

Gender Equality Index

Country Profiles



The Gender Equality Index is the result of three years of work by various contributors.

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This work builds upon the initial study for the development of the basic structure of a European Union Gender Equality Index, developed for EIGE by Prof Dr Janneke Plantenga, Prof Colette Fagan, Prof Dr Friederike Maier and Dr Chantal Remery. Important contributions to the Gender Equality Index were also made by Prof Eileen Drew, Dr Maris Goldmanis, Eva Heckl and Dr Irene Pimminger. A special gratitude goes to Dr Michaela Saisana from the European Commission's Joint Research Centre and Linda Laura Sabbadini from ISTAT.

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The European Institute for Gender Equality is very grateful to many other individuals and institutions which provided valuable contributions and support to the building of the Gender Equality Index.

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Halfway towards equality

Equality between women and men is a fundamental value of the European Union and is vital to its economic and social growth. To reach the objectives set by the EU in the Europe 2020 growth strategy; face current economic and social challenges; secure social justice; and achieve smart and sustainable development, gender equality has to be included at the very centre of political debate in Europe. Despite 50 years of policies and actions at European level, Member States have not yet managed to overcome gender gaps, thus there is a need for further efforts.

Policy improvement cannot bear fruit without systematic and consistent measurement of gender gaps at EU and Member States level. The process began when the European Commission proposed to introduce an assessment tool on gender equality in the Roadmap for Equality between Women and Men 2006–2010, and subsequently included it in the action plan of its Strategy for Equality between Women and Men 2010–2015. The creation of the assessment tool was undertaken by the European Institute for Gender Equality (EIGE) since the start of its operations, in June 2010.

This report is a result of the Institute's work of the past three years, which presents a synthetic measure of gender equality – the Gender Equality Index. I am proud to say that it is the only index that gives a comprehensive map of gender gaps in the EU and across Member States based on the EU policy framework.

The Gender Equality Index relies on a trustworthy statistical methodology. In spite of the scarcity of data, stringent criteria are applied to the gender indicators, requiring that variables are available and comparable across all Member States. The computation of the Gender Equality Index avoided subjective decisions in the way a weighting and aggregation method for the Index was selected. The process relied on a computation of more than 3,000 alternatives in order to choose the best and most robust Index.

In the report, scores for each Member State and an EU average are presented to enable a detailed assessment of how close the EU and Member States have come towards achieving gender equality in each of the critical domains and within the EU policy agenda. It is also evident that gender equality is correlated more with social indicators

such as public expenditure on education and research, rather than with traditional economic indicators such as GDP. With an average score of 54.0, (where 1 stands for absolute gender inequality and 100 for full gender equality), the European Union is only halfway towards a gender equal society.

The results obtained show that the domain of power highlights the biggest gender gaps, with an average score of only 38.0 at EU level. The wide differences in the proportion of women and men in decision-making across the EU-27 is a strong call for the improvement of policy and decisive action, such as the introduction of quota systems, initiated by the European Commission in 2012. The domain of time is marked by wide differences between women and men when it comes to time spent on unpaid caring and domestic activities. This is the second domain where the widest gender gaps can be observed, with an average score of 38.8 at the EU level.

The Institute foresees regular updates of this first Gender Equality Index, which is specifically tailored towards the EU's needs in a present policy context and hopes to offer EU policymakers a reliable tool in assessing the progress and effectiveness of policies and initiatives aimed at improving gender equality in general and specific policy areas.

On behalf of the Institute and its team, I would like to thank all institutions and experts who contributed to the creation of the Gender Equality Index, and especially to the European Commission: Directorate-General for Justice; Joint Research Centre; Eurofound; International Labour Organisation; European Women's Lobby; EIGE's Management Board; Experts' Forum; Working Group on the Gender Equality Index; and my colleagues at EIGE. We firmly believe that the Index will give impetus for broader debate on the challenges of gender equality, and will contribute to making equality between women and men in Europe a reality for all.

Virginija Langbakk,
Director

The European Institute for Gender Equality (EIGE)

The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union, established to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all EU policies and the resulting national policies, and the fight against discrimination based on sex, as well as to raise EU citizens' awareness of gender equality. Further information can be found on the EIGE website (eige.europa.eu).

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Introduction

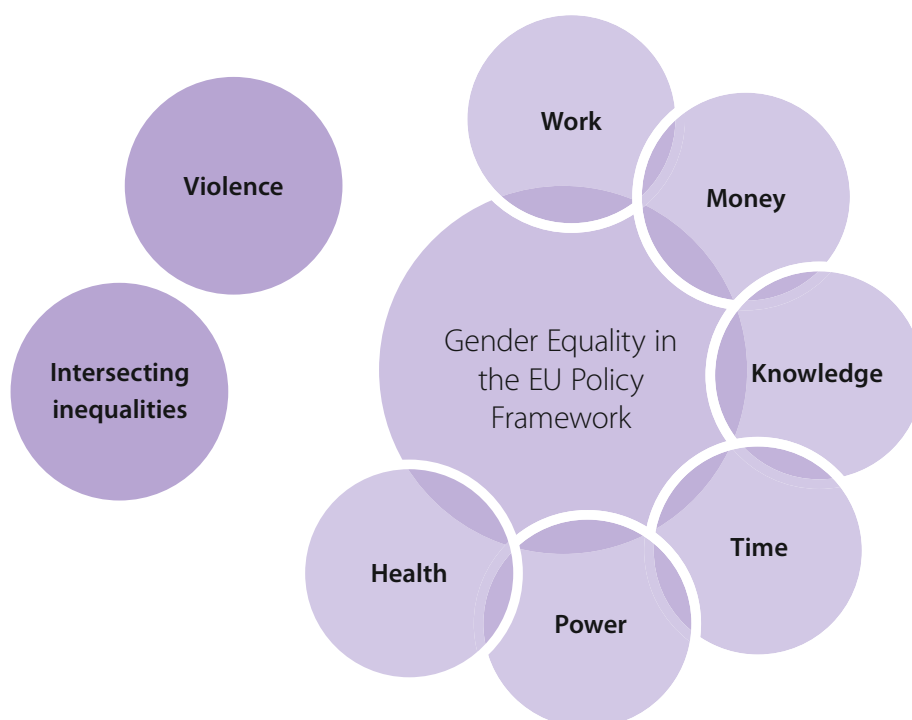
The Country Profiles is a complementary publication to the main Gender Equality Index report. It provides the Gender Equality Index scores and gives supplemental comparable information on each Member State and the EU-27 overall. The Country Profiles offers a snapshot of national contexts, enhancing the usefulness of the Index scores and supporting their interpretation, to give policymakers and other users an update on the development of each Member State in the area of gender equality since 2005. It presents relevant variables to measure gender equality that are not included in the Index for methodological reasons.

The following introductory section provides a summary of the structure of the Gender Equality Index, the scores of the overall Index and indices for domains and sub-domains for all Member States. Finally, the guide on the structure of Country Profiles is presented to help the reader find information easily.

About the Gender Equality Index

The Gender Equality Index is a unique measurement tool that synthesises the complexity of gender equality as a multi-dimensional concept into a user-friendly and easily interpretable measure. It is formed by combining gender indicators, according to a conceptual framework, into a single summary measure. It consists of six core domains: *work, money, knowledge, time, power, health* and two satellite domains (*intersecting inequalities* and *violence*). The satellite domains are conceptually related to the Index but cannot be included in the core index because they measure an illustrative phenomenon. Specifically, the domain of *violence* measures gender-based violence against women, and the domain of *intersecting inequalities* considers specific population groups such as lone parents, carers or people with disabilities. The Index provides results at the domain and sub-domain level for the EU overall and for each Member State. It provides a measure of how far (or close) each Member State was from achieving gender equality in 2010.

The six core and two satellite domains of the Gender Equality Index



The domain of work relates to the position of women and men in the European labour market. It measures gender gaps in participation in the labour market, duration of working life, sectoral segregation patterns and quality of work, such as flexibility of working time, training at work and health and safety.

Gender gaps in full-time equivalent employment rates show the extent of the difference between women's and men's participation in the labour market. Not only are women less likely to participate, but throughout all EU Member States, they are also working fewer hours when they do so, and spend fewer years overall in work than men. Gender gaps also show the extent to which sectoral segregation remains a feature of the EU labour market, with women persistently representing a strong majority of those working in typically feminised sectors such as education, health services and social work.

Measuring quality of work is a difficult task given that it involves multiple dimensions. Three main aspects were included in the Index, which showed a mixed picture in gender terms. On average, men in the EU have more flexibility in their working life although this is highly adjusted by employment activity sectors. However, they are at greater risk when it comes to health and safety at work. Training at work does not present a uniform picture, being more prevalent among women, men or non-existent, depending on Member States.

The domain of money examines inequalities in the access to financial resources and economic situation of women and men. An analysis of gender gaps in the domain of money shows that women are, with few exceptions, disadvantaged compared to men. Throughout the EU-27, women earn less than men, with progress in closing the gender gap painstakingly slow. Across the EU Member States, disposable income is also lower for women than for men and, as a result, women on average are more likely than men to be at-risk-of-poverty. Finally, income inequalities are more marked among men than women in the majority of Member States.

The domain of *money* shows a more precarious situation for women throughout the EU in terms of financial resources and their economic situation. However, caution should be exercised in analysing gender indicators where calculations are based on equalised income as they are measured at household level and are likely to underestimate the true extent of the gender gap. This underestimation is largely caused by the fact that the calculation assumes that income is shared equally among all members of the household, thereby ignoring possible gender and power relations that may result in further disparities in the allocation of income. However, in the absence of a more

suitable measure, these gender indicators provide a relevant assessment of gender gaps in the domain of *money*.

The domain of knowledge shows differences between women and men in terms of education and training. Gender differences and inequalities still persist in education, for example, with subject preferences and attainment. This domain measures gaps in participation in tertiary education, segregation and lifelong learning.

An analysis of gender gaps shows, at the EU level, a reversal in participation rates in tertiary education. Historically, more men than women achieved higher levels of education. However, since 2008, the tide has turned and the opposite can be observed. From a gender perspective, it is important to continue to assess how this change relates to other patterns of gender relations.

What remains largely unchanged, however, is the pattern of segregation throughout Member States, with greater under-representation of women and men in certain fields, such as education for men or engineering, manufacturing and construction for women. It is important to monitor segregation, given that it translates into gender inequality patterns in labour market participation and society in general.

Finally, there is a very uneven participation in lifelong learning across the EU. In most Member States, participation remains low, but when participation rates rise, lifelong learning is disproportionately taken up by women. Coupled with greater participation at tertiary level, this also calls for a close monitoring of its potential impact.

The domain of time focuses on the trade-off between economic, care and other social activities (including cultural, civic, etc.). Because of this trade-off it only measures time spent in unpaid activities, including gender gaps in time spent in childcare and domestic activities, but also other aspects of life such as cultural, leisure or charitable activities.

The amount of time spent by women and men in the EU on activities other than economic, shows strong differences. A wide gender gap exists in the time spent caring and educating children and grandchildren in addition to time spent on cooking and housework. Throughout all Member States, it is women who perform the bulk of these caring activities. Men are, however, more likely than women (in the vast majority of Member States) to participate in sporting, cultural or leisure activities on a regular basis. The situation is more divided when it comes to involvement in voluntary or charitable activities because in some Member States it is non-existent, while in others it shows a wide gender gap.

The domain of power measures the gaps between women's and men's representation in the political and economic spheres, as gender equality can be greatly affected by unbalanced participation and access to decision-making.

Women, compared with men, are to a great extent under-represented in some areas of political and economic decision-making. The representation level of women on the political stage decreases from regional, through parliamentary, up to the ministerial level. The insufficient number of women is even more pronounced in the economic spheres. Women are greatly under-represented among board members of the largest quoted companies and among members of central banks in the vast majority of Member States.

Addressing these democratic and economic gaps is crucial to ensure that gender equality is a seriously addressed issue in the policies and measures undertaken by all Member States and that both women and men are equally involved in the recovery following the current crisis.

The domain of health measures the gaps between women and men in health status and in access to health structures. It measures not only sex-based differences in self-perceived health, life expectancy and healthy life years but also gender gaps in unmet needs.

The gender indicators used in the domain of health show that there is a large degree of truth, at the EU Member States level in the old adage that 'women get sicker and men die younger'. In terms of gender gaps, the domain of health presents a mixed picture. Although there are small or no gender gaps in terms of unmet needs, medical or dental, this hardly translates into health status, where gender gaps remain.

Furthermore, although the levels of indicators of health status and unmet needs are relatively high in some Member States, in others, they point to the necessity to

focus on the health of both women and men. Given that health is directly linked not only to economic independence, but also to physical integrity and dignity, it is therefore crucial to ensure that continuous efforts are taken in this direction.

Intersecting inequalities is the first of the two satellite domains. The score of this domain is thus not taken into account when calculating the final score of the Gender Equality Index. Since women and men cannot be considered to be homogeneous groups, this domain considers other characteristics that may affect gender equality. It explores gender gaps in employment rates among people born in a foreign country (as a proxy for belonging to a minority group and/or being a migrant), older workers and lone parents or carers, as illustrative groups.

In all three groups, men are on average more likely to participate in the labour market than women. Moreover, although differences were small or non-existent in some Member States there were large differences in others, pointing to the importance of measuring these gender gaps.

Although relying on illustrative groups is not in itself sufficient to draw strong conclusions as to how intersecting inequalities contribute to gender equality in general, they represent a valuable opportunity to examine patterns of gender inequalities among some groups of population.

Violence is the second satellite domain. Conceptually, it considers gender-based violence against women, and focuses on the attitudes, norms and stereotypes that underpin the slow progress in terms of gender equality. Although, as a satellite domain, it would not be part of the Index score, and remains empty due to lack of comparable data. Violence is, nevertheless, a critical area of gender equality, and as such this blank domain should be seen as a call to measure these issues as a matter of urgency.

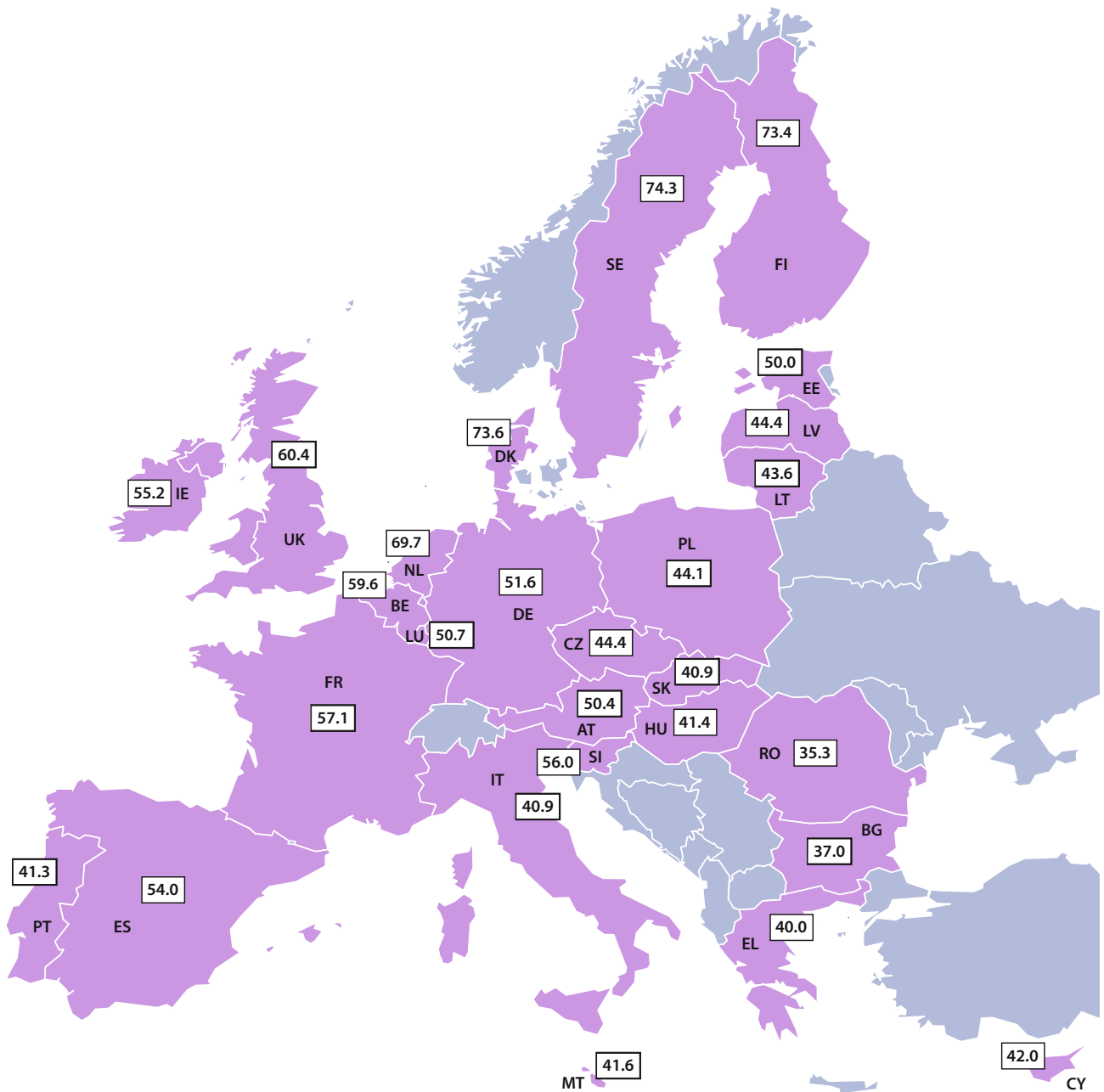
Scores of the Gender Equality Index

The scores, overall and by domains are presented in the table below. The overall scores have been obtained by aggregat-

ing the first six domains, the so-called core domains of *work, money, knowledge, time, power* and *health*.

Country	Index	Work	Money	Knowledge	Time	Power	Health
BE	59.6	66.4	79.3	54.7	45.3	45.2	94.1
BG	37.0	49.9	40.7	32.0	17.3	33.8	84.5
CZ	44.4	71.6	59.3	37.3	23.2	29.6	89.6
DK	73.6	81.6	79.2	75.1	64.9	60.0	91.8
DE	51.6	72.5	76.3	44.1	41.6	28.0	89.5
EE	50.0	64.6	49.1	53.0	51.4	27.5	83.8
IE	55.2	71.0	77.0	52.8	53.4	26.5	96.4
EL	40.0	59.7	63.3	36.7	17.4	24.4	92.4
ES	54.0	61.3	60.7	53.5	33.8	47.2	90.7
FR	57.1	67.0	75.9	49.4	35.8	50.3	90.6
IT	40.9	60.6	68.2	32.1	33.0	18.6	90.8
CY	42.0	68.7	74.1	52.9	25.3	12.2	91.1
LV	44.4	54.9	42.0	38.8	35.2	38.6	77.1
LT	43.6	61.0	41.5	47.4	24.1	32.1	84.9
LU	50.7	66.4	90.9	61.1	48.9	14.7	93.9
HU	41.4	55.9	54.4	35.1	32.5	24.4	83.7
MT	41.6	55.0	68.2	34.0	37.5	18.7	93.2
NL	69.7	73.1	82.5	65.5	71.3	52.2	94.7
AT	50.4	73.9	77.9	44.6	40.0	24.3	91.6
PL	44.1	61.4	52.2	44.0	20.9	34.5	82.6
PT	41.3	66.2	56.3	30.4	22.4	30.6	84.5
RO	35.3	60.4	39.0	28.8	17.8	24.9	84.0
SI	56.0	69.1	70.2	51.4	49.1	36.0	88.7
SK	40.9	61.0	53.7	35.0	17.8	33.1	85.8
FI	73.4	82.0	78.4	67.0	63.8	68.8	89.9
SE	74.3	78.6	80.2	66.3	63.9	74.3	93.1
UK	60.4	76.6	74.3	68.8	43.2	35.2	95.4
EU-27	54.0	69.0	68.9	48.9	38.8	38.0	90.1

The Gender Equality Index scores for EU-27



How to read a Country Profile

1. Each Country Profile provides a closer look at country specific scores of the Gender Equality Index for 2010, and offers a comparison with the overall scores for the EU-27. The Gender Equality Index is supplemented by six sub-indices at the domain level and 12 sub-indices at the sub-domain levels. These scores range from 1 (representing full inequality) to 100 (full equality).

Work	73.9	69.0	
Participation	79.0	76.6	
Segregation and quality of work	69.1	62.2	
Money	77.9	68.9	
Financial resources	65.9	59.5	
Economic situation	92.1	79.6	

2. The Gender Equality Index can be further unpacked at a variable level. All 27 sex-disaggregated indicators used to build the gender Equality Index and three indicators of the satellite domain intersecting inequalities are listed in the table. Indicators within each domain are grouped according to the sub-domains they correspond to.

Domain	Indicators	Unit	AT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	40.9	61.4	41.0	56.4
	Duration of working life	years	33.6	38.9	31.6	37.3
	Employed people in Education, Human Health and Social Work activities (15–64 employed)	%	25.9	7.6	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	44.4	49.2	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	41.4	40.5	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	84.2	72.2	81.2	71.3

3. Each Country Profile provides a short overview of the main and most recent gender equality policy initiatives at national level. It covers the period 2005 to 2013.

Main policy initiatives for the promotion of gender equality

Between 2005–2012, the main legislative developments are reflected in the amendment of the **Federal Equal Treatment Act** in 2008 which resulted in the inclusion of the following modifications: the rule of non-discriminatory language imposing the obligation for the use of both the female and male forms of nouns, and for gender-neutral wording in advertisements of employment openings and in all correspondence relating to human resources matters in public service.

On 1 August 2008, the second amendment to the **Equal Treatment Act and the Act on the Equal Treatment Commission and the Ombudsperson for Equal Treatment** entered into force. The amendment serves primarily the purpose of transposing Directive 2004/113/EC, implementing the principle of equal treatment between men and women in the access to and supply of goods and services.

aspect of trafficking. One of those plans, the **National Action Plan for the Prevention and Elimination of Female Genital Mutilation** in Austria was presented in Parliament in October 2008.

The **National Action Plan (NAP) for the Equality of Women and Men in the Labour** was developed in 2008–2009 and presented in 2010. The NAP is an important step to improve the position of women in the labour market and gender equality. It contains a package of 55 concrete measures in order to: diversify the educational path and the choice of training and career; increase labour force participation and full-time employment of women; increase the number of women in executive positions; and reduce the gender pay gap. Thirty two measures have already been fully implemented, and further measures partially (March 2013).

4. The last section of the Country Profiles displays selected key contextual data that provide a comprehensive overview of a country's specific performance. This includes general information on population, economic performance and structure of public expenditures, participation in the labour market and education and enrolment of children into formal childcare or early education.

2010	AT	Women	Men	EU-27
Population (millions)	8.38	51.3%	48.7%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	29.8			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	3.3			1.9
Gini coefficient (disposable equivalent household income)	26.1			30.5
GDP per inhabitant in PPS	31,100			24,500
Social protection (% of GDP)	30.4			29.4
Healthcare (% of GDP)	11.0**			n.a.
Education (% of GDP)	6.0*			5.4*
R&D (% of GDP)	2.8			2.0

5. Finally, concise information on maternity, paternity and parental leave provision (mainly length and extent of these benefits) in each Member State concludes the Country Profiles.

2010	
Length of maternity leave	16 weeks (20 weeks in case of premature and multiple birth or Caesarean sections)
Maternity leave benefit (% of wages paid)	100% Flat-rate benefit of €791 per day for voluntary insured persons with earnings below the threshold for compulsory insurance and persons having a free service contract.
Length of paternity leave	–
Paternity leave benefit (% of wages paid)	–
Length of parental leave	–
Parental leave benefit (% of wages paid)	–

Source: MISSOC tables (as in force on 1 July 2010)

All the information presented in this Country Profiles publication has been taken from the European Commission DG Justice, Eurostat, Eurofound, OECD, the EU MISSOC tables and EUROMOD country reports.

