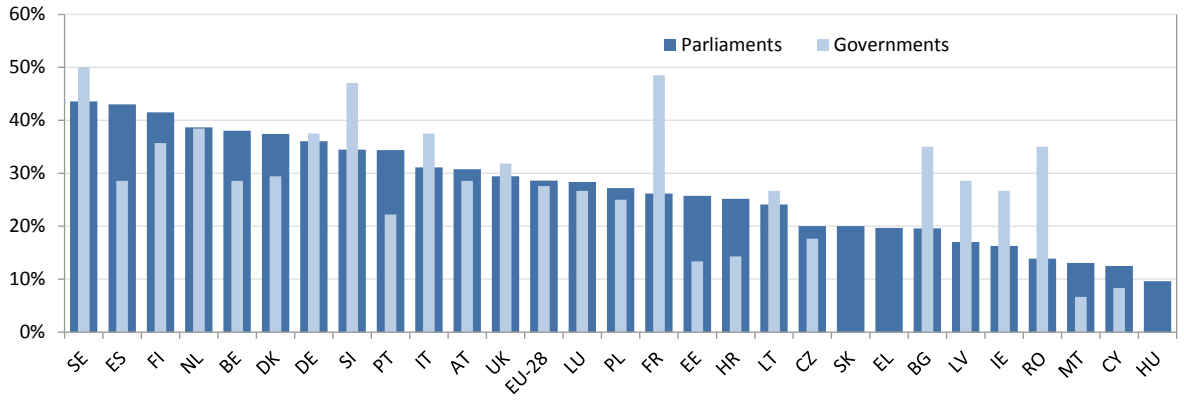
**Figure 10: Women in national parliaments and governments across the EU (%), October 2004 to November 2015**




Source: European Commission, *Database on women and men in decision-making*

Note: Figures cover all 28 EU Member States from 2007 onwards. No data were collected for Croatia in 2004-2006.

**Figure 11: Women in national parliaments and governments (%), November 2015**




Source: European Commission, *Database on women and men in decision-making*

Research has shown that appropriate **legislative action** can bring about rapid change in the gender balance in politics.[41] In order to be effective, candidate quotas need to be backed up by rules on the ordering of candidate lists and appropriate sanctions for non-compliance.

In **Italy**, the 'Italicum' reform of May 2015 includes important gender-related electoral provisions.[42] From July 2016, elections to Parliament (the *Camera dei deputati*) will be based on 100

[41] European Parliament (2013), *Electoral gender quotas and their implementation in Europe — update 2013;* http://www.europarl.europa.eu/RegData/etudes/note/join/2013/493011/IPOL-FEMM_NT(2013)493011_EN.pdf.

constituencies across 20 regions. Political parties will have to list six or seven candidates for each constituency alternately by gender. Within each region, no more than 60 % of lists can be headed by male (or female) candidates.

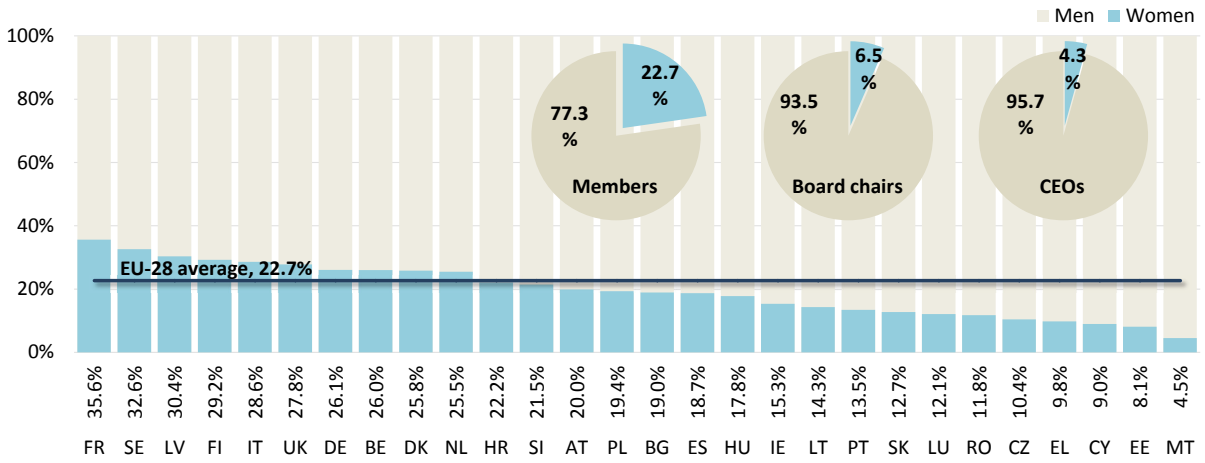
**Economic decision-making — political pressure and legislative action bring progress**

Barriers to women's advancement through the corporate ranks remain across Europe and take many forms,[43] including:

- persistent stereotypical perceptions of gender roles in work and family life;
- failure to manage and retain talent properly or to communicate and implement gender diversity priorities throughout an organisation; and
- a lack of suitable role models, mentors, sponsors and networking opportunities.

Although the level of female representation in the boardroom is still low, progress has picked up since 2010 thanks to a combination of political pressure, intense public debate and legislative measures. The proportion of women on the boards of large publicly listed companies rose from 11.9 % in October 2010 to 22.7 % in October 2015. The improvement is largely attributable to important changes where governments have intervened legislatively and thus spurred public debate on the issue (Italy, France, Belgium, Germany) or by implementing a voluntary, business-led framework with clearly defined targets and regular monitoring (UK) (Figures 12 and 13).

**Figure 12: Representation of women and men on the boards of the largest listed companies, October 2015**




Source: European Commission, *Database on women and men in decision-making*

A number of Member States have taken initiatives to promote gender balance on boards through the regular monitoring and dissemination of results to raise awareness; these are crucial ingredients for progress.

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[42] Law No 52 of 6 May 2015, provisions on the election of the Chamber of Deputies; http://www.normattiva.it/uri-res/N2Ls?urn:nir:stato:legge:2015-05-06;52.

[43] *Women in the workplace 2015*, LeanIn.Org and McKinsey & Company, 2015 ; http://womenintheworkplace.com/.

In **France**, where a legislative quota has been applied to large companies since 2011, a 'feminisation index' assesses women's influence, using objective, transparent criteria to measure their representation at board level and in management positions, and the existence/implementation of internal policies on gender equality. An annual awards ceremony recognising the achievements of the best-performing companies is widely reported in the press.[44]

The Dutch Female Board Index tracks the board-level representation of women in listed companies in the **Netherlands**. Updated annually, it is used to assess compliance with the target adopted by the Dutch Government in 2011. The 2015 update indicates that no listed companies meet the 30 % target for both supervisory and executive boards, though some are close.[45]

In **Germany**, research company DIW Berlin has been monitoring the numbers of women on supervisory and executive boards since 2006. A January 2016 report[46] covering the 200 largest companies outside the financial sector found that women accounted for 19.7 % of supervisory board and just 6.3 % of executive board members.

In 2010, the **UK** Government commissioned a review to assess gender balance at board level in large companies, identify barriers to the progression of women and make recommendations as to what government and business could do to increase the proportion of women on corporate boards. The resulting 2011 *Lord Davies Report* set out voluntary targets to be achieved by 2015 and introduced an annual progress review. The five-year summary review issued in October 2015 shows that the proportion of women on the boards of FTSE-100 companies has more than doubled, from 12.5 % to 26.1 %, easily beating the initial 25 % target. It proposes a new five-year target of 33 %, with wider coverage (FTSE-350) and recommends that all UK-listed companies, irrespective of size, take action to address gender imbalance at board level and that good practice at board level be extended to cover senior executives.[47]

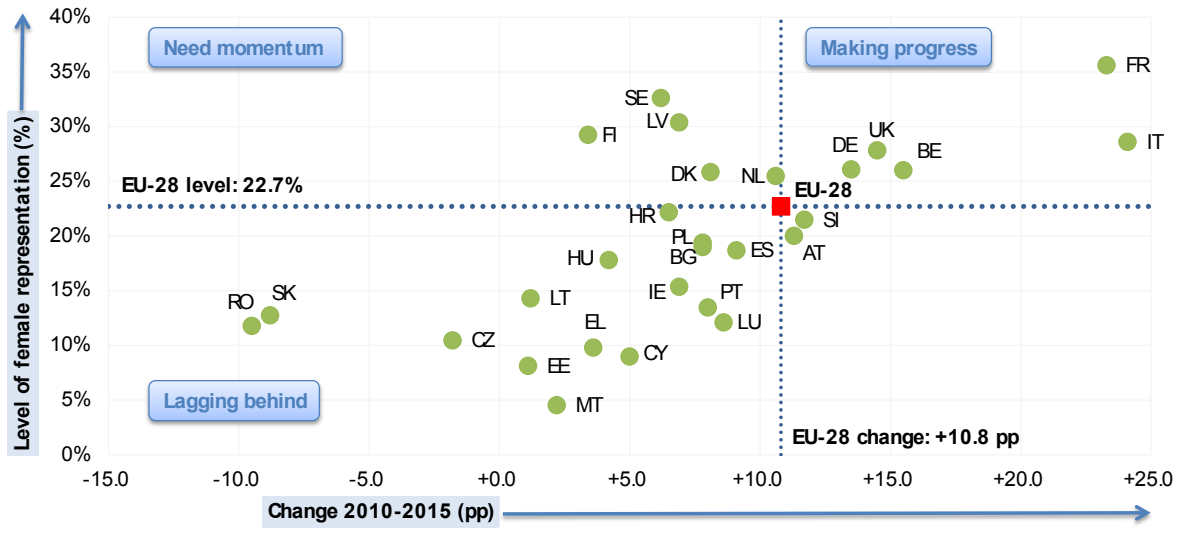
[44] The feminisation index (*féminisation des instances dirigeantes des grandes entreprises*) covers companies covered by the SBF120, an index based on the 120 most actively traded stocks listed in Paris; http://femmes.gouv.fr/publication-du-palmares-2015-de-feminisation-des-entreprises-du-sbf120/.

[45] https://www.tias.edu/docs/default-source/Kennisartikelen/femaleboardindex2015.pdf?sfvrsn=0.

[46] *Women executive barometer*, DIW Economic Bulletin, 3/2016; http://www.diw.de/documents/publikationen/73/diw_01.c.524853.de/diw_econ_bull_2016-03.pdf.

[47] For the original 2011 report, the five-year summary report and all annual monitoring reports, see: https://www.gov.uk/government/collections/women-on-boards-reports.

