

The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality into a user-friendly and easy-to-understand measure. Based on the EU policy framework, it assists the monitoring of progress in gender equality across the European Union over time.

The Gender Equality Index consists of six core domains (work, money, knowledge, time, power and health) and two satellite domains (violence and intersecting inequalities). The Gender Equality Index assigns scores for Member States between 1 for total inequality and 100 for full equality. It measures gender gaps between women and men as well as takes into account the country context and the different levels of achievement of Member States in various areas. A high overall score reflects both small (or absent) gender gaps and a good situation for all (e.g. high involvement of both women and men in employment).

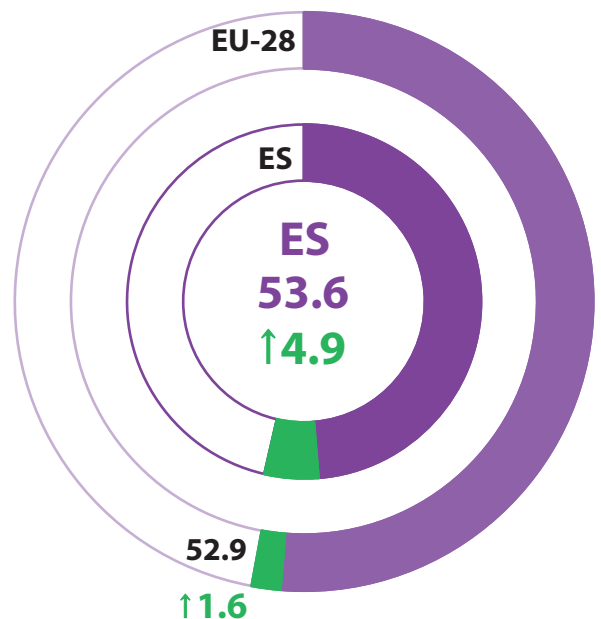
The Gender Equality Index 2015 measures how far (or close) the EU and its Member States were from achieving gender equality in 2005, 2010 and 2012 <sup>(1)</sup>. It provides results for each domain and subdomain. It also presents the first attempt to calculate a composite measure for violence against women.

## Progress in gender equality in Spain since 2005

Since 2005 Spain has achieved progress towards gender equality in the majority of the domains of the Gender Equality Index, and its score subsequently overtook the EU-28 average score. However, with an overall score of **53.6 out of 100**, the country still faces numerous challenges, including in the domains that recently showed the most significant progress, such as time and power.

The domain of knowledge, which examines the situation of women and men in education and training, was the domain where the score had decreased the most in since 2005. Not only did gender patterns and inequalities increase in this domain, but in some key aspects the overall situation of women and men showed no particular signs of improvement.

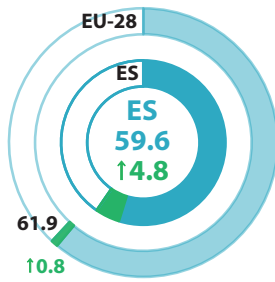
Challenges also intensified in the distribution of monetary resources between women and men, as indicated by the slight drop in the domain of money. The domain of work shows signs of progress, although in some aspects the situation of men deteriorated significantly. Important challenges persist in the domain of time, which has the lowest score of all the domains: while significant progress was made in the distribution of the time spent on caring activities among women and men, a severe deterioration is visible in both women's and men's overall access to social activities. A fairer representation of women and men in decision-making positions in the economic sector has been achieved since 2005, increasing the score in the domain of power. The gender equality score in the domain of health is high, showing good gender balance in access to services and overall health status. However, important differences in the health-related behaviours of women and men will be added to the Gender Equality Index in the future to provide a more complete picture of gender equality in health.



<sup>(1)</sup> The Gender Equality Index is based on the data of Eurostat (EU labour force survey, structure of earnings survey, EU statistics on income and living conditions, demographic statistics), Unesco/Organisation for Economic Cooperation and Development/Eurostat questionnaires on educational statistics, Eurofound's European working conditions survey, the Commission's database on women and men in decision-making, and the EU Agency for Fundamental Rights's (FRA) violence against women survey.

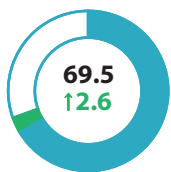
## Work

### Domain of work



### Subdomains

#### Participation



#### Segregation and quality of work



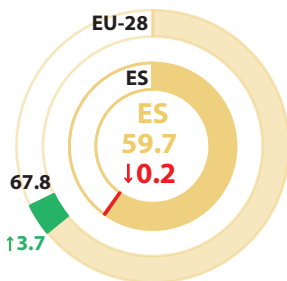
Scores in the domain of work have increased slightly since 2005, mostly due to progress in the subdomain of segregation and quality of work.

