

# Gender Equality Index 2019: Spain

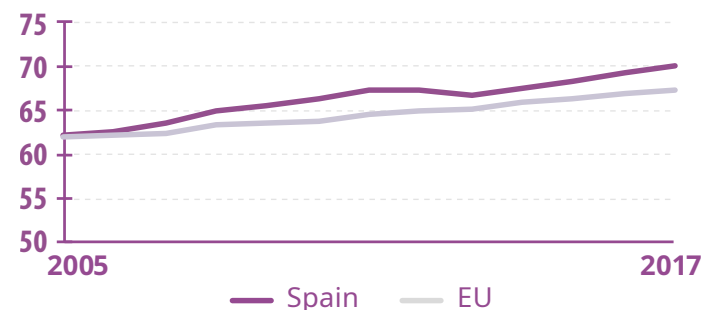
**With 70.1 out of 100 points, Spain ranks ninth in the EU on the Gender Equality Index. Its score is 2.7 points higher than the EU's score. Between 2005 and 2017, Spain's score increased by 7.9 points, progressing towards gender equality at a faster pace than other EU Member States. Its ranking is the same as in 2005.**

Spain's scores are the highest in the domain of health (90.1 points). Gender inequalities are most pronounced in the domain of power (62.0 points), although the score has increased the most since 2005 (+ 16.1 points).

Between 2005 and 2017, scores increased in all domains with slowest progress in the domains of health (+ 2 points) and money (+ 3.1 points).

Between 2005 and 2017, Spain improved its Index score, performing higher than the EU's score and growing at a faster rate. Consequently, the gap with the EU has increased over time.