BELGIUM

2010	BE	EU-27	
INDEX	59.6	54.0	
Work	66.4	69.0	<p>Work 66.4 69.0</p>
Participation	70.7	76.6	
Segregation and quality of work	62.3	62.2	
Money	79.3	68.9	<p>Money 79.3 68.9</p>
Financial resources	69.7	59.5	
Economic situation	90.3	79.6	
Knowledge	54.7	48.9	<p>Knowledge 54.7 48.9</p>
Attainment and segregation	78.6	57.2	
Lifelong learning	38.0	41.8	
Time	45.3	38.8	<p>Time 45.3 38.8</p>
Care	56.9	45.5	
Social	36.1	33.0	
Power	45.2	38.0	<p>Power 45.2 38.0</p>
Political	65.7	49.9	
Economic	31.1	29.0	
Health	94.1	90.1	<p>Health 94.1 90.1</p>
Status	89.1	86.6	
Access	99.3	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	BE		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	36.7	54.6	41.0	56.4
	Duration of working life	years	29.9	35.0	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	37.7	10.5	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	31.8	38.2	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	39.3	34.2	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	81.1	75.3	81.2	71.3
Money	Mean monthly earnings	PPS	2,430	2,801	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	18,788	19,732	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	85.7	87.0	83.5	85.3
	S20/S80 income quintile share (total population)	%	25.6	25.6	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	30.8	27.7	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and arts</i> (tertiary students)	%	53.2	29.9	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	15.0	14.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	51.1	31.0	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	77.7	30.8	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	11.2	18.4	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	16.0	15.0	14.7	14.4

BELGIUM

Domain	Indicators	Unit	BE		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	23	77	25	75
	Share of members of parliament**	%	39	61	23	77
	Share of members of regional assemblies**	%	40	60	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	10	90	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	22	78	18	82
Health	Self-perceived health, good or very good (16+ population)	%	70.8	75.4	65.8	71.1
	Life expectancy in absolute value at birth	years	83.0	77.6	82.9	77.0
	Healthy life years in absolute value at birth	years	62.6	64.0	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	99.4	99.3	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	97.4	97.2	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	45.0	61.4	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	29.2	45.6	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	62.1	72.1	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

Federal

At national level, between 2005–2012 one of the main legislative developments is reflected in the adoption of the **Gender Mainstreaming Act**¹ in January 2007. A law seeking to control the implementation of the resolutions of the Beijing Platform for Action (BPfA) and to integrate the gender dimension in all federal policies, measures and actions. This act has the implication that annually each minister specifies the actions and measures which contribute to the achievement of the set of objectives, including gender budgeting. At the administrative level, the law states that the gender dimension should be integrated into the management plans. In 2010, a circular specifically dedicated to gender budgeting was adopted by the Council of Ministers. Since 2008, the circular on the preparation of the federal budget also contains a section on gender budgeting. The Federal Minister of Equal Opportunities presented in 2012 a **Federal Action Plan for 'Gender mainstreaming'**². The plan aims to integrate the gender dimension within federal policies and structures in order to remove or correct existing inequalities between men and women. Another important law on gender discrimination adopted in May 2007 prohibits discrimination on the grounds of sex in employment, social security and the offer of goods and services.

A **law on quotas on corporate boards** of enterprises was adopted in 2011. The law foresees that no fewer than 30% of members of a board of public autonomous enterprises and of listed companies can be of the same sex. For public autonomous enterprises, the delay is one year to comply with the law, for big listed companies it is five years and eight years for listed SMEs. If not respected, the law foresees the suspension of any financial or other advantage of all administrators. In 2012, a **law on legal quotas at management level of the federal public administration** was also adopted.

From September 2012, a new law entered into force on **the gender pay gap including a mandatory request for neutral job classification for social dialogue**.

On 23 November 2010, Belgium adopted a new **National Action Plan 2010–2014**³. Previously restricted to intimate partner violence, its scope now also includes forced marriages, honour-related violence and female genital mutilations. The NAP 2010–2014 is divided into two main parts: a first part concerning intimate partner violence and a second part on specific interfamilial violence (forced marriages, honour-related violence and female genital mutilations).

Regional

The action plans for gender equality of the Flemish⁴ and French communities mainly address the issues of social inclusion, labour market participation, access to employment and reconciliation of professional and private life, in particular through the promotion of investment in childcare services.

In 2005, the government of the Region of Wallonia⁵ adopted an **Action Programme for the Promotion of Equality Between Men and Women, Interculturality and Social Inclusion**⁶, aiming to integrate these three transversal policies in all the actions of the French Community. Several objectives have been developed concerning gender equality: fight against gender stereotypes; combating violence against women; promotion of equality and diversity in compulsory and higher education; promotion of studies and research on gender; ensuring the balanced participation of women and men in decision-making processes and implementation of statistics with sex-disaggregated data.

In 2007, the Walloon Region adopted a **decree**⁷ which concerned the administrative and financial management of the provincial coordination for equality between women and men. In the French Community and the Walloon Region, cooperation protocols were signed with the Institute for equality of women and men giving competence to deal with individual cases relating to discrimination based on sex, informing and educating the public, training of staff, providing advice and recommendations to the community authorities and conducting studies on subjects related to the fight against discrimination.

The Walloon government approved in 2011 the **Global Plan for Equal Opportunities**⁸ containing 100 measures. This plan reflects the Walloon government commitment to promote equal opportunities and fight discrimination. It is mainly based on the concept of intersectionality aiming to tackle different types of discrimination and highlighting similarities of certain processes of exclusion.

The Flemish regional government adopted an **Equal Opportunity Policy 2004–2009**⁹ identifying four priority areas: socialisation; career development; living environment and policy participation. As part of this policy in 2005 the Flemish government implemented several measures, such as an awareness-raising campaign **100 jaar vrouwenstrijd**¹⁰.

BELGIUM

In February 2005, an agreement was reached between the political parties in the Flemish parliament stating that there should be 50% men and 50% women on the electoral lists for the municipal elections of 2006. From 26 February until 2 March 2005, the Flemish Minister for Equal Opportunities actively participated in the 49th session of the Commission on the Status of Women (BPfA +10). It implemented several measures and actions such as theatre workshops and awareness raising projects. The **Open Coordination Method** 'OMC'¹¹ was applied by the Flemish government

in 2005, as a working method for the equal opportunities strategy, aiming at the integration of a gender equality perspective in all Flemish policies. This committee meets five times a year and is composed of representatives of all Flemish policy. It prepares action plans, progress monitoring and performs the evaluation of the OMC objectives. The first OMC cycle started in 2006 with the determination of an objective framework for the period 2006–2009. This framework was converted into two sets of plans 2006–2007 and 2008–2009. In 2010, a second cycle started until 2014.

Key contextual information

2010	BE	Women	Men	EU-27
Population (millions)	10.84	51.0%	49.0%	501.12
Fertility rate (births per women)	1.9			1.6
Mean age of women at childbirth	29.8			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	8.2			1.9
Gini coefficient (disposable equivalent household income)	26.6			30.5
GDP per inhabitant in PPS	29,200			24,500
Social protection (% of GDP)	29.9			29.4
Healthcare (% of GDP)	10.5**			n.a.
Education (% of GDP)	6.6*			5.4*
R&D (% of GDP)	2.0			2.0
Labour market policies (% of GDP)	3.8			2.2
Active labour market policies (% of GDP)	1.26			0.54*
Early leavers from education and training (% of population aged 18–24)	11.9	10.0	13.8	14.1
Unemployment rate (% of labour force)	8.3	8.5	8.1	9.7
Long-term unemployment (% of active population)	4.1	4.1	4.0	3.9
Activation support (LMP participants per 100 persons wanting to work)	95.5	117.4	67.1	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.3	6.4	0.3	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	35			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	99			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	15 weeks (17 weeks for multiple births)
Maternity leave benefit (% of wages paid)	82% for first 30 days and 75% up to ceiling afterwards
Length of paternity leave	10 days
Paternity leave benefit (% of wages paid)	100% for first 3 days (paid by employer) and 82% up to ceiling thereafter
Length of parental leave	3 months (6 months in case of part-time job)
Parental leave benefit (% of wages paid)	Flat rate monthly benefit of €684.94 (in case of half-time €580.90 for persons aged 50 and over; €342.46 for persons aged less than 50; or to be calculated proportionally in case of part-time)

Source: MISSOC tables (as in force on 1 July 2010)

BULGARIA

2010	BG	EU-27	
INDEX	37.0	54.0	
Work	49.9	69.0	<p>Work</p> <p>49.9</p> <p>69.0</p>
Participation	75.5	76.6	
Segregation and quality of work	33.0	62.2	
Money	40.7	68.9	<p>Money</p> <p>40.7</p> <p>68.9</p>
Financial resources	23.2	59.5	
Economic situation	71.3	79.6	
Knowledge	32.0	48.9	<p>Knowledge</p> <p>32.0</p> <p>48.9</p>
Attainment and segregation	45.2	57.2	
Lifelong learning	22.7	41.8	
Time	17.3	38.8	<p>Time</p> <p>17.3</p> <p>38.8</p>
Care	20.9	45.5	
Social	14.3	33.0	
Power	33.8	38.0	<p>Power</p> <p>33.8</p> <p>38.0</p>
Political	47.9	49.9	
Economic	23.9	29.0	
Health	84.5	90.1	<p>Health</p> <p>84.5</p> <p>90.1</p>
Status	83.0	86.6	
Access	85.9	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	BG		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	42.0	50.9	41.0	56.4
	Duration of working life	years	30.0	33.1	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	19.3	3.9	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	17.5	25.2	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	10.7	8.3	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	72.8	51.0	81.2	71.3
Money	Mean monthly earnings	PPS	713	822	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	6,785	7,021	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	78.5	82.3	83.5	85.3
	S20/S80 income quintile share (total population)	%	16.7	17.5	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	22.6	15.1	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	24.9	14.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	8.6	8.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	29.9	11.6	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	69.8	10.2	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	4.3	7.3	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	6.0	5.6	14.7	14.4

BULGARIA

Domain	Indicators	Unit	BG		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	29	71	25	75
	Share of members of parliament**	%	22	78	23	77
	Share of members of regional assemblies**	%	25	75	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	11	89	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	14	86	18	82
Health	Self-perceived health, good or very good (16+ population)	%	62.3	72.5	65.8	71.1
	Life expectancy in absolute value at birth	years	77.4	70.3	82.9	77.0
	Healthy life years in absolute value at birth	years	67.1	63.0	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	85.1	85.6	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	85.3	85.3	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	47.5	52.2	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	37.7	50.3	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	71.3	68.4	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

The state policy on gender equality is implemented through national action plans for the promotion of gender equality. They aim at harmonising the legislation and the case law in Bulgaria with the *acquis communautaire*. Action plans are established and adopted annually by the Council of Ministers. Since 2005, every year reports on the implementation of these action plans have been produced.

The **National Action Plan for the Promotion of Gender Equality**¹ in 2005 supported Bulgaria's accession process to the European Union and included measures for gender mainstreaming. The **National Action Plan for the Promotion of Gender Equality**² for 2006, encompasses a wide range of measures related to: state policy for the promotion of gender equality and strengthening the national institutional mechanism on gender equality, as well as capacity building of the administration; ensuring equal access of women and men to economic activities, including entrepreneurship; overcoming gender segregation of the labour market and the gender pay gap; reconciliation measures for both parents; gender equality in education and healthcare and protection against domestic violence and trafficking in human beings. As part of the National Action Plan for the promotion of Gender Equality for 2006, the government presented the **Bill on Equal Opportunities for Women and Men**. Although it was not adopted, the Parliament enacted some features of the Bill through the **Amendments to the Protection against Discrimination Act**.

The **National Action Plan for the Promotion of Gender Equality for 2008–2009**³, highlights that each stage of planning, decision-making and assessments of the institutional work is bound by the principle of equality.

A **National Strategy for the Promotion of Gender Equality 2009–2015**⁴ was adopted in 2009. The strategy aims on one hand to transpose recommendations of the Council of Europe, the strategic documents of the European Union, and the principles underlying the UN conventions on human rights and gender equality in particular. On the other hand, it outlines the targets that need to be met in order to remove all obstacles for reaching *de facto* gender equality in the country.

In 2010, 2011, 2012 and 2013 **Annual National Action Plans for the Promotion of Gender Equality**⁵ were adopted. The plans contain several sections reproducing the main priorities set up in the National Strategy. In addition, new ones were set up for the preparation of the 52nd session of the CEDAW Committee. The new **National Action Plan for the Promotion of Gender Equality for 2013** prioritises the higher participation of women in decision-making processes, and the prevention and counteraction of domestic violence.

In 2013, an interinstitutional working group was set up by the Ministry of Labour and Social Policy. The group was tasked with producing a National Plan of Action for the implementation of the concluding observations of the Committee on the Elimination of Discrimination against Women to Bulgaria, following the 52nd session, 9–27 July 2012, where the 4–7 Report (consolidated) was submitted by the Republic of Bulgaria under article 18 of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. One of the basic objectives of the National Plan of Action for the implementation of the concluding observations is to prepare the next periodic report of Bulgaria.

Key contextual information

2010	BG	Women	Men	EU-27
Population (millions)	7.56	51.6%	48.4%	501.12
Fertility rate (births per women)	1.5			1.6
Mean age of women at childbirth	27.0			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-3.2			1.9
Gini coefficient (disposable equivalent household income)	33.2			30.5
GDP per inhabitant in PPS	10,700			24,500

BULGARIA

2010	BG	Women	Men	EU-27
Social protection (% of GDP)	18.1			29.4
Healthcare (% of GDP)	n.a.			n.a.
Education (% of GDP)	4.6*			5.4*
R&D (% of GDP)	0.6			2.0
Labour market policies (% of GDP)	0.6			2.2
Active labour market policies (% of GDP)	0.09			0.54*
Early leavers from education and training (% of population aged 18–24)	13.9	14.5	13.2	14.1
Unemployment rate (% of labour force)	10.3	9.6	10.8	9.7
Long-term unemployment (% of active population)	4.8	4.5	5.0	3.9
Activation support (LMP participants per 100 persons wanting to work)	4.1	4.9	3.5	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	2.6	4.8	0.3	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	7			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	54			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	410 days* (inclusive of parental leave) Up to 45 days prior to the expected birth in case of insured women not having the required length of insurance participation.
Maternity leave benefit (% of wages paid)	90% In case a pregnant woman is not entitled to maternity benefits and her average monthly gross income per family member is equal to or lower than BGN 350 (€179) the woman is entitled to a lump-sum allowance of BGN 150 (€77).
Length of paternity leave	15 days
Paternity leave benefit (% of wages paid)	90%
Length of parental leave	410 days* (inclusive of maternity leave); fathers can take this leave from the sixth month until the first year of the child and upon the mother's approval. Additional leave (benefit for raising a small child) up until the child turns two (for the first, second, and third child) and six months for each additional child)
Parental leave benefit (% of wages paid)	90% Benefit for raising a small child: BGN 240 (€123) per month. One-off benefit for raising twins until one year of age: BGN 2,400 (€1,227), i.e. BGN 1,200 (€614) per child. One-off benefit for raising a child until completion of 1 year of age for mothers who are regular tertiary students: BGN 2,880 (€1,473).

Source: MISSOC tables (as in force on 1 July 2010)

CZECH REPUBLIC

2010	CZ	EU-27	
INDEX	44.4	54.0	
Work	71.6	69.0	
Participation	77.3	76.6	
Segregation and quality of work	66.4	62.2	
Money	59.3	68.9	
Financial resources	35.9	59.5	
Economic situation	97.9	79.6	
Knowledge	37.3	48.9	
Attainment and segregation	36.1	57.2	
Lifelong learning	38.5	41.8	
Time	23.2	38.8	
Care	28.9	45.5	
Social	18.7	33.0	
Power	29.6	38.0	
Political	34.4	49.9	
Economic	25.5	29.0	
Health	89.6	90.1	
Status	83.4	86.6	
Access	96.1	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	CZ		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	43.4	63.2	41.0	56.4
	Duration of working life	years	30.4	37.3	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	23.7	4.8	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	37.4	45.8	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	45.8	46.2	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	86.1	75.7	81.2	71.3
Money	Mean monthly earnings	PPS	1,114	1,425	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	10,733	11,352	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	90.6	93.1	83.5	85.3
	S20/S80 income quintile share (total population)	%	28.6	29.4	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	13.6	14.7	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	41.8	18.4	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	15.2	14.7	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	40.6	19.4	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	63.1	11.2	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	6.2	12.5	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	7.9	7.1	14.7	14.4

Domain	Indicators	Unit	CZ		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	17	83	25	75
	Share of members of parliament**	%	18	82	23	77
	Share of members of regional assemblies**	%	18	82	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	12	88	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	14	86	18	82
Health	Self-perceived health, good or very good (16+ population)	%	60.0	64.9	65.8	71.1
	Life expectancy in absolute value at birth	years	80.9	74.5	82.9	77.0
	Healthy life years in absolute value at birth	years	64.5	62.2	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	96.6	96.2	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	95.8	94.7	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	56.1	79.1	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	35.5	58.4	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	71.8	91.3	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

From the policy point of view and for the time frame of 2005–2012, the Czech government has issued an action plan on equal opportunities called **Priorities and Policies of the Government to Promote Equal Opportunities for Women and Men (hereinafter the 'Priorities')** every year. The **Priorities**¹ contains general measures and policies to be implemented by the ministries. It is implemented every year (starting in 1998) with the development of an **Annual Action Plan to Promote Gender Equality**. The priorities being considered in the action plans reflect the EU strategic priorities on gender equality, as well as other international agreements. Those are, for instance, employment; equal pay for

women and men; economic independence of women; increasing participation of women in politics; support for NGOs; educational activities in the area of equal opportunities for women and men; gender budgeting; development of childcare services; fighting gender-based violence and human trafficking.

In 2010, the basis for the **Strategy for Equal Opportunities for Women and Men for 2011–2015**² was adopted, establishing as one of the main goals the development of a new long-term strategy. Although this goal was limited to developing the departure points for a strategy for 2011–2015, as of today, the strategy has not yet been drafted.

Key contextual information

2010	CZ	Women	Men	EU-27
Population (millions)	10.51	50.9%	49.1%	501.12
Fertility rate (births per women)	1.5			1.6
Mean age of women at childbirth	29.6			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	1.5			1.9
Gini coefficient (disposable equivalent household income)	24.9			30.5
GDP per inhabitant in PPS	19,500			24,500
Social protection (% of GDP)	20.2			29.4
Healthcare (% of GDP)	7.5**			n.a.
Education (% of GDP)	4.4*			5.4*
R&D (% of GDP)	1.6			2.0
Labour market policies (% of GDP)	0.7			2.2
Active labour market policies (% of GDP)	0.22			0.54*
Early leavers from education and training (% of population aged 18–24)	4.9	4.8	4.9	14.1
Unemployment rate (% of labour force)	7.3	8.4	6.4	9.7
Long-term unemployment (% of active population)	3.0	3.5	2.6	3.9
Activation support (LMP participants per 100 persons wanting to work)	9.9	n.a.	n.a.	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	5.3	10.7	0.1	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	3			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	71			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	28 weeks (37 weeks for multiple births or single mothers; 22 weeks for adoptive or foster parents with one child under 7; or 31 weeks with several children)
Maternity leave benefit (% of wages paid)	70% of daily assessment base (which depends on the wage received: up to CZK 791 (€31) – 100%, CZK 791 (€31) to CZK 1,186 (€46) – 60%, CZK 1,186 (€46) to CZK 2,371 (€92) – 30%, earnings over CZK 2,371 (€92) are not taken into account).
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010)

DENMARK

2010	DK	EU-27	
INDEX	73.6	54.0	
Work	81.6	69.0	<p>Work</p> <p>81.6</p> <p>69.0</p>
Participation	90.1	76.6	
Segregation and quality of work	73.9	62.2	
Money	79.2	68.9	<p>Money</p> <p>79.2</p> <p>68.9</p>
Financial resources	74.8	59.5	
Economic situation	83.9	79.6	
Knowledge	75.1	48.9	<p>Knowledge</p> <p>75.1</p> <p>48.9</p>
Attainment and segregation	66.6	57.2	
Lifelong learning	84.7	41.8	
Time	64.9	38.8	<p>Time</p> <p>64.9</p> <p>38.8</p>
Care	80.4	45.5	
Social	52.4	33.0	
Power	60.0	38.0	<p>Power</p> <p>60.0</p> <p>38.0</p>
Political	77.8	49.9	
Economic	46.3	29.0	
Health	91.8	90.1	<p>Health</p> <p>91.8</p> <p>90.1</p>
Status	87.8	86.6	
Access	95.9	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	DK		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	47.5	58.7	41.0	56.4
	Duration of working life	years	37.8	41.0	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	43.3	13.5	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	40.0	49.9	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	43.7	44.2	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	85.0	84.2	81.2	71.3
Money	Mean monthly earnings	PPS	2,769	3,461	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	18,587	19,223	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	86.0	86.2	83.5	85.3
	S20/S80 income quintile share (total population)	%	23.8	21.7	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	28.6	24.4	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	57.6	29.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	44.8	32.8	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	46.5	42.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	75.7	43.5	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	16.2	19.8	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	22.0	23.7	14.7	14.4

DENMARK

Domain	Indicators	Unit	DK		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	47	53	25	75
	Share of members of parliament**	%	38	62	23	77
	Share of members of regional assemblies**	%	34	66	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	18	82	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	29	71	18	82
Health	Self-perceived health, good or very good (16+ population)	%	69.3	72.8	65.8	71.1
	Life expectancy in absolute value at birth	years	81.4	77.2	82.9	77.0
	Healthy life years in absolute value at birth	years	61.4	62.3	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	96.2	96.2	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	97.1	94.9	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	60.5	67.1	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	53.6	63.3	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	77.5	78.2	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In Denmark each year, the guidelines for a Danish gender equality policy are presented to the Danish parliament in the Minister for Gender Equality's Report related to the past year and in the action plan for the coming year. Each year the National Action Plan on Gender Equality focus on several areas of concern. In 2005¹, the dedicated areas were primarily: generating changes in gender roles among ethnic minorities; combating violence against women and human trafficking. In 2006², the main focal areas were: gender equality as a competitive parameter; discussing gender roles and bringing new perspectives into gender equality work; combating violence and exploitation and praising diversity within the labour market. The action plan agreed to allocate a special pool of money for specific action on social, health and labour market issues (Satspuljepartierne). Moreover, a guide for businesses was launched to promote equal pay.

In 2007, the Danish parliament approved the **Act on Gender Equality**³ (in force since 2000, with the Equality Act of May 2000; Notification of law No. 1095 of 19 September 2007). It formally introduces gender mainstreaming by act in all public planning and decision-making. Also in 2007, there was a change of the legislation, so authorities and organisations who have to nominate members of committees set up by ministers must nominate both a woman and a man. In 2007⁴, the **National Action Plan on Gender Equality** focused primarily on: securing the right to express free will; celebration of diversity and eliminating violence and human trafficking. In the same year, the interministerial steering committee for mainstreaming adopted a new action plan which includes the development of an e-learning tool for gender mainstreaming.

In 2008⁵, the **National Action Plan on Gender Equality** focused primarily on: fighting gender stereotypes among boys and girls and enhancing gender equality among ethnic minorities and making an effort to enhance the number of women within local elections within the municipalities. **The action plan from the Minister for Equality** in 2009⁶ also includes a number of important priorities for labour market participation, closing gender pay gaps, reconciling work and family life and increasing the number of men taking parental leave. It also includes measures for increasing women participation in decision-making.

In **2010**, the main focus of the **National Action Plan on Gender Equality**⁷ was: ensuring a free choice when

it comes to education (no gender restraints); enhance diversity within science and higher education management; enhance diversity within management and board of directors; ensuring the same possibilities for all regardless of gender and ethnicity; combating violence in intimate relationships.

In **2011**, the **National Action Plan on Gender Equality**⁸ set as main priorities: combating violence in intimate relationships and the trafficking of women; increasing the number of women at decision-making levels and promoting gender equality within the public sector institutions. While, in **2012**, the **National Action Plan on Gender Equality**⁹ focused primarily on: combating violence in intimate relationships; human trafficking, also with measures for men; gender mainstreaming within the public sector; securing equal rights for girls and boys (with attention towards combating gender stereotypes in education and training); securing equal rights between women and men in regards to parental leave; pay and career opportunities and increasing the number of women at decision-making levels and within corporate boards.

In the public sector, the effort to develop gender mainstreaming was initiated with an **Interministerial Action Plan for 2002–2006**, followed by the **Action Plan for the Interministerial Gender Mainstreaming Project 2007–2011**. The overall priority for the national gender equality work in all ministries has been the implementation of the gender mainstreaming strategy. Gender mainstreaming as the fundamental principle for gender equality work is affirmed by law in **the Act on Gender Equality**. The individual ministers, regions and municipalities are responsible for promoting gender equality within their own fields, whereas the function of the Minister for Gender Equality is to coordinate and monitor with respect to the government's overall gender equality efforts.