The employment rate in Spain has fallen significantly, especially among men, and this has led to a smaller gender gap. The employment rate for women (55 %) is far below the Europe 2020 target, which aims to have 75 % of the adult population (aged 20-64) in employment. However, the traditional employment rate counts the number of people with a job and masks the tendency of women to work on a part-time basis. When the number of hours worked is counted, the full-time equivalent employment rate of women in Spain drops to 35 %.

The subdomain of segregation and quality of work shows progress, mainly brought about by improvements in working conditions. The share of workers who can take an hour or two off during working hours has more than doubled (from 15 % in 2005 to 36 % in 2010). However, the gender-segregated labour market remains a reality for both women and men in Spain. There were three times more women working in education, human health and social work activities in 2012 (24 % compared to 8 % of men).

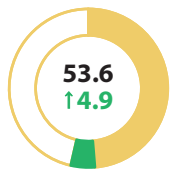
## Money

### Domain of money

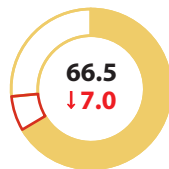


### Subdomains

#### Financial resources



#### Economic situation



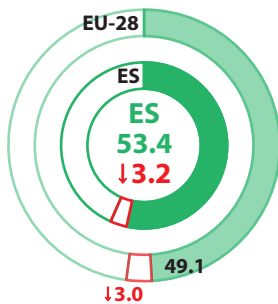
The score in the domain of money slightly decreased between 2005 and 2012 and remains below the EU-28 average. While progress is visible in the flow of money that women and men receive (financial situation), the economic situation deteriorated.

Although the income level has increased and progress has been achieved in reducing the gender gap, women still face bigger challenges in accessing financial resources. They earn on average 19 % less than men and have a lower income, including pensions. The situation deteriorated in the subdomain of economic situation, as inequalities between the richest and the poorest increased, as had men's risk of poverty.

This domain aims to grasp the inequalities in the distribution of monetary resources between women and men. However, this remains challenging since the income and poverty indicators are calculated at the household level: the economic situation of women and men living in the same household is presumed to be equal and therefore nearly no gender differences are visible in poverty and household income levels. Measurement of the availability of resources at the individual level would thus provide more gender-sensitive information and depict a more realistic situation of income sharing between family members.

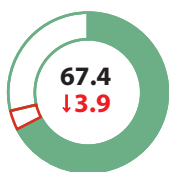
## Knowledge

### Domain of knowledge

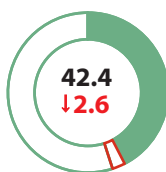


### Subdomains

Attainment and segregation



Lifelong learning



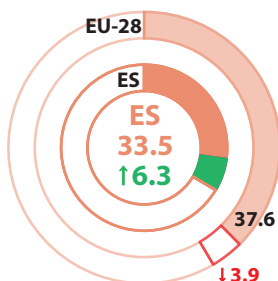
The decline in the overall score in the domain of knowledge (which fell by 3.2 points) is the result of persistent segregation in the choice of study fields by women and men, as well as of stagnating adult participation (aged 15-74 years) in lifelong learning — both formal and non-formal education and training.

The percentage of tertiary women graduates increased more than the percentage of tertiary men graduates, which slightly widened the gender gap in educational attainment. Horizontal segregation of study fields remains a major challenge, with over two times more women than men students concentrated in education, health and welfare, humanities and the arts, fields traditionally seen as 'feminine'. Gender segregation at all levels of education leads to occupational segregation and subsequently impacts on the future career options of both women and men.

Due to rapid technological change and transformation of the labour market, lifelong learning is an area of crucial importance for both women and men. However, the percentage of the population participating in lifelong learning remained almost unchanged between 2005 and 2012.

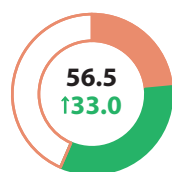
## Time

### Domain of time

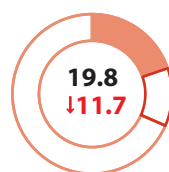


### Subdomains

Care



Social



The domain of time examines the way women and men's time is spent outside of work. Results show that progress has been achieved when it comes to time spent on caring and domestic activities. However, the domain of time remained Spain's lowest-scoring domain in the index, as major challenges persist in how time spent on social activities is shared.