**Progress in Spain is faster than the EU average**

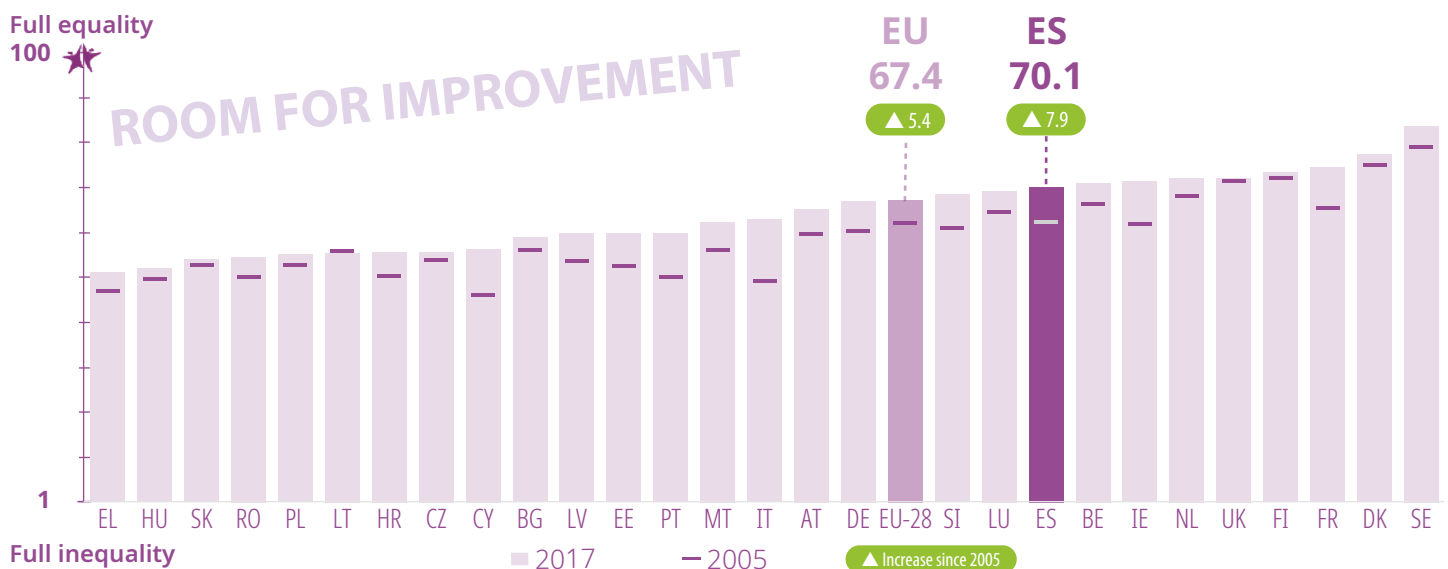


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

## Gender Equality Index scores for EU Member States, 2005 and 2017



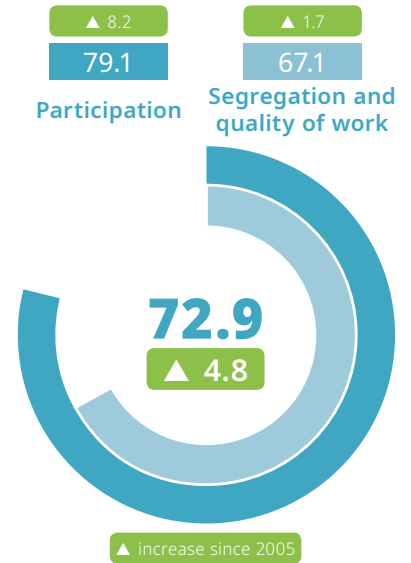


## Work

Spain's score in the domain of work is 72.9, showing progress of 4.8 points since 2005 (+ 0.5 points since 2015), with improvements in gender equality in the sub-domain of participation.

The employment rate (of people aged 20-64) is 61 % for women and 73 % for men. With the overall employment rate of 67 %, Spain has not reached its national EU 2020 employment target of 74 %. The full-time equivalent (FTE) employment rate remained stable for women (37 %) and decreased for men (from 63 % to 51 %) between 2005 and 2017, narrowing the gender gap (from 26 percentage points (p.p.) to 14 p.p.). Between women and men in couples with children, the gap is much wider than in couples without children (27 p.p. and 5 p.p.). Around 24 % of women work part-time, compared to 7 % of men. On average, women work 35 hours per week and men work 40.

The uneven concentration of women and men in different sectors of the labour market remains an issue: around 24 % of women work in education, health and social work, compared to 7 % of men. Fewer women (5 %) than men (29 %) work in science, technology, engineering and mathematics (STEM) occupations.

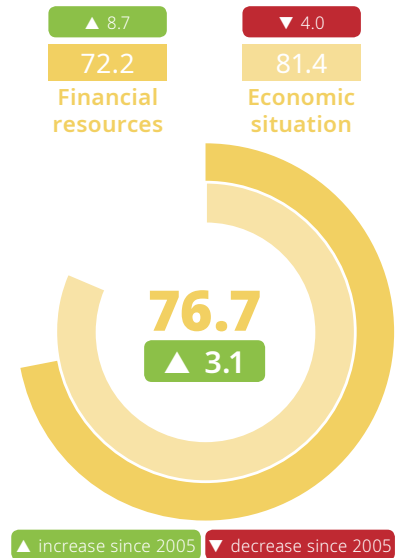


## Money

Spain's score in the domain of money is 76.7, showing progress of 3.1 points since 2005 (+ 0.8 points since 2015), with improvements in the financial situations of women and men, but increased poverty and inequalities in the distribution of wealth.

Although mean monthly earnings increased for both women (+ 21 %) and men (+ 17 %) between 2006 and 2014, the gender gap persists: women earn 17 % less than men. In couples with children, women earn 25 % less than men (28 % less for women in couples without children). Women with low levels of education earn 30 % less, compared to 22 % less for women with high levels of education.

The risk of poverty remained stable for women and increased for men from 2005 to 2017: 21 % of women and 20 % of men (+ 2 p.p.) are at risk. People facing the highest risk of poverty are women and men born outside of Spain (42 %) and lone parents (39 %). Inequalities in income distribution increased among women and among men between 2005 and 2017. Women earn on average 85 cents for every euro a man makes per hour, resulting in a gender pay gap of 15 %. The gender pension gap is 31 %.