The Danish parliament has in December 2012 adopted two proposals to amend relevant legislation in order to counteract the gender imbalance in boardrooms. The 1,100 companies (listed companies, state-owned companies, state institutions and commercial foundations) will be required to set target figures of the number of under-represented gender on corporate boards. The companies will have to report annually on their target figures and progress in a report which will be publicly available.¹⁰

Key contextual information

2010	DK	Women	Men	EU-27
Population (millions)	5.53	50.4%	49.6%	501.12
Fertility rate (births per women)	1.9			1.6
Mean age of women at childbirth	30.6			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	3.0			1.9
Gini coefficient (disposable equivalent household income)	26.9			30.5
GDP per inhabitant in PPS	31,300			24,500
Social protection (% of GDP)	33.3			29.4
Healthcare (% of GDP)	11.1**			n.a.
Education (% of GDP)	8.7*			5.4*
R&D (% of GDP)	3.1			2.0
Labour market policies (% of GDP)	3.4			2.2
Active labour market policies (% of GDP)	1.4			0.54*
Early leavers from education and training (% of population aged 18–24)	11.0	7.7	14.1	14.1
Unemployment rate (% of labour force)	7.5	6.5	8.4	9.7
Long-term unemployment (% of active population)	1.5	1.2	1.8	3.9
Activation support (LMP participants per 100 persons wanting to work)	50.7	55.8	42.8	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	0.9	1.9	0.04	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	77			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	90			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	18 weeks
Maternity leave benefit (% of wages paid)	100% up to ceilings (DKK 3,760 (€505) per week)
Length of paternity leave	2 weeks
Paternity leave benefit (% of wages paid)	100% up to ceilings (DKK 3,760 (€505) per week)
Length of parental leave	32 weeks (full-time or can be extended proportionally if working part-time) 46 weeks in case of adoption
Parental leave benefit (% of wages paid)	100% up to ceilings (DKK 3,760 (€505) per week)

Source: MISSOC tables (as in force on 1 July 2010)

GERMANY

2010	DE	EU-27	
INDEX	51.6	54.0	
Work	72.5	69.0	<p>Work</p> <p>72.5</p> <p>69.0</p>
Participation	76.7	76.6	
Segregation and quality of work	68.6	62.2	
Money	76.3	68.9	<p>Money</p> <p>76.3</p> <p>68.9</p>
Financial resources	70.6	59.5	
Economic situation	82.6	79.6	
Knowledge	44.1	48.9	<p>Knowledge</p> <p>44.1</p> <p>48.9</p>
Attainment and segregation	49.7	57.2	
Lifelong learning	39.0	41.8	
Time	41.6	38.8	<p>Time</p> <p>41.6</p> <p>38.8</p>
Care	40.1	45.5	
Social	43.3	33.0	
Power	28.0	38.0	<p>Power</p> <p>28.0</p> <p>38.0</p>
Political	59.4	49.9	
Economic	13.2	29.0	
Health	89.5	90.1	<p>Health</p> <p>89.5</p> <p>90.1</p>
Status	84.5	86.6	
Access	94.7	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	DE		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	37.6	57.7	41.0	56.4
	Duration of working life	years	34.1	39.4	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	29.4	8.7	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	45.9	51.1	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	34.7	38.6	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	84.5	77.7	81.2	71.3
Money	Mean monthly earnings	PPS	2,360	3,038	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	20,028	21,175	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	83.6	85.7	83.5	85.3
	S20/S80 income quintile share (total population)	%	22.7	21.7	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	18.7	25.9	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	54.1	22.4	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	14.9	15.3	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	30.4	22.4	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	80.0	20.0	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	8.5	8.8	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	22.6	23.4	14.7	14.4

Domain	Indicators	Unit	DE		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	28	72	25	75
	Share of members of parliament**	%	32	68	23	77
	Share of members of regional assemblies**	%	32	68	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	13	87	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	0	100	18	82
Health	Self-perceived health, good or very good (16+ population)	%	64.2	66.4	65.8	71.1
	Life expectancy in absolute value at birth	years	83.0	78.0	82.9	77.0
	Healthy life years in absolute value at birth	years	58.7	57.9	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	93.4	93.9	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	95.9	95.8	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	55.5	72.7	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	50.5	65.0	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	66.9	78.5	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

Federal

Within the constitutional bodies of the German Federal State, the Bundestag Committee on Family Affairs, Senior Citizens, Women and Youth, and the Bundesrat Committee on Women and Youth are the institutions responsible for adopting measures to achieve equality between women and men. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is respectively responsible for implementing these measures.

The approach to promote gender equality in Germany is taken up at national level and implemented in numerous measures, laws and activities. The Beijing Platform for Action (BPfA) and its follow-on documents have been used as instruments for adopting equality policy.

The German government's obligation to implement effective equality policy arises from **Article 3, para. 2 sentence 2** of the **German Basic Law (Grundgesetz, or GG)**. 'The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.' In 2000, a revised version of the Common Rules of Procedure of the Federal Ministries (GGO¹) came into effect which now states under para. 2 that gender equality is a basic principle of federal governance and shall be fostered by all political, legal, and administrative measures of the federal ministries and their areas of accountability.

The Federal Equality Act from 2001² which governs gender equality within the federal administration and the federal courts replaced the **Women's Promotion Act**³ of 1994. It contains a range of provisions on equality between women and men within the federal administration. These include an obligation to consider gender issues in all areas and to foster gender equality through the election of gender equality representatives by women employees; transparent rules for employment and promotion; and provisions for the reconciliation of family and work life. Since 1994, the German government has presented, on regular basis (last in 2010), status reports on the situation of women compared with men in the federal administration and in other institutions covered by the Federal Equality Act and the preceding Women's Promotion Act.

Building on the Federal Equality Act, **the Federal Act on Gender Equality in the Armed Forces**⁴ came into effect in 2005. It serves in securing gender equality between male and female members of the German armed forces and eliminates or prevents future discrimination on grounds of gender.

The **General Act on Equal Treatment**⁵ which entered into force in 2006 incorporates four anti-discrimination directives of the EU into German law. The purpose of the act is to ban or to stop discrimination among others on the ground of gender in employment and in certain areas of civil law. It stipulates sanctions which may be enforced if the ban is violated.

In 2011, the **first report on gender equality** was drafted by the federal government. In this report, a commission of scientific experts analyses the current state and the future prospects of an effective gender equality policy, based on a lifecourse perspective.

Regional: German states (Länder)

The governments of all German states have equality policy units (either as an independent entity or within their hierarchies). The Länder legislatures have also implemented acts on equal treatment of their own.

The Länder ministers and senators responsible for gender equality attend annual conferences where they exchange experience and views on equality policy and agree on action to be taken. In 2013, with support from the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), the 16 German states published the second Atlas on Gender Quality in Germany.

At municipal level there are around 1,900 municipal equal opportunities and women's officers throughout Germany. They are part of a network of working groups organised at both Länder and federal level. Municipalities must set up a scheme for the promotion of women, the rules and procedures for which are laid down in each of the Länder's acts on equal treatment.

Key contextual information

2010	DE	Women	Men	EU-27
Population (millions)	81.80	51.0%	49.0%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	30.4			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	1.6			1.9
Gini coefficient (disposable equivalent household income)	29.3			30.5
GDP per inhabitant in PPS	29,000			24,500
Social protection (% of GDP)	30.7			29.4
Healthcare (% of GDP)	11.6**			n.a.
Education (% of GDP)	5.1*			5.4*
R&D (% of GDP)	2.8			2.0
Labour market policies (% of GDP)	2.3			2.2
Active labour market policies (% of GDP)	0.56			0.54*
Early leavers from education and training (% of population aged 18–24)	11.9	11.0	12.7	14.1
Unemployment rate (% of labour force)	7.1	6.6	7.5	9.7
Long-term unemployment (% of active population)	3.4	3.0	3.6	3.9
Activation support (LMP participants per 100 persons wanting to work)	30.0	24.7	35.2	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	6.1	12.0	0.4	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	20			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	92			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	14 weeks (18 weeks for premature birth or multiple births)
Maternity leave benefit (% of wages paid)	100% up to ceiling (max €13 per day or €385 per month) Women employees without statutory health insurance receive a maximum of €210, as well as the supplement paid by the employer.
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	Until child is 14 months old (minimum amount per one parent – two months, maximum – 12 months)
Parental leave benefit (% of wages paid)	67% of the adjusted net income (minimum €300 and maximum €1,800); in case of multiple births the parental allowance is raised. Families with several children can receive a sibling's bonus to the amount of 10% of the parental allowance.

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Germany (2012)

ESTONIA

2010	EE	EU-27	
INDEX	50.0	54.0	
Work	64.6	69.0	<p>Work</p> <p>64.6</p> <p>69.0</p>
Participation	84.9	76.6	
Segregation and quality of work	49.2	62.2	
Money	49.1	68.9	<p>Money</p> <p>49.1</p> <p>68.9</p>
Financial resources	31.0	59.5	
Economic situation	77.9	79.6	
Knowledge	53.0	48.9	<p>Knowledge</p> <p>53.0</p> <p>48.9</p>
Attainment and segregation	57.3	57.2	
Lifelong learning	49.0	41.8	
Time	51.4	38.8	<p>Time</p> <p>51.4</p> <p>38.8</p>
Care	75.4	45.5	
Social	35.1	33.0	
Power	27.5	38.0	<p>Power</p> <p>27.5</p> <p>38.0</p>
Political	34.7	49.9	
Economic	21.7	29.0	
Health	83.8	90.1	<p>Health</p> <p>83.8</p> <p>90.1</p>
Status	74.5	86.6	
Access	94.2	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	EE		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	45.0	52.3	41.0	56.4
	Duration of working life	years	35.4	36.1	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.7	4.6	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	27.1	37.3	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	41.6	31.2	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	66.8	55.8	81.2	71.3
Money	Mean monthly earnings	PPS	1,025	1,437	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	8,546	9,111	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	83.8	84.8	83.5	85.3
	S20/S80 income quintile share (total population)	%	20.8	18.9	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	36.1	21.8	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	40.0	13.2	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	21.6	18.8	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	51.0	37.9	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	79.4	41.7	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	11.5	19.3	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	16.4	13.9	14.7	14.4

Domain	Indicators	Unit	EE		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	8	92	25	75
	Share of members of parliament**	%	23	77	23	77
	Share of members of regional assemblies**	%	29	71	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	7	93	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	18	82	18	82
Health	Self-perceived health, good or very good (16+ population)	%	50.8	55.6	65.8	71.1
	Life expectancy in absolute value at birth	years	80.8	70.6	82.9	77.0
	Healthy life years in absolute value at birth	years	58.2	54.1	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	93.8	94.4	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	93.6	93.1	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	58.0	60.8	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	54.9	52.2	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	74.7	79.8	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

From 2005–2012, a dual approach was used for promoting gender equality in Estonia, undertaking both specific actions and promoting the implementation of a gender mainstreaming strategy. Although there has been no general gender equality action plan, gender equality issues and/or problems have been considered in different policy documents, e.g., the **National Health Plan 2009–2020**, the **Development Plan for Reducing Violence** for the years 2010–2014 and the **Development Plan of Children and Families 2012–2020**.

From January 2009, the areas of responsibility of the Ministry of Social Affairs, the Gender Equality Commissioner¹, and independent and impartial experts were respectively widened. This was in connection with the **Equal Treatment Act** ensuring the protection against discrimination on the grounds of nationality (ethnic origin), race, colour, religion or other beliefs, age, disability or sexual orientation.

Several activities to promote gender equality in working life have been carried out under the Estonian European Social Fund programmes **Promoting Gender Equality 2008–2010** and **Promoting Gender Equality 2011–2013**. The areas covered by different activities include legal awareness, gender stereotypes, gender pay gap, gender equality in organisations, active fatherhood and work-life balance.

In September 2011, the Estonian parliament adopted a decision with a proposal to the government to prepare an

action plan to reduce gender pay gap in Estonia. As a consequence, the issue of gender pay gap and an action plan for its reduction, prepared by the Ministry of Social Affairs, was discussed at the cabinet meeting of the Government of the Republic in July 2012. The action plan was approved and the Minister of Social Affairs introduced it to the parliament in autumn.

In December 2011, the Government of the Republic adopted new **Rules for Good Legislative Drafting and Technical Rules for Drafts of Legislative Acts** which foresees an obligation of impact analysis of draft legislation. The checklist of impact analysis specifies that an analysis of social impact should also include the planned regulation of gender relations. An accompanying methodology of impact assessment was adopted in December 2012 and is applied also when preparing strategic policy documents. These new developments are expected to reinforce the obligation of gender mainstreaming deriving from the Gender Equality Act of 2004.

In June 2012, the new **Public Service Act** was adopted and entered into force on 1 April 2013. The remaining reference to equal treatment in the new act states that public offices have to ensure the protection of public servants against discrimination, follow the principle of equal treatment and promote equality. Similar wording can be found in the new **Employment Contracts Act** that came into force in July 2009.

Key contextual information

2010	EE	Women	Men	EU-27
Population (millions)	1.34	53.9%	46.1%	501.12
Fertility rate (births per women)	1.6			1.6
Mean age of women at childbirth	29.3			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	0.0			1.9
Gini coefficient (disposable equivalent household income)	31.3			30.5
GDP per inhabitant in PPS	15,500			24,500
Social protection (% of GDP)	18.1			29.4
Healthcare (% of GDP)	6.3**			n.a.
Education (% of GDP)	6.1*			5.4*
R&D (% of GDP)	1.6			2.0
Labour market policies (% of GDP)	1.1			2.2
Active labour market policies (% of GDP)	0.14			0.54*
Early leavers from education and training (% of population aged 18–24)	13.9*	9.3*	18.4*	14.1
Unemployment rate (% of labour force)	16.9	14.3	19.5	9.7
Long-term unemployment (% of active population)	7.7	5.9	9.4	3.9
Activation support (LMP participants per 100 persons wanting to work)	3.8	4.2 ^(u)	3.4	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	4.2	7.8	0.4	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	21			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	92			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	140 days (154 for multiple births; up to 70 days for adoption of a child under 10 years)
Maternity leave benefit (% of wages paid)	100% up to ceiling
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	575 days (including the period of receiving Maternity Benefit)
Parental leave benefit (% of wages paid)	100% for the 575 days (including the period of receiving Maternity Benefit) up to ceiling (minimum EEK 4,350 (€278)* and maximum EEK 35,316 (€2,257).

Source: MISSOC tables (as in force on 1 July 2010); * is granted also to persons who have no required social insurance record prior the childbirth (EUROMOD Country Report – Estonia, 2012).

IRELAND

2010	IE	EU-27	
INDEX	55.2	54.0	
Work	71.0	69.0	<p>Work</p> <p>71.0</p> <p>69.0</p>
Participation	73.9	76.6	
Segregation and quality of work	68.1	62.2	
Money	77.0	68.9	<p>Money</p> <p>77.0</p> <p>68.9</p>
Financial resources	76.8	59.5	
Economic situation	77.2	79.6	
Knowledge	52.8	48.9	<p>Knowledge</p> <p>52.8</p> <p>48.9</p>
Attainment and segregation	78.5	57.2	
Lifelong learning	35.4	41.8	
Time	53.4	38.8	<p>Time</p> <p>53.4</p> <p>38.8</p>
Care	60.2	45.5	
Social	47.5	33.0	
Power	26.5	38.0	<p>Power</p> <p>26.5</p> <p>38.0</p>
Political	30.4	49.9	
Economic	23.0	29.0	
Health	96.4	90.1	<p>Health</p> <p>96.4</p> <p>90.1</p>
Status	95.8	86.6	
Access	97.0	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	IE		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	40.1	54.4	41.0	56.4
	Duration of working life	years	30.1	38.2	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	35.1	8.4	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	40.2	52.4	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	39.6	43.7	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	88.1	78.7	81.2	71.3
Money	Mean monthly earnings	PPS	2,790	3,424	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	19,674	20,583	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	85.5	84.7	83.5	85.3
	S20/S80 income quintile share (total population)	%	19.2	18.2	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	34.0	28.3	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	49.8	24.4	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	14.2	13.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	42.3	28.4	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	77.1	38.0	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	19.6	24.5	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	18.8	15.5	14.7	14.4

Domain	Indicators	Unit	IE		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	14	86	25	75
	Share of members of parliament**	%	15	85	23	77
	Share of members of regional assemblies**	%	17	83	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	8	92	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	15	85	18	82
Health	Self-perceived health, good or very good (16+ population)	%	82.6	83.5	65.8	71.1
	Life expectancy in absolute value at birth	years	83.2	78.7	82.9	77.0
	Healthy life years in absolute value at birth	years	67.0	65.9	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	96.7	97.7	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	94.7	95.6	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	54.1	65.1	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	42.1	58.2	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	46.3	57.3	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

Following the publication of the **National Action Plan for Women** in 2002 and in accordance with the Beijing Platform for Action (BPfA), the Department of Justice, Equality and Law Reform was tasked by the Irish government with the preparation of a strategy to foster the advancement of women. Following a collaboration between government departments and a consultation process with the social partners, **The National Women's Strategy 2007–2016 (NWS)** was published in 2007. This Strategy is a statement of the government's policy and priorities with a vision of 'an Ireland where all women enjoy equality with men and can achieve their full potential, while enjoying a safe and fulfilling life.' The strategy contains 20 objectives and over 200 actions grouped under three key themes:

equalising socio-economic opportunities for women; ensuring the well-being of women; and engaging women as equal and active citizens. Progress on the implementation of the strategy is reviewed annually.

In 2008, the Department of Justice, Equality and Law Reform launched the programme **Equality for Women Measure 2008–2012**¹, funding initiatives which provide: developmental training for women currently outside the labour market to enable them to enter employment or mainstream training and education and to foster female entrepreneurship. The Department of Justice and Equality also makes core funding available to the National Women's Council, the umbrella organisation for women's groups in Ireland.

Key contextual information

2010	IE	Women	Men	EU-27
Population (millions)	4.47	50.4%	49.6%	501.12
Fertility rate (births per women)	2.1			1.6
Mean age of women at childbirth	31.2			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-7.5			1.9
Gini coefficient (disposable equivalent household income)	33.2			30.5
GDP per inhabitant in PPS	31,600			24,500
Social protection (% of GDP)	29.6			29.4
Healthcare (% of GDP)	9.2**			n.a.
Education (% of GDP)	6.5*			5.4*
R&D (% of GDP)	1.7			2.0
Labour market policies (% of GDP)	3.9			2.2
Active labour market policies (% of GDP)	0.74			0.54*
Early leavers from education and training (% of population aged 18–24)	11.4	9.4	13.5	14.1
Unemployment rate (% of labour force)	13.9	9.9	17.1	9.7
Long-term unemployment (% of active population)	6.8	3.8	9.3	3.9
Activation support (LMP participants per 100 persons wanting to work)	25.2	25.9	18.2	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	2.5	4.8	0.2	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	29			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	90			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	26 weeks
Maternity leave benefit (% of wages paid)	80% up to ceiling (minimum €225.80, maximum €270 per week)
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010)

GREECE

2010	EL	EU-27	
INDEX	40.0	54.0	
Work	59.7	69.0	<p>Work</p> <p>59.7</p> <p>69.0</p>
Participation	65.4	76.6	
Segregation and quality of work	54.4	62.2	
Money	63.3	68.9	<p>Money</p> <p>63.3</p> <p>68.9</p>
Financial resources	54.3	59.5	
Economic situation	73.9	79.6	
Knowledge	36.7	48.9	<p>Knowledge</p> <p>36.7</p> <p>48.9</p>
Attainment and segregation	50.8	57.2	
Lifelong learning	26.5	41.8	
Time	17.4	38.8	<p>Time</p> <p>17.4</p> <p>38.8</p>
Care	20.0	45.5	
Social	15.1	33.0	
Power	24.4	38.0	<p>Power</p> <p>24.4</p> <p>38.0</p>
Political	41.4	49.9	
Economic	14.4	29.0	
Health	92.4	90.1	<p>Health</p> <p>92.4</p> <p>90.1</p>
Status	92.2	86.6	
Access	92.6	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	EL		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	34.1	54.9	41.0	56.4
	Duration of working life	years	27.5	37.0	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	21.5	7.3	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	51.1	55.0	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	14.6	13.5	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	71.2	54.0	81.2	71.3
Money	Mean monthly earnings	PPS	1,577'	2,069'	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	14,563	15,168	16,512	17,367
	Not-at-risk-of-poverty, ≥60% of median income (16+ population)	%	79.6	81.0	83.5	85.3
	S20/S80 income quintile share (total population)	%	17.9	17.9	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	19.2	19.6	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	35.4	16.7	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	10.0	10.0	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	40.7	13.2	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	77.8	9.3	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	6.0	7.0	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	6.0	4.7	14.7	14.4

GREECE

Domain	Indicators	Unit	EL		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	25	75	25	75
	Share of members of parliament**	%	17	83	23	77
	Share of members of regional assemblies**	%	21	79	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	6	94	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	8	92	18	82
Health	Self-perceived health, good or very good (16+ population)	%	73.3	77.8	65.8	71.1
	Life expectancy in absolute value at birth	years	82.8	78.4	82.9	77.0
	Healthy life years in absolute value at birth	years	67.7	66.3	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	91.0	93.5	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	92.3	92.9	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	51.2	76.7	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	28.9	56.5	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	70.8	81.8	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice. Note: ' data for 2006.

Main policy initiatives for the promotion of gender equality

On 2 November 2004, the government approved the General Secretariat for gender equality four-year action plan entitled **National Policy Priorities and Axes for Action on Gender Equality (2004–2008)**. This initiative links gender equality issues to the national priorities of the country (development, employment and social cohesion), and places emphasis on their economic, developmental and political dimensions. The action plan focuses on the following axes of special actions: combating the equality deficit in the labour market; changing stereotypical perceptions and educational procedures; preventing and combating violence against women; enhancing women's participation in decision-making. Gender mainstreaming in public administration at all levels has been a priority for Greece. Through the National Centre on Public Administration and Local Administration, a number of projects have been implemented throughout the country towards gender-responsive procedures. In addition, the General Secretariat for Gender Equality (GSGE) has been actively participating in the preparation of the **National Strategic Development Plan (2007–2013)** (NSDP).

In 2010, the Greek General Secretariat for Gender Equality drafted the **National Programme for Substantive Gender Equality 2010–2013**¹. The main strategic objectives of the programme are: the protection of human rights of women, with an emphasis on developing activities for groups of women who suffer multiple discrimination; the prevention and combating of the phenomenon of violence against women in family/private life, at work and in society as a whole; the support of women's employment and economic autonomy; the promotion of women in decision-making; combating gender stereotypes. The programme is divided into three pillars, including actions for: improving, strengthening and enforcing Greek legislation; developing of specific policies for gender equality, and integrating of the gender equality perspective into public policies (gender mainstreaming).

The **National Programme on Preventing and Combating Violence against Women 2009–2013** addresses all forms of gender-based violence. The General Secretariat for Gender Equality of the Ministry of Interior has established an 'Integrated Action Plan in favour of women and combating of violence at national and local level', which contains horizontal and vertical actions. The plan falls under Priority Axis III, 'Strengthening gender equality policies across the breadth of public administration', of the Operational Programme, 'Administrative Reform 2007–2013'. A Standing Committee has elaborated a Draft Law on combating gender-based violence against women, and in parallel Greece has participated in the ad hoc Committee (CAHVIO) of the Council of Europe, which has processed the Convention on the Elimination of Violence Against Women and Domestic Violence, designed to eradicate all types of violence that are traditionally suffered by women. On 11 May 2011, Greece was among the first 13 countries that signed in the Istanbul Convention.

In 2010, **Units in the Municipalities on Social Policy and Gender Equality** were established². This required, for the first time, that Greek municipalities develop gender equality policies. In addition to these units, municipalities were also given the option of developing Municipal Gender Equality Committees. In 2011, Greece implemented a **Guide for Gender Equality Policies**³ as a tool/guide for gender mainstreaming in all the operational programmes (specialisation, implementation, monitoring, auditing and assessment).

In 2013, the project on the development of a new **Monitoring Mechanism for the Implementation of Gender Equality Policies** was launched by the General Secretariat for Gender Equality. It will operate as the monitoring system of policies of all agencies of the government and local authorities and regions, and will also have a rating system of policy results regarding gender (gender impact assessment).

Key contextual information

2010	EL	Women	Men	EU-27
Population (millions)	11.31	50.5%	49.5%	501.12
Fertility rate (births per women)	1.5			1.6
Mean age of women at childbirth	30.3			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-0.1			1.9
Gini coefficient (disposable equivalent household income)	32.9			30.5
GDP per inhabitant in PPS	21,400			24,500
Social protection (% of GDP)	29.1			29.4
Healthcare (% of GDP)	10.2**			n.a.
Education (% of GDP)	n.a.			5.4*
R&D (% of GDP)	n.a.			2.0
Labour market policies (% of GDP)	0.9			2.2
Active labour market policies (% of GDP)	0.22			0.54*
Early leavers from education and training (% of population aged 18–24)	13.7	10.8	16.5	14.1
Unemployment rate (% of labour force)	12.6	16.2	9.9	9.7
Long-term unemployment (% of active population)	5.7	8.1	3.9	3.9
Activation support (LMP participants per 100 persons wanting to work)	12.4	n.a.	n.a.	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	1.8	3.7	0.04	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	8			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	69			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	119 days (17 weeks) and special maternity leave protection leave (followed) up to 6 months
Maternity leave benefit (% of wages paid)	50% of wage (plus 10% to each child of up to four) up to ceilings; in case of special maternity leave allowance: an amount equal to the statutory minimum wage
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010)

SPAIN

2010	ES	EU-27	
INDEX	54.0	54.0	
Work	61.3	69.0	<p>Work</p> <p>61.3</p> <p>69.0</p>
Participation	71.6	76.6	
Segregation and quality of work	52.5	62.2	
Money	60.7	68.9	<p>Money</p> <p>60.7</p> <p>68.9</p>
Financial resources	54.2	59.5	
Economic situation	67.9	79.6	
Knowledge	53.5	48.9	<p>Knowledge</p> <p>53.5</p> <p>48.9</p>
Attainment and segregation	69.3	57.2	
Lifelong learning	41.3	41.8	
Time	33.8	38.8	<p>Time</p> <p>33.8</p> <p>38.8</p>
Care	58.2	45.5	
Social	19.6	33.0	
Power	47.2	38.0	<p>Power</p> <p>47.2</p> <p>38.0</p>
Political	75.4	49.9	
Economic	29.6	29.0	
Health	90.7	90.1	<p>Health</p> <p>90.7</p> <p>90.1</p>
Status	89.4	86.6	
Access	92.1	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	ES		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	36.4	52.6	41.0	56.4
	Duration of working life	years	30.9	37.6	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	22.5	6.9	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	24.5	29.3	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	27.3	34.0	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	74.4	61.5	81.2	71.3
Money	Mean monthly earnings	PPS	1,831	2,260	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	15,052	15,390	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	79.6	80.7	83.5	85.3
	S20/S80 income quintile share (total population)	%	14.9	14.3	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	27.1	25.4	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	44.4	22.0	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	17.5	15.8	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	49.7	29.2	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	85.3	35.7	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	7.8	12.1	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	7.2	6.3	14.7	14.4

Domain	Indicators	Unit	ES		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	40	60	25	75
	Share of members of parliament**	%	34	66	23	77
	Share of members of regional assemblies**	%	42	58	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	10	90	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	20	80	18	82
Health	Self-perceived health, good or very good (16+ population)	%	68.4	75.6	65.8	71.1
	Life expectancy in absolute value at birth	years	85.3	79.1	82.9	77.0
	Healthy life years in absolute value at birth	years	63.9	64.4	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	94.0	92.1	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	92.1	90.9	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	53.8	60.0	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	33.2	54.7	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	70.6	80.3	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

National Level

During 2005–2012, the most relevant action in gender equality was the approval in 2007 of **Organic Act 3/2007, March 22, for the Effective Equality between Women and Men (the Equality Act)**. Its fundamental principle is the cross-sectional dimension of equality. As a result, central, regional and local governments will actively mainstream the principle of equal treatment and opportunities for women and men in the adoption and implementation of their legislative provisions, definition and budgeting in all areas of public policy and performance of all their activities as a whole. Article 17 of this act established that a strategic plan for equal opportunities would be periodically adopted by the government in areas of the state's competence. Thus, the **Strategic Plan 2008–2011 for Equal Opportunities**¹ was passed on November 2007, with specified objectives, areas and measures on which public authorities should focus their attention. It was also a key tool to ensure due cooperation among the different levels of government (central, regional and local), and the social organisations and partners. It was inspired by two basic principles: non-discrimination and equality. It was elaborated on four governing principles: redefining citizenship; empowerment; gender mainstreaming and scientific and technical innovation as forces for social change. Its 12 key lines of action were: political and social participation; economic participation; co-responsibility; education; innovation; knowledge; health; image; diversity and social inclusion; violence; policies for foreign and developmental cooperation; and the guarantee of the right to equality. A new strategic plan is currently being drafted. One of its key lines of action will be the adoption of a **special plan for equality between women and men in the labour field and to combat pay discrimination**.