**Figure 13: Boards of large listed companies in the EU: level of female representation in October 2015 and progress since 2010**




Source: European Commission, *Database on women and men in decision-making*

**European Women on Boards** (EWoB) is a network bringing together leading European associations working for equal representation of women on company boards. Its programme includes the creation of a Europe-wide register of female directors, which companies can access, various international mentoring and training initiatives, and a platform for exchanging best practice.[48]

The **'European women shareholders demand gender equality'** initiative started in Germany and has now spread to 12 Member States. It uses the right of shareholders to question companies about their activities and policies in order to put pressure on them to address any gender imbalance in management positions.[49]

### *EU action to promote change*

The Commission is committed to promoting gender equality in economic decision-making by collecting, analysing and disseminating data, raising awareness and promoting the exchange of good practice, and supporting stakeholders and various initiatives.

In November 2012, the Commission tabled a proposal for EU-level legislation requiring that at least 40 % of listed companies' non-executive directors belong to the under-represented gender.[50] While the European Parliament supported the initiative, as well as many Member States, no majority was found in the Council to back it up. However, in conclusions adopted in December 2015, the Council called on Member States, the Commission, political parties, social partners and companies to take further action to promote gender equality in decision-making.[51]

[48] http://european.ewob-network.eu/projects/cross-border-board-ready-women-network/.

[49] http://www.ewsdge.eu/about-the-project/concept/.

[50] http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1441109473231&uri=CELEX:52012PC0614.

[51] Based on *Gender equality in power and decision-making – a review of the implementation of the Beijing Platform for Action in the EU Member States*, European Institute for Gender Equality (2015).

***Only one Member State achieved parity at the head of higher-education institutions***

The *European Research Area Roadmap 2015-2020*[52] pays special attention to the under-representation of women as heads of higher-education institutions. *She Figures*,[53] a Commission reference tool for monitoring progress towards gender equality in research and innovation, shows that women have gained some ground at the head of higher-education institutions (Figure 14),[54] but only one Member State has so far achieved parity.

In implementing Horizon 2020 (the EU's framework programme for research and innovation), the Commission has set a target of 40 % of members of the under-represented gender on its evaluation panels and in expert groups and 50 % in its advisory groups. The proportion of women in Horizon 2020 advisory groups in 2014-2015 was 52 %. In addition, the Council conclusions[55] on advancing gender equality in the European Research Area invite Member States and institutions to achieve indicative targets for a more even gender balance for professors. The Council also invites relevant authorities to set indicative targets, e.g. in the form of fixed numbers, for better gender balance in decision-making bodies of research institutions.

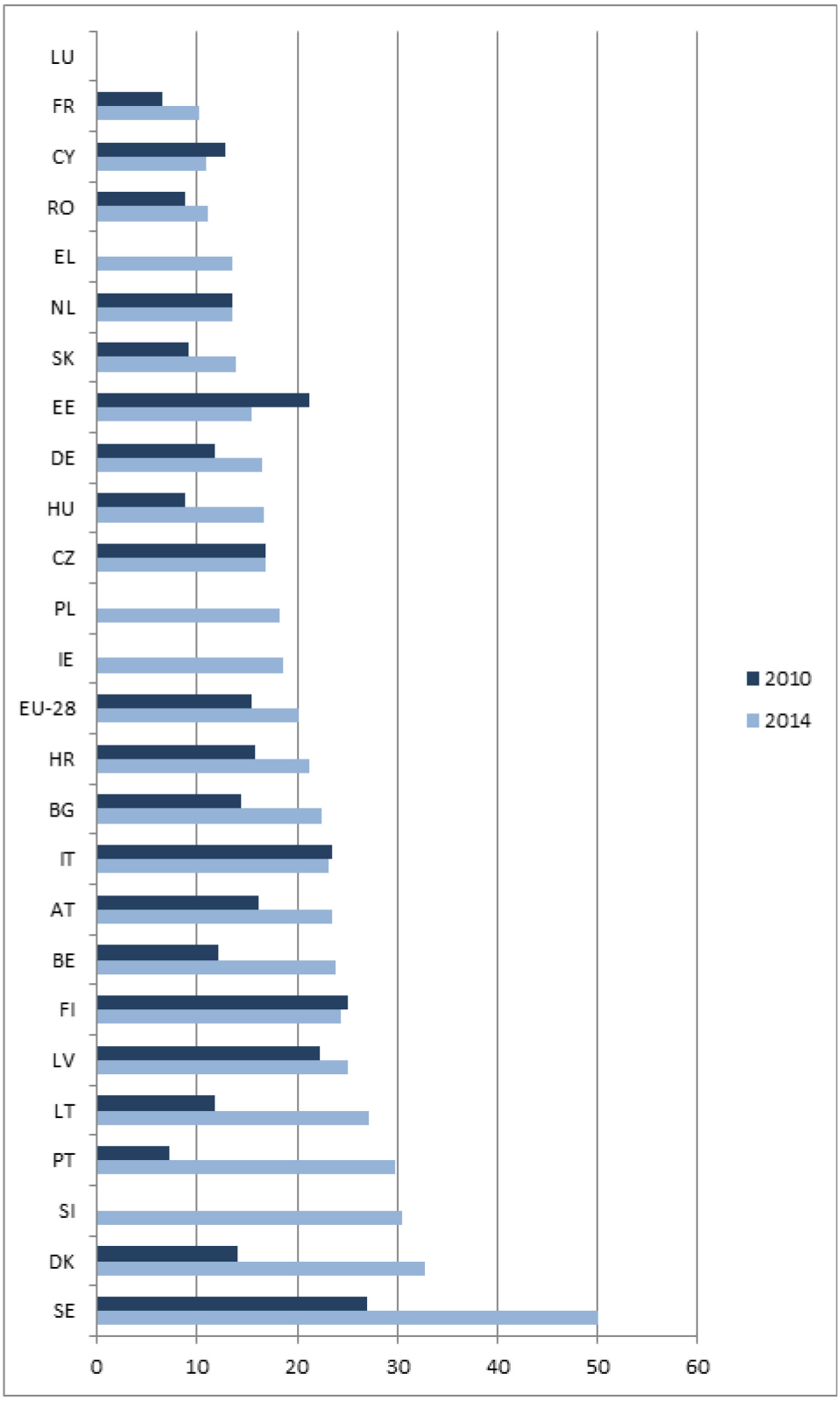
[52] http://ec.europa.eu/research/era/index_en.htm.

[53] Publication expected by March 2016; for leaflet, see: https://ec.europa.eu/research/swafs/index.cfm?pg=library&lib=gender_equality.

[54] 2010 data from *She Figures 2012*: http://ec.europa.eu/research/science-society/document_library/pdf_06/she-figures-2012_en.pdf; 2014 data from *She Figures 2015*: publication expected by March 2016. For leaflet see: https://ec.europa.eu/research/swafs/index.cfm?pg=library&lib=gender_equality.

[55] Council meeting of 1 December 2015; http://data.consilium.europa.eu/doc/document/ST-14414-2015-INIT/en/pdf.

**Figure 14: Female heads of institution (%) in higher education, 2010 vs 2014**



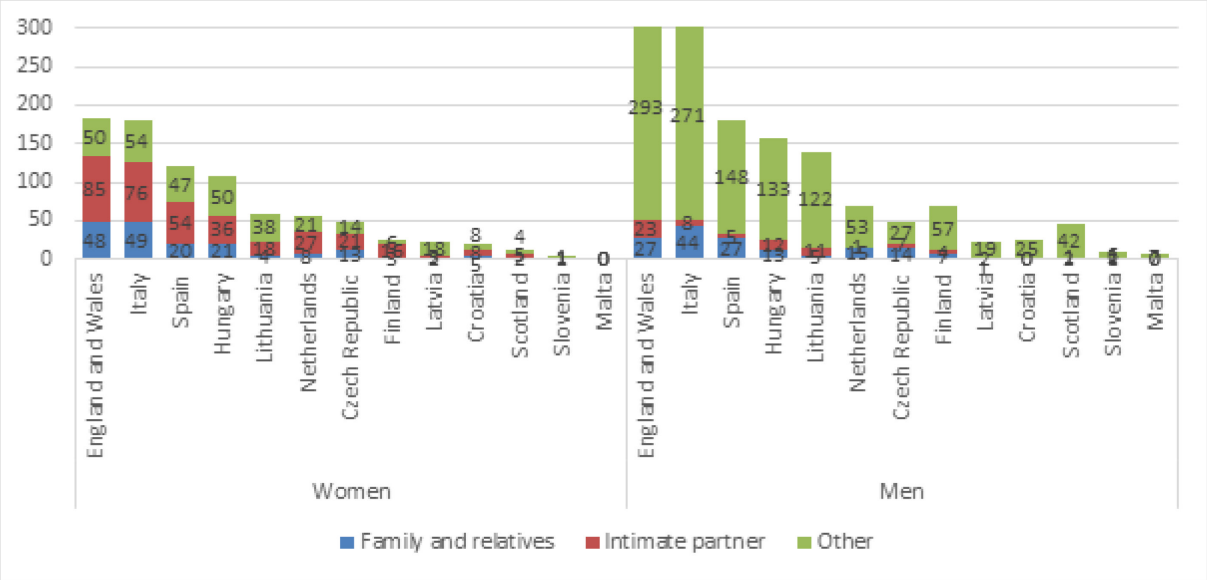

Exceptions to the reference year 2014: BE, BG, CZ, CY, NL, RO: 2013; FR: 2012. Data unavailable 2014: ES, MT, UK. Exceptions to the reference year 2010: PT: 2012; SK: 2011; SE: 2008; HR: 2009. 2010 EU27. Data unavailable 2010: IE, EL, ES, MT, PL, SI, UK. Other: LU has only one university (0/1). Source: Women in Science database, DG Research and Innovation

# 4. Dignity, integrity and ending gender-based violence

***Gaining a better understanding of gender-based violence***

The Commission pursued its efforts to improve data on gender-based violence. In cooperation with the United Nations Office on Drugs and Crime (UNODC), Eurostat collected crime data from police and justice systems and published the initial results in September 2015.[56] The data show that, in many Member States, **over half of female murder victims are killed by an intimate partner, relative or family member** (Figure 15).

**Figure 15: Victims of intentional homicide, by victim-offender relationship and gender, 2013**




Source: Eurostat

However, official data cannot be used to estimate the prevalence of the phenomenon, as some forms of violence are not considered crimes in all Member States and violence is under-reported. Population-based surveys can provide a fuller, more accurate picture.[57] For instance, the *2015 European Working Conditions Survey* indicates that 17 % of women and 15 % of men had been subjected to adverse behaviour such as acts of violence, harassment and unwanted sexual attention in the workplace.[58] Also, the Commission's network of experts on gender equality carried out a mapping exercise of surveys on attitudes to violence against women. The information available shows **widespread victim-blaming** and **ambiguity in the definition of various forms of violence against women**.

[56] See: http://ec.europa.eu/eurostat/web/crime/database.