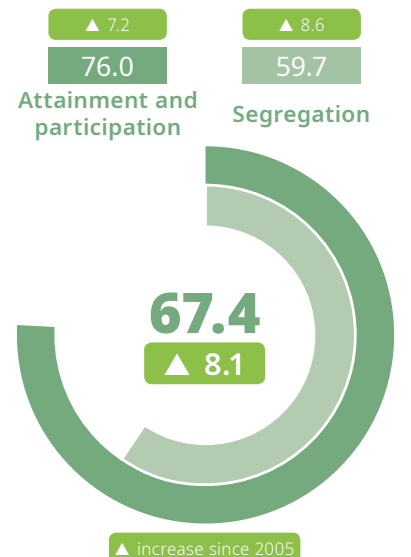


## Knowledge

Spain's score in the domain of knowledge is 67.4, an 8.1-point increase since 2005 (+ 2.1 points since 2015). This progress is three times faster compared to the EU's pace of progress in this domain (+ 2.7 points). Spain ranks sixth in the domain of knowledge in the EU. There are significant improvements in the sub-domains of attainment and participation, and segregation.

Tertiary educational attainment increased from 22 % to 30 % for women and from 23 % to 29 % for men, between 2005 and 2017. The gender gap is wider between women and men aged 25-49 (9 p.p. to the detriment of men) and people aged 65 or more (9 p.p. to the detriment of women). Spain is close to reaching its national EU 2020 target of having 44 % of people aged 30-34 with tertiary education. The rate stands below the target at 42 % (with 49 % for women and 36 % for men). Participation in lifelong learning is stable for women (17 %) and slightly increased for men (from 15 % to 16 %), between 2005 and 2017. Fewer women with lower levels of education participate in lifelong learning (9 %) compared to women with medium (24 %) or high levels of education (21 %).

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Spain. Nearly half of all women students study education, health and welfare, or humanities and arts, compared to only a quarter of men students.



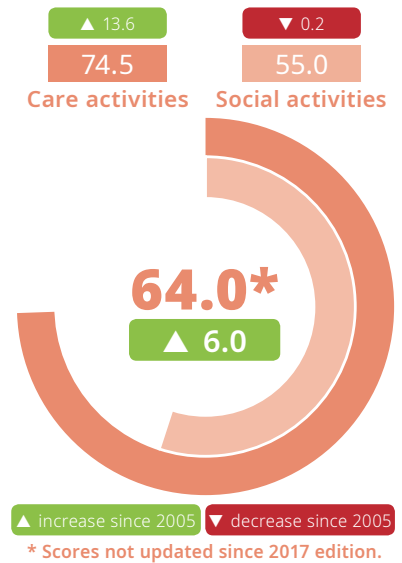


## Time

Spain's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Spain's score is 64.0, below the EU's score of 65.7. Gender inequalities in time-share for care responsibilities have decreased since 2005. Women take on more responsibilities in caring for their family. Around 40 % of women care for and educate their family members for at least one hour per day, compared to 28 % of men. The gender gap has decreased (from 19 p.p. to 12 p.p.). In couples with children, 81 % of women and 73 % of men take care of their family daily. Twice as many women (85 %) as men (42 %) do cooking and housework every day for at least one hour.

Inequality in time-sharing at home also extends to social activities. A lower share of women (39 %) than men (46 %) participates in sporting, cultural or leisure activities outside the home. Only 6 % of women and 4 % of men are involved in voluntary or charitable activities.

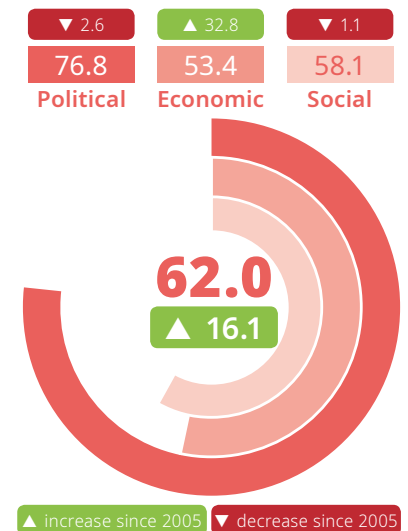


## Power

Spain's score in the domain of power is 62.0, with a sharp 16.1-point increase since 2005 (+ 5 points since 2015). It is the lowest score for Spain across all domains but the fifth highest power score in the EU. Improvements are driven by progress in economic decision-making, while there is regression in the sub-domains of political and social power.