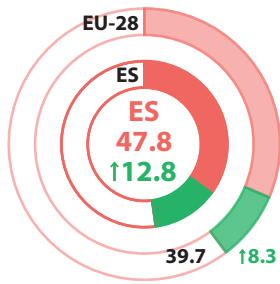
Significantly, men have been spending more time on care of children and grandchildren and on cooking and housework since 2005. However, women continue to assume far greater responsibility in taking care of their family (85 % of women in comparison with only 36 % of men engage in domestic activities for at least 1 hour every day).

Inequality in time-sharing for caring at home usually affects how much time is spent on social activities. Time spent by both women and men on leisure, cultural and sporting activities has sharply decreased and women continue to spend less time than men on these activities.

Personal time spent on caring responsibilities has a major impact on women's employment opportunities and economic independence. The findings reaffirm the importance of better work-life balance measures for women and men, such as an adequate supply of affordable and high-quality care services for children and other dependants, flexible working arrangements and encouraging men to take more responsibility for household activities and childcare (e.g. parental leave).

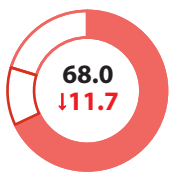
## Power

### Domain of power

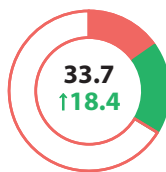


### Subdomains

#### Political



#### Economic



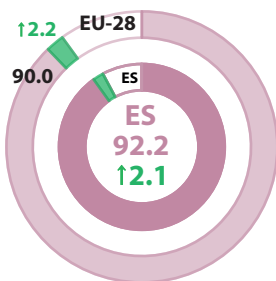
In the domain of power, Spain's score increased significantly as a result of notable progress in the representation of women in the economic sphere.

In 2012, the share of women members of the key decision-making body of the central bank doubled (from one to two members out of nine), and the share of women members of the boards of the largest companies tripled (from 4 % to 12 %). Although progress is undeniable, women remain strongly under-represented in the economic sector. Broader public debate and awareness raising are needed to change the corporate culture. Long working hours and physical presence at work, combined with traditional masculine leadership styles as well as a lack of transparency in recruitment and promotion practices, advantage men and reinforce gender inequalities.

In the political sector, while some achievements are visible, with gender-balanced representation in regional assemblies and progress of women's representation in the national parliament, a deterioration in gender-equal representation was observed in the central government (in 2005 there were as many women as men, while women now hold 26 % of posts and men 74 %).

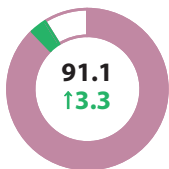
## Health

### Domain of health

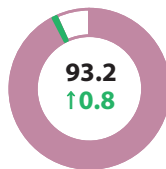


### Subdomains

#### Status



#### Access



Health is directly linked not only to personal, social and economic well-being, but also to human dignity and physical integrity. Currently, the Gender Equality Index reflects two aspects: health status and access to health services. In this regard, women and men in Spain and more broadly in the EU are doing relatively well, and gender inequalities are limited.

The health score has remained stable in Spain since 2005. The population's life expectancy and the number of healthy life years have increased while the access to medical and dental care remain stable.

However, the gender inequalities might be underestimated as the measurement does not currently include differences in health-related behaviour due to an unavailability of suitable indicators and data. The behaviours and lifestyles of women and men differ according to the prevalence of traditional gender roles; therefore, it is very important to capture the gender-related behavioural differences behind inequalities in health.

## Gender Equality Index 2015: satellite domains

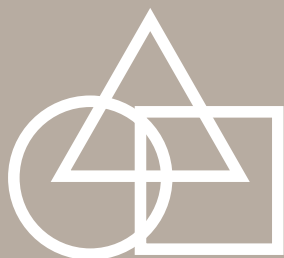
### Violence



Building on FRA's violence against women survey and Eurobarometer data, the Gender Equality Index 2015 proposes a possible composite measure of violence against women. It also analyses attitudes towards violence against women, awareness levels and trust in police and justice institutions. The analysis shows that in those countries where the scores in the Gender Equality Index are higher, women are more likely to disclose violence. In Spain the level of disclosed violence against women is lower than the EU-28 average. 36 % of the population is aware of at least one case of domestic violence, 3 % of the population considers violence against women acceptable while only 44 % and 68 % of the population has trust in the justice system and the police respectively.

The commitment of the EU and its Member States to eradicate violence against women needs to be supported by regular collection of systematic, comparable and harmonised data.