With respect to public administration, in 2005, the government approved the **Plan for Gender Equality in the General State Administration**², as well as a formal **Agreement to Promote Gender Equality**³. The equality act makes further progress in this domain and as a result, the **First Plan of Equality between Women and Men in the General Administration of the State and its Public Bodies**⁴ was passed in 2011. In that same year, the **Protocol of Action Against Sexual Harassment and Harassment on Grounds of Sex in the Area of the General Administration of the State and Its Public Bodies**⁵ was also approved.

In relation to gender-based violence, both the **Action Plan to Tackle and Prevent Gender-Based Violence in For-**

eign and Immigrant Population 2009–2012 and the **Specific Employment Programme for Gender-Based Violence Victims** passed on November 2008, reinforcing the action of the Organic Act 1/2004 on **integrated Protection Measures Against Gender-Violence**. In June 2012, the agreement of companies for a society free of violence began, by which relevant national companies committed themselves to collaborate in social awareness against gender-based violence. Throughout 2012, the national strategy to eradicate all forms of violence against women was drafted. Its approval is foreseen to take place this year and to be in force until 2015. During this same year, a proposal regarding coordination and personalised plans for gender-based violence victims was promoted to improve efficiency and to personalise the response to women survivors of gender-based violence and their children. After signing the Council of Europe Convention on Action against Trafficking in Human Beings in July 2008, a year later the Spanish government adopted the **Comprehensive Plan against Trafficking in Human Beings for Sexual Exploitation 2009–2012**.

In the area of enhancing women's rights, as well as their full and equal participation in conflict prevention, crisis management and peace-building, the government of Spain developed an **action plan in 2007 for the application of UN Security Council Resolution 1325 on Women, Peace and Security**; and the **Action Plan: Women and Peace-Building in Spanish Cooperation**, launched in November 2008. Other measures and actions adopted in this period include: the **Strategy Design for the Establishment of Gender Responsive Budgets in Public Administration** (May, 2008); the **Act 45/2007 for Rural Sustainable Development**; the **Act 35/2011, October 4, on Shared Ownership of Agricultural Operations**; the **Plan to Support Equality between Women and Men in Rural Areas** (2007); the **Director Plan of the Spanish Cooperation 2009–2012** and the **Director Plan of the Spanish Cooperation 2013–2016** which establishes gender equality as one of its objectives. The Women Business Support Programme (**PAEM**), a Spanish chambers' initiative which promotes and supports women entrepreneurship and the establishment of the **Women's Participation Council** in 2011 provides a channel for women's participation in the fight against discrimination on the grounds of sex.

Regional

Brief mention is made to equality acts and plans of the autonomous communities.

Andalucía: The government of Andalucía enforced **Act 12/2007**, November 26, **for the promotion of gender equality in Andalucía**⁶ and **Act 13/2007**, November 26, **on integrated prevention and protection measures against gender-based violence**. The **First Strategic Plan for Equality between Women and Men (2010–2013)**⁷ was launched in 2010. In 2012, it approved **Decree 17/12**, February 7, **regulating the drafting of the gender impact assessment report**.

Aragón: In 2007, **Act 4/2007**, March 22, **on integrated prevention and protection measures against gender-based violence**⁸, was adopted. The **II Integrated Plan for the Prevention and Eradication of Violence Against Women in Aragón 2009–2012** was approved in 2009⁹.

Asturias: In 2011, **Act of the Principality of Asturias 22/2011**, March 11, **on equality between women and men and the eradication of gender-based violence**¹⁰, was enforced. A **programme of strategies to advance towards the development of policies for equal opportunities between women and men 2005–2007**¹¹, was launched in 2005. In 2008, a **gender-based violence awareness and prevention programme**¹² was adopted.

Balearic Islands: In 2006, the **Balearic Act 12/2006**, September 20, **for women**¹³ was approved. The **IV Comprehensive Strategic Equality Plan** is currently being drafted. The **I Equality Plan between women and men of the general services of the public administration** was approved for the 2012–2015 period. Its application is limited to civil servants and employees of the general services of the autonomous community's public administration.

Basque Country: The Basque government approved in 2005 the **Act 4/2005 of 18 February on Equality between Women and Men**¹⁴. Since 2006, two **Basque plans on equality between women and men** have been passed. In 2006, the fourth was approved, covering the **2008–2011**¹⁵ period and the **fifth**, currently in force, for **2010–2014**¹⁶, was approved in 2010. The government's **First Action Plan against gender-based violence 2011–2013**¹⁷ in this community, was adopted in 2011.

Canary Islands: In 2010, **Act 1/2010**, February 26, **for equality between women and men**¹⁸, was adopted. The **III Plan for Equal Opportunities between Men and Women 2003–2006**¹⁹, extended its effects until December 31, 2007, upon agreement of the government of December 26, 2006. Measures regarding equality policies were included in the agreement for Canary Islands (2011–2015).

Cantabria: Act 1/2004, April 1, **for the Prevention of Violence against Women and the Protection for its Victims** was passed in 2004. In 2007, the Cantabrian government launched the **Gender Mainstreaming Strategy 2007–2015**²⁰.

Castilla-La Mancha: The following acts have been passed: **Act 5/2001**, May 17, **for abuse prevention and protection of abused women**²¹ and **Act 12/2010**, November 18, **for equality between women and men in Castilla-La Mancha**²². The **Strategic Plan on Equal Opportunities for Women and Men 2011–2016**²³ was approved in 2011.

Castilla y León: In 2003, **Act 1/2003**, March 3, **for Equal Opportunities between Women and Men in Castilla y León**²⁴(modified by Law 7/2007), was adopted. In 2010, **Act 13/2010 against gender-based violence in Castilla y León**²⁵ was adopted and **Act 1/2011 for Gender Impact Assessment in Castilla y León**²⁶, in 2011. In 2007, **IV Plan on Equal Opportunities between Women and Men of Castilla y León 2007–2011**²⁷ was developed, which continues to be in force as the region's equality policy.

Catalonia: In 2005, **Act 5/2008**, April 24, **on the right of women to eradicate sexist violence**, was approved. The **Catalan Plan for Women's Policies of the Generalitat Government 2008–2011**²⁸ was set up in 2008. The current **Plan for Women's Policies of the Generalitat Government of Catalonia 2012–2015**²⁹, was passed on November 2011.

City of Ceuta: The city of Ceuta has already developed two plans for equal opportunities. The first was developed in 2005, for the period **2005–2008**³⁰, and the second in 2009, for the period **2009–2012**³¹.

Extremadura: In 2011, **Act 8/2011**, March 23, **on equality between women and men and against gender-based violence**³² was approved. The **III Plan on Equal Opportunities for Women in Extremadura** covered the **2008–2011**³³ period; the **IV Plan** is pending publication.

Galicia: The government of Galicia adopted **Act 7/2004**, July 16, **for Equality between Women and Men**³⁴, **Act 2/2007**, March 28, **on work for the equality of women in Galicia**³⁵ and **Act 11/2007**, July 27, **for the prevention and integrated treatment of gender-based violence**³⁶. In regards to equality plans, the Galician government developed the **V Plan of the Galician Government**

for Equality between Women and Men 2006–2010³⁷ and recently approved (February 2013) its **VI Plan for Equality between Women and Men (2013–2015)**³⁸.

La Rioja: The government of La Rioja passed **Act 3/2011, March 1, on prevention, protection and institutional coordination in violence matters in La Rioja**. It has approved the **III Comprehensive Women's Plan 2008–2011**³⁹ and the **IV Comprehensive Women's Plan 2011–2014**⁴⁰.

Madrid: In 2005, **Integral Act 5/2005, December 20, against gender-based violence in the community of Madrid** was adopted, and the **Integral Plan of Action Against Gender-based Violence (2005–2008)**, launched⁴¹.

Navarre: In 2002, two **Foral acts were passed: Foral Act 22/2002, July 2, for the adoption of integrated measures against sexist violence** (modified by Foral Law 12/2003, March 7)⁴² and **Foral Act 33/2002, November 28, to promote equal opportunities between women and men of Navarre**. In 2006, the

Foral community launched its **First Plan on Equal Opportunities for Women and Men in the Community of Navarre 2006–2010**⁴³, which still directs the key strategic lines of action of the regional government in equality matters.

Region of Murcia: In 2007, it approved **Act 7/2007 of 4 April on equality between women and men and protection against gender-based violence in the region of Murcia**⁴⁴. The **IV Strategic Plan for equal opportunities between women and men 2009–2011**⁴⁵, which continues to be in force as the region's strategic equality policy.

Valencia: In 2003, **Act 9/2003, April 2, for equality between women and men**, was passed and there is a bill currently being processed regarding gender violence. Since 2006, two **plans for equal opportunities between women and men in Valencia** were approved, the **third plan** covering **2008–2011**⁴⁶ and the **fourth plan** covering **2011–2014**⁴⁷. The government of Valencia has also adopted **a plan of measures to combat violence against women (2010–2013)**⁴⁸.

Key contextual information

2010	ES	Women	Men	EU-27
Population (millions)	45.99	50.7%	49.3%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	31.2			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	1.3			1.9
Gini coefficient (disposable equivalent household income)	33.9			30.5
GDP per inhabitant in PPS	24,300			24,500
Social protection (% of GDP)	25.7			29.4
Healthcare (% of GDP)	9.6**			n.a.
Education (% of GDP)	5.0*			5.4*
R&D (% of GDP)	1.4			2.0
Labour market policies (% of GDP)	4.0			2.2
Active labour market policies (% of GDP)	0.68			0.54*
Early leavers from education and training (% of population aged 18–24)	28.4	23.1	33.5	14.1
Unemployment rate (% of labour force)	20.1	20.5	19.7	9.7
Long-term unemployment (% of active population)	7.3	7.7	7.1	3.9
Activation support (LMP participants per 100 persons wanting to work)	47.6	n.a.	n.a.	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.5	7.0	0.2	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	38			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	95			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	16 weeks (18 for multiple births, adoption or foster care and disabled child). 42 days (or 56 in certain cases) when women are not entitled to contributory maternity allowance. If both parents work – 10 weeks may be granted to a father.
Maternity leave benefit (% of wages paid)	100% (non-contributory – 100% of public income rate of multiple effects)
Length of paternity leave	13 days (20 in certain cases; 2 extra per child for multiple birth adoption or foster care)
Paternity leave benefit (% of wages paid)	100%
Length of parental leave	See length of maternity leave
Parental leave benefit (% of wages paid)	See maternity leave benefit

Source: MISSOC tables (as in force on 1 July 2010)

FRANCE

2010	FR	EU-27	
INDEX	57.1	54.0	
Work	67.0	69.0	<p>Work</p> <p>67.0</p> <p>69.0</p>
Participation	76.1	76.6	
Segregation and quality of work	59.1	62.2	
Money	75.9	68.9	<p>Money</p> <p>75.9</p> <p>68.9</p>
Financial resources	67.0	59.5	
Economic situation	86.1	79.6	
Knowledge	49.4	48.9	<p>Knowledge</p> <p>49.4</p> <p>48.9</p>
Attainment and segregation	64.3	57.2	
Lifelong learning	38.0	41.8	
Time	35.8	38.8	<p>Time</p> <p>35.8</p> <p>38.8</p>
Care	43.6	45.5	
Social	29.3	33.0	
Power	50.3	38.0	<p>Power</p> <p>50.3</p> <p>38.0</p>
Political	63.8	49.9	
Economic	39.7	29.0	
Health	90.6	90.1	<p>Health</p> <p>90.6</p> <p>90.1</p>
Status	86.7	86.6	
Access	94.6	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	FR		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	39.6	52.3	41.0	56.4
	Duration of working life	years	32.2	36.0	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	31.4	9.5	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	38.6	47.2	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	23.3	26.6	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	79.7	71.4	81.2	71.3
Money	Mean monthly earnings	PPS	2,030	2,465	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	21,072	21,947	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	87.0	88.7	83.5	85.3
	S20/S80 income quintile share (total population)	%	22.7	22.7	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	26.0	23.4	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	41.5	21.6	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	15.2	14.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	42.9	23.8	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	72.7	22.4	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	8.8	13.6	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	12.2	16.4	14.7	14.4

FRANCE

Domain	Indicators	Unit	FR		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	33	67	25	75
	Share of members of parliament**	%	20	80	23	77
	Share of members of regional assemblies**	%	48	52	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	12	88	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	30	70	18	82
Health	Self-perceived health, good or very good (16+ population)	%	65.0	69.8	65.8	71.1
	Life expectancy in absolute value at birth	years	85.3	78.2	82.9	77.0
	Healthy life years in absolute value at birth	years	63.4	61.8	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	95.4	94.9	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	91.7	91.6	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	49.8	66.4	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	37.5	42.2	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	70.4	86.1	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In France, there is still no framework law exclusively related to the subject of gender equality, although several legislative acts address and incorporate a devoted component to this issue. This means that numerous acts and regulations actually deal with gender equality, however, they do not have this theme as its single focus.

In regards to equal pay, the legal framework is the **2006 act in favour of equal pay for women and men**. It constrains employers to suppress any gap between women and men's salaries. Specific provisions are included for women returning from maternity leave so that they rapidly catch up with their fellow employee's salaries. The **2007 act** in favour of **equal salary for women and men** introduced the obligation for companies to take steps to enable their employees to reconcile their private and working life. In 2008, in order to help companies achieve their goals, a **Company Parenthood Monitoring Centre** was launched alongside the **Company Parenthood Charter**, which has been signed by more than 70 companies, representing 1 million employees.

The 2008 constitutional reform modified the first article of the Constitution in order to introduce gender equality as a constitutional principle. The first article now reads: "Statutes shall promote equal access of women and men to elective offices and posts as well as to position of professional and social responsibility". A number of legal dispositions and incentives bind employers to respect equal access of both men and women to employment. The **2010 Pension Reform Act** introduced financial penalties against companies that did not produce an action plan in favour of professional equality between women and men and allowed maternity and paternity leave to be included in the pension calculating process. A 2012 decree strengthened these penalties against companies that do not deal with professional parity in negotiations or action plans. Regarding governmental financial incentives, a **2011 decree created a contract supporting job desegregation and professional equality** which grants financial aid to companies that implement an action plan in favour of gender parity.

Several measures have been carried out for equal representation. A **2007 act imposes strict parity rules in the elections of city and regional councils**. The act also establishes **financial sanctions against political parties**, which would not apply equal representation of women and men among their candidates. The **2010 Territorial Reform** applies the same financial penalties for local council elections if parity within candidates is not respected, the same as for legislative elections. The gov-

ernment has also passed a number of laws and decrees to prompt public and private employers to apply equal representation between women and men at senior positions. In the public sector, an **Act** passed in **March of 2012** states that, from 2018, appointments to senior and decision-making positions must include at least 40% of women or men and from 2013 a minimum of 20% of both. The Minister for Civil Service will be accountable for recruitments at senior positions to the cabinet. This requirement will be extended to independent administrative authorities and the state operators. **In the private sector, the act of 27 January 2011 on balanced representation of women and men on boards of directors and supervisory boards** provides that gender quotas must gradually be introduced to increase the presence of women at decision-making positions. This law currently applies to the CAC 40 index firms and requires that at least 40% of board of directors must be represented by women in 2017, at the latest. An action plan will extend its scope to other firms such as state-owned public industrial and commercial establishments and firms of social and solidarity economy.

In May 2012, France's newly elected president implemented a series of actions in favour of equality between women and men. The President appointed the first government of the fifth republic with an **equal representation of women and men**. A **minister in charge of women's rights** was also newly appointed. Her government presented a public policy in favour of gender equality at **the re-enactment of the Interministerial Committee for women's rights and equality between men and women 30 November 2012**. The committee adopted **an action plan to achieve 'a third generation of women's rights: towards a society with effective equality'**. Subsequently, each ministry undertook the production of **a roadmap retracing each measure taken in favour of gender equality**. Consequently, it introduced a gender mainstreaming strategy for every aspect of public action and policy. The new legal framework guarantees that equality between women and men is taken into consideration at all stages of public action, as a result of an elaborated institutional framework and mechanism. The **Minister for Women's Rights** creates and implements the government's policy in favour of women's rights, parity and professional equality and also advocates cooperation with other ministries; a specific service in charge of women's rights and equality at **the General Directorate for Social Cohesion** technically supports the minister. The service carries out a **gender mainstreaming strategy** in addition to **targeted measures** in favour of specific groups of women to reduce existing inequalities. A prime

ministerial circular published in August 2012 requires that each minister designates a **senior civil servant in charge of equality of rights**, responsible for elaborating and implementing the ministry's policy in favour of gender equality. The **Interministerial Committee for Women's Rights and Gender Equality** was re-enacted and updated by decree in September 2012. The committee was given a mandate to establish an action plan in favour of equality between women and men, as well as an interministerial plan to fight violence against women. A **High Council for Equality between Women and Men** will be created in order to replace and resume the missions of a set of consultative bodies such as the observatory of gender parity and the national commission on violence against women.

In France, National Action Plans (NAP) to fight violence against women have been launched since 2005. They cover wide-ranging issues. The plans contain prevention programmes addressing a wide range of persons: not only the general public and women survivors of violence but also specific targets (young people, migrant women, witnesses of violence) and male perpetrators. The third action plan on violence against women for the first time condemns gender-based workplace violence, rape and sexual assault and prostitution. The ministry is currently preparing the 2014–2017 NAP. On 9 July 2010, a **Law on Violence Against Women**, intimate partner violence, and the effects of these types of violence on children was passed by parliament, setting forth new means of protection against violence available to participants in any of the various familial structures (marriages, civil partnerships, and co-habitation).

Key contextual information

2010	FR	Women	Men	EU-27
Population (millions)	64.69	51.6%	48.4%	501.12
Fertility rate (births per women)	2.0			1.6
Mean age of women at childbirth	30.0			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	1.1			1.9
Gini coefficient (disposable equivalent household income)	29.8			30.5
GDP per inhabitant in PPS	26,500			24,500
Social protection (% of GDP)	33.8			29.4
Healthcare (% of GDP)	11.6			n.a.
Education (% of GDP)	5.9**			5.4*
R&D (% of GDP)	2.2*			2.0
Labour market policies (% of GDP)	2.6			2.2
Active labour market policies (% of GDP)	0.83			0.54*
Early leavers from education and training (% of population aged 18–24)	12.6	10.0	15.2	14.1
Unemployment rate (% of labour force)	9.7	10.1	9.4	9.7
Long-term unemployment (% of active population)	3.9	3.9	3.9	3.9
Activation support (LMP participants per 100 persons wanting to work)	44.6*	32.5*	43.0*	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.3	6.2	0.3	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	42			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	94			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	16 weeks (16 in case of pathological pregnancy; 26 in case of a 3rd child; 34 in case of twins; 46 for multiple births except twins)
Maternity leave benefit (% of wages paid)	100% up to ceiling*
Length of paternity leave	11 days (18 in multiple births)
Paternity leave benefit (% of wages paid)	100% up to ceiling*
Length of parental leave	6 months for the first child*, while for the 2nd and following children the parental leave can last until child is three years old
Parental leave benefit (% of wages paid)	Flat rate allowance €566* per month

Source: MISSOC tables (as in force on 1 July 2010), *OECD family database, PF2.1 (2011)

ITALY

2010	IT	EU-27	
INDEX	40.9	54.0	
Work	60.6	69.0	<p>Work</p> <p>60.6</p> <p>69.0</p>
Participation	57.8	76.6	
Segregation and quality of work	63.4	62.2	
Money	68.2	68.9	<p>Money</p> <p>68.2</p> <p>68.9</p>
Financial resources	60.2	59.5	
Economic situation	77.3	79.6	
Knowledge	32.1	48.9	<p>Knowledge</p> <p>32.1</p> <p>48.9</p>
Attainment and segregation	31.3	57.2	
Lifelong learning	32.9	41.8	
Time	33.0	38.8	<p>Time</p> <p>33.0</p> <p>38.8</p>
Care	42.5	45.5	
Social	25.6	33.0	
Power	18.6	38.0	<p>Power</p> <p>18.6</p> <p>38.0</p>
Political	31.2	49.9	
Economic	11.1	29.0	
Health	90.8	90.1	<p>Health</p> <p>90.8</p> <p>90.1</p>
Status	89.4	86.6	
Access	92.2	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	IT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	30.2	53.5	41.0	56.4
	Duration of working life	years	24.2	34.8	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.0	6.5	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	46.9	55.3	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	24.4	27.2	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	87.1	79.4	81.2	71.3
Money	Mean monthly earnings	PPS	1,993	2,334	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	17,175	18,257	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	81.5	84.5	83.5	85.3
	S20/S80 income quintile share (total population)	%	19.2	19.2	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	13.0	11.0	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	39.1	19.6	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	13.5	12.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	51.0	32.2	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	73.4	11.9	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	8.9	12.2	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	11.8	9.7	14.7	14.4

Domain	Indicators	Unit	IT		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	17	83	25	75
	Share of members of parliament**	%	20	80	23	77
	Share of members of regional assemblies**	%	12	88	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	5	95	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	6	94	18	82
Health	Self-perceived health, good or very good (16+ population)	%	63.3	70.5	65.8	71.1
	Life expectancy in absolute value at birth	years	85.0	79.8	82.9	77.0
	Healthy life years in absolute value at birth	years	67.6	67.6	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	91.8	93.7	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	89.0	90.3	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	49.5	76.1	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	26.2	47.6	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	72.5	83.7	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

National

The National Code of Equal Opportunities between Women and Men¹, which has been established by Legislative Decree No 198 of 2006, is considered as the Italian legal framework on gender equality. The code gathers 11 laws on equal opportunities in a single text and is composed of 59 articles, with a view to rationalise and harmonise the current legislative provisions on gender equality. It regulates the promotion of equal opportunities between women and men in the areas of ethical, social and economic relations and in civil and political rights. Its main goal is to promote women's empowerment, recognise and ensure freedom of choice and a better quality of life for both women and men. The code has introduced the principle of gender mainstreaming in the drafting of laws, regulations and administrative acts, and in all policies and activities.

In 2010, the government adopted a **Legislative Decree implementing Directive 2006/54/EC** of the European parliament and of the council on the implementation of the principle of equal opportunities and equal treatment of women and men in matters of employment and occupation². It introduces a general prohibition of discrimination against women in all sectors, in particular in the labour market; extends the scope of affirmative actions beyond employment through a specific provision in line with Article 23 of the Nice Charter of Fundamental Rights; and introduces a general regulation on gender mainstreaming. In 2007, Council Directive 2004/113/EC on 'Implementing the principle of equal treatment between men and women in the access to and supply of goods and services' was transposed into the Italian legal system by **Law No 196/2007**.

The Italian government has adopted several laws to increase women's participation in politics such as: **Law No 90 of 2004**, concerning the election of members of the European parliament; **Law No 120 of 12 July 2011**, establishing 'Equal Access to Boards of Directors and Boards of Statutory Auditors of Companies Listed on Regulated Markets' that states that from August 2012 boards of listed companies shall include 20% of women, and that the total number of members be increased to one third

starting from 2015; **Law No 215/2012** establishing 'Provisions to promote gender balance in local governments' and regional councils; and the '**Directive on measures to achieve equality and equal opportunity between men and women in Public Administration**' signed on 23 May 2007, targeting central authorities and non-economic public bodies, but also regions and local bodies.

The Department for Equal Opportunities on 28 October 2010 approved the first **National Plan Against Gender-Based Violence and Stalking**.

Regional

At the **Regional level** in 2007, Sicily developed a **programmatic document for the time-frame 2007–2013**³ aimed at promoting the implementation of the '**Principle of Equal Opportunities for All**' in the strategic planning of Sicilian Municipalities; programmatic provisions on women entrepreneurship and on the impact on equal opportunities. While, in the Apulia Region in 2008, the **regional law 8 march 2007**⁴ was enforced. This regional law on gender-related policies instituted the 'Ufficio Garante di Genere', an office with tasks of monitoring and assessing the implementation of **Law No 7/2007** from the establishment of a database with the curriculum of women willing to take on manager positions, to the elaboration of a gender-budget for Apulia Region and an annual report about the condition of women in the area. It is also responsible for gender mainstreaming in Apulia's policies and measures making use of the Regional Centre for Women⁵.