Spain's score in political decision-making is the fourth highest in the EU. Spain introduced a legislative candidate quota of 40 % in 2007. The share of women in parliament has increased since then. The share of women members of parliament rose from 31 % to 39 % between 2005 and 2018, as did the share of women among members of regional assemblies, from 38 % to 47 %. The ratio of women ministers dropped from 48 % to 42 %, over the same period.

Spain has moved forward 10 positions in the sub-domain of economic power to rank fifth in the EU. The share of women on the board of the central bank increased from 11 % to 30 % between 2005 and 2018 and the share of women on the boards of the largest publicly listed companies from 4 % to 24 %. In the sub-domain of social power, women comprise 38 % of board members of research funding organisations and one third of board members in publicly owned broadcasting organisations.

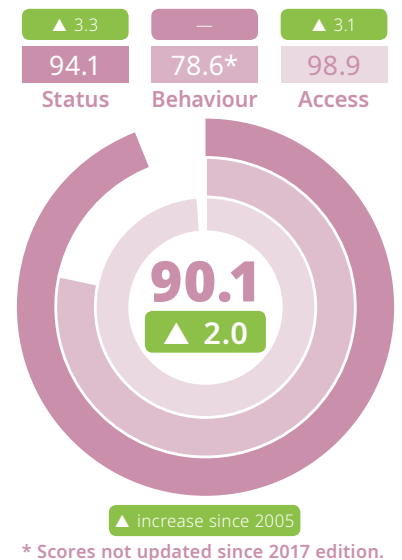


## Health

Spain's score in the domain of health is 90.1, showing progress of 2 points since 2005 (+ 0.5 points since 2015). There are improvements in both health status and access to health services (with no new data for the sub-domain of health behaviour).

Self-perceptions of good health have improved in Spain since 2005. Around 72 % of women and 77 % of men consider themselves to be in good health. Health satisfaction increases with a person's level of education and decreases in proportion to their age. The gender gap is wider between single women and men (16 p.p.), and women and men with low levels of education (10 p.p.), to the detriment of women in both cases. Life expectancy increased in Spain, between 2005 and 2016. Women on average live five years longer than men (86 years compared to 81 years).

Adequate access to healthcare services in Spain improved for both women and men between 2005 and 2017. Less than 1 % of both women and men report unmet medical needs (compared to 6 % and 7 % in 2005). Fewer women and men report unmet needs for dental examinations (5 % and 4 %, compared to 9 % and 10 % in 2005). Women and men with disabilities report higher unmet needs for dental care (18 % for both) than women and men without disabilities (8 % for both).





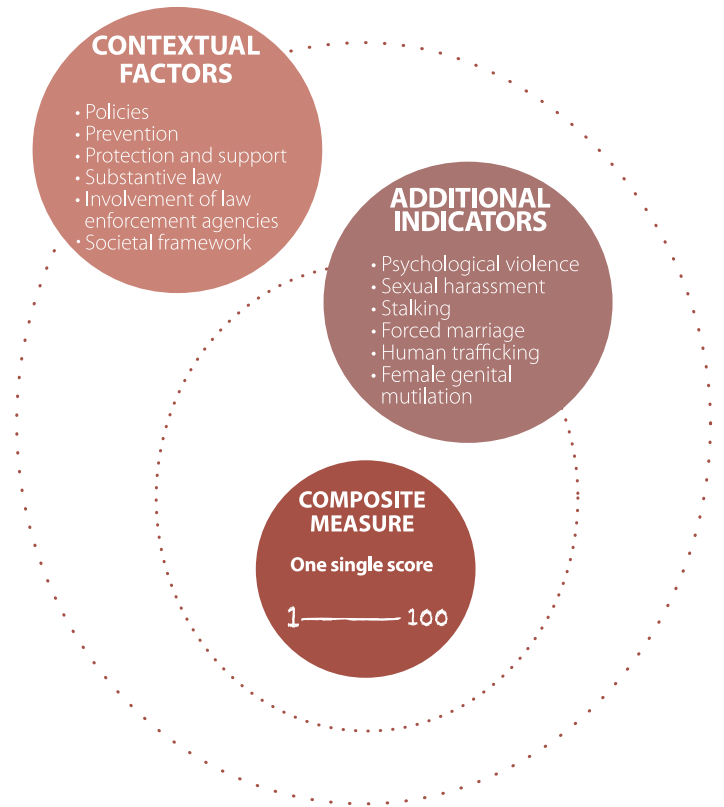
## Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Spain signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in April 2014.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Spain recorded 19 women victims of intentional homicide by a family member and 48 women victims of intentional homicide by an intimate partner in 2016. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 165 registered women victims



of trafficking in human beings in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



## Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

### Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about par-

ents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 40 % of women and 31 % of men aged 20-49 (potential parents) were ineligible for parental leave in Spain. Unemployment or inactivity was the main reason for ineligibility for 80 % of women and 53 % of men. The remaining 20 % of women and 47 % of men were ineligible for parental leave due to self-employment status. Same-sex couples are eligible for parental leave in Spain. Among the employed population, 12 % of women and 18 % of men were ineligible for parental leave.

## Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Spain, 60 % of all informal carers of children are women. Overall, 59 % of women and 56 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), more women and men are involved in caring for or educating their children or grandchildren in Spain. The gender gaps are wider between women and men working in the private sector (79 % and 68 %) and within the 20-49 age group (91 % and 77 %).

Spain has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. About 46 % of children below the age of three are under some form of formal care arrangements, and 18 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 96 % of children from the age of three to the minimum compulsory school age (38 % are in formal childcare for at least 30 hours a week). Spain has the third highest coverage in the EU. Around 21 % of households report unmet needs for formal childcare services in Spain, which is the second highest percentage in the EU. Lone mothers are more likely to report higher unmet needs for formal childcare services (31 %), compared to couples with children (22 %).

## Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Spain are women (62 %). The shares of women and men involved in informal care for older persons and/or

people with disabilities several days a week or every day are 15 % and 10 %. The proportion of women and men in Spain involved in informal care is the same as the EU average. About 28 % of women and 10 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 12 % of women and 7 % of men in the 20-49 age group. Around 40 % of both women and men carers for older persons and/or persons with disabilities are employed. There are fewer women than men informal carers working in the EU, with a 14 p.p. gender gap. In the 50-64 age group, 45 % of women informal carers work in Spain, compared to 56 % of men. Around 31 % of women and men in Spain report unmet needs for professional home care services.

## Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Spain, women and men spend an almost equal amount of time commuting to and from work (around 36-37 minutes). Women commute longer than men in couples without children (40 compared to 38 minutes), and men commute more than women in couples with children (39 compared to 35

minutes). Single people spend similar time for commuting as people in couples without children do, with single men travelling around 39 minutes per day compared to 37 minutes per day for single women. Women working part-time spend more time commuting than men part-time workers, while women working full time travel less time to and from work than men working full-time. Women working part-time travel 39 minutes from home to work and back, and men commute 37 minutes, compared to 35 minutes for women and 37 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.



## Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

More women (68 %) than men (63 %) have no control over their working time arrangements. Access to flexible working arrangements is lower in Spain than in the EU, where 57 %

of women and 54 % of men have no possibility to change their working time arrangements. Especially in the public sector, where more than three-quarters of women (80 %) and men (77 %) have no control over their working time arrangements, compared to 66 % and 61 % respectively in the private sector.

Even though there are more women than men working part-time in Spain, fewer women (38 %) than men (48 %) part-time workers transitioned to full-time work in 2017. The gender gap is narrower than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

## Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up to date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Spain has below the EU average participation rate in lifelong learning (10 %), with a narrow gender gap (1 p.p.). Women (aged 25-64) are more likely to participate in education

and training than men regardless of their employment status, except for economically inactive men, who are more likely to participate in lifelong learning than economically inactive women (11 % compared to 8 %). Conflicts with work schedules are a greater barrier to participation in lifelong learning for women (51 %) than for men (49 %). Family responsibilities as barriers to engagement in education and training are also greater barriers for women (50 %) than for men (36 %). Both work schedules and family responsibilities are more of an obstacle for participation in lifelong learning in Spain than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

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

### European Institute for Gender Equality

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

© European Institute for Gender Equality, 2019

Reproduction is authorised provided the source is acknowledged.



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

### Contact details

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



Publications Office  
of the European Union