### Intersecting Inequalities



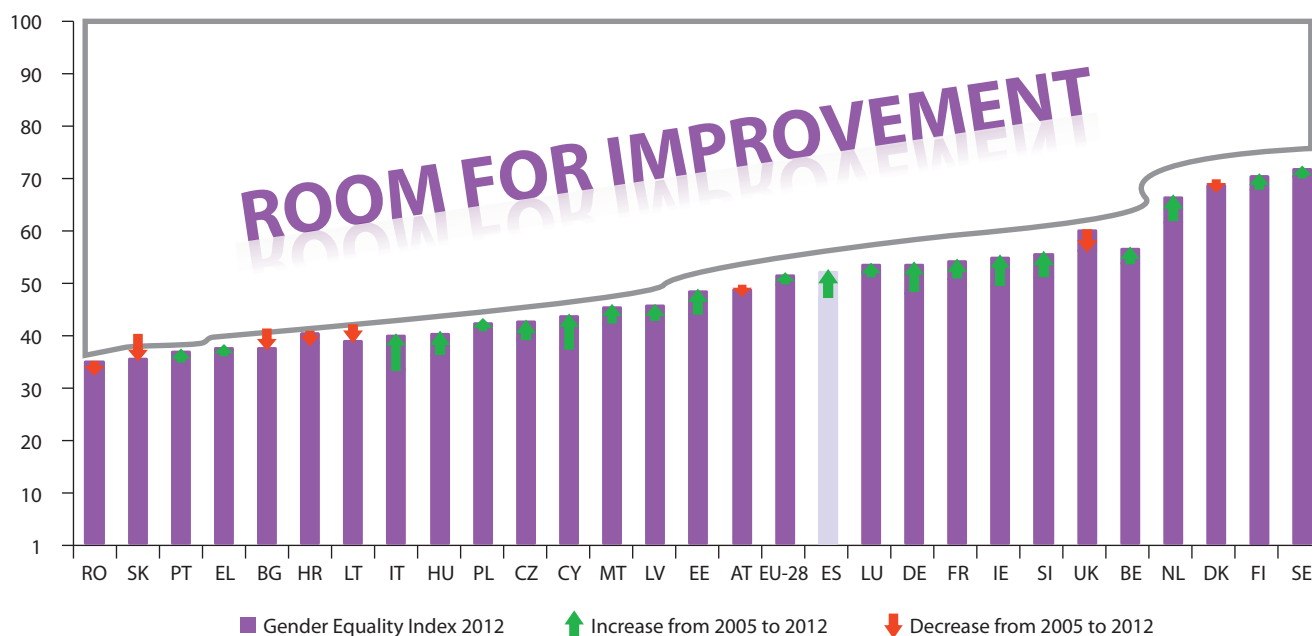
It is imperative to recognise that women and men are not homogeneous groups. The domain of intersecting inequalities considers how gender intersects with other aspects that may influence women's and men's life experiences. The report analyses and compares gender gaps in employment in two age groups (15-54 and 55-64), between foreign and national-born workers and finally between lone parents and single people without children.

In Spain, while the employment rate of foreign-born workers dropped more sharply than that of national-born workers between 2005 and 2012, the difference in the employment rate between foreign-born people and those born in Spain is much wider among men than among women. Older workers are also vulnerable and experience lower access to employment. Although older women have a significantly lower rate of employment than younger women, their access to employment increased, while it decreased for younger women. Among lone parents, the gender gap in employment between women and men is significantly wider than among single people without children with a specific impact on the poverty level of predominantly lone mothers.

The next update of the Gender Equality Index will focus on intersecting inequalities in more detail.

## The Gender Equality Index 2015

For the first time in the European Union, the Gender Equality Index builds a time series to monitor gender equality over time. Results show that Spain is just over halfway towards the gender equality landmark, leaving significant room for improvement. In order to reach gender equality in Spain and the EU-28, a more targeted and holistic approach to gender equality is needed.



## Unique features and benefits of the Gender Equality Index

The Gender Equality Index:

- allows for monitoring of progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far a given Member State is from reaching gender equality;
- shows the different outcomes of the EU and national policies for women and men;
- allows for meaningful gender analysis and comparisons between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised, comparable and reliable data that are both sex disaggregated and available for all Member States.





### European Institute for Gender Equality

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



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PDF	MH-02-16-050-EN-N	10.2839/ 488557	978-92-9493-288-4
Print	MH-02-16-050-EN-C	10.2839/ 56812	978-92-9493-287-7