In Liguria in 2008, the regional government implemented a regional **action implementing regional law 1st August 2008 No. 26** integrating gender-related policies for equal opportunity in the region⁶.

In 2012, the Abruzzo Region subscribed an **Agreement on Equal Opportunity**⁷ with provinces and municipalities for the promotion of the topic of work-life balance, dissemination of equal opportunities culture, promotion of flexible and re-arranged working time schedules, involvement of women in politics, support and regional coordination of centres against violence.

Key contextual information

2010	IT	Women	Men	EU-27
Population (millions)	60.34	51.5%	48.5%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	31.3			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	5.2			1.9
Gini coefficient (disposable equivalent household income)	31.2			30.5
GDP per inhabitant in PPS	24,700			24,500
Social protection (% of GDP)	29.9			29.4
Healthcare (% of GDP)	9.3**			n.a.
Education (% of GDP)	4.7*			5.4*
R&D (% of GDP)	1.3			2.0
Labour market policies (% of GDP)	1.8			2.2
Active labour market policies (% of GDP)	0.35			0.54*
Early leavers from education and training (% of population aged 18–24)	18.8	15.4	22.0	14.1
Unemployment rate (% of labour force)	8.4	9.7	7.6	9.7
Long-term unemployment (% of active population)	4.1	4.8	3.6	3.9
Activation support (LMP participants per 100 persons wanting to work)	27.6*	17.4*	28.9*	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	5.7	11.3	0.2	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	22			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	87			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	5 months (1 or 2 months before the childbirth and 3 or 4 months (in case one month of abstinence before delivery)
Maternity leave benefit (% of wages paid)	80%
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	Up to 10 (11) months for both parents jointly
Parental leave benefit (% of wages paid)	30%*

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Italy (2012). * The allowance is granted without income test for at most six months cumulated between the parents within the first three years of the child if the parental leave exceeds six months, from age three to eight, the allowance is means tested: the income of the applicant parent cannot be higher than 2.5 times the minimum pension fixed by law in the year of the request (EUROMOD Italy CR, 2012).

CYPRUS

2010	CY	EU-27	
INDEX	42.0	54.0	
Work	68.7	69.0	<p>Work</p> <p>68.7</p> <p>69.0</p>
Participation	84.9	76.6	
Segregation and quality of work	55.6	62.2	
Money	74.1	68.9	<p>Money</p> <p>74.1</p> <p>68.9</p>
Financial resources	66.5	59.5	
Economic situation	82.6	79.6	
Knowledge	52.9	48.9	<p>Knowledge</p> <p>52.9</p> <p>48.9</p>
Attainment and segregation	73.5	57.2	
Lifelong learning	38.0	41.8	
Time	25.3	38.8	<p>Time</p> <p>25.3</p> <p>38.8</p>
Care	35.9	45.5	
Social	17.8	33.0	
Power	12.2	38.0	<p>Power</p> <p>12.2</p> <p>38.0</p>
Political	31.9	49.9	
Economic	4.7	29.0	
Health	91.1	90.1	<p>Health</p> <p>91.1</p> <p>90.1</p>
Status	90.9	86.6	
Access	91.4	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	CY		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	48.2	62.7	41.0	56.4
	Duration of working life	years	33.1	40.7	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	17.7	6.2	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	29.3	36.5	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	25.1	29.9	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	76.7	64.1	81.2	71.3
Money	Mean monthly earnings	PPS	1,970	2,496	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	21,389	22,392	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	82.1	86.3	83.5	85.3
	S20/S80 income quintile share (total population)	%	22.2	23.8	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	31.8	28.5	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	37.6	15.0	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	15.1	14.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	54.8	23.5	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	81.3	14.2	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	3.9	9.8	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	8.4	10.5	14.7	14.4

Domain	Indicators	Unit	CY		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	17	83	25	75
	Share of members of parliament**	%	13	87	23	77
	Share of members of regional assemblies**	%	20	80	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	4	96	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	0	100	18	82
Health	Self-perceived health, good or very good (16+ population)	%	71.8	76.8	65.8	71.1
	Life expectancy in absolute value at birth	years	83.9	79.2	82.9	77.0
	Healthy life years in absolute value at birth	years	64.2	65.1	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	92.7	93.9	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	87.8	85.8	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	70.6	72.6	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	42.5	70.5	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	71.9	78.6	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In the years following its accession to the European Union, Cyprus has enacted several legislative measures related to gender equality. A number of national action plans and strategies have been developed that either specifically address issues of gender equality or incorporate gender mainstreaming. These include the **National Action Plans on Employment** in 2004; **Trafficking in Human Beings** in 2005 and 2010; **Gender Equality** in 2007; **Social Protection and Social Inclusion** in 2008 and **Violence in the Family** in 2010.

The most significant achievement in terms of policy formulation is the adoption of the first **National Action Plan on Gender Equality 2007–2013** (NAPGE)¹, which incorporates a holistic approach to gender equality, addressing six priority areas, namely: employment, education, decision-making, social rights, violence against women and gender stereotypes. It was formulated on the basis of international instruments and EU Laws and policies, including the Roadmap on Gender Equality 2006–2010, and the European Pact for Gender Equality 2006. Based on the NAPGE, the Ministry of Education and Culture developed in 2009 an **Action Plan on Gender Equality in Education**, aimed at promoting a comprehensive and systematic approach to gender equality policies in education and training. Another important development during the last years was the setting up and/or the strengthening of a number of equality bodies (e.g., National Machinery for Women's Rights; the Parliamentary Committee on Human Rights and Equal Opportunities between Women and Men; the Ombudsperson/Equality and Anti-Discrimi-

nation Authority, acting also as the Commissioner for Human Rights; the Equality Inspectors of the Department of Labour of the Ministry of Labour and Social Insurance; the Gender Equality Committee in Employment and Vocational Training; the Advisory Committee for the Prevention and Combating of Domestic Violence and the Coordinating Multidisciplinary Group for Combating Trafficking in Human Beings).

In addition, during recent years, a number of legislative provisions have been taken in the legal framework safeguarding women's rights, particularly in the sphere of the family, employment, violence and trafficking in women. Several legal reforms, aimed at the elimination of discrimination and the further safeguarding of women's rights in all fields have been pursued, bringing legislation in line with relevant European and international instruments. Special reference is made to the **Equal Treatment Between Men and Women in Access to and Provision of Goods and Services** Law of 2008 [**Law 18(I)/2008**]², which ratifies the corresponding Council Directive 2004/113/EC of 13 December 2004. This Law includes the right of the victims of gender discrimination to make an official complaint to the Ombudsperson's office for investigation.

The Cyprus Academy of Public Administration, in collaboration with the National Machinery for Women's Rights and expert consultants, has also intensified its efforts, developing training programmes on gender mainstreaming, addressed mainly to civil servants and, in particular, the focal points for gender equality appointed in all ministries.

Key contextual information

2010	CY	Women	Men	EU-27
Population (millions)	0.82	51.2%	48.8%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	30.4			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	19.2			1.9
Gini coefficient (disposable equivalent household income)	29.2			30.5
GDP per inhabitant in PPS	23,600			24,500
Social protection (% of GDP)	21.6			29.4
Healthcare (% of GDP)	5.8**			n.a.
Education (% of GDP)	8.0*			5.4*
R&D (% of GDP)	0.5			2.0
Labour market policies (% of GDP)	0.9			2.2
Active labour market policies (% of GDP)	0.26			0.54*
Early leavers from education and training (% of population aged 18–24)	12.6	9.8	16.2	14.1
Unemployment rate (% of labour force)	6.4	6.4	6.3	9.7
Long-term unemployment (% of active population)	1.3	1.3	1.4	3.9
Activation support (LMP participants per 100 persons wanting to work)	19.0	24.5	12.4	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.4	6.5	0.03	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	23			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	81			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	18 weeks (16 weeks in case of adoption of a child under 12 years)
Maternity leave benefit (% of wages paid)	Basic Benefit: 75% of the lower part of weekly average insurable earnings over the benefit year (increased to 80%, 90% and 100% for one, two or three dependents respectively). Supplementary Benefit: 75% of the upper part of weekly average insurable earnings over the benefit year (up to ceiling). Special maternity grant to unmarried mothers: lump-sum of €491 payment for women who gave birth and have resided in Cyprus for the last 12 consecutive months (payable upon birth), and have no social insurance record.
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010)

LATVIA

2010	LV	EU-27	
INDEX	44.4	54.0	
Work	54.9	69.0	<p>Work</p> <p>54.9</p> <p>69.0</p>
Participation	83.2	76.6	
Segregation and quality of work	36.2	62.2	
Money	42.0	68.9	<p>Money</p> <p>42.0</p> <p>68.9</p>
Financial resources	26.7	59.5	
Economic situation	66.0	79.6	
Knowledge	38.8	48.9	<p>Knowledge</p> <p>38.8</p> <p>48.9</p>
Attainment and segregation	45.7	57.2	
Lifelong learning	32.9	41.8	
Time	35.2	38.8	<p>Time</p> <p>35.2</p> <p>38.8</p>
Care	76.2	45.5	
Social	16.3	33.0	
Power	38.6	38.0	<p>Power</p> <p>38.6</p> <p>38.0</p>
Political	38.9	49.9	
Economic	38.3	29.0	
Health	77.1	90.1	<p>Health</p> <p>77.1</p> <p>90.1</p>
Status	71.0	86.6	
Access	83.7	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	LV		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	44.5	50.7	41.0	56.4
	Duration of working life	years	34.4	34.8	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.1	3.9	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	15.6	20.4	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	36.2	21.7	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	60.5	44.6	81.2	71.3
Money	Mean monthly earnings	PPS	897	1,091	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	7,175	7,372	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	79.6	79.7	83.5	85.3
	S20/S80 income quintile share (total population)	%	15.6	13.2	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	26.2	16.7	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	32.3	12.2	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	14.3	12.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	48.7	37.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	82.6	43.7	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	3.6	9.7	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	7.8	7.6	14.7	14.4

Domain	Indicators	Unit	LV		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	24	76	25	75
	Share of members of parliament**	%	22	78	23	77
	Share of members of regional assemblies**	%	21	79	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	23	77	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	21	79	18	82
Health	Self-perceived health, good or very good (16+ population)	%	44.8	54.3	65.8	71.1
	Life expectancy in absolute value at birth	years	78.4	68.6	82.9	77.0
	Healthy life years in absolute value at birth	years	56.7	53.5	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	77.3	79.7	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	78.6	78.4	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	59.9	60.5	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	48.7	47.6	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	76.4	79.4	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In Latvia, there are four main gender-relevant policy documents. The first strategic document in the field of gender equality policy in Latvia was the **Concept Paper on Gender Equality Implementation (2001)**. The concept paper is used as a fundamental basis for the development of further plans of action and documents to implement its goals. It established that gender mainstreaming should be used as the main method of facilitating the principle of gender equality in Latvia in all government policies.

Three operational documents have been accepted by the government to implement activities and achieve aims defined in different directions. The aim of the **Programme for the Implementation of Gender Equality 2005–2006**¹ is to promote an efficient, integrated and coordinated implementation of gender equality issues and develop sustainable institutional mechanisms. Four main directions of action have been identified: education at all levels and awareness raising in the society about gender equality issues; reconciliation of work and family life; improvement of the administrative capacity to work with gender equality issues and improve gender equality policy mechanism; prevention of violence. The **Programme for the Implementation of Gender Equality 2007–2010**² is in line with the EU Roadmap for Gender Equality. The objectives

set out in the programme are focused in six directions of action: awareness raising about gender equality in general public; education about gender equality for specialists in central governmental institutions and other specialists; improvement of monitoring of gender equality policy implementation; highlighting the issue of domestic violence; studying the health-related lifestyle habits and reconciliation of work and family life. Activities are carried out by public institutions, as well as non-governmental organisations and the private sector. Activities are focused on the different target groups – employers, employees, women and men in different age groups and specialists working in the education.

The **Gender Equality Action Plan 2012–2014**³ was accepted in the Cabinet of Ministers in 17 January 2012. There are four directions of actions set in the plan: minimisation of the gender-specific roles and stereotypes; promotion of a healthy and environmentally friendly lifestyle of women and men; promotion of economic independence and equal opportunities for men and women in the labour market; and monitoring and evaluation of gender equality policy. The Ministry of Welfare is going to submit to the Cabinet of Ministers an informative report about the implementation of this Plan by 1 July 2015.

Key contextual information

2010	LV	Women	Men	EU-27
Population (millions)	2.25	53.9%	46.1%	501.12
Fertility rate (births per women)	1.2			1.6
Mean age of women at childbirth	28.7			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-3.5			1.9
Gini coefficient (disposable equivalent household income)	36.1			30.5
GDP per inhabitant in PPS	13,200			24,500
Social protection (% of GDP)	17.8			29.4
Healthcare (% of GDP)	6.6**			n.a.
Education (% of GDP)	5.0			5.4*
R&D (% of GDP)	0.6			2.0
Labour market policies (% of GDP)	1.3			2.2
Active labour market policies (% of GDP)	0.51			0.54*
Early leavers from education and training (% of population aged 18–24)	13.3	9.4	17.2	14.1
Unemployment rate (% of labour force)	19.8	16.7	23.1	9.7
Long-term unemployment (% of active population)	8.9	6.8	11.1	3.9
Activation support (LMP participants per 100 persons wanting to work)	8.5	9.7	7.4	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	2.0	3.6	0.2	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	16			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	64			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	112 days (may be extended by 14 days in case of receiving continuous medical care commencing before the 12th week of pregnancy; 14 days in case of complications during pregnancy, delivery or post-natal period and in case of multiple births)
Maternity leave benefit (% of wages paid)	100% (for children born after 3 November, 2010, the benefit equals 80%)
Length of paternity leave	10 days
Paternity leave benefit (% of wages paid)	100% (from November 3, 2010, the benefit is 80%)
Length of parental leave	Until child turns 1 (parents can take a care leave or to continue to work)
Parental leave benefit (% of wages paid)	70% (not less than LVL 63 (€89) per month) 50% in case parents continue to work (in force since July 1, 2009 until May 2, 2010; afterwards parents are not eligible for the benefit at all)

Source: MISSOC tables (as in force on 1 January 2010) and EUROMOD Country Report – Latvia (2012) for changes during 2010

LITHUANIA

2010	LT	EU-27	
INDEX	43.6	54.0	
Work	61.0	69.0	<p>Work</p> <p>61.0</p> <p>69.0</p>
Participation	81.9	76.6	
Segregation and quality of work	45.4	62.2	
Money	41.5	68.9	<p>Money</p> <p>41.5</p> <p>68.9</p>
Financial resources	26.8	59.5	
Economic situation	64.3	79.6	
Knowledge	47.4	48.9	<p>Knowledge</p> <p>47.4</p> <p>48.9</p>
Attainment and segregation	58.3	57.2	
Lifelong learning	38.5	41.8	
Time	24.1	38.8	<p>Time</p> <p>24.1</p> <p>38.8</p>
Care	40.2	45.5	
Social	14.5	33.0	
Power	32.1	38.0	<p>Power</p> <p>32.1</p> <p>38.0</p>
Political	35.6	49.9	
Economic	29.0	29.0	
Health	84.9	90.1	<p>Health</p> <p>84.9</p> <p>90.1</p>
Status	74.2	86.6	
Access	97.1	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	LT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	44.9	49.0	41.0	56.4
	Duration of working life	years	33.5	33.1	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	27.6	6.4	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	22.0	26.8	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	26.6	20.1	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	77.6	63.1	81.2	71.3
Money	Mean monthly earnings	PPS	885	1,036	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	7,319	7,600	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	80.7	79.4	83.5	85.3
	S20/S80 income quintile share (total population)	%	15.2	12.2	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	29.8	20.8	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	34.6	15.0	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	14.7	15.1	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	40.1	20.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	83.3	21.0	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	4.8	9.6	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	5.3	6.0	14.7	14.4

Domain	Indicators	Unit	LT		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	20	80	25	75
	Share of members of parliament**	%	19	81	23	77
	Share of members of regional assemblies**	%	22	78	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	13	87	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	20	80	18	82
Health	Self-perceived health, good or very good (16+ population)	%	48.5	56.9	65.8	71.1
	Life expectancy in absolute value at birth	years	78.9	68.0	82.9	77.0
	Healthy life years in absolute value at birth	years	62.4	57.8	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	96.3	97.4	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	95.9	96.6	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	60.5	64.5	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	45.8	52.3	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	70.5	76.7	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

The general principle of equal opportunities and equal treatment is enshrined in the Constitution of the Republic of Lithuania (Article 29). This principle is also stated in other laws of Lithuania. In 1998, the Seimas (parliament) adopted the **Law on Equal Opportunities for Women and Men**. The amendments to the law of 2002 extended the scope of the application of the aforementioned law establishing that equal opportunities for women and men have to be guaranteed and implemented in the field of consumers' rights. The law contained within other provisions an article on a gender mainstreaming mechanism.

The government approved three **national programmes on equal opportunities for women and men**, the first one in **2003–2004, followed by 2005–2009 and 2010–2014**. With the order No.116-4202, of 29 September 2005 the Government of the Republic of Lithuania approved a **decision on the National Programme for Equal Opportunities of Women and Men 2005–2009**¹. The national programme was implemented in cooperation with NGOs, educational institutions, and social partners as part of the National Lisbon Strategy Implementation Programme². The goal of the programme is to solve issues concerning equal opportunities for women and men consistently and systematically in all areas, such as employment; education and science; policy and decision-making processes; health; environmental protection and cooperation of governmental and non-governmental institutions. The programme aims to introduce gender mainstreaming in all areas of public life. It is prepared considering the results of the previous **National Programme for Equal Opportunities for Women and Men 2003–2004** and the need to perpetuate useful tools and develop new methods to provide consistent and systematic solutions to the problems related to gender inequality.

In 2010, the Government of the Republic of Lithuania developed the **National Programme for Equal Opportunities of Women and Men 2010–2014**³. It was prepared by taking into consideration the results of the previous **National Programme for Equal Opportunities for Women and Men 2005–2009** and an evaluation of the study **Women and Men in Lithuanian Society 2009: a Comprehensive Study and Evaluation of changes in Women's and Men's Situations in Various Fields** carried out by the Women's Issues Information Centre. The goals of the programme are to

ensure that provisions of law of the Republic of Lithuania on equal opportunities for women and men are implemented consistently and systematically, as well as to enforce the EU and international commitments in the field of gender equality. The programme covers the following areas: employment; education and science; health security; environmental protection; national defence; EU and international cooperation and decision-making processes. It sets out actions promoting women's labour market participation. In particular, it aims to improve the participation of women and men after parental leave; the situation of women in rural areas; the possibilities for the reconciliation of work and private life; decrease the gender pay gap and integrate gender equality issues into social dialogue and partnership.

On 4 May 2010, to implement the national programme of equal opportunities the Minister of Social Security and Labour launched the **Action Plan for the National Programme of Equal Opportunities for Women and Men for 2010–2014**⁴. Measures of the programme implementation cover the following areas: employment; education; decision-making processes; measures for implementation of EU and international commitment; national defence; environmental protection; health; women's and men's equal opportunities mechanisms and methods of implementation and statistics.

The gender equality structure (limiting it to the institutions, which are specifically dealing with gender issues) is the following: the **Parliamentary Commission for Family and Child Affairs** that has been functioning since 1996; the **Group of Women Parliamentarians**, that comprises all women parliamentarians; the **Parliamentary Human Rights Committee** and the **Office of Equal Opportunities Ombudsperson** (functions since 1999), an independent state institution. One of the advisors to **the Prime Minister** is the Advisor on Family, Children, Youth, Gender Equality Issues and Relevant NGOs. In 2001, the **Minister of Social Security and Labour** was entrusted with the co-ordination of gender equality issues in all spheres, implying that this person has been actually acting as the Minister of Gender Equality. Moreover, all ministries in Lithuania are responsible for the implementation of gender equality issues in the area of their particular competence through preparing and carrying a national programme on equal opportunities, as well as international and local projects.

Key contextual information

2010	LT	Women	Men	EU-27
Population (millions)	3.33	53.5%	46.5%	501.12
Fertility rate (births per women)	1.6			1.6
Mean age of women at childbirth	28.9			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-23.7			1.9
Gini coefficient (disposable equivalent household income)	36.9			30.5
GDP per inhabitant in PPS	14,900			24,500
Social protection (% of GDP)	19.1			29.4
Healthcare (% of GDP)	7.6*			n.a.
Education (% of GDP)	5.4			5.4*
R&D (% of GDP)	0.8			2.0
Labour market policies (% of GDP)	0.8			2.2
Active labour market policies (% of GDP)	0.23			0.54*
Early leavers from education and training (% of population aged 18–24)	8.1	6.2 ^(u)	9.9	14.1
Unemployment rate (% of labour force)	18.0	14.4	21.6	9.7
Long-term unemployment (% of active population)	7.4	5.8	9.1	3.9
Activation support (LMP participants per 100 persons wanting to work)	4.7	5.6	3.7	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	1.7	3.1	0.15	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	13			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	67			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	126 days (extended by 14 days in case of complicated delivery of multiple births) For pregnant women who are not eligible for a maternity benefit a pregnancy grant is paid (70 days preceding delivery).
Maternity leave benefit (% of wages paid)	100% up to ceiling in case of maternity benefit, lump sum of LTL 260 (€75) in case of pregnancy grant.
Length of paternity leave	1 month
Paternity leave benefit (% of wages paid)	100% up to ceiling
Length of parental leave	Up to a child turns age 2
Parental leave benefit (% of wages paid)	100% until a child is one year old and 85% for the remaining period (in case of multiple births benefits are multiplied) up to ceiling 5 times the national average insured income until July 1, 2010. 90% until a child is one year old and 75% for remaining period (in case of multiple births benefits are multiplied) up to ceiling 5 times the national average insured income (for all benefits, both new and old) from July 1, 2010.

Source: EUROMOD Country Report – Lithuania (2012)

LUXEMBOURG

2010	LU	EU-27	
INDEX	50.7	54.0	
Work	66.4	69.0	<p>Work</p> <p>66.4</p> <p>69.0</p>
Participation	70.3	76.6	
Segregation and quality of work	62.7	62.2	
Money	90.9	68.9	<p>Money</p> <p>90.9</p> <p>68.9</p>
Financial resources	95.0	59.5	
Economic situation	86.9	79.6	
Knowledge	61.1	48.9	<p>Knowledge</p> <p>61.1</p> <p>48.9</p>
Attainment and segregation	72.2	57.2	
Lifelong learning	51.8	41.8	
Time	48.9	38.8	<p>Time</p> <p>48.9</p> <p>38.8</p>
Care	52.0	45.5	
Social	46.0	33.0	
Power	14.7	38.0	<p>Power</p> <p>14.7</p> <p>38.0</p>
Political	44.8	49.9	
Economic	4.8	29.0	
Health	93.9	90.1	<p>Health</p> <p>93.9</p> <p>90.1</p>
Status	91.3	86.6	
Access	96.6	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	LU		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	38.7	60.5	41.0	56.4
	Duration of working life	years	28.1	35.2	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	27.8	9.9	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	27.9	32.1	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	38.3	32.6	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	74.5	74.4	81.2	71.3
Money	Mean monthly earnings	PPS	2,872	3,209	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	30,222	31,627	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	86.8	87.6	83.5	85.3
	S20/S80 income quintile share (total population)	%	25.0	23.3	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	25.4	32.4	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	42.7	23.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	20.5	19.9	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	49.8	29.5	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	74.8	27.6	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	18.5	20.1	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	22.2	15.8	14.7	14.4

LUXEMBOURG

Domain	Indicators	Unit	LU		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	27	73	25	75
	Share of members of parliament**	%	20	80	23	77
	Share of members of regional assemblies**	%	21	79	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	4	96	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	0	100	18	82
Health	Self-perceived health, good or very good (16+ population)	%	73.9	76.7	65.8	71.1
	Life expectancy in absolute value at birth	years	83.5	77.9	82.9	77.0
	Healthy life years in absolute value at birth	years	66.4	64.4	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	97.0	96.1	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	97.2	96.5	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	62.4	78.9	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	31.3	47.7	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	87.9	79.4	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

The national institutional mechanism for gender equality in Luxembourg is the Ministry of Equal Opportunities (MEGA). It is the coordinator of national policy actions and represents the government at international level in the field of equality between women and men. Other departments ensure the implementation of their policy actions.

In 2006, Luxembourg developed the **National Action Plan for Equality between women and men 2006–2008**¹. Measures are based on the 12 critical areas of concern from the Beijing Platform for Action (BPfA), namely: fight against poverty and social exclusion; education and training; health; violence; conflicts; economy; decision-making; promotion mechanisms; fundamental rights; media; environment; and discrimination against girls. It also includes actions against trafficking in women for sexual exploitation and customer awareness of the dangers of prostitution.

On 13 May 2008, the **act on the equal treatment for men and women**² was enforced. The act transposed EC Directives 76/207/EC and 2000/78/EC, respectively on the implementation of the principle of equal treatment be-

tween men and women in regards to access to employment, training and promotion, and working conditions, establishing a general framework for equal treatment in employment and occupation.