[57] See also *Opinion on data collection on violence against women* (Advisory Committee on Equal Opportunities for Women and Men, 2014) for suggestions on improving data collection at EU level; http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/141201_opinion_ge_eu_en.pdf.

[58] Eurofound (2015), *First findings: Sixth European Working Conditions Survey*.

In a general population survey in **Poland** (2014), 19.5 % of respondents considered that 'behaviour may be seen as violence only when it leads to scars, wounds or bruises on the victim's body'.

In a general population survey in **Estonia** (2014), 54 % completely agreed or tended to agree that 'often victims of domestic violence are themselves partly guilty for what happened'.

Similarly, 30-40 % of respondents in a public opinion poll in the **Czech Republic** believed that female victims are wholly or partly responsible if they behave flirtatiously, are drunk, are dressed provocatively, walk alone in a deserted place or have had many partners.

***Prevention, protection and support***

A number of relevant **European legislative acts** entered into force in 2015 (**European protection orders**[59] in January and legislation on **the rights of victims of crime** in November) and the Commission is now assessing and monitoring their transposition.

The Commission continued to ensure compliance with the **Anti-trafficking Directive**[60] and implementation of the *Strategy towards the eradication of trafficking in human beings (2012-2016)*.[61] The EU also addresses the trafficking of women and girls in its external activity.

The Commission has been following up the Communication ***Towards the elimination of female genital mutilation***,[62] adopted with the European External Action Service (EEAS) in November 2013. Work has started *inter alia* on the development of a web-based knowledge platform on FGM to train and support professionals who come into contact with women and girls living with or at risk of FGM.

The EU's **Rights, equality and citizenship programme** funded transnational grassroots activities to combat violence against women and girls (EUR 8 million in 2015). Projects and networks **raise awareness of and prevent violence** against women and girls, including cyber violence and harmful practices (FGM, forced marriage and 'honour crimes'), support **victims**, encourage **multi-agency cooperation between relevant professionals**, tackle **under-reporting** and allow the **exchange of expertise and innovative practices**.

**Italy's** Department for Equal Opportunities has developed a **web-based series, #cosedauomini**, with co-funding under the Progress programme. It shows men choosing alternative behaviour in situations that could lead to violence.

The transnational **Circles4EU** project seeks to encourage and support the development of 'circles of support and accountability' (COSAs) in the EU as an effective means of reducing **sexual re-offending**. The project has produced a set of European standards for COSAs and has led to a European COSA network being established whereby circles in different EU countries can exchange expertise.

The **REACH** project, also funded under the Progress programme, aims to **reduce demand for sex trafficking in Ireland and Northern Ireland** through a **campaign aimed at men and boys**. A mobile app has been developed to train frontline professionals who may come into contact with women and girls at risk.

[59] Regulation (EU) No 606/2013 on mutual recognition of protection measures in civil matters (OJ L 181, 29.6.2013, p. 4); Directive 2011/99/EU on the European protection order (OJ L 338, 21.12.2011, p. 2).

[60] Directive 2011/36/EU.

[61] COM(2012) 286 final.

[62] COM(2013) 833 final.

In **France**, a national action plan against sexist harassment and sexual violence on public transport was launched in July 2015, with three areas of focus: better prevention, improved response and support for victims. A nationwide awareness campaign, the first of its kind, was launched in November.

A national toll-free **24-hour helpline for female victims of violence** was launched in March 2015 in **Slovakia** in the framework of a 'prevention and elimination of violence against women' project supported by the ESF. Women's counselling centres report that the number of women seeking a solution to their situation has doubled since the launch of the helpline.

The **UK** Government has launched a '**revenge porn**' helpline and a new website to help people take action against offensive, damaging or threatening content in all forms of media, particularly **online**. The website provides practical advice on how to recognise abuse, how to report it and how to get offensive content removed.

The UK Serious Crime Act 2015 introduced new civil **FGM protection orders** to protect victims or potential victims of FGM. An order could require, for example, that a passport be surrendered to prevent a girl being taken abroad for FGM. In addition, the Act requires regulated healthcare and social care professionals and teachers to report known cases of FGM in under-18s to the police.

In July 2015, the **Austrian Parliament** adopted **important amendments to the Criminal Law**, which come into force on 1 January 2016, whereby:

- ✓ violence against or in the presence of minors (up to 14) and against certain close relatives is considered an aggravating circumstance;
- ✓ the threat of disclosure of strictly personal facts or photos can constitute a 'dangerous threat';
- ✓ increased penalties for qualified bodily harm (particularly relevant for FGM, for example) and a new definition of grievous bodily harm (including 'choking the victim');
- ✓ in cases of forced marriage, severe emotional threats (e.g. the threat of stopping any family contacts) are taken into account;
- ✓ a new offence, 'continued harassment by way of telecommunications or computer system', covers defamation of a person on the internet, etc. or the unauthorised disclosure of highly personal facts or photos;
- ✓ a new offence, 'violation of sexual self-determination', refers to intercourse or sexual acts against a person's will regardless of whether violence is used, e.g. if the woman's behaviour (crying, freezing, etc.) shows a lack of consent, and also comprises cases in which the woman's 'consent' has been obtained through intimidation or exploitation of a predicament; and
- ✓ any 'intensive contact with parts of the body that are assigned to the sexual sphere' and violate a person's dignity will be considered sexual harassment.

### *International commitment to combating violence against women*

In 2015, more Member States signed and ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence. By the end of the year, 12 Member States had ratified the Convention and all but three had signed it.[63] The Commission continued to assess the political implications and legal feasibility of possible EU accession to the Convention and intends to present the Council with a proposal for EU accession in early 2016.[64]

[63] See Annex 1, section 4.

[64] http://ec.europa.eu/smart-regulation/roadmaps/docs/2015_just_010_istanbul_convention_en.pdf.

# 5. Gender equality in external action

***Reviewing progress and renewing commitment***

The Beijing Platform for Action, adopted in 1995, constitutes a global blueprint for gender equality and women's empowerment. Now, 20 years on, parity in primary education has been achieved in nearly all countries and in some countries more women participate in the labour market and in political decision-making.

Nevertheless, men outnumber women in secondary and tertiary education, in paid employment and in parliaments[65] and urgent action is required in some critical areas. For instance, although maternal mortality has dropped by 45 % since the 1990s, pregnancy is still a health risk: every two minutes, a woman somewhere in the world dies in childbirth. Violence against women is still alarmingly widespread and harmful practices continue to jeopardise women's health and well-being. While some countries have banned harmful practices, rising extremism in some regions threatens women's rights and carries the threat of a dramatic backlash.

Acknowledging this dismal situation, in March 2015 the UN's 59th Commission on the Status of Women adopted a political declaration re-affirming the Beijing Platform and expressing a commitment to accelerating its implementation. The EU's principal objectives in supporting the declaration were to see stronger international commitments on gender equality and the empowerment of women and girls.

***Transforming our world: the 2030 Agenda for Sustainable Development***

A UN Summit on 25-27 September 2015 saw the adoption of the *2030 Agenda for Sustainable Development*, including 17 sustainable development goals and 169 targets. The Commission pushed for the inclusion of **a stand-alone goal on gender equality** and the mainstreaming of gender throughout the *Agenda*. Solid and effective follow-up and a review of the *2030 Agenda* will be crucial to ensuring accountability to all citizens.

At the 21st Conference of the Parties to the UN Framework Convention on Climate Change (COP21/CMP11) between 30 November to 11 December 2015, women gave a commitment to fight global warming. Women are the people most affected by global warming and a special day of events was organised during COP21 (8 December) to draw attention to the need to take account in the ongoing negotiations of the impact of climate change on the situation of women in the world and their role in sustainable development. Also, on 3 December, in partnership with Switzerland, Morocco, Peru and the OECD, France organised a round table during which it was recalled that 'women are committed and are proposing innovative solutions' to fight climate change.

***A new gender action plan in external relations***

In 2015, the Commission launched a new framework for gender equality in external relations, later endorsed by the Foreign Affairs Council as the *2016-2020 Gender Action*

[65] See http://www.unwomen.org/en/news/in-focus/csw/feature-stories and *Summary report: the Beijing Declaration and Platform for Action turns 20*, UN Women, 2015.

*Plan*.[66] This will guide action in key priority areas and bring about a shift in the institutional culture so that the EU delivers more effectively on its commitments, in particular through greater use of gender monitoring.

Concrete measures to deliver on these commitments were prioritised in the new Action Plan on Human Rights and Democracy (2015–2019).

On the occasion of the 15th anniversary of UN Security Council Resolution 1325 on women, peace and security, a high-level review took place in October 2015 to assess progress at global, regional and national levels in implementing the Resolution, renew commitments and address obstacles that have emerged. During the open debate, the EU submitted a list of pledges and the Security Council unanimously adopted a new Resolution (2242) focusing on means of implementation, accountability and emerging issues such as counter-terrorism and violent extremism.

In 2015, the Commission's Directorate-General for Humanitarian Aid and Civil Protection further integrated a gender perspective into key areas of humanitarian aid policy (e.g. food aid, health, water and sanitation). It continues to use the **gender/age marker** to assess the extent to which gender and age are factored into EU-funded humanitarian action. EU humanitarian aid will also continue to fund targeted action to prevent and respond to gender-based violence in humanitarian crises, and support global capacity-building projects on gender and gender-based violence.

Gender equality is promoted in enlargement and neighbourhood partner countries through policy dialogue and technical assistance. Both the ***2015 Enlargement Strategy***[67] and the ***European Neighbourhood Policy Review***[68] pay particular attention to strengthening support for women's rights.

Under the EU's regional strategy for **Syria** and **Iraq**, to which it has allocated EUR 1 billion and which also addresses the ISIL/Da'esh threat, the empowerment of women and their full and effective participation are addressed as key cross-cutting objectives. The strategy pays special attention to the violence and insecurity faced by girls and women.

**Mobilising IcSP to protect, support and empower women**

The **EU's Instrument contributing to Stability and Peace** (IcSP), mobilised by the Foreign Policy Instrument, is one of the key external assistance instruments that enable the EU to take a lead in helping to prevent and respond to actual or emerging crises around the world. IcSP has a strong focus on gender, acknowledging the degree to which gender inequality is a root cause of conflict, with particularly harmful effects on women and the communities in which they live. Examples of ongoing action include:

- ✓ investing in the rehabilitation of women prisoners in **El Salvador** and reintegrating them into their communities; empowering women activists/organisations;
- ✓ supporting action to empower women participating in dialogue processes in the cocaine areas of Satipo, **Peru**; and

[66] http://www.consilium.europa.eu/en/press/press-releases/2015/10/26-fac-conclusions-gender-development/.

[67] COM(2015) 611 final.

[68] JOIN(2015) 50 final.

✓ supporting the implementation of UNSCRs 1325 and 1820 on women, peace and security in **Niger** and **Burkina Faso**.