In 2009, **The National Action Plan for the equality of women and men 2009–2014**³ was launched and adopted in 2010. The plan included the 12 critical areas of concern of the BPfA. It contains measures promoting equality in the following areas: treatment of women and men in professional life with equal pay for equal work or work of equal value; recruitment and engagement; training and qualification; corporate culture; women and men in decision-making with equality in training and career development; a balanced representation of women and men in positions of responsibility; and equality of women and men in the reconciliation of work and private life.

The **programme on positive actions**⁴ was launched by the Ministry of Equal Opportunities as part of the national action plan. It contains recommendations for positive actions in the private and public sector aiming to promote equality between women and men in the workplace.

Key contextual information

2010	LU	Women	Men	EU-27
Population (millions)	0.50	50.3%	49.7%	501.12
Fertility rate (births per women)	1.6			1.6
Mean age of women at childbirth	30.8			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	15.1			1.9
Gini coefficient (disposable equivalent household income)	27.9			30.5
GDP per inhabitant in PPS	65,200			24,500
Social protection (% of GDP)	22.7			29.4
Healthcare (% of GDP)	7.9**			n.a.
Education (% of GDP)	n.a.			5.4*
R&D (% of GDP)	1.5			2.0
Labour market policies (% of GDP)	1.3			2.2
Active labour market policies (% of GDP)	0.42			0.54*
Early leavers from education and training (% of population aged 18–24)	7.1 ^(u)	6.0 ^(u)	8.0 ^(u)	14.1
Unemployment rate (% of labour force)	4.6	5.5	3.8	9.7
Long-term unemployment (% of active population)	1.3	1.4	1.3	3.9
Activation support (LMP participants per 100 persons wanting to work)	48.5*	29.2*	78.7*	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	6.2	12.3	0.26	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	36			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	79			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	16 weeks (4 weeks supplement for nursing mothers and in case of premature birth or multiple births).
Maternity leave benefit (% of wages paid)	100% for maternity benefit (€194.02 per week for maternity allowance paid for women with no loss of income during maternity leave).
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	6 months (or 12 months part-time) when a person leaves her/his professional activity to educate a child aged less than 5.
Parental leave benefit (% of wages paid)	Flat rate benefit €1,778.31 per month (€889.15 per month part-time)

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Luxembourg (2012)

HUNGARY

2010	HU	EU-27	
INDEX	41.4	54.0	
Work	55.9	69.0	<p>Work</p> <p>55.9</p> <p>69.0</p>
Participation	68.3	76.6	
Segregation and quality of work	45.7	62.2	
Money	54.4	68.9	<p>Money</p> <p>54.4</p> <p>68.9</p>
Financial resources	30.5	59.5	
Economic situation	97.1	79.6	
Knowledge	35.1	48.9	<p>Knowledge</p> <p>35.1</p> <p>48.9</p>
Attainment and segregation	42.3	57.2	
Lifelong learning	29.1	41.8	
Time	32.5	38.8	<p>Time</p> <p>32.5</p> <p>38.8</p>
Care	53.5	45.5	
Social	19.7	33.0	
Power	24.4	38.0	<p>Power</p> <p>24.4</p> <p>38.0</p>
Political	15.1	49.9	
Economic	39.4	29.0	
Health	83.7	90.1	<p>Health</p> <p>83.7</p> <p>90.1</p>
Status	75.8	86.6	
Access	92.4	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	HU		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	37.7	50.1	41.0	56.4
	Duration of working life	years	27.3	31.3	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.5	6.2	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	16.3	23.6	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	28.1	25.5	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	76.5	62.0	81.2	71.3
Money	Mean monthly earnings	PPS	1,113	1,357	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	7,369	7,567	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	89.2	89.2	83.5	85.3
	S20/S80 income quintile share (total population)	%	30.3	28.6	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	18.0	15.1	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	32.3	16.7	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	11.0	11.4	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	48.2	37.6	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	69.9	16.1	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	6.6	5.7	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	15.1	8.4	14.7	14.4

Domain	Indicators	Unit	HU		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	0	100	25	75
	Share of members of parliament**	%	11	89	23	77
	Share of members of regional assemblies**	%	13	87	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	14	86	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	29	71	18	82
Health	Self-perceived health, good or very good (16+ population)	%	51.5	59.1	65.8	71.1
	Life expectancy in absolute value at birth	years	78.6	70.7	82.9	77.0
	Healthy life years in absolute value at birth	years	58.6	56.3	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	92.4	91.6	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	94.8	93.6	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	62.4	69.2	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	30.1	39.6	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	68.9	77.5	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

Aiming to implement the Roadmap for Equality between Women and Men (2006–2010), the Department of Social Equality for Women and Men of the Hungarian Ministry for Social Affairs and Labour developed a long-term work plan¹: the **National Strategy for the Promotion of Social Equality among Men and Women for the period 2010–2020**. The plan is contained in government decision No. 1095/2010 (IV. 21.) and supplemented by a **two-year national action plan**.

In 2010, the governmental body to form, mainstream and implement the policy on gender equality – the Directorate of Gender Equality – has developed the first **action plan (for 2010–2011)**² to implement the objectives of the national strategy.

The Minister for National Economy appointed a special ministerial commissioner for a 12-month period from 1st April 2012, with the task of mapping all the problems which obstruct employment among women, and of making recommendations for removing these obstructions. Tasks related to equal opportunity between men and women are carried out jointly by the Department for Equal Opportunity and the Department for Family Policy.

The Strategy for Equality between Men and Women is currently being reformulated.

The ministry cooperates with the women's umbrella organisation, the Hungarian Women's Alliance, which encompasses 16 organisations, and with the **Population Round Table** (consisting of representatives from NGOs and experts) that makes recommendations to the government. Formerly known as the National Network of Equal Opportunities, the network was restructured in 2012 and given a new name: **Network of Family, Opportunity Creating and Volunteer Houses**.

The Council for Social Equality among Women and Men operates under the supervision of the Ministry for Public Administration and Justice. Accordingly, the government decided, in a new provision, the conditions for council operations (government decision No 1158/2011 on the supervision of bodies created by legislation or by instruments regulating public legal organisations). The government created also the Council for Family Affairs and Population that will operate independently of the Council for Women and Men, but will be supported by other organisations.

Key contextual information

2010	HU	Women	Men	EU-27
Population (millions)	10.01	52.5%	47.5%	501.12
Fertility rate (births per women)	1.3			1.6
Mean age of women at childbirth	29.3			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	1.2			1.9
Gini coefficient (disposable equivalent household income)	24.1			30.5
GDP per inhabitant in PPS	15,900			24,500
Social protection (% of GDP)	23.1			29.4
Healthcare (% of GDP)	7.8**			n.a.
Education (% of GDP)	5.1*			5.4*
R&D (% of GDP)	1.2			2.0
Labour market policies (% of GDP)	1.3			2.2
Active labour market policies (% of GDP)	0.53			0.54*
Early leavers from education and training (% of population aged 18–24)	10.5	9.5	11.5	14.1
Unemployment rate (% of labour force)	11.2	10.7	11.6	9.7
Long-term unemployment (% of active population)	5.5	5.2	5.8	3.9
Activation support (LMP participants per 100 persons wanting to work)	20.3	18.0	18.1	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	4.5	8.4	0.4	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	9			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	79			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	24 weeks
Maternity leave benefit (% of wages paid)	70% Lump sum payment of 225% of the minimum old age pension (64,125 HUF) or 300% in case of twins (85,500 HUF) if the mother has no required social insurance record prior the childbirth.
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Hungary (2012)

MALTA

2010	MT	EU-27	
INDEX	41.6	54.0	
Work	55.0	69.0	<p>Work</p> <p>55.0</p> <p>69.0</p>
Participation	53.0	76.6	
Segregation and quality of work	57.0	62.2	
Money	68.2	68.9	<p>Money</p> <p>68.2</p> <p>68.9</p>
Financial resources	54.1	59.5	
Economic situation	86.0	79.6	
Knowledge	34.0	48.9	<p>Knowledge</p> <p>34.0</p> <p>48.9</p>
Attainment and segregation	35.2	57.2	
Lifelong learning	32.9	41.8	
Time	37.5	38.8	<p>Time</p> <p>37.5</p> <p>38.8</p>
Care	44.4	45.5	
Social	31.6	33.0	
Power	18.7	38.0	<p>Power</p> <p>18.7</p> <p>38.0</p>
Political	30.1	49.9	
Economic	11.7	29.0	
Health	93.2	90.1	<p>Health</p> <p>93.2</p> <p>90.1</p>
Status	91.4	86.6	
Access	95.0	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	MT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	28.4	61.9	41.0	56.4
	Duration of working life	years	21.6	38.6	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	30.4	9.7	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	28.0	32.4	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	34.5	30.1	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	85.0	65.5	81.2	71.3
Money	Mean monthly earnings	PPS	1,822	2,142	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	15,111	15,596	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	85.1	86.8	83.5	85.3
	S20/S80 income quintile share (total population)	%	23.3	23.3	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	12.8	11.8	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	46.5	30.7	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	12.8	12.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	45.2	31.9	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	65.2	16.9	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	12.4	23.5	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	13.5	11.0	14.7	14.4

Domain	Indicators	Unit	MT		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	14	86	25	75
	Share of members of parliament**	%	9	91	23	77
	Share of members of regional assemblies**	%	22	78	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	2	98	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	9	91	18	82
Health	Self-perceived health, good or very good (16+ population)	%	66.1	70.2	65.8	71.1
	Life expectancy in absolute value at birth	years	83.6	79.2	82.9	77.0
	Healthy life years in absolute value at birth	years	71.6	70.2	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	93.8	94.8	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	95.4	96.1	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	46.6	77.1	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	13.0	47.9	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	45.6	58.2	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In 2005, the Department of Contracts, following an initiative by the National Commission for the Promotion of Equality (NCPE), started including a **gender equality clause** in the general conditions of every tender document. This initiative was undertaken in order to promote gender mainstreaming in all spheres. In the same year the **National Reform Programme 2005–2008** included measures specifically targeting women, aimed at promoting the employment of women in line with the Lisbon Strategy.

In 2006, the National Machinery for Gender Equality launched the project **The Gender Aspect from a Legal Perspective**. This project aimed to create a gender audit of specific codes and legislation, with the overall objective of addressing structural barriers in Maltese legislation on the grounds of gender. Three toolkits were produced and directed at the private and public sectors, specifically human resource managers and employers, legal service providers and legal drafters and law students.

In 2008, the **Access to Goods and Services and their Supply (Equal Treatment) Regulations (LN181/08)** came into force. This legal development extended National Commission for the Promotion of Equality's remit to also cover equal treatment on the grounds of gender in the access to and supply of goods and services.

In 2009, Malta developed a **Gender Equality Action Plan 2009–2010**. This action plan identifies the following policy areas: equal economic independence for women and men and equal pay for work of equal value. This document sets out the corporation's revised gender equality scheme for

2009–2010, and also includes an update of progress made over the past two years since the last gender equality action plan was published in 2007¹.

In 2010, National Commission for the Promotion of Equality launched the **'Equality Mark' Certification** to encourage more employers to safeguard gender equality in their work practices, as part of the EU co-funded project *ESF 3.47 – Unlocking the Female Potential*. Organisations have to meet a set of standards to be awarded the 'Equality Mark', as follows: policies and initiatives on equality and sexual harassment; equal opportunities in recruitment and employment; equality representative within the organisation; equality in career advancement and personal development; family friendly measures; and gender equality in the access to and supply of goods and services of the company.

In April 2012, the Office of the Prime Minister issued a circular, **Gender Mainstreaming in Practice**² to formalise the implementation of gender mainstreaming in the formulation, implementation, monitoring and evaluation of policies within every ministry, department and entity within the public administration. To this end, National Commission for the Promotion of Equality developed tools and provided training to assist and facilitate the implementation of gender mainstreaming in policies and programmes, as part of the EU co-funded project *VS/2010/0819 Gender Mainstreaming – in Practice*.

In addition, in 2012, the **Equality for Men and Women Act** (which came into force in 2003 to safeguard equality on the grounds of gender or family responsibilities in employment and education or training) was extended to cover additional grounds, namely sexual orientation, age, religion or belief, racial or ethnic origin, and gender identity.

Key contextual information

2010	MT	Women	Men	EU-27
Population (millions)	0.41	50.2%	49.8%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	29.4			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	5.4			1.9
Gini coefficient (disposable equivalent household income)	28.4			30.5
GDP per inhabitant in PPS	21,000			24,500
Social protection (% of GDP)	19.8			29.4
Healthcare (% of GDP)	n.a.			n.a.
Education (% of GDP)	5.5*			5.4*
R&D (% of GDP)	0.7			2.0
Labour market policies (% of GDP)	0.5			2.2
Active labour market policies (% of GDP)	0.04			0.54*
Early leavers from education and training (% of population aged 18–24)	36.9	32.3	40.9	14.1
Unemployment rate (% of labour force)	6.9	7.1	6.9	9.7
Long-term unemployment (% of active population)	3.2	2.7	3.4	3.9
Activation support (LMP participants per 100 persons wanting to work)	6.9	5.0	9.1	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	4.1	8.1	0.24	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	11			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	74			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	14 weeks
Maternity leave benefit (% of wages paid)	Flat-rate of €73.38 per week
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010)

NETHERLANDS

2010	NL	EU-27	
INDEX	69.7	54.0	
Work	73.1	69.0	<p>Work</p> <p>73.1</p> <p>69.0</p>
Participation	77.6	76.6	
Segregation and quality of work	68.8	62.2	
Money	82.5	68.9	<p>Money</p> <p>82.5</p> <p>68.9</p>
Financial resources	71.8	59.5	
Economic situation	94.8	79.6	
Knowledge	65.5	48.9	<p>Knowledge</p> <p>65.5</p> <p>48.9</p>
Attainment and segregation	67.5	57.2	
Lifelong learning	63.5	41.8	
Time	71.3	38.8	<p>Time</p> <p>71.3</p> <p>38.8</p>
Care	70.7	45.5	
Social	71.9	33.0	
Power	52.2	38.0	<p>Power</p> <p>52.2</p> <p>38.0</p>
Political	69.2	49.9	
Economic	39.4	29.0	
Health	94.7	90.1	<p>Health</p> <p>94.7</p> <p>90.1</p>
Status	90.6	86.6	
Access	99.0	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	NL		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	35.7	59.6	41.0	56.4
	Duration of working life	years	36.2	41.8	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	38.8	10.0	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	30.7	39.5	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	48.0	49.6	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	88.6	80.0	81.2	71.3
Money	Mean monthly earnings	PPS	2,343	2,932	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	20,991	21,848	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	89.7	91.3	83.5	85.3
	S20/S80 income quintile share (total population)	%	27.0	27.8	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	25.0	28.6	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	51.1	24.5	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	25.3	24.5	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	52.3	39.4	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	76.1	36.0	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	18.7	19.1	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	37.5	33.8	14.7	14.4

Domain	Indicators	Unit	NL		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	33	67	25	75
	Share of members of parliament**	%	39	61	23	77
	Share of members of regional assemblies**	%	34	66	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	15	85	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	25	75	18	82
Health	Self-perceived health, good or very good (16+ population)	%	75.9	80.3	65.8	71.1
	Life expectancy in absolute value at birth	years	83.0	78.9	82.9	77.0
	Healthy life years in absolute value at birth	years	60.2	61.3	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	98.9	98.9	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	97.9	97.5	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	57.8	71.6	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	42.8	64.5	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	67.4	83.1	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

The ban on discrimination in the Dutch Constitution is implemented in six specific Acts of Parliament: the **Equal Treatment Act**, the **Equal Treatment (Women and Men) Act**, the **Equal Treatment (Working Hours) Act**, the **Equal Treatment (Temporary and Permanent Contracts) Act**, the **Equal Treatment in Employment (Age Discrimination) Act** and the **Act on Equal Treatment of Disabled and Chronically Ill People**. In addition, the Dutch Civil Code and the Central and Local Government Personnel Act contain several provisions that prohibit discrimination between men and women in the workplace. Some of these bills were introduced by the Dutch parliament in 2004 to facilitate the implementation of the EU directives on equal treatment.

In 2005, the **Multiannual Policy Programme Emancipation 2006–2010**¹ called **'Emancipation: Self-evident, but it won't happen by itself!'** was developed. This policy programme sets out the national emancipation policy for the period 2006–2010. It had five general goals: to stimulate the economic independence of women; to prevent and combat gender-based violence against women and girls; to stimulate the social participation of women; to promote the representation of women in posi-

tions of power; and to make a contribution to the emancipation of women worldwide.

This policy programme was replaced in 2007 by the policy plan **'More opportunities for women'² for the period 2008–2011**. This memorandum sets out the national emancipation policy for the period 2008–2011. It has four general goals: to increase the labour participation of women; to improve the position of ethnic minority groups; to prevent and combat violence against women and girls; and to contribute to the (global) abolition of all forms of discrimination against women and the structural improvement of the position of women.

In 2011, the government launched the **Emancipation of Women and LGBT People 2011–2015**, a general outline emancipation policy³. This policy letter sets out a national emancipation policy for the period 2011–2015; it not only targets the emancipation of women, but also the emancipation of LGBT⁴ people. The objectives concerning the emancipation of women are: to improve the labour market position; to increase the labour participation of women with low qualifications; and to contribute to the emancipation of women worldwide.

Key contextual information

2010	NL	Women	Men	EU-27
Population (millions)	16.57	50.5%	49.5%	501.12
Fertility rate (births per women)	1.8			1.6
Mean age of women at childbirth	30.8			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	2.0			1.9
Gini coefficient (disposable equivalent household income)	25.5			30.5
GDP per inhabitant in PPS	32,100			24,500
Social protection (% of GDP)	32.1			29.4
Healthcare (% of GDP)	12.0**			n.a.
Education (% of GDP)	5.9*			5.4*
R&D (% of GDP)	1.9			2.0
Labour market policies (% of GDP)	2.9			2.2
Active labour market policies (% of GDP)	0.78			0.54*
Early leavers from education and training (% of population aged 18–24)	10.0	7.8	12.1	14.1
Unemployment rate (% of labour force)	4.5	4.5	4.4	9.7
Long-term unemployment (% of active population)	1.2	1.2	1.2	3.9
Activation support (LMP participants per 100 persons wanting to work)	45.4	16.4	29.9	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	12.2	22.9	1.6	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	50			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	91			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	16 weeks (is extended in case of premature birth and if the baby comes late)
Maternity leave benefit (% of wages paid)	100% up to ceiling (maximum daily wage €187.77)
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010)

AUSTRIA

2010	AT	EU-27	
INDEX	50.4	54.0	
Work	73.9	69.0	<p>Work</p> <p>73.9</p> <p>69.0</p>
Participation	79.0	76.6	
Segregation and quality of work	69.1	62.2	
Money	77.9	68.9	<p>Money</p> <p>77.9</p> <p>68.9</p>
Financial resources	65.9	59.5	
Economic situation	92.1	79.6	
Knowledge	44.6	48.9	<p>Knowledge</p> <p>44.6</p> <p>48.9</p>
Attainment and segregation	39.5	57.2	
Lifelong learning	50.2	41.8	
Time	40.0	38.8	<p>Time</p> <p>40.0</p> <p>38.8</p>
Care	35.6	45.5	
Social	45.0	33.0	
Power	24.3	38.0	<p>Power</p> <p>24.3</p> <p>38.0</p>
Political	63.1	49.9	
Economic	9.3	29.0	
Health	91.6	90.1	<p>Health</p> <p>91.6</p> <p>90.1</p>
Status	86.4	86.6	
Access	97.2	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	AT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	40.9	61.4	41.0	56.4
	Duration of working life	years	33.6	38.9	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.9	7.6	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	44.4	49.2	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	41.4	40.5	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	84.2	72.2	81.2	71.3
Money	Mean monthly earnings	PPS	1,919	2,565	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	21,484	22,452	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	86.9	90.0	83.5	85.3
	S20/S80 income quintile share (total population)	%	26.3	27.0	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	13.9	18.1	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	43.1	22.0	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	21.1	19.3	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	38.2	18.7	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	76.2	19.7	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	9.0	10.2	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	23.1	32.4	14.7	14.4

AUSTRIA

Domain	Indicators	Unit	AT		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	39	61	25	75
	Share of members of parliament**	%	29	71	23	77
	Share of members of regional assemblies**	%	31	69	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	9	91	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	0	100	18	82
Health	Self-perceived health, good or very good (16+ population)	%	67.2	72.0	65.8	71.1
	Life expectancy in absolute value at birth	years	83.5	77.9	82.9	77.0
	Healthy life years in absolute value at birth	years	60.7	59.5	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	97.7	97.3	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	94.6	94.5	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	59.8	73.5	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	33.7	51.6	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	78.3	86.9	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

Between 2005–2012, the main legislative developments are reflected in the amendment of the **Federal Equal Treatment Act** in 2008 which resulted in the inclusion of the following modifications: the rule of non-discriminatory language imposing the obligation for the use of both the female and male forms of nouns, and for gender-neutral wording in advertisements of employment openings and in all correspondence relating to human resources matters in public service.

On 1 August 2008, the second amendment to **the Equal Treatment Act and the Act on the Equal Treatment Commission and the Ombudsperson for Equal Treatment** entered into force. The amendment serves primarily the purpose of transposing Directive 2004/113/EC, implementing the principle of equal treatment between men and women in the access to and supply of goods and services.

In 2011, the statutory obligation for companies to draw up income reports was introduced. The amendment to the **Equal Treatment Act** contains a graduated plan for the implementation of the obligation imposed on companies, over a certain size, to draw up staff income reports (reports on pay) every two years. In addition, when advertising vacancies employers have to indicate the collectively bargained minimum wage and state how much more they would be prepared to pay. These provisions aim at creating pay transparency.

Concerning violence against women, the **Second Act on Protection against Violence** of 2009 provided a number of important developments, e.g., definition of serial perpetration as a new crime and improvements concerning sexual offences and interventions in cases of domestic violence. Furthermore, three **national action plans against human trafficking** were adopted by the council of ministers, taking into account the gender

aspect of trafficking. One of those plans, the **National Action Plan for the Prevention and Elimination of Female Genital Mutilation** in Austria was presented in Parliament in October 2008.

The **National Action Plan¹ (NAP) for the Equality of Women and Men in the Labour** was developed in 2008–2009 and presented in 2010. The NAP is an important step to improve the position of women in the labour market and gender equality. It contains a package of 55 concrete measures in order to: diversify the educational path and the choice of training and career; increase labour force participation and full-time employment of women; increase the number of women in executive positions; and reduce the gender pay gap. Thirty two measures have already been fully implemented, and further measures partially (March 2013).

A **National Reform Programme²** was launched in 2012, its main target areas are: Employment; Research, Development and Innovation; Climate protection and energy; Education; Reduction of poverty and social marginality and Competition and business environment.

The commitment of the Austrian federal government to integrate the strategy of **gender mainstreaming³** into all policy areas and fields of action was deepened with two cabinet decisions: 2008 endorsement of the use of the working aid gender budgeting and 2011 sustainable implementation of gender mainstreaming.

Gender budgeting was enshrined in the Austrian Federal Constitution in 2009 (Article 13 para 3). Since then, all levels of government have been obliged to aim for gender equality. At federal level the Federal Budget Law 2013 comprises detailed regulations on outcome oriented administration including the consideration of the objective of equality of women and men.

Key contextual information

2010	AT	Women	Men	EU-27
Population (millions)	8.38	51.3%	48.7%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	29.8			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	3.3			1.9
Gini coefficient (disposable equivalent household income)	26.1			30.5
GDP per inhabitant in PPS	31,100			24,500
Social protection (% of GDP)	30.4			29.4
Healthcare (% of GDP)	11.0**			n.a.
Education (% of GDP)	6.0*			5.4*
R&D (% of GDP)	2.8			2.0
Labour market policies (% of GDP)	2.3			2.2
Active labour market policies (% of GDP)	0.66			0.54*
Early leavers from education and training (% of population aged 18–24)	8.3	8.2	8.4	14.1
Unemployment rate (% of labour force)	4.4	4.2	4.6	9.7
Long-term unemployment (% of active population)	1.1	0.9	1.3	3.9
Activation support (LMP participants per 100 persons wanting to work)	29.2	25.6	30.0	29.3 (u)*
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	8.1	15.7	0.4	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	9			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	84			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	16 weeks (20 weeks in case of premature and multiple birth or Caesarean sections)
Maternity leave benefit (% of wages paid)	100 % Flat-rate benefit of €7.91 per day for voluntary insured persons with earnings below the threshold for compulsory insurance and persons having a free service contract.
Length of paternity leave	–
Paternity leave benefit (% of wages paid)	–
Length of parental leave	–
Parental leave benefit (% of wages paid)	–

Source: MISSOC tables (as in force on 1 July 2010)

POLAND

2010	PL	EU-27	
INDEX	44.1	54.0	
Work	61.4	69.0	<p>Work</p> <p>61.4</p> <p>69.0</p>
Participation	73.4	76.6	
Segregation and quality of work	51.3	62.2	
Money	52.2	68.9	<p>Money</p> <p>52.2</p> <p>68.9</p>
Financial resources	34.6	59.5	
Economic situation	78.8	79.6	
Knowledge	44.0	48.9	<p>Knowledge</p> <p>44.0</p> <p>48.9</p>
Attainment and segregation	46.5	57.2	
Lifelong learning	41.6	41.8	
Time	20.9	38.8	<p>Time</p> <p>20.9</p> <p>38.8</p>
Care	27.6	45.5	
Social	15.8	33.0	
Power	34.5	38.0	<p>Power</p> <p>34.5</p> <p>38.0</p>
Political	35.1	49.9	
Economic	34.0	29.0	
Health	82.6	90.1	<p>Health</p> <p>82.6</p> <p>90.1</p>
Status	78.6	86.6	
Access	86.7	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	PL		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	41.1	56.4	41.0	56.4
	Duration of working life	years	29.0	34.1	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	24.2	5.0	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	28.5	36.3	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	32.1	33.4	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	79.7	59.3	81.2	71.3
Money	Mean monthly earnings	PPS	1,228	1,459	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	8,799	8,995	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	83.1	83.6	83.5	85.3
	S20/S80 income quintile share (total population)	%	20.4	19.6	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	21.7	16.1	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	38.2	19.2	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	17.0	15.9	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	34.5	15.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	72.3	14.5	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	5.1	9.0	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	6.0	6.0	14.7	14.4

Domain	Indicators	Unit	PL		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	19	81	25	75
	Share of members of parliament**	%	18	82	23	77
	Share of members of regional assemblies**	%	19	81	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	12	88	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	24	76	18	82
Health	Self-perceived health, good or very good (16+ population)	%	54.7	61.4	65.8	71.1
	Life expectancy in absolute value at birth	years	80.7	72.1	82.9	77.0
	Healthy life years in absolute value at birth	years	62.3	58.5	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	84.8	86.3	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	90.5	89.5	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	43.9	59.3	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	24.2	45.3	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	68.7	72.5	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

The Constitution of 1952 introduced the principle of gender equality, as well as the right to equal pay, and guarantees state support for working mothers. According to the new constitution adopted in 1997, Poland assures equal rights for women and men in all spheres of life.

In 2005, Poland developed **The EU Equal¹** programme founded by the European Social Fund (2004–2008). Five thematic areas were covered. Gender equality was not explicitly one of these five areas, but both women and men were mentioned in its description. A number of projects were explicitly aimed at gender equality in different spheres of life, particularly regarding employment and work-life balance. Moreover, in 2005, the UNDP, the Ministry for Labour and Social Policy, the Warsaw School of Economics, the Polish Confederation of Private Employers 'Lewiatan', Feminoteka Foundation, Derm-Service Pologne and the International Forum for Women developed a **Gender Equality Index**. The main purpose of this Index was to develop and promote effective models of business management that take into account gender equality².

From November 2010 until May 2012, the Polish Ministry of Labour and Social Policy implemented a project: 'Gender mainstreaming as a tool for changing the labour market' (funds from the PROGRESS *priority 5: Gender equality*). The main objective of the project was to identify solutions

aimed at reconciling family and professional responsibilities, including the dissemination of employee rights related to parenthood among working fathers. This project was designed to raise awareness of employment policies helpful to working parents among employers, employees and representatives of the labour market (such as trade unions, professional organisations, chambers of commerce), as well as to eliminate gender stereotypes that portray women as less attractive employees because of their procreation and childcare duties. The Polish law implemented several EU Directives including Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, as well as the Council Directive 2000/78/EC of 27 November 2000, which established a general framework for equal treatment in employment and occupation.

Poland developed the first **National Action Plan on Gender Equality** in 1997 as a response to the Beijing Platform for Action, and a **second plan** for the years 2003–2005. Since then, there has not been one central comprehensive document that would guide government policy on equal treatment or gender equality in particular.

Policy targets for 2015 have been set up within the **General Action Plan for Gender Equality**.

Key contextual information

2010	PL	Women	Men	EU-27
Population (millions)	38.17	51.7%	48.3%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	28.8			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-0.1			1.9
Gini coefficient (disposable equivalent household income)	31.1			30.5
GDP per inhabitant in PPS	15,300			24,500
Social protection (% of GDP)	18.9			29.4
Healthcare (% of GDP)	7.0**			n.a.
Education (% of GDP)	5.1*			5.4*
R&D (% of GDP)	0.7			2.0
Labour market policies (% of GDP)	1.0			2.2
Active labour market policies (% of GDP)	0.60			0.54*
Early leavers from education and training (% of population aged 18–24)	5.4	3.5	7.2	14.1
Unemployment rate (% of labour force)	9.6	9.9	9.3	9.7
Long-term unemployment (% of active population)	3.0	3.1	2.9	3.9
Activation support (LMP participants per 100 persons wanting to work)	20.1	16.8	23.2	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.4	6.5	0.23	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	2			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	42			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	20 weeks (31 weeks in case of twins, 33 weeks in case of triplets, 35 weeks in case of quadruplets, 37 weeks in case of quintuplets or more children during one delivery)
Maternity leave benefit (% of wages paid)	100%
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	Paid to workers taking parental leave to take care of at least one child aged 6 years or less. The period may be 24, 36 (raising more than one child born) or 72 (in case the child is disabled) months (if income per family member does not exceed 25% of the average wage for the previous year).
Parental leave benefit (% of wages paid)	Lump sum of PLN 400 (€97) per month.

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Poland (2012)

PORTUGAL

2010	PT	EU-27	
INDEX	41.3	54.0	
Work	66.2	69.0	<p>Work</p> <p>66.2</p> <p>69.0</p>
Participation	85.6	76.6	
Segregation and quality of work	51.1	62.2	
Money	56.3	68.9	<p>Money</p> <p>56.3</p> <p>68.9</p>
Financial resources	42.3	59.5	
Economic situation	75.0	79.6	
Knowledge	30.4	48.9	<p>Knowledge</p> <p>30.4</p> <p>48.9</p>
Attainment and segregation	29.9	57.2	
Lifelong learning	30.9	41.8	
Time	22.4	38.8	<p>Time</p> <p>22.4</p> <p>38.8</p>
Care	50.6	45.5	
Social	9.9	33.0	
Power	30.6	38.0	<p>Power</p> <p>30.6</p> <p>38.0</p>
Political	44.1	49.9	
Economic	21.2	29.0	
Health	84.5	90.1	<p>Health</p> <p>84.5</p> <p>90.1</p>
Status	75.4	86.6	
Access	94.7	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	PT		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	46.3	59.6	41.0	56.4
	Duration of working life	years	35.1	38.6	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.8	5.6	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	26.8	33.2	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	24.1	31.8	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	78.9	71.4	81.2	71.3
Money	Mean monthly earnings	PPS	1,411	1,663	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	11,816	12,125	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	81.6	83.9	83.5	85.3
	S20/S80 income quintile share (total population)	%	18.2	17.9	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	15.1	10.2	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	41.4	18.3	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	11.7	12.1	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	51.4	32.4	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	90.2	19.7	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	4.1	6.8	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	3.9	2.7	14.7	14.4

PORTUGAL

Domain	Indicators	Unit	PT		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	18	82	25	75
	Share of members of parliament**	%	30	70	23	77
	Share of members of regional assemblies**	%	22	78	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	5	95	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	17	83	18	82
Health	Self-perceived health, good or very good (16+ population)	%	44.1	54.8	65.8	71.1
	Life expectancy in absolute value at birth	years	82.8	76.7	82.9	77.0
	Healthy life years in absolute value at birth	years	56.6	59.3	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	96.9	97.8	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	85.1	87.5	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	64.5	74.3	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	43.5	55.7	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	76.3	79.8	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

National

In 2005, the national government approved **Law 52/2005** called **Major Planning Options, 2005–2009**¹. The law focused on strengthening social cohesion by reducing poverty and creating more equal opportunities. This document states that gender equality should have been achieved through gender mainstreaming in the policy development of Portugal. The promotion of gender equality was translated into political orientations in several national policy strategic documents – for instance, in the **Human Potential Operational Programme (POPH)**, which is one of three programmes developed under the **Portuguese National Strategic Reference Framework (QREN) 2007–2013**.

Gender equality is also present in the Agenda for Competitiveness, in particular in the **Operational Programme for Competitiveness (POFC)**² that foresees a 10% increase in projects that promote female entrepreneurship and financial support to the implementation of equality plans with effective contributions and good practices concerning reconciliation. In POPH, and for the first time in Portugal, there is a specific **financing line**³ dedicated to gender equality. During the same period, Portugal developed and implemented several legislative initiatives regarding the promotion of gender equality, such as the **Parity Law**⁴.

In 2007, the government approved, with the **Decree-Law 164/2007**⁵, the **Organic Law of the Commission for Citizenship and Gender Equality**. This decree-law introduced some changes in the previous Commission for Gender Equality and Women's Rights, reinforcing its technical and scientific capacity. It also integrates the mission structure on domestic violence, and incorporates the competency regarding the promotion of gender equality within the labour market. In 2008, the Council of Ministers approved **Resolution 161/2008**⁶, adopting measures aimed at the promotion of gender mainstreaming within the central public administration. It also approved the status of ministerial equality advisers, and the status of the members of interdepartmental teams for equality. Between July and December 2010, several ministries of the Portuguese government and the central public administration developed 12 ministerial plans for equality. In October 2012, all ministries of the XIX government had approved the new plans. These ministerial plans are based on structural measures to enable further development in the sectoral intervention of each ministry. This is a crucial step in promoting gender equality in the context of public administration and modernisation of work organisation, as it has positive effects on motivation and individual performance, therefore leading to quality, efficiency and effectiveness of their services.

In 2008, the Portuguese government developed the **National Reform Plan, 2008–2010**⁷, structured on six main domains: quality in public services and finances; a more favourable business environment; a better system for innovation and more R&D; combating climate change, promoting renewable energies and energy efficiency; more positive mobility through qualifications, employment and social cohesion; and promoting qualified territories. In 2009, the **III National Plan for Equality – Citizenship and Gender 2007–2010** (III PNI) was launched. It reinforces the need to combat gender inequality in all domains of political, social, economic and cultural life in an integrated and transversal way.

In 2009, with the Resolution of the Council of Ministers 71/2009, the **National Action Plan for the Implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Safety 2009–2013**⁸, was approved. During 2010, the government approved the **Law 3-A/2010** establishing the **major planning options, 2010–2013**⁹ that reassumes an option to strengthen social cohesion by reducing poverty and creating more equal opportunities. The consolidation of political measures regarding the promotion of gender equality is particularly evident in the design and implementation of the three national plans, from 2011 to 2013, in the area of gender equality: the **IV National Plan for Equality – Gender, Citizenship and Non Discrimination** (which includes Part II. Programme of Action for the Elimination of FGM); the **IV National Plan against Domestic Violence**; and the second **National Plan against Human Trafficking**. Under these plans, the Commission for Citizenship and Gender Equality plays a key role in cooperating closely with all ministries responsible for the implementation of the measures in its area of intervention, coordinating interdepartmental teams composed of representatives of various areas in each ministry. These plans are based on concrete measures with indicators in order to enable further developments and measurable evaluation of the implementation of each measure by the ministries, which is a crucial step in the promotion of gender mainstreaming.

The approval of the **Gender Equality Law 124/2010** called 'Organic Law of the Commission for Equality in Labour and Employment (CITE)'¹⁰ is also of utmost importance, reinforcing CITE's competence to follow up and represent victims of discrimination at work and on the job owing to their sex. In the same year, the Council of Ministers' Resolution No 39/2010 was adopted defining the status of the local gender equality advisers, giving them political support in order to fully accomplish their functions. This resolution aims at promoting the implementation of

policies for gender mainstreaming in all areas of local policies, including reconciliation of professional, personal and family life, ensuring the access to rights and reinforcing the exercise of active citizenship.

In 2011, the government approved **Law 64/2011**, including the **Major Planning Options of the government, 2012–2015**¹¹, public policies that promote and consolidate gender equality are more deeply assumed. The gender mainstreaming in central and local public policies; the decrease of the gender pay gap; the improvement of the gender balance in decision-making in companies; and the prevention and combating of sexual harassment in the workplace are among the priorities defined. It also takes into special consideration the situation of women in the labour market particularly in a time of financial and social crisis.

In 2012, the government with the Order 6/2012¹² implemented the **Decree-Law 56/2006** that assigns 13.35 %

of the profits of social games to the Presidency of the Council of Ministers to be invested in the promotion, implementation and development of initiatives, programmes or buildings for youth and sports, culture and gender equality domains.

Regional

In 2011, the Autonomous Region of the Azores approved the **Regional Legislative Decree 3/2011/A**¹³ creating the Regional Commission for Equality in Labour and Employment in Azores (CRITE), which entered into force in April 2011. The CRITE's competencies are similar to the National Commission for Equality in Labour and Employment (CITE). This put an end to the Regional Consultative Commission for Women's Rights¹³, in place since 1997.

Since 1985, a similar body has been established at the Autonomous Region of Madeira.

Key contextual information

2010	PT	Women	Men	EU-27
Population (millions)	10.64	51.6%	48.4%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	29.9			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	0.4			1.9
Gini coefficient (disposable equivalent household income)	33.7			30.5
GDP per inhabitant in PPS	19,700			24,500
Social protection (% of GDP)	27.0			29.4
Healthcare (% of GDP)	10.7**			n.a.
Education (% of GDP)	5.8*			5.4*
R&D (% of GDP)	1.6			2.0
Labour market policies (% of GDP)	2.1			2.2
Active labour market policies (% of GDP)	0.58			0.54*
Early leavers from education and training (% of population aged 18–24)	28.7	24.6	32.7	14.1
Unemployment rate (% of labour force)	12.0	12.2	11.8	9.7
Long-term unemployment (% of active population)	6.3	6.5	6.1	3.9
Activation support (LMP participants per 100 persons wanting to work)	32.4*	34.3*	30.4*	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	1.1	2.1	0.08	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	37			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	79			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of parental leave (including maternity and paternity leave)	<p>120 or 150 days: up to 30 days prior to the childbirth and 6 weeks after are reserved for the mother; 10 days of compulsory leave (5 days after birth and 5 days during the subsequent 30 days); and 10 days of voluntary leave (consecutive or not, to be taken during the initial parental leave of the mother) are reserved for the father.</p> <p>The duration is extended by 30 days in case of shared leave (each parent takes a leave of either 30 consecutive days, or two periods of 15 consecutive days) by 30 days per child in case of multiple births.</p> <p>Extended parental benefit: 3 months immediately following the expiry of the initial parental benefit or the extended parental benefit of the other parent.</p>
Parental leave benefit (% of wages paid)	<p>100% in case parents opted for 120 days leave or 80% in case for 150 days leave; in case of shared leave of 150 or 180 days – 100% or 83% respectively; 25% in case of extended parental benefit receipt.</p>

Source: MISSOC tables (as in force on 1 July 2010).

ROMANIA

2010	RO	EU-27	
INDEX	35.3	54.0	
Work	60.4	69.0	<p>Work</p> <p>60.4</p> <p>69.0</p>
Participation	74.5	76.6	
Segregation and quality of work	49.0	62.2	
Money	39.0	68.9	<p>Money</p> <p>39.0</p> <p>68.9</p>
Financial resources	21.0	59.5	
Economic situation	72.5	79.6	
Knowledge	28.8	48.9	<p>Knowledge</p> <p>28.8</p> <p>48.9</p>
Attainment and segregation	32.2	57.2	
Lifelong learning	25.8	41.8	
Time	17.8	38.8	<p>Time</p> <p>17.8</p> <p>38.8</p>
Care	27.0	45.5	
Social	11.8	33.0	
Power	24.9	38.0	<p>Power</p> <p>24.9</p> <p>38.0</p>
Political	20.1	49.9	
Economic	30.7	29.0	
Health	84.0	90.1	<p>Health</p> <p>84.0</p> <p>90.1</p>
Status	81.9	86.6	
Access	86.2	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	RO		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	42.4	57.0	41.0	56.4
	Duration of working life	years	28.9	34.3	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	15.6	3.6	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	39.3	41.7	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	18.2	18.3	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	64.9	63.3	81.2	71.3
Money	Mean monthly earnings	PPS	837	920	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	4,204	4,270	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	80.6	81.2	83.5	85.3
	S20/S80 income quintile share (total population)	%	16.7	16.7	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	11.2	11.2	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	20.6	12.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	9.7	9.7	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	46.7	16.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	73.2	13.1	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	1.3	3.4	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	6.5	8.4	14.7	14.4

ROMANIA

Domain	Indicators	Unit	RO		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	6	94	25	75
	Share of members of parliament**	%	10	90	23	77
	Share of members of regional assemblies**	%	15	85	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	21	79	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	11	89	18	82
Health	Self-perceived health, good or very good (16+ population)	%	66.0	75.8	65.8	71.1
	Life expectancy in absolute value at birth	years	77.6	70.1	82.9	77.0
	Healthy life years in absolute value at birth	years	57.5	57.5	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	84.3	88.6	93.0	93.6
	Population without unmet needs for dental examination (total population)	%	85.1	87.4	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	56.1	82.8	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	33.0	50.3	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	74.5	79.0	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In 2005, Romania approved **the National Strategy on Equal Opportunities between Women and Men 2008–2011**¹ and the **General Plan of Actions for the implementation of the National Strategy on Equal Opportunities between Women and Men 2008–2011**².

The national strategy aims to set a series of measures and guarantees designed to eliminate all forms of direct and indirect discrimination and to allow the exercise of human freedom and fundamental rights based on the principle of equal opportunities and treatment of women and men.

In 2008, the government adopted the **Government Emergency Ordinance No. 61/2008** on the implementation of the principle of equal treatment between women and men in the access to and supply of goods and services. In 2007, the National Agency for Equal Opportunities between Women and Men (NAEOWM) issued new regulations concerning the organisation and functioning of CONES, a **National Commission on Equal Opportunities for Women and Men** which is a consultative body comprising representatives of ministries, central authorities, trade unions, employers' associations and nongovernmental organisations.

In 2009, the government decision No. 1381/2009 dissolved the county territorial structures subordinated to NAEOWM. This was followed by the complete dissolution of the agency, in 2010, as part of the governmental package of austerity measures. The mandate of the agency was partially transferred to the Equal Opportunities be-

tween Women and Men Direction³, a small direction in the Ministry of Labour, Family and Social Protection. The former activities of the county commissions were assumed by the county payments and social inspection agencies⁴. The National Commission's activity has been suspended since 2010.

In 2007, the **National Strategy for the Implementation of Measures for Preventing and Combating Discrimination (2007–2013)**⁵ was launched. The aim of the strategy is to establish guidelines in the field of preventing and combating discrimination and to develop an inclusive and intercultural society. This strategy is implemented by the National Council for Combating Discrimination (www.cncd.org.ro), which is a separate entity from the Authority for the Promotion of Equality between Women and Men. It is an independent body that responds to the parliament and can receive complaints on discrimination based on sex.

In 2010, the government approved the **National Strategy on Equal Opportunities between Women and Men for 2010–2012**⁶ and the **General Plan of Actions for the implementation of the National Strategy on Equal Opportunities between Women and Men for 2010–2012**⁷. The national strategy aims to improve the implementation of gender equality policies into all national policies and practices, in order to allow the realisation of equality for women and men at all levels of economic, social, political and cultural life.

Key contextual information

2010	RO	Women	Men	EU-27
Population (millions)	21.46	51.3%	48.7%	501.12
Fertility rate (births per women)	1.3			1.6
Mean age of women at childbirth	27.1			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	0.0			1.9
Gini coefficient (disposable equivalent household income)	33.3			30.5
GDP per inhabitant in PPS	11,400			24,500
Social protection (% of GDP)	17.6			29.4
Healthcare (% of GDP)	5.7*			n.a.
Education (% of GDP)	4.2*			5.4*
R&D (% of GDP)	0.5			2.0
Labour market policies (% of GDP)	0.6			2.2
Active labour market policies (% of GDP)	0.03			0.54*
Early leavers from education and training (% of population aged 18–24)	18.4	18.2	18.6	14.1
Unemployment rate (% of labour force)	7.3	6.5	7.9	9.7
Long-term unemployment (% of active population)	2.5	2.1	2.9	3.9
Activation support (LMP participants per 100 persons wanting to work)	3.2	2.8 ^(u)	3.6 ^(u)	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	0.9	1.8	0.05	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	8			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	66			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	126 days
Maternity leave benefit (% of wages paid)	85%
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: Source: MISSOC tables (as in force on 1 July 2010)

SLOVENIA

2010	SI	EU-27	
INDEX	56.0	54.0	
Work	69.1	69.0	<p>Work</p> <p>69.1</p> <p>69.0</p>
Participation	82.7	76.6	
Segregation and quality of work	57.7	62.2	
Money	70.2	68.9	<p>Money</p> <p>70.2</p> <p>68.9</p>
Financial resources	51.8	59.5	
Economic situation	95.1	79.6	
Knowledge	51.4	48.9	<p>Knowledge</p> <p>51.4</p> <p>48.9</p>
Attainment and segregation	46.2	57.2	
Lifelong learning	57.1	41.8	
Time	49.1	38.8	<p>Time</p> <p>49.1</p> <p>38.8</p>
Care	51.1	45.5	
Social	47.2	33.0	
Power	36.0	38.0	<p>Power</p> <p>36.0</p> <p>38.0</p>
Political	43.5	49.9	
Economic	29.9	29.0	
Health	88.7	90.1	<p>Health</p> <p>88.7</p> <p>90.1</p>
Status	78.6	86.6	
Access	99.9	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	SI		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	46.4	58.8	41.0	56.4
	Duration of working life	years	32.6	35.9	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	24.1	5.4	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	24.2	31.5	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	47.5	48.4	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	66.8	59.4	81.2	71.3
Money	Mean monthly earnings	PPS	1,724	1,811	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	14,646	15,102	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	85.5	89.2	83.5	85.3
	S20/S80 income quintile share (total population)	%	28.6	29.4	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	22.7	16.6	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	31.9	14.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	25.1	22.0	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	50.4	30.2	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	82.9	24.0	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	17.7	20.3	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	16.7	27.7	14.7	14.4

Domain	Indicators	Unit	SI		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	33	67	25	75
	Share of members of parliament**	%	11	89	23	77
	Share of members of regional assemblies**	%	22	78	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	10	90	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	20	80	18	82
Health	Self-perceived health, good or very good (16+ population)	%	56.3	63.2	65.8	71.1
	Life expectancy in absolute value at birth	years	83.1	76.4	82.9	77.0
	Healthy life years in absolute value at birth	years	54.6	53.4	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	99.6	99.7	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	98.6	98.7	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	59.8	70.3	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	24.5	45.5	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	78.2	89.8	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In 2005, the National Assembly of the Republic of Slovenia adopted the resolution on the **National Programme for Equal Opportunities for Women and Men, 2005–2013**¹, which is so far the principal national strategic document in the field of gender equality. It states national priorities regarding gender equality, sets clear objectives in all the relevant policy areas for the improvement of the situation of women and men in society and defines actions and measures, as well as key policymakers responsible for the implementation of the measures referred to in the programme. Among other things, it defines principal policy orientations of the gender equality policy in various key areas of social life, namely gender mainstreaming, work, knowledge-based society, social welfare, gender relations and decision-making. It establishes that various government bodies, depending on the relevant area of intervention, are responsible to observe the principle of gender equality in the planning, formulation, implementation, follow-up and assessment of their policies. The government is obliged to report every two years to the National Assembly of the Republic of Slovenia², while the national machinery for gender equality, namely the Office for Equal Opportunities³, is responsible for monitoring the implementation of the programme. The programme further sets out 20 strategic objectives of the equality policies. The national programme is implemented through two-year periodic plans which elaborate main areas of intervention regarding gender equality and steps to be taken in various areas of concern.

In 2006, as established by the national programme, the Slovenian government adopted the first **Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2006–2007**⁴.

In 2007, the then Office for Equal Opportunities implemented the project entitled **Gender Equality in Local Development**⁵. The project consisted of 10 workshops targeting public servants in local communities, local social workers, representatives of local offices of the Employment Service of Slovenia, as well as representatives of local NGOs and education institutions. The outcome was the

guidelines for mainstreaming gender in local development policies. A project called **Making Gender Mainstreaming Work**⁶ was carried out in 2007 and 2008 as part of the PROGRESS initiative, aiming at raising awareness about the importance of the principle of integrating gender equality through gender mainstreaming in the state administration.

In 2008, the government adopted the second **Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2008–2009**⁷. While, in 2010 the government adopted the third **Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2010–2011**⁸.

During 2010, the **Gender mainstreaming – strategically**⁹ project was launched and implemented until 2012, as part of the PROGRESS initiative. It established gender mainstreaming and gender impact assessment as integral parts in the design and implementation of national policies, particularly regarding national development planning policies. The project, among other things, includes research initiatives, as well as workshops and other activities (e.g., an internet tool on gender equality issues; the preparation of guidelines for mainstreaming gender in development planning policies and gender budgeting).

In 2012, the government adopted the fourth **Periodic Plan for the Implementation of the National Programme for Equal Opportunities for Women and Men, for the period 2012–2013**.

In addition to gender equality action plans, Slovenia adopted specific action plans, such as the three **action plans for the fight against trafficking in human beings** adopted by the government in 2005, the resolution on the **National Programme on the prevention of domestic violence 2009–2014** and the **Action Plan on the prevention of domestic violence 2012–2013**. A new Service for equal opportunities and European coordination was established, in March 2012, within the Ministry of Labour, Family and Social Affairs, replacing the previous Office for Equal Opportunities.