IcSP is funding tailored action to collect data on **sexual violence in conflict-affected regions** covered by the Organisation for Security and Cooperation in Europe (OSCE). Following the robust methodology of the EU Fundamental Rights Agency (FRA) survey, this will produce a unique set of data on the prevalence of violence against women in the selected OSCE countries and conflict-affected areas. The data will be used as an evidence base for improved policy-making by national actors, e.g. security actors, executive and legislative authorities and social services, and international stakeholders working on related programming and policy-making. The aim is to use the data to trigger policy discussion in and about the countries and regions concerned and thus generate commitment and change among policy-makers.

While data collection focuses on women respondents, the results and lessons for improved policies and programmes should benefit all victims, including boys and men. It is intended that the data will inform future EU conflict analysis and programming work in the context of external cooperation and action in the selected countries and regions. A first wave will include Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, Montenegro, Serbia, Turkey, Georgia, Armenia, Azerbaijan, Ukraine and associated conflict-affected areas where the situation is stable and conducive to survey research.

# 6. Cross-cutting issues

***Turning the spotlight on gender inequality in Member States …***

In 2015, the European Institute for Gender Equality (EIGE) issued the second edition of its **gender equality index**,[69] a tool to measure and compare Member States' progress on gender equality. The main advantage of the index is that it is a composite measure, based on a range of indicators in the areas of work, money, knowledge, time, power and health. In total, the EU as a whole is only halfway to gender equality.

***… and at local level***

The ***European Charter for the equality of women and men in local life***,[70] produced by the Council of European Municipalities and Regions (CEMR) in cooperation with its member associations, seeks to promote the local/regional implementation of gender-equality policies. Local and regional authorities are invited to sign the *Charter* as a public commitment to equality and to take the action outlined in it. Since the launch of the *Charter* in 2006, support for it has spread across Europe: there are now around 1 500 signatories in 32 countries. A pilot project supported by the EU and finalised in 2015 has produced 76 indicators and a toolkit to monitor implementation of the *Charter* and thus make it more effective.

In **France**, a decree published in June 2015[71] requires regions, departments and municipalities with more than 20 000 inhabitants to publish an annual report on gender-equality policies. These may

[69] http://eige.europa.eu/rdc/eige-publications/gender-equality-index-2015-measuring-gender-equality-european-union-2005-2012-report.

[70] http://www.ccre.org/docs/charte_egalite_en.pdf.

[71] ***Décret n° 2015-761 du 24 juin 2015 relatif au rapport sur la situation en matière d'égalité entre les femmes et les hommes intéressant les collectivités territoriales***.

concern training, working time, pay, parity plans, the prevention of violence against women in the workplace or gender equality in public procurement.

In **Greece**, the Secretariat-General for Gender Equality in the Ministry of the Interior and Administrative Reconstruction is implementing a flagship project on 'service organisation for the integration, monitoring and evaluation of gender-equality policies in all aspects of public-sector action'. The aim is to support the public administration and local authorities in the design, implementation and evaluation of policies with detailed data on equality issues.

The **Swedish Government** has declared itself a **feminist government** and made a clear commitment to promoting gender equality in all policy-making. One indication of the level of ambition is the **feminist foreign policy** being developed at the Ministry of Foreign Affairs, which will include a comprehensive action plan on how to integrate and promote gender equality in every area of external relations, from conflict resolution and climate change to trade and public diplomacy. **Gender mainstreaming** is one of the Government's priorities and further development of the strategic approach and working methods for implementing gender mainstreaming and gender budgeting are a central concern. Initiatives to date include the following:

- ✓ a number of government agencies have received a clearer mandate to apply gender mainstreaming in their core activities;
- ✓ a development project for gender budgeting has been launched across government departments, led by the Division for Gender Equality (presently in the Ministry of Social Affairs) in cooperation with the Ministry of Finance;
- ✓ training of civil servants on gender-equality issues and gender mainstreaming has increased substantially; tailor-made training is offered to ministry experts in specific areas; and
- ✓ a seminar on gender equality and gender mainstreaming has been held in the cabinet of ministers and a similar seminar has been organised for state secretaries.

## Conclusion

The long-term quest for equality is by no means nearing an end. Non-negligible progress may have been made in the fields of employment and decision-making, but gender gaps in pay and pensions show no sign of narrowing and inequalities persist in too many areas. Violence against women is still widespread, still has drastic consequences and is still tolerated too often.

Against the backdrop of continued violence, discrimination and vulnerability, the Commission's 2010-2015 Strategy has been a reference tool, highlighting priority areas for action that are still valid today. The EU has sought tirelessly to promote gender equality with a mix of legislative and non-legislative action. Legislating at European level, however, often proves difficult, and needs to be backed up with awareness-raising activities and proactive policy measures. EU funding programmes have brought positive change on the ground, facilitating a wide array of practical measures from new childcare capacities to helplines for victims of gender-based violence.

The EU is also fostering mutual learning and shared diagnosis on the basis of common surveys and indicators. It seeks to promote gender equality in many of its policies, from

research to humanitarian aid and conflict resolution. The *ad hoc* evaluation[72] shows that the 2010-2015 Strategy has been a useful framework for action and led to the mobilising of resources and stakeholders. For instance, action was taken in all priority areas in 2015. Gender equality was an integral consideration in the annual cycle of economic coordination. The Commission raised awareness of the remaining gaps in pay, pension and decision-making, and, through its support for grassroots projects, also combated gender-based violence. The Gender Action Plan in external relations was also renewed.

Addressing the remaining obstacles to equality cannot be left to chance. Progress is not irreversible and does not automatically spill over from one sector to another.[73] The interlocking objectives of the Commission's 2016-2019 *Strategic engagement for gender equality* need to be pursued in parallel and specific action is required in each priority area.

[72] *Evaluation of the strengths and weaknesses of the Strategy for equality between women and men 2010-2015;* http://ec.europa.eu/justice/gender-equality/files/documents/151120_strategy_evaluation_en.pdf.

[73] See, for example, Bettio F. *et al.* (2016), *Equal economic independence and violence against women*, report for the European Commission.

# Annex 1: Member States' performances

This annex is based on the most recent available statistics.

## 1. Equal economic independence

**Employment rate for women aged 20-64 (%)**

The modest recovery has not removed the scars of the crisis: while female employment increased in almost all countries in 2014-2015, it has yet to return to pre-crisis levels in half of the Member States.

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015Q2 |
|---|---|---|---|---|---|---|---|---|
| EU-28 | 62.8 | 62.3 | 62.1 | 62.2 | 62.4 | 62.6 | 63.4 | 64.3 |
| Austria | 67.6 | 68.2 | 68.8 | 69.2 | 69.6 | 70.0 | 70.1 | 70.0 |
| Belgium | 61.3 | 61.0 | 61.6 | 61.5 | 61.7 | 62.1 | 62.9 | 62.6 |
| Bulgaria | 65.4 | 64.0 | 61.7 | 59.8 | 60.2 | 60.7 | 62.0 | 63.4 |
| Croatia | 57.0 | 58.0 | 56.4 | 53.6 | 52.6 | 52.8 | 54.2 | 56.8 |
| Cyprus | 68.2 | 68.3 | 68.8 | 67.7 | 64.8 | 62.2 | 63.9 | 65.1 |
| Czech Republic | 62.5 | 61.4 | 60.9 | 61.7 | 62.5 | 63.8 | 64.7 | 66.4 |
| Denmark | 75.5 | 74.5 | 73.0 | 72.4 | 72.2 | 72.4 | 72.2 | 72.5 |
| Estonia | 72.9 | 69.0 | 65.9 | 67.8 | 69.4 | 70.1 | 70.6 | 72.3 |
| Finland | 73.1 | 72.4 | 71.5 | 71.9 | 72.5 | 71.9 | 72.1 | 72.1 |
| France | 65.5 | 65.0 | 64.9 | 64.7 | 65.1 | 65.5 | 65.7 | 66.2 |
| Germany | 67.8 | 68.7 | 69.6 | 71.3 | 71.6 | 72.5 | 73.1 | 73.7 |
| Greece | 52.6 | 52.9 | 51.8 | 48.7 | 45.2 | 43.3 | 44.3 | 46.4 |
| Hungary | 54.8 | 54.0 | 54.6 | 54.7 | 56.2 | 56.9 | 60.2 | 62.0 |
| Ireland | 64.2 | 61.8 | 60.2 | 59.4 | 59.4 | 60.3 | 61.2 | 62.4 |
| Italy | 50.6 | 49.7 | 49.5 | 49.9 | 50.5 | 49.9 | 50.3 | 50.9 |
| Latvia | 71.9 | 66.5 | 64.5 | 65.3 | 66.4 | 67.7 | 68.5 | 70.7 |
| Lithuania | 68.7 | 67.2 | 65.0 | 66.6 | 67.9 | 68.6 | 70.6 | 72.4 |
| Luxembourg | 60.1 | 61.5 | 62.0 | 61.9 | 64.1 | 63.9 | 65.5 | 66.3 |
| Malta | 39.4 | 40.0 | 41.6 | 43.8 | 46.6 | 49.8 | 51.9 | 54.3 |
| Netherlands | 72.2 | 72.7 | 70.8 | 70.4 | 71.0 | 70.6 | 69.7 | 70.9 |
| Poland | 57.3 | 57.6 | 57.3 | 57.2 | 57.5 | 57.6 | 59.4 | 60.7 |
| Portugal | 67.1 | 66.1 | 65.6 | 64.6 | 63.0 | 62.3 | 64.2 | 66.7 |
| Romania | 57.3 | 56.3 | 56.5 | 56.2 | 56.7 | 56.5 | 57.3 | 58.0 |
| Slovakia | 60.3 | 58.2 | 57.4 | 57.4 | 57.3 | 57.8 | 58.6 | 59.9 |
| Slovenia | 68.5 | 67.9 | 66.5 | 64.8 | 64.6 | 63.0 | 63.6 | 65.1 |
| Spain | 58.9 | 56.8 | 56.3 | 56.1 | 54.6 | 53.8 | 54.8 | 56.4 |
| Sweden | 77.2 | 75.7 | 75.0 | 76.5 | 76.8 | 77.2 | 77.6 | 78.5 |
| UK | 68.8 | 68.2 | 67.9 | 67.8 | 68.4 | 69.3 | 70.6 | 71.1 |

Source: Eurostat, LFS

**Employment rates in the total population and for non-EU nationals aged 20-64, by gender (%) and gender gap (percentage points), 2014**

| | Total | | | non-EU nationals | | |
|---|---|---|---|---|---|---|
| | Women (%) | Men (%) | Gender gap (pp) | Women (%) | Men (%) | Gender gap (pp) |
| EU-28 | 63.4 | 75 | 11.6 | 46.9 | 66.5 | 19.6 |
| Austria | 70.1 | 78.3 | 8.2 | 48.3 | 64.4 | 16.1 |
| Belgium | 62.9 | 71.6 | 8.7 | 30.3 | 51.2 | 20.9 |
| Bulgaria | 62.0 | 68.1 | 6.1 | | | 0.0 |
| Croatia | 54.2 | 64.2 | 10.0 | | 45.4 | 45.4 |
| Cyprus | 63.9 | 71.6 | 7.7 | 79.5 | 72.1 | -7.4 |
| Czech Republic | 64.7 | 82.2 | 17.5 | 62.3 | 93.7 | 31.4 |
| Denmark | 72.2 | 79.5 | 7.3 | 50.6 | 63.1 | 12.5 |
| Estonia | 70.6 | 78.3 | 7.7 | 57.6 | 74.5 | 16.9 |
| Finland | 72.1 | 74.0 | 1.9 | 35.8 | 62.9 | 27.1 |
| France | 65.7 | 73.3 | 7.6 | 37.4 | 59.5 | 22.1 |
| Germany | 73.1 | 82.2 | 9.1 | 46.4 | 69.7 | 23.3 |
| Greece | 44.3 | 62.6 | 18.3 | 43.5 | 63.8 | 20.3 |
| Hungary | 60.2 | 73.5 | 13.3 | 54.6 | 92.5 | 37.9 |
| Ireland | 61.2 | 73.0 | 11.8 | 47.0 | 63.6 | 16.6 |
| Italy | 50.3 | 69.7 | 19.4 | 49.8 | 71.9 | 22.1 |
| Latvia | 68.5 | 73.1 | 4.6 | 60.2 | 65.3 | 5.1 |
| Lithuania | 70.6 | 73.1 | 2.5 | | | 0.0 |
| Luxembourg | 65.5 | 78.4 | 12.9 | 47.2 | 70.3 | 23.1 |
| Malta | 51.9 | 80.3 | 28.4 | 56.1 | 78.6 | 22.5 |
| Netherlands | 69.7 | 81.1 | 11.4 | 39.7 | 62.7 | 23.0 |
| Poland | 59.4 | 73.6 | 14.2 | 57.3 | 74.3 | 17.0 |
| Portugal | 64.2 | 71.3 | 7.1 | 63.6 | 65.2 | 1.6 |
| Romania | 57.3 | 74.0 | 16.7 | | | 0.0 |
| Slovakia | 58.6 | 73.2 | 14.6 | | | 0.0 |
| Slovenia | 63.6 | 71.6 | 8.0 | 31.2 | 77.7 | 46.5 |
| Spain | 54.8 | 65.0 | 10.2 | 48.1 | 55.8 | 7.7 |
| Sweden | 77.6 | 82.2 | 4.6 | 42.9 | 60.4 | 17.5 |
| UK | 70.6 | 81.9 | 11.3 | 50.8 | 74.8 | 24.0 |

Source: Eurostat, LFS

**Full-time equivalent (FTE) employment rates among women and men aged 20-64 (%) and gender gap (percentage points), 2010-2014**

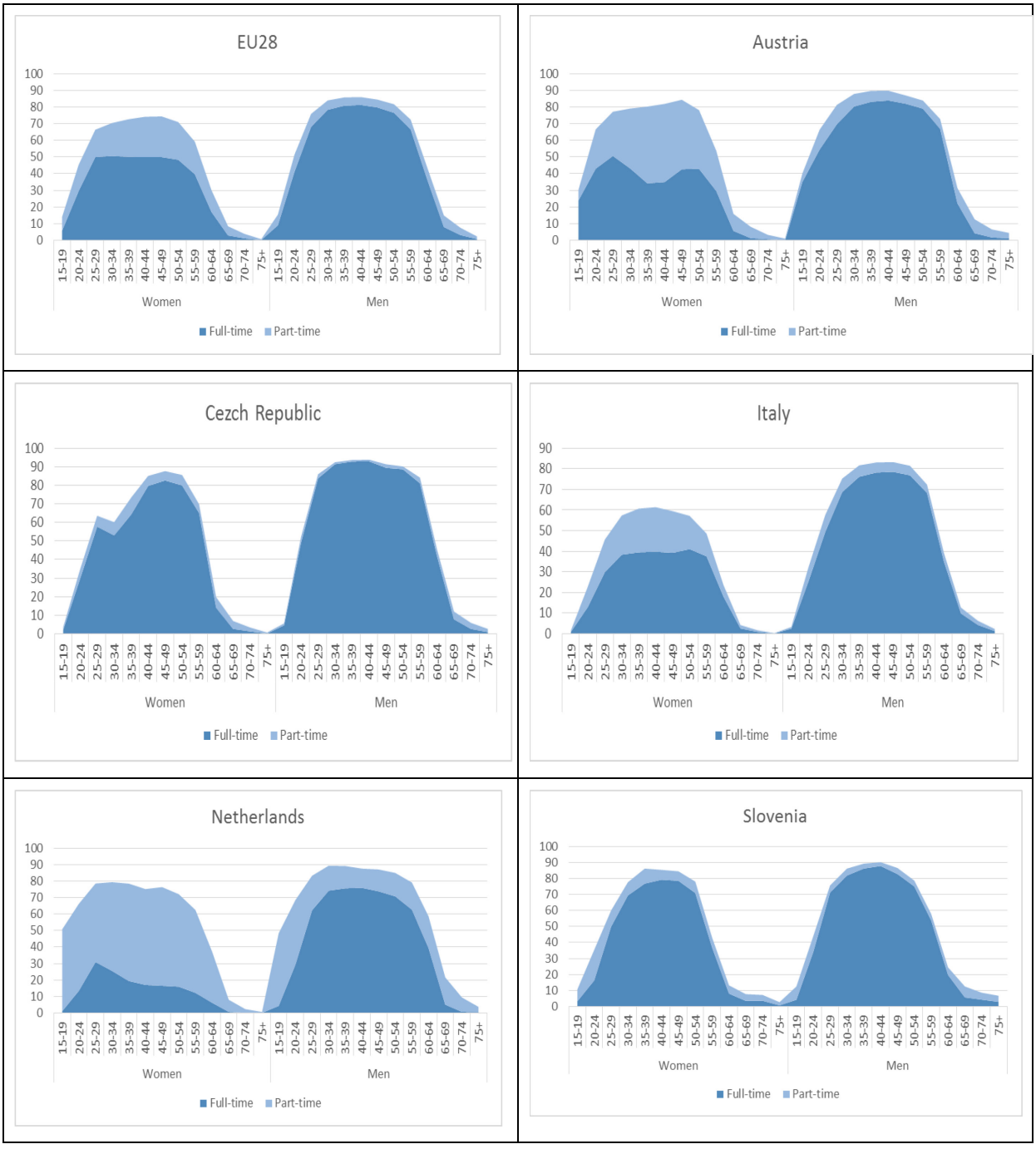
'Full-time equivalent' (FTE) is a unit to standardise the measurement of employment where employees' weekly working hours may vary. The average number of hours worked by an employee is expressed as a proportion of the average number worked by a full-time worker (one FTE). For example, if full-time work consists of 40 hours a week, a part-time worker employed for 20 hours is counted as 0.5 FTE.

| | Women (%) | | Men (%) | | Gender gap (pp) | |
|---|---|---|---|---|---|---|
| | 2010 | 2014 | 2010 | 2014 | 2010 | 2014 |
| EU-28 | 53.5 | 54.5 | 73.1 | 72.7 | 19.6 | 18.2 |
| Austria | 54.9 | 55.1 | 76.6 | 75.5 | 21.7 | 20.4 |
| Belgium | 51.7 | 53.3 | 71.8 | 70.0 | 20.1 | 16.7 |
| Bulgaria | 61.2 | 61.3 | 68.5 | 67.5 | 7.4 | 6.3 |
| Croatia | 54.1 | 52.7 | 66.9 | 63.5 | 12.8 | 10.8 |
| Cyprus | 65.1 | 58.5 | 80.5 | 68.3 | 15.4 | 9.8 |
| Czech Republic | 58.8 | 62.5 | 79.4 | 81.7 | 20.6 | 19.2 |
| Denmark | 64.8 | 63.5 | 75.7 | 75.5 | 10.9 | 12.1 |
| Estonia | 63.3 | 68.1 | 66.6 | 77.1 | 3.3 | 9.0 |
| Finland | 67.0 | 67.5 | 72.5 | 71.9 | 5.6 | 4.4 |
| France | 57.9 | 59.1 | 72.3 | 71.9 | 14.4 | 12.8 |
| Germany | 53.6 | 56.6 | 77.0 | 78.7 | 23.4 | 22.1 |
| Greece | 49.5 | 41.6 | 75.7 | 60.8 | 26.3 | 19.3 |
| Hungary | 53.2 | 58.3 | 65.0 | 72.6 | 11.8 | 14.3 |
| Ireland | 50.7 | 51.8 | 66.1 | 69.4 | 15.4 | 17.6 |
| Italy | 43.7 | 43.4 | 71.4 | 67.5 | 27.7 | 24.1 |
| Latvia | 62.8 | 67.2 | 62.7 | 72.8 | -0.1 | 5.7 |
| Lithuania | 63.9 | 69.0 | 62.8 | 72.9 | -1.1 | 3.8 |
| Luxembourg | 52.7 | 56.8 | 78.6 | 77.4 | 25.9 | 20.6 |
| Malta | 37.7 | 46.0 | 78.3 | 79.5 | 40.6 | 33.5 |
| Netherlands | 47.8 | 47.6 | 76.7 | 74.7 | 28.9 | 27.1 |
| Poland | 55.4 | 57.6 | 71.6 | 74.1 | 16.1 | 16.5 |
| Portugal | 62.4 | 60.5 | 74.8 | 69.3 | 12.4 | 8.8 |
| Romania | 55.1 | 55.7 | 72.0 | 72.7 | 16.9 | 17.0 |
| Slovakia | 56.4 | 56.9 | 71.2 | 72.0 | 14.8 | 15.2 |
| Slovenia | 63.1 | 60.3 | 72.8 | 70.9 | 9.8 | 10.5 |
| Spain | 50.4 | 48.1 | 68.0 | 63.0 | 17.6 | 14.9 |
| Sweden | 66.8 | 70.2 | 78.6 | 80.0 | 11.8 | 9.7 |
| UK | 54.3 | 56.9 | 75.9 | 78.1 | 21.6 | 21.2 |

Source: Eurostat, LFS

**Women and men in full-time and part-time employment (as % of the each age group), 2014**

The graphics present the age-employment profile of women and men. It shows the proportion of men and women in full-time and part-time employment by 5-years age group (starting at 15 years old). The profiles vary greatly in the EU. For example, the proportion of women working full-time takes the shape of a "M" in Austria: it decreases during child rearing years, but increases afterwards. On the contrary, a large proportion of women working part-time do not return to full-time employment in the Netherlands or Italy.




Source: Eurostat, LFS

## 2. Equal pay for equal work and work of equal value

### The gender pay gap (%)

The gender pay gap is the difference between average gross hourly earnings of male and female paid employees, expressed as a percentage of the former.

| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
|---|---|---|---|---|---|---|---|
| EU-28 | | | | 16.1 | 16.4 | 16.5 | 16.3 |
| Belgium | 10.1 | 10.2 | 10.1 | 10.2 | 10.2 | 10.0 | 9.8 |
| Bulgaria | 12.1 | 12.3 | 13.3 | 13.0 | 13.0 | 14.7 | 13.5 |
| Czech Republic | 23.6 | 26.2 | 25.9 | 21.6 | 22.6 | 22.2 | 22.1 |
| Denmark | 17.7 | 17.1 | 16.8 | 15.9 | 16.3 | 16.8 | 16.4 |
| Germany | 22.8 | 22.8 | 22.6 | 22.3 | 22.2 | 22.4 | 21.6 |
| Estonia | 30.9 | 27.6 | 26.6 | 27.7 | 27.3 | 30.0 | 29.9 |
| Ireland | 17.3 | 12.6 | 12.6 | 13.9 | 11.7 | 14.4 | |
| Greece | 21.5 | 22 | | 15.0 | | | |
| Spain | 18.1 | 16.1 | 16.7 | 16.2 | 17.9 | 19.3 | 19.3 |
| France | 17.3 | 16.9 | 15.2 | 15.6 | 15.6 | 15.4 | 15.1 |
| Croatia | | | | 5.7 | 3.4 | 2.9 | 7.4 |
| Italy | 5.1 | 4.9 | 5.5 | 5.3 | 5.8 | 6.7 | 7.3 |
| Cyprus | 22.0 | 19.5 | 17.8 | 16.8 | 16.4 | 16.2 | 15.8 |
| Latvia | 13.6 | 11.8 | 13.1 | 15.5 | 13.6 | 13.8 | 14.4 |
| Lithuania | 22.6 | 21.6 | 15.3 | 14.6 | 11.9 | 12.6 | 13.3 |
| Luxembourg | 10.2 | 9.7 | 9.2 | 8.7 | 8.7 | 8.6 | 8.6 |
| Hungary | 16.3 | 17.5 | 17.1 | 17.6 | 18.0 | 20.1 | 18.4 |
| Malta | 7.8 | 9.2 | 7.7 | 7.2 | 6.2 | 6.5 | 5.1 |
| Netherlands | 19.3 | 18.9 | 18.5 | 17.8 | 17.9 | 16.9 | 16.0 |
| Austria | 25.5 | 25.1 | 24.3 | 24.0 | 23.7 | 23.4 | 23.0 |
| Poland | 14.9 | 11.4 | 8.0 | 4.5 | 5.5 | 6.4 | 6.4 |
| Portugal | 8.5 | 9.2 | 10.0 | 12.8 | 12.8 | 14.8 | 13.0 |
| Romania | 12.5 | 8.5 | 7.4 | 8.8 | 11.0 | 9.7 | 9.1 |
| Slovenia | 5.0 | 4.1 | -0.9 | 0.9 | 2.3 | 2.5 | 3.2 |
| Slovakia | 23.6 | 20.9 | 21.9 | 19.6 | 20.5 | 21.5 | 19.8 |
| Finland | 20.2 | 20.5 | 20.8 | 20.3 | 19.6 | 19.4 | 18.7 |
| Sweden | 17.8 | 16.9 | 15.7 | 15.4 | 15.8 | 15.9 | 15.2 |
| UK | 20.8 | 21.4 | 20.6 | 19.5 | 20.1 | 19.1 | 19.7 |

Source: Eurostat, *Structure of Earnings Survey*

**Gender segregation in occupations and in economic sectors, 2004 vs 2014**

This index reflects the proportion of the employed population that would need to change occupation/sector in order to bring about an even distribution of men and women across occupations or sectors. The index varies between 0 (no segregation) and 50 (complete segregation). For the EU as a whole, the figures are still high: 24.4% for occupational segregation and 18.9% for sectoral segregation.

| | Gender segregation in occupations (%) | | Gender segregation in sectors (%) | |
|---|---|---|---|---|
| | **2004** | **2014** | **2004** | **2014** |
| EU-28 | 24.7 | 24.4 | 17.7 | 18.9 |
| Austria | 26.0 | 26.9 | 18.9 | 18.9 |
| Belgium | 26.7 | 26.3 | 18.8 | 20.3 |
| Bulgaria | 27.4 | 28.2 | 19.0 | 21.6 |
| Croatia | 27.6 | 27.8 | 18.3 | 20.4 |
| Cyprus | 29.5 | 28.6 | 19.5 | 18.9 |
| Czech Republic | 28.9 | 28.2 | 19.2 | 21.3 |
| Denmark | 27.5 | 25.0 | 19.1 | 19.0 |
| Estonia | 33.1 | 30.7 | 23.1 | 24.9 |
| Finland | 29.3 | 28.2 | 22.3 | 23.8 |
| France | 26.5 | 26.1 | 17.1 | 18.8 |
| Germany | 26.7 | 25.4 | 18.1 | 19.4 |
| Greece | 22.6 | 19.3 | 15.8 | 13.6 |
| Hungary | 28.6 | 27.5 | 19.7 | 19.8 |
| Ireland | 26.8 | 26.2 | 21.4 | 20.8 |
| Italy | 23.4 | 25.0 | 17.9 | 19.7 |
| Latvia | 27.4 | 29.2 | 21.9 | 24.9 |
| Lithuania | 27.8 | 29.3 | 21.7 | 23.0 |
| Luxembourg | 25.7 | 23.1 | 17.7 | 15.9 |
| Malta | 24.1 | 24.7 | 14.9 | 16.0 |
| Netherlands | 25.7 | 24.9 | 17.6 | 18.1 |
| Poland | 25.4 | 27.3 | 18.7 | 21.4 |
| Portugal | 26.0 | 25.5 | 20.4 | 20.9 |
| Romania | 11.7 | 22.6 | 14.7 | 17.8 |
| Slovakia | 30.7 | 30.8 | 22.6 | 23.9 |
| Slovenia | 27.2 | 25.0 | 17.8 | 18.7 |
| Spain | 26.3 | 25.3 | 20.2 | 19.4 |
| Sweden | 27.6 | 25.3 | 21.4 | 20.6 |
| UK | 26.3 | 23.7 | 18.8 | 18.7 |

Source: Eurostat, LFS

**Overall gender gap in earnings (%)**

The overall gender earnings gap is a composite indicator. It measures the combined impact on the average earnings of all working-age women (whether or not employed), as compared with men, of:

- average hourly earnings;
- average number of paid work per month (before any adjustment for part-time work); and
- employment rate.

| | 2002 | 2006 | 2010 |
|---|---|---|---|
| EU-28 | | 44.2 | 41.1 |
| Austria | | 50.8 | 46.7 |
| Belgium | | 38.6 | 35.9 |
| Bulgaria | 28.2 | 24.5 | 22.9 |
| Croatia | | | 23 |
| Cyprus | | 43.1 | 33.7 |
| Czech Republic | 42.3 | 43.1 | 41 |
| Denmark | | 29.9 | 26.5 |
| Estonia | | 38.9 | 32.2 |
| Finland | | 29.9 | 27 |
| France | | 35.2 | 32.9 |
| Germany | | 47.7 | 45.3 |
| Greece | | 51.6 | 45.2 |
| Hungary | 37 | 33.2 | 32.7 |
| Ireland | 49.1 | 47.6 | 34.7 |
| Italy | | 47.5 | 44.3 |
| Latvia | | 27.4 | 16.1 |
| Lithuania | 24.6 | 27.4 | 12.3 |
| Luxembourg | | 43 | 38.4 |
| Malta | | 61.9 | 56.3 |
| Netherlands | 53.3 | 53.9 | 49.1 |
| Poland | 30.1 | 33.6 | 29.6 |
| Portugal | | 26.4 | 27.8 |
| Romania | 32.5 | 24.7 | 29.9 |
| Slovakia | 41.3 | 44.1 | 37.5 |
| Slovenia | 24.8 | 21.4 | 12.8 |
| Spain | 55.4 | 47.6 | 38 |
| Sweden | 27.1 | 32.3 | 30.2 |
| UK | 53.3 | 50.2 | 47.6 |

Source: Eurostat, *Structure of Earnings Survey*

**Gender gap in pensions (%) of persons aged 65-74**

The gender gap in pensions has remained stable in recent years in the EU as a whole, but has widened significantly in Austria, Cyprus, Germany, Spain, Italy and the Netherlands.

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---|---|---|---|---|---|---|
| EU-27 | 40.1 | 40.8 | 40.7 | 40.6 | 40.2 | 40.7 | 40.2 |
| EU-28 | | | | | | 40.7 | 40.2 |
| Austria | 35.0 | 38.5 | 37.4 | 42.9 | 41.8 | 41.4 | 41.9 |
| Belgium | 30.4 | 31.1 | 29.2 | 27.0 | 27.0 | 33.6 | 30.2 |
| Bulgaria | 26.4 | 29.9 | 33.1 | 31.2 | 36.2 | 29.9 | 23.7 |
| Cyprus | 44.2 | 42.0 | 42.0 | 42.0 | 37.7 | 47.7 | 48.8 |
| Czech Republic | 11.3 | 11.2 | 13.8 | 14.8 | 14.3 | 13.2 | 13.4 |
| Germany | 43.0 | 45.6 | 43.8 | 44.0 | 44.6 | 47.4 | 46.5 |
| Denmark | 20.0 | 22.0 | 18.8 | 9.3 | 6.5 | 13.0 | 16.3 |
| Estonia | 2.4 | 2.7 | 3.1 | 0.8 | 3.6 | 3.3 | 3.7 |
| Greece | 39.0 | 38.5 | 38.3 | 31.1 | 22.6 | 25.1 | 26.6 |
| Spain | 33.0 | 34.1 | 33.0 | 34.3 | 33.2 | 37.1 | 36.1 |
| Finland | 24.4 | 24.5 | 26.3 | 25.7 | 26.1 | 24.0 | 24.3 |
| France | 39.5 | 38.1 | 39.2 | 37.3 | 37.6 | 35.5 | 35.4 |
| Croatia | | | | 24.8 | 24.2 | 23.3 | 20.4 |
| Hungary | 13.7 | 15.3 | 14.8 | 15.7 | 15.3 | 14.8 | 13.2 |
| Ireland | 33.7 | 36.7 | 38.6 | 41.0 | 41.0 | 35.5 | |
| Italy | 35.9 | 36.3 | 35.2 | 36.7 | 35.7 | 38.5 | 38.0 |
| Lithuania | 16.2 | 17.5 | 13.8 | 10.6 | 12.1 | 16.4 | 15.4 |
| Luxembourg | 45.8 | 49.4 | 49.9 | 49.6 | 45.5 | 45.1 | 40.0 |
| Latvia | 14.9 | 9.4 | 9.8 | 13.9 | 15.7 | 17.1 | 18.0 |
| Malta | 19.6 | 18.6 | 21.7 | 18.8 | 18.5 | 25.3 | 25.6 |
| Netherlands | 41.3 | 44.1 | 44.5 | 45.2 | 46.0 | 46.4 | 46.0 |
| Poland | 22.1 | 21.7 | 22.8 | 23.9 | 24.3 | 22.6 | 23.4 |
| Portugal | 36.3 | 36.6 | 34.1 | 33.5 | 34.5 | 32.2 | 32.9 |
| Romania | 30.3 | 29.4 | 30.1 | 28.1 | 28.9 | 28.1 | 35.3 |
| Sweden | 31.6 | 32.4 | 33.9 | 32.5 | 31.1 | 27.5 | 30.0 |
| Slovenia | 28.7 | 26.2 | 26.3 | 25.9 | 22.3 | 20.5 | 17.4 |
| Slovakia | 12.3 | 10.3 | 8.7 | 17.9 | 8.9 | 7.0 | 8.3 |
| UK | 44.4 | 44.3 | 44.8 | 44.2 | 42.3 | 38.7 | 39.5 |

Source: Eurostat, EU-SILC

**Gender gap in pension coverage (percentage points), 65-74 years old**

The gender gap in pension coverage is the gap between the proportions of men and women *who are entitled to a pension*. It measures the extent to which more men than women have access to the pension system. The difference in coverage rates exceeds 10 percentage points in six Member States.

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---|---|---|---|---|---|---|
| EU-27 | 6.6 | 6.3 | 6.5 | 7.2 | 6.8 | 6.5 | 6.2 |
| EU-28 | | | | | | 6.5 | 6.2 |
| Austria | 15.3 | 14.1 | 14.7 | 13.3 | 12.1 | 9.7 | 11.1 |
| Belgium | 23.5 | 22.5 | 19.1 | 18.8 | 18.8 | 18.2 | 18.8 |
| Bulgaria | 0.1 | -0.5 | -0.9 | -1.1 | 0.2 | 0.1 | 0.2 |
| Cyprus | -0.5 | -0.7 | -0.4 | -1.4 | -0.7 | -0.3 | 1.1 |
| Czech Republic | -1.0 | -1.7 | -1.6 | -0.1 | -0.7 | 0 | 0.2 |
| Germany | 4.7 | 4.0 | 3.5 | 4.0 | 3.9 | 3.7 | 2.6 |
| Denmark | -0.8 | -1.2 | 0.2 | -0.5 | -0.1 | 0 | 0.1 |
| Estonia | 0.2 | 0.0 | 0.0 | 0.1 | 0.0 | -0.3 | -0.6 |
| Greece | 17.2 | 16.4 | 16.3 | 17.6 | 12.3 | 15 | 17 |
| Spain | 30.1 | 31.3 | 30.4 | 32.2 | 27.7 | 25.3 | 26.3 |
| Finland | 0.5 | 0.0 | 0.0 | 0.0 | -0.7 | -0.8 | -0.1 |
| France | 2.6 | 1.9 | 3.0 | 2.6 | 2.1 | 1.1 | 1.9 |
| Croatia | | | | 1.4 | -0.8 | -0.9 | -2.9 |
| Hungary | 0.8 | 0.7 | 0.4 | 0.5 | 0.3 | 0.5 | 0.3 |
| Ireland | 17.9 | 21.1 | 18.1 | 18.5 | 18.5 | 18.9 | |
| Italy | 10.3 | 8.9 | 10.5 | 14.1 | 15.4 | 15.9 | 14.8 |
| Lithuania | 0.1 | -0.6 | -0.7 | -1.6 | -1.4 | -1 | -0.7 |
| Luxembourg | 3.3 | 3.8 | 1.9 | 1.9 | 3.6 | 8.5 | 8 |
| Latvia | -1.4 | -1.4 | -1.0 | -0.6 | -0.6 | -0.6 | 0 |
| Malta | 36.1 | 34.9 | 34.7 | 36.4 | 36.5 | 39.8 | 36.3 |
| Netherlands | -0.2 | -0.5 | -0.7 | -0.2 | -0.2 | 0.1 | 0.5 |
| Poland | 1.8 | 1.2 | 0.8 | 1.3 | 1.4 | 1.2 | 0.1 |
| Portugal | 0.5 | 1.6 | 1.7 | 3.4 | 4.2 | 6.9 | 6.4 |
| Romania | 6.6 | 5.5 | 8.1 | 7.0 | 6.9 | 4.4 | 4.2 |
| Sweden | -1.1 | 0.0 | -0.1 | -0.4 | -0.1 | 0.1 | 0.1 |
| Slovenia | -8.4 | -9.3 | -7.7 | -8.9 | -7.6 | -6.7 | -6.6 |
| Slovakia | 0.7 | 0.4 | -0.5 | -0.1 | -0.1 | -0.2 | -0.8 |
| UK | 0.3 | -0.1 | 0.1 | 0.0 | -0.1 | 0 | 0 |

Source: Eurostat, EU-SILC

**People at risk of poverty or social exclusion, by household type (%), 2010 and 2014**

| | Total | | Two or more adults with dependent children | | Single person with dependent children | |
|---|---|---|---|---|---|---|
| | 2010 | 2014 | 2010 | 2014 | 2010 | 2014 |
| EU-28 | 23.7 | 24.4 | 22.5 | 23.7 | 52.0 | 48.2 |
| Austria | 18.9 | 19.2 | 16.9 | 16.3 | 39.6 | 46.0 |
| Belgium | 20.8 | 21.2 | 15.8 | 16.6 | 49.6 | 51.4 |
| Bulgaria | 49.2 | 40.0 | 44.6 | 38.0 | 69.5 | 69.3 |
| Croatia | 31.1 | 29.3 | 28.1 | 25.6 | 42.1 | 42.8 |
| Cyprus | 24.6 | 27.4 | 18.1 | 23.2 | 45.5 | 58.2 |
| Czech Republic | 14.4 | 14.8 | 12.6 | 13.7 | 47.7 | 48.1 |
| Denmark | 18.4 | 17.8 | 10.2 | 9.8 | 32.2 | 35.8 |
| Estonia | 21.8 | 26.0 | 18.7 | 20.1 | 45.2 | 44.2 |
| Finland | 16.9 | 17.3 | 11.1 | 10.3 | 29.7 | 37.0 |
| France | 19.1 | 18.5 | 16.8 | 16.5 | 47.3 | 45.8 |
| Germany | 19.8 | 20.6 | 13.8 | 14.5 | 53.4 | 39.7 |
| Greece | 27.7 | 36.0 | 28.3 | 37.6 | 46.3 | 49.8 |
| Hungary | 29.9 | 31.1 | 32.2 | 34.4 | 55.1 | 61.5 |
| Ireland | 27.3 | 27.4 | 25.4 | 24.8 | 58.9 | 62.5 |
| Italy | 25.0 | 28.3 | 26.5 | 30.0 | 49.8 | 43.7 |
| Latvia | 38.2 | 32.6 | 35.3 | 28.6 | 62.2 | 54.8 |
| Lithuania | 34.0 | 27.3 | 29.8 | 21.6 | 63.5 | 54.2 |
| Luxembourg | 17.1 | 19.0 | 18.1 | 21.2 | 52.0 | 48.2 |
| Malta | 21.2 | 23.8 | 21.1 | 24.1 | 74.8 | 64.1 |
| Netherlands | 15.1 | 16.5 | 11.7 | 12.6 | 50.1 | 42.4 |
| Poland | 27.8 | 24.3 | 27.1 | 24.6 | 51.7 | 43.5 |
| Portugal | 25.2 | 27.5 | 23.6 | 27.0 | 46.9 | 51.7 |
| Romania | 41.4 | 40.2 | 42.7 | 44.2 | 55.3 | 59.0 |
| Slovakia | 20.6 | 18.4 | 20.9 | 19.9 | 44.1 | 39.0 |
| Slovenia | 18.3 | 20.4 | 12.3 | 15.5 | 38.3 | 38.9 |
| Spain | 26.1 | 29.2 | 28.4 | 32.6 | 55.2 | 53.3 |
| Sweden | 15.1 | 16.9 | 9.2 | 11.0 | 37.5 | 37.0 |
| UK | 23.1 | 24.1 | 20.1 | 22.8 | 61.5 | 60.4 |

Source: Eurostat, EU-SILC

## 3. Equality in decision-making

### Equality in economic decision-making

| | Proportion of women in the single/lower houses of the national/federal Parliaments (%) | | | Proportion of women among senior ministers in national/federal governments (%) | | |
|---|---|---|---|---|---|---|
| | 2003 | 2010 | 2015 | 2003 | 2010 | 2015 |
| **EU-28** | **22** | **24** | **29** | **24** | **26** | **28** |
| Austria | 34 | 28 | 31 | 27 | 43 | 29 |
| Belgium | 36 | 40 | 38 | 36 | 33 | 29 |
| Bulgaria | 26 | 22 | 20 | 19 | 17 | 35 |
| Croatia | 23 | 25 | 25 | 17 | 16 | 14 |
| Cyprus | 11 | 13 | 13 | 9 | 17 | 8 |
| Czech Republic | | 22 | 20 | | 0 | 18 |
| Denmark | 38 | 38 | 37 | 28 | 47 | 29 |
| Estonia | 17 | 23 | 26 | 9 | 8 | 13 |
| Finland | 37 | 40 | 42 | 44 | 55 | 36 |
| France | 12 | 19 | 26 | 21 | 34 | 48 |
| Germany | 32 | 33 | 36 | 46 | 38 | 38 |
| Greece | 9 | 17 | 20 | 6 | 17 | 0 |
| Hungary | 10 | 9 | 10 | 13 | 0 | 0 |
| Ireland | 13 | 14 | 16 | 14 | 20 | 27 |
| Italy | 12 | 21 | 31 | 9 | 22 | 38 |
| Latvia | 20 | 19 | 17 | 25 | 21 | 29 |
| Lithuania | | 19 | 24 | | 13 | 27 |
| Luxembourg | 20 | 20 | 28 | 37 | 27 | 27 |
| Malta | | 9 | 13 | | 22 | 7 |
| Poland | | 20 | 27 | | 25 | 25 |
| Portugal | 21 | 30 | 34 | 17 | 29 | 22 |
| Romania | 11 | 11 | 14 | 21 | 12 | 35 |
| Slovakia | 19 | 16 | 20 | 0 | 14 | 0 |
| Slovenia | 13 | 16 | 34 | 14 | 26 | 47 |
| Spain | 31 | 37 | 43 | 25 | 50 | 29 |
| Sweden | 45 | 46 | 44 | 52 | 46 | 50 |
| The Netherlands | 38 | 41 | 39 | 31 | 25 | 38 |
| United Kingdom | 18 | 22 | 29 | 24 | 16 | 32 |

Less than 10% | 10%-20% | 20-30% | 30%-40% | 40% or more

Source: European Commission, *Database on women and men in decision-making* (except 2003 figures for Croatia, which were provided by the Croatian Office for Gender Equality). 2015 and 2003 data refer to the third quarter, 2010 data to the fourth quarter.

## 4. Dignity, integrity and ending gender-based violence

### Signatures and ratifications of the Council of Europe Convention on preventing and combating violence against women and domestic violence

Status as of 14.12.2015

| | Signature | Ratification | Entry into force | Notes | R. | D. | A. | T. | C. | O. |
|---|---|---|---|---|---|---|---|---|---|---|
| Albania | 19.12.2011 | 4.2.2013 | 1.8.2014 | | | | | | | |
| Andorra | 22.2.2013 | 22.4.2014 | 1.8.2014 | | R. | | | T. | | |
| Armenia | | | | | | | | | | |
| Austria | 11.5.2011 | 14.11.2013 | 1.8.2014 | | | | | | | |
| Azerbaijan | | | | | | | | | | |
| Belgium | 11.9.2012 | | | | | | | | | |
| Bosnia and Herzegovina | 8.3.2013 | 7.11.2013 | 1.8.2014 | | | | | | | |
| Bulgaria | | | | | | | | | | |
| Croatia | 22.1.2013 | | | | | | | | | |
| Cyprus | 16.6.2015 | | | | R. | | | | | |
| Czech Republic | | | | | | | | | | |
| Denmark | 11.10.2013 | 23.4.2014 | 1.8.2014 | | R. | | | | | |
| Estonia | 2.12.2014 | | | | | | | | | |
| Finland | 11.5.2011 | 17.4.2015 | 1.8.2015 | | R. | | | | | |
| France | 11.5.2011 | 4.7.2014 | 1.11.2014 | | R. | D. | | | | |
| Georgia | 19.6.2014 | | | | | | | | | |
| Germany | 11.5.2011 | | | | R. | | | | | |
| Greece | 11.5.2011 | | | | | | | | | |
| Hungary | 14.3.2014 | | | | | | | | | |
| Iceland | 11.5.2011 | | | | | | | | | |
| Ireland | 5.11.2015 | | | | | | | | | |
| Italy | 27.9.2012 | 10.9.2013 | 1.8.2014 | | | | | | | |
| Latvia | | | | | | | | | | |
| Liechtenstein | | | | | | | | | | |
| Lithuania | 7.6.2013 | | | | | D. | | | | |
| Luxembourg | 11.5.2011 | | | | | | | | | |
| Malta | 21.5.2012 | 29.7.2014 | 1.11.2014 | | R. | | | | | |
| Moldova | | | | | | | | | | |
| Monaco | 20.9.2012 | 7.10.2014 | 1.2.2015 | | R. | | | | | |
| Montenegro | 11.5.2011 | 22.4.2013 | 1.8.2014 | | | | | | | |
| Netherlands | 14.11.2012 | 18.11.2015 | 1.3.2016 | | | | | T. | | |
| Norway | 7.7.2011 | | | | | | | | | |
| Poland | 18.12.2012 | 27.4.2015 | 1.8.2015 | | R. | D. | | | | |

| | Signature | Ratification | Entry into force | Notes | R. | D. | A. | T. | C. | O. |
|---|---|---|---|---|---|---|---|---|---|---|
| Portugal | 11.5.2011 | 5.2.2013 | 1.8.2014 | | | | | | | |
| Romania | 27.6.2014 | | | | | | | | | |
| Russia | | | | | | | | | | |
| San Marino | 30.4.2014 | | | | | | | | | |
| Serbia | 4.4.2012 | 21.11.2013 | 1.8.2014 | | R. | | | | | |
| Slovakia | 11.5.2011 | | | | | | | | | |
| Slovenia | 8.9.2011 | 5.2.2015 | 1.6.2015 | | R. | | | | | |
| Spain | 11.5.2011 | 10.4.2014 | 1.8.2014 | | | D. | | T. | | |
| Sweden | 11.5.2011 | 1.7.2014 | 1.11.2014 | | R. | | | | | |
| Switzerland | 11.9.2013 | | | | | | | | | |
| FYR Macedonia | 8.7.2011 | | | | | | | | | |
| Turkey | 11.5.2011 | 14.3.2012 | 1.8.2014 | | | | | | | |
| Ukraine | 7.11.2011 | | | | | | | | | |
| United Kingdom | 8.6.2012 | | | | | | | | | |

**Non-members of Council of Europe**

| | Signature | Ratification | Entry into force | Notes | R. | D. | A. | T. | C. | O. |
|---|---|---|---|---|---|---|---|---|---|---|
| Canada | | | | | | | | | | |
| Holy See | | | | | | | | | | |
| Japan | | | | | | | | | | |
| Mexico | | | | | | | | | | |
| United States | | | | | | | | | | |

**International organisations**

| | Signature | Ratification | Entry into force | Notes | R. | D. | A. | T. | C. | O. |
|---|---|---|---|---|---|---|---|---|---|---|
| European Union | | | | | | | | | | |

**Total number of signatures not followed by ratification: 20**

**Total number of ratifications/accessions: 19**

a: Accession
s: Signature without reservation as to ratification
su: Succession
r: Signature 'ad referendum' .
R.: Reservations
D.: Declarations
A.: Authorities
T.: Territorial application
C.: Communication
O.: Objection.

Source: http://conventions.coe.int.

# Annex 2: Baseline for the 2016-2019 *Strategic engagement* (indicators, latest available data and targets)

## 1. Increasing female labour market participation and equal economic independence of women and men

| No. | Indicator | Data | | | | | EU-level target |
|---|---|---|---|---|---|---|---|
| | | Latest available[74] | 2016 | 2017 | 2018 | 2019 | |
| 1 | Gender employment gap (20-64 years) | 11.5 pp (2014) | | | | | 0 pp |
| 2 | Gender employment gap (20-64) in full-time equivalents | 18.1 pp (2014) | | | | | |
| 3 | Gender gap in part-time employment among parents | 34.8 pp (2013) | | | | | |
| 4 | Time spent in unpaid care work per week, by gender | Men: 9 hours<br>Women: 21 hours<br>(2015) | | | | | |
| 5 | Involuntary part-time work due to looking after children or incapacitated adults, by gender | Men: 4.2 %<br>Women: 27.2 % (2014) | | | | | |
| 6 | Children cared for under formal arrangements as a proportion of all children of the age group (0-3 years and 3 years to mandatory school age) | 0-3 years: 27 %<br>3-school age: 82 %<br>(2013) | | | | | 0-3 years: 33 %<br>3-school age: 90 % |
| 7 | Proportion of active population (50-64 years) caring for elderly or disabled relatives at least several days a week, by gender | Men: 10 %<br>Women: 17 % (2011) | | | | | |
| 8 | Gap in employment rates between non-EU national men and women | 19.5 % (2014) | | | | | |
| 9 | Gap in employment rates between recently arrived non-EU national men and women | 22.3 % (2014) | | | | | |
| 10 | Female entrepreneurs (as percentage of all entrepreneurs) | 29 % (2014) | | | | | |
| 11 | Proportion of research-performing organisations that have adopted gender equality plans | 36 % (2014) | | | | | |

[74] Annual data are used in this section. 2015 annual data are not yet available. 2015 quarterly data have been used in other sections of the report.

## 2. Reducing the gender pay, earnings and pension gaps and thus fighting the poverty among women

| No. | Indicator | Data | | | | | EU-level target |
|---|---|---|---|---|---|---|---|
| | | Latest available | 2016 | 2017 | 2018 | 2019 | |
| 1 | Gender pay gap | 16.5 % (2013) | | | | | |
| 2 | Overall gender earnings gap | 41.1 % (2010) | | | | | |
| 3 | Gender segregation in economic sectors and occupations | Sectors: 18.9 %<br>Occupations: 26.9 %<br>(2014) | | | | | |
| 4 | Gender pension gap | 40.2 % (2014) | | | | | |
| 5 | Gender coverage gap in pensions | 6.2 % (2014) | | | | | |
| 6 | In-work poverty of women and men | Men: 9.3 %<br>Women: 8.4 %<br>(2014) | | | | | |
| 7 | At risk of poverty and social exclusion in old age (65+) | Men: 11.4 %<br>Women: 15.6 %<br>(2014) | | | | | |
| 8 | Single parent households at risk of poverty or social exclusion | 48.2 % (2014) | | | | | |

## 3. Promoting equality between women and men in decision-making

| No. | Indicator | Data | | | | | EU-level target |
|---|---|---|---|---|---|---|---|
| | | Latest available | 2016 | 2017 | 2018 | 2019 | |
| 1 | Proportion of women among members of the highest decision-making body of the largest nationally registered companies listed on the national stock exchange | 22.7% (October 2015) | | | | | |
| 2 | Proportion of women among presidents and CEOs of the largest nationally registered companies listed on the national stock exchange | Presidents: 6.5 %<br>CEOs: 4.3 %<br>(October 2015) | | | | | |
| 3 | Proportion of women among executive and non-executive members of the two highest decision-making bodies of the largest nationally registered companies listed on the national stock exchange | Non-executive directors: 24.9 %<br>Senior executives: 14.8 % (October 2015) | | | | | |
| 4 | Proportion of women heads of institution in the higher education sector[75] | 20.1 % (2015) | | | | | |
| 5 | Proportion of women in the single/lower houses of Member States' national/federal parliaments and the European Parliament | 29 % (October-November 2015)<br>EP: 37 % | | | | | |
| 6 | Proportion of women among the members of Member States' national/federal governments and in the European Commission | 28 % (November 2015)<br>EC: 32 % | | | | | |
| 7 | Proportion of women in senior and middle management in the European Commission's administration[76] | 28 % and 32 % (February 2015) | | | | | |

[75] *She Figures 2015*.
[76] DG HR.

## 4. Combating gender-based violence and protecting and supporting victims

| No. | Indicator | Data | | | | | EU-level target |
|---|---|---|---|---|---|---|---|
| | | Latest available (March 2014) | 2016 | 2017 | 2018 | 2019 | |
| 1 | Proportion of women who have experienced physical and/or sexual violence | 33 % | | | | | |
| 2 | Proportion of women who have experienced physical and/or sexual violence by a partner | 22 % | | | | | |
| 3 | Proportion of women who have experienced psychological partner violence | 43 % | | | | | |
| 4 | Proportion of women who have been sexually harassed | 55 % | | | | | |