Key contextual information

2010	SI	Women	Men	EU-27
Population (millions)	2.05	50.5%	49.5%	501.12
Fertility rate (births per women)	1.6			1.6
Mean age of women at childbirth	30.1			30.0

2010	SI	Women	Men	EU-27
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	-0.3			1.9
Gini coefficient (disposable equivalent household income)	23.8			30.5
GDP per inhabitant in PPS	20,500			24,500
Social protection (% of GDP)	24.8			29.4
Healthcare (% of GDP)	9.0**			n.a.
Education (% of GDP)	5.7*			5.4*
R&D (% of GDP)	2.1			2.0
Labour market policies (% of GDP)	1.2			2.2
Active labour market policies (% of GDP)	0.35			0.54*
Early leavers from education and training (% of population aged 18–24)	5.0 ^(u)	3.3 ^(u)	6.4 ^(u)	14.1
Unemployment rate (% of labour force)	7.3	7.1	7.5	9.7
Long-term unemployment (% of active population)	3.2	2.9	3.4	3.9
Activation support (LMP participants per 100 persons wanting to work)	15.9	16.7	15.1	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	1.0	1.8	0.14	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	36			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	91			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	105 days (of which 28 days are before confinement)
Maternity leave benefit (% of wages paid)	100% up to ceiling 2.5 times the average wage
Length of paternity leave	90 days (15 days of leave has to be taken within first six months and the remaining 75 days can be used until the child is of age 8)
Paternity leave benefit (% of wages paid)	100% for 15 days of leave and 75% for remaining days
Length of childcare leave (for women)	260 days (may be extended by additional 90 days for each child in case of multiple births and disabled children; extension granted for premature birth; in case of case parents already upbringing at least two children up to age of 8 at the time of a birth of another child: additional 30 days for upbringing two children, additional 60 days for three children, additional 90 days for four or more children). Adoptive parents leave: 150 (adopting a child aged between 1 and 4) or 120 days (aged between 4 and 10).
Childcare leave benefit (% of wages paid)	100% up to ceiling 2.5 times the average wage
Parental Allowance (for mother, father of other person taking care of a child)	Financial assistance to parents who are not entitled to Maternity Benefit, Paternity Benefit or Adoptive Parent's Benefit upon the birth of a child. Duration of the benefit: 365 calendar days after the birth of the child. The benefit amount is €195.56 per month

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Slovenia (2012).

SLOVAKIA

2010	SK	EU-27	
INDEX	40.9	54.0	
Work	61.0	69.0	<p>Work</p> <p>61.0</p> <p>69.0</p>
Participation	75.3	76.6	
Segregation and quality of work	49.3	62.2	
Money	53.7	68.9	<p>Money</p> <p>53.7</p> <p>68.9</p>
Financial resources	31.7	59.5	
Economic situation	90.9	79.6	
Knowledge	35.0	48.9	<p>Knowledge</p> <p>35.0</p> <p>48.9</p>
Attainment and segregation	38.0	57.2	
Lifelong learning	32.1	41.8	
Time	17.8	38.8	<p>Time</p> <p>17.8</p> <p>38.8</p>
Care	27.0	45.5	
Social	11.7	33.0	
Power	33.1	38.0	<p>Power</p> <p>33.1</p> <p>38.0</p>
Political	31.8	49.9	
Economic	34.4	29.0	
Health	85.8	90.1	<p>Health</p> <p>85.8</p> <p>90.1</p>
Status	77.3	86.6	
Access	95.3	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	SK		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	42.5	57.5	41.0	56.4
	Duration of working life	years	29.5	35.2	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	25.7	4.3	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	20.2	28.5	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	35.5	36.6	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	80.8	60.9	81.2	71.3
Money	Mean monthly earnings	PPS	1,014	1,279	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	9,142	9,610	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	88.8	89.3	83.5	85.3
	S20/S80 income quintile share (total population)	%	27.0	25.0	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	15.7	13.4	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	46.9	23.8	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	13.0	12.2	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	44.8	19.4	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	61.8	8.3	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	5.1	5.5	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	7.1	3.2	14.7	14.4

SLOVAKIA

Domain	Indicators	Unit	SK		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	17	83	25	75
	Share of members of parliament**	%	18	82	23	77
	Share of members of regional assemblies**	%	15	85	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	22	78	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	14	86	18	82
Health	Self-perceived health, good or very good (16+ population)	%	59.2	68.3	65.8	71.1
	Life expectancy in absolute value at birth	years	79.3	71.7	82.9	77.0
	Healthy life years in absolute value at birth	years	52.1	52.4	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	94.4	94.7	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	95.8	95.5	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	38.9	74.5	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	28.7	54.0	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	74.8	91.9	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In 2007, the **Department of Gender Equality and Equal Opportunities**¹ was established in the Ministry of Labour and Social Affairs. Several roles are under its responsibility, for instance, shaping government policy in the field of gender equality and equal treatment; drafting strategic and policy documents related to gender equality and equal treatment; tackling problems related to prevention and elimination of gender based violence against women; and coordinating horizontal priorities related to equal treatment in the structural funds. The Department of Gender Equality and Equal Opportunities presents to the government an annual report on gender equality.

On 8 April 2009, with the resolution No. 272/2009 the government approved the **National Strategy of Gender Equality for the Period of 2009–2013**², the fundamental policy document of the Slovak government in the field of gender equality. On the most general level, the document defined equality of women and men as the cross-sectional, horizontal and general socio-political priority. The ambition of the national strategy is to incorporate the aspect of gender equality as a legally binding approach in the process of shaping and implementing policies at all levels and stages of management. In 2010, within the frame of the document for the national strategy, the **National Action Plan (NAP) to Promote Gender Equality**

for the Period of 2010–2013 was adopted (approved on 12 May 2010 by the government resolution No. 316)³. It focuses on the four basic areas defined by the strategy: economy, social affairs and healthcare; family and government family policy; public and political life, participation and representation; research, education, media and culture. The basic objective of the NAP is to create the general environment, as well as effective mechanisms, tools and methods of implementing gender equality into all areas of society's life. The strategy constitutes the fulfillment of objectives included by the Slovak Republic Government in the Manifesto for the Period 2006–2010, to promote in its policy equality between women and men and follow the Lisbon Strategy and other international conventions.

In November 2010, the **Council of Government of the Slovak Republic for Human Rights, National Minorities and Gender Equality** was set up as a permanent advisory body of the Government of the Slovak Republic. According to its statute, the council became a coordinating and consultative body of the government in the field of human rights, including the rights of national minorities and ethnic groups, and in the field of pursuing the principle of equal treatment and gender equality. The council has eight committees, one of them the Committee on Gender Equality.

Key contextual information

2010	SK	Women	Men	EU-27
Population (millions)	5.42	51.4%	48.6%	501.12
Fertility rate (births per women)	1.4			1.6
Mean age of women at childbirth	28.6			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	0.6			1.9
Gini coefficient (disposable equivalent household income)	25.9			30.5
GDP per inhabitant in PPS	17,900			24,500
Social protection (% of GDP)	18.6			29.4
Healthcare (% of GDP)	9.0**			n.a.
Education (% of GDP)	4.1*			5.4*
R&D (% of GDP)	0.6			2.0
Labour market policies (% of GDP)	0.9			2.2
Active labour market policies (% of GDP)	0.23			0.54*
Early leavers from education and training (% of population aged 18–24)	4.7	4.9	4.6	14.1
Unemployment rate (% of labour force)	14.5	14.7	14.3	9.7
Long-term unemployment (% of active population)	9.3	9.6	9.0	3.9
Activation support (LMP participants per 100 persons wanting to work)	21.2 ^(u)	20.9 ^(u)	21.5 ^(u)	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	4.5	8.7	0.3	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	3			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	72			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	28 weeks (37 weeks in case of single mothers or multiple births; 22 weeks (31 weeks for single persons or persons caring for at least two newborn children) in case of substitute parental care)
Maternity leave benefit (% of wages paid)	55 % up to ceiling 1.5 times national average monthly wage
Length of paternity leave	-
Paternity leave benefit (% of wages paid)	-
Length of parental leave	Up to child is of age 2.
Parental leave benefit (% of wages paid)	Monthly amount of €164.22 or €256 if the parent was insured for 270 days before the birth of the child.

Source: MISSOC tables (as in force on 1 July 2010)

FINLAND

2010	FI	EU-27	
INDEX	73.4	54.0	
Work	82.0	69.0	<p>Work</p> <p>82.0</p> <p>69.0</p>
Participation	88.3	76.6	
Segregation and quality of work	76.1	62.2	
Money	78.4	68.9	<p>Money</p> <p>78.4</p> <p>68.9</p>
Financial resources	66.3	59.5	
Economic situation	92.7	79.6	
Knowledge	67.0	48.9	<p>Knowledge</p> <p>67.0</p> <p>48.9</p>
Attainment and segregation	67.4	57.2	
Lifelong learning	66.6	41.8	
Time	63.8	38.8	<p>Time</p> <p>63.8</p> <p>38.8</p>
Care	54.4	45.5	
Social	74.8	33.0	
Power	68.8	38.0	<p>Power</p> <p>68.8</p> <p>38.0</p>
Political	85.9	49.9	
Economic	55.1	29.0	
Health	89.9	90.1	<p>Health</p> <p>89.9</p> <p>90.1</p>
Status	85.6	86.6	
Access	94.4	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	FI		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	47.8	55.7	41.0	56.4
	Duration of working life	years	36.2	37.5	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	38.1	8.2	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	57.0	67.5	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	54.8	47.4	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	74.4	75.7	81.2	71.3
Money	Mean monthly earnings	PPS	2,236	2,823	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	18,584	19,447	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	85.8	87.1	83.5	85.3
	S20/S80 income quintile share (total population)	%	28.6	27.0	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	34.7	26.6	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	50.0	17.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	32.7	25.7	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	25.4	21.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	72.3	39.1	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	38.4	39.2	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	17.8	17.8	14.7	14.4

Domain	Indicators	Unit	FI		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	52	48	25	75
	Share of members of parliament**	%	40	60	23	77
	Share of members of regional assemblies**	%	42	58	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	26	74	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	31	69	18	82
Health	Self-perceived health, good or very good (16+ population)	%	67.7	70.4	65.8	71.1
	Life expectancy in absolute value at birth	years	83.5	76.9	82.9	77.0
	Healthy life years in absolute value at birth	years	58.2	58.5	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	93.0	95.9	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	93.5	94.0	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	55.1	66.3	54.3	70.1
	Employment of people aged 55–64 (15–64 corresponding population)	%	56.9	55.6	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	72.6	77.6	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

Since 1995, Finland's **Equality Act between Women and Men**¹ has obliged all employers with a regular workforce of 30 or more to develop a gender equality plan. The Equality Act was revised in 2005 and 2009 with the main purpose to incorporate EU directives into Finnish legislation. The amendment from 2005 included sanctions for neglecting equality planning, and states that the gender equality plan must include a specific pay survey, which provides up-to-date information on the pay of women and men in all grades and groups of jobs.

In 2006, the government and central labour market organisations in Finland started a joint equal pay programme. Its main objective is to reduce the gender pay gap from approximately 20% to 15% by the year 2015. The gender pay gap was 17% in 2012.

In 2007, the **Gender Mainstreaming Development Programme Valtava**² was developed under the 2007–2013 programming period of the European Social Fund. The main goals of this policy document are: to develop gender mainstreaming and its assessment; to dismantle gender segregation in education and work; to support and develop the expertise of gender equality actors and project funders; to increase general knowledge of the gender perspective; and to support the activities of resource centres for women and women entrepreneurial potential.

The **Government Action Plan for Gender Equality 2008–2011**³ consisted of eight gender-related areas of concern divided into 31 measures. It aimed at promoting gender mainstreaming; bridging gender pay gaps; promoting women's careers; alleviating segregation;

increasing gender awareness in schools; improving reconciliation of work and family life; reducing gender-based violence against women; reinforcing resources for gender equality work and drawing up a government report on gender equality.

The **Government Action Plan for Gender Equality 2012–2015** collates the most important measures by which the government promotes equality between women and men and combats gender-based discrimination. The action plan is based on the Government Programme and the Government Report on Gender Equality. The ministries continue mainstreaming of the gender perspective in the regular procedures of the ministry, e.g., legislative drafting, budget preparation, statistics and analyses, as well as other activities with major implications for gender equality. In addition, the action plan contains more than 50 measures in several theme areas. These priority areas include gender equality legislation, working life and integration of work and family life, decision-making and promotion of women's careers, education and research, promotion of democracy and integration policy, economic policy, promotion of men's and women's inclusion and health, and combating violence against women and intimate partner violence.

In 2010, the **government submitted to parliament a report on equality between women and men**, which is the first in the country's history. The report reviews the government gender equality policy since the late 1990s and outlines future policies to the year 2020. The aim of the report is to reinforce the long-term and systematic promotion of gender equality at all levels.

Key contextual information

2010	FI	Women	Men	EU-27
Population (millions)	5.35	50.9%	49.1%	501.12
Fertility rate (births per women)	1.9			1.6
Mean age of women at childbirth	30.2			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	2.6			1.9
Gini coefficient (disposable equivalent household income)	25.4			30.5
GDP per inhabitant in PPS	27,800			24,500
Social protection (% of GDP)	30.6			29.4

2010	FI	Women	Men	EU-27
Healthcare (% of GDP)	8.9**			n.a.
Education (% of GDP)	6.8*			5.4*
R&D (% of GDP)	3.9			2.0
Labour market policies (% of GDP)	2.8			2.2
Active labour market policies (% of GDP)	0.86			0.54*
Early leavers from education and training (% of population aged 18–24)	10.3	9.0	11.6	14.1
Unemployment rate (% of labour force)	8.4	7.6	9.1	9.7
Long-term unemployment (% of active population)	2.0	1.5	2.5	3.9
Activation support (LMP participants per 100 persons wanting to work)	27.1	30.4	24.3	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.0	5.9	0.2	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	28			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	77			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	105 days (except Sundays)
Maternity leave benefit (% of wages paid)	90% of earned income up to €50,606 (annual) and 32.5% for an income exceeding this level for the first 56 weekdays. 70% up to earned income of €32,892, 40% between €32,893 and €50,606 and 25% of earned income exceeding this latter level for the rest of the maternal leave (49 days)
Length of paternity leave	18 days (If the father uses at least 12 days of parents' allowance then he is entitled to an additional 1–24 days paternity allowance)
Paternity leave benefit (% of wages paid)	75% of earned income up to €50,606 (annual) and 32.5% for an income exceeding this level
Length of parental leave	158 days (excluding Sundays) (in case of multiple births it is extended by 60 days for each additional child; 200 days in case of adoption of a child under the age of 7)
Parental leave benefit (% of wages paid)	75% of earned income up to €50,606 (annual) and 32.5% for an income exceeding this level for the first 30 weekdays and 70% up to earned income of €32,892, 40% between €32,893 and €50,606 and 25% of earned income exceeding this latter level for the rest of parental leave

Source: MISSOC tables (as in force on 1 July 2010)

SWEDEN

2010	SE	EU-27	
INDEX	74.3	54.0	
Work	78.6	69.0	<p>Work</p> <p>78.6</p> <p>69.0</p>
Participation	91.2	76.6	
Segregation and quality of work	67.7	62.2	
Money	80.2	68.9	<p>Money</p> <p>80.2</p> <p>68.9</p>
Financial resources	67.7	59.5	
Economic situation	95.1	79.6	
Knowledge	66.3	48.9	<p>Knowledge</p> <p>66.3</p> <p>48.9</p>
Attainment and segregation	68.3	57.2	
Lifelong learning	64.3	41.8	
Time	63.9	38.8	<p>Time</p> <p>63.9</p> <p>38.8</p>
Care	69.7	45.5	
Social	58.7	33.0	
Power	74.3	38.0	<p>Power</p> <p>74.3</p> <p>38.0</p>
Political	91.5	49.9	
Economic	60.3	29.0	
Health	93.1	90.1	<p>Health</p> <p>93.1</p> <p>90.1</p>
Status	96.7	86.6	
Access	89.6	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	SE		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	47.7	59.3	41.0	56.4
	Duration of working life	years	38.6	41.6	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	43.7	10.7	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	45.4	53.6	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	48.8	48.5	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	63.5	54.3	81.2	71.3
Money	Mean monthly earnings	PPS	2,281	2,565	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	19,004	20,021	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	85.4	88.8	83.5	85.3
	S20/S80 income quintile share (total population)	%	28.6	28.6	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	31.8	23.7	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	54.2	29.1	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	36.1	24.8	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	31.3	27.5	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	71.4	50.3	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	19.6	23.3	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	23.3	30.5	14.7	14.4

SWEDEN

Domain	Indicators	Unit	SE		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	45	55	25	75
	Share of members of parliament**	%	47	53	23	77
	Share of members of regional assemblies**	%	47	53	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	26	74	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	35	65	18	82
Health	Self-perceived health, good or very good (16+ population)	%	77.9	82.2	65.8	71.1
	Life expectancy in absolute value at birth	years	83.6	79.6	82.9	77.0
	Healthy life years in absolute value at birth	years	71.1	71.7	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	87.4	90.0	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	91.5	91.4	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	56.1	67.4	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	66.7	74.2	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	67.2	82.3	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In 2005, the Equality Policy Commission conducted an inquiry on gender equality to review the objectives, orientation, organisation and effectiveness called 'The power to shape society and your own life – new goals for gender equality policy'¹. Furthermore, the inquiry was instructed to examine whether the social changes that have occurred in the last 10 years have led to a need for gender equality policy to be given a new orientation.

In 2006, based on the inquiry's recommendations, the government submitted a bill to the Swedish parliament presenting new gender equality priorities in Sweden: equal distribution of power; economic equality; equal distribution of unpaid care and household work and end gender-based violence against women. Moreover, the government increased the budget for gender equality policy and adopted **the Plan for Gender Mainstreaming in the Government offices 2004–2009** to promote gender mainstreaming throughout all governmental bodies.

The strategy of gender mainstreaming implies that each minister is responsible for gender equality in his or her policy area and the Minister for Gender Equality is responsible for ensuring that progress is made and for following up measures at overarching level.

In spring 2008, the government put forward to the parliament a proposal for a new comprehensive and cohesive law against discrimination. In the new act, seven different laws were to merge into one single anti-discrimination act, covering discrimination on the grounds of sex; sexual orientation; transgender identity or expression; ethnic origin; religion or other belief; disability and age. Two new grounds of discrimination were added: age and transgender identity or expression. On 1 January 2009, the new **Discrimination Act**² entered into force replacing seven anti-discrimination acts. In 2009, the **Action Plan on Gender Equality Policy**³ was introduced. It has two princi-

pal aims: to combat and transform systems that preserve the gender-based distribution of power and resources in society, and to ensure that women and men enjoy the same power and opportunities to shape their own lives. The policy focus is set out in four sub-goals: equal distribution of power and influence; economic equality between the sexes; equal distribution of unpaid care and household work and abolishing men's violence against women.

In 2011, the government proposed the **Direction for Gender Equality 2011–2014**⁴. It advised that gender mainstreaming should be strengthened and developed, starting with a platform of action at central, regional and local levels. With this document gender mainstreaming continues to be the government's main strategy for achieving the gender equality objectives, with specific measures to stimulate, develop and accelerate the process of change.

In April 2012, the government appointed a Swedish **Domestic Violence Coordinator**, tasked with bringing together and supporting the relevant authorities, municipalities, county councils and organisations to increase the effectiveness, quality and sustainability of the work against violence in close relationships. The Coordinator is also tasked with proposing how to develop the support and protection given to the survivors. The National Board of Health and Research has been commissioned to focus on measures that address the perpetrators of violence and the Swedish National Council for Crime Prevention is to conduct a national survey of crime in close relationships. In October 2011, the government appointed a **Delegation for Gender Equality in Work**, tasked with analysing how social partners can contribute to achieving gender equality in employment, and gathering and analysing knowledge and good examples of gender equality in practice.

In 2012, a special investigator⁵ was instituted in order to identify and analyse issues related to gender equality and men.

Key contextual information

2010	SE	Women	Men	EU-27
Population (millions)	9.34	50.2%	49.8%	501.12
Fertility rate (births per women)	2.0			1.6
Mean age of women at childbirth	30.7			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	5.3			1.9
Gini coefficient (disposable equivalent household income)	24.1			30.5
GDP per inhabitant in PPS	30,200			24,500
Social protection (% of GDP)	30.4			29.4
Healthcare (% of GDP)	9.6**			n.a.
Education (% of GDP)	7.3*			5.4*
R&D (% of GDP)	3.4			2.0
Labour market policies (% of GDP)	1.9			2.2
Active labour market policies (% of GDP)	0.81			0.54*
Early leavers from education and training (% of population aged 18–24)	6.4	5.4	7.4	14.1
Unemployment rate (% of labour force)	8.4	8.2	8.5	9.7
Long-term unemployment (% of active population)	1.5	1.3	1.7	3.9
Activation support (LMP participants per 100 persons wanting to work)	26.9	24.4	29.4	29.3 ^{(u)*}
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	3.8	7.1	0.64	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	51			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	94			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	50 days (during last 60 days before expected childbirth)
Maternity leave benefit (% of wages paid)	80% multiplied by the factor 0.97 up to a ceiling of 7.5 times the price base amount (PBA) = SEK 318,000 (€33,119).
Length of paternity leave	10 days
Paternity leave benefit (% of wages paid)	80% multiplied by the factor 0.97 up to a ceiling of 10 times PBA = SEK 424,000 (€44,158)
Length of parental leave	480 days (until child is age 8; in case of twins 90 extra days are paid out according to the 80% rule and 90 days according to the basic level). Temporary parental leave: a maximum of 120 days per year until the child is 12 years old.
Parental leave benefit (% of wages paid)	80% multiplied by the factor 0.97 up to a ceiling of 10 times PBA for first 390 days (the minimum of SEK 180 (€19) per day) and minimum amount for the remaining 90 days. Temporary parent's benefit: 80% multiplied by the factor 0.97 up to a ceiling of 7.5 times PBA.

Source: MISSOC tables (as in force on 1 July 2010) and EUROMOD Country Report – Sweden (2012)

UNITED KINGDOM

2010	UK	EU-27	
INDEX	60.4	54.0	
Work	76.6	69.0	<p>Work</p> <p>76.6</p> <p>69.0</p>
Participation	79.7	76.6	
Segregation and quality of work	73.7	62.2	
Money	74.3	68.9	<p>Money</p> <p>74.3</p> <p>68.9</p>
Financial resources	72.7	59.5	
Economic situation	76.0	79.6	
Knowledge	68.8	48.9	<p>Knowledge</p> <p>68.8</p> <p>48.9</p>
Attainment and segregation	81.3	57.2	
Lifelong learning	58.2	41.8	
Time	43.2	38.8	<p>Time</p> <p>43.2</p> <p>38.8</p>
Care	56.6	45.5	
Social	32.9	33.0	
Power	35.2	38.0	<p>Power</p> <p>35.2</p> <p>38.0</p>
Political	52.4	49.9	
Economic	23.6	29.0	
Health	95.4	90.1	<p>Health</p> <p>95.4</p> <p>90.1</p>
Status	93.9	86.6	
Access	97.0	93.7	
Intersecting inequalities	No comparable data available		
Violence	No comparable data available		

Indicators included in the Gender Equality Index

Domain	Indicators	Unit	UK		EU-27	
			Women	Men	Women	Men
Work	Full-time equivalent employment (15+ population)	%	40.0	58.0	41.0	56.4
	Duration of working life	years	34.8	40.8	31.6	37.3
	Employed people in <i>Education, Human health and Social work activities</i> (15–64 employed)	%	38.8	10.6	29.4	7.9
	Employees with a non-fixed start and end of a working day or varying working time as decided by the employer (15–64 employed)	%	46.8	46.5	38.7	44.7
	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (15+ workers)*	%	46.0	43.8	33.0	34.3
	Workers perceiving that their health or safety is not at risk because of their work (15+ workers)*	%	88.1	77.5	81.2	71.3
Money	Mean monthly earnings	PPS	2,475	3,277	2,021	2,533
	Mean equivalised net income (16+ population)	PPS	20,194	21,485	16,512	17,367
	Not-at-risk-of-poverty, $\geq 60\%$ of median income (16+ population)	%	82.5	84.6	83.5	85.3
	S20/S80 income quintile share (total population)	%	19.2	18.2	20.4	20.0
Knowledge	Graduates of tertiary education (15–74 population)	%	31.4	30.3	22.1	21.4
	Tertiary students in the fields of <i>Education, Health and Welfare, Humanities and Arts</i> (tertiary students)	%	53.5	29.0	43.7	21.6
	People participating in formal or non-formal education and training (15–74 population)	%	26.9	22.4	17.4	16.0
Time	Workers caring for and educating their children or grandchildren, every day for one hour or more (15+ workers)*	%	38.5	23.3	41.1	24.9
	Workers doing cooking and housework, every day for one hour or more (15+ workers)*	%	82.2	40.3	77.1	24.1
	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)*	%	11.2	15.8	9.3	12.2
	Workers involved in voluntary or charitable activities, at least once a month (15+ workers)*	%	15.6	12.7	14.7	14.4

Domain	Indicators	Unit	UK		EU-27	
			Women	Men	Women	Men
Power	Share of ministers**	%	30	70	25	75
	Share of members of parliament**	%	20	80	23	77
	Share of members of regional assemblies**	%	31	69	30	70
	Share of members of boards in largest quoted companies, supervisory board or board of directors**	%	13	87	12	88
	Share of members in all key decision-making bodies in Central Bank**	%	11	89	18	82
Health	Self-perceived health, good or very good (16+ population)	%	78.8	80.1	65.8	71.1
	Life expectancy in absolute value at birth	years	82.6	78.7	82.9	77.0
	Healthy life years in absolute value at birth	years	65.6	65.0	62.7	61.9
	Population without unmet needs for medical examination (16+ population)	%	96.1	96.7	93.0	93.6
	Population without unmet needs for dental examination (16+ population)	%	97.1	96.9	92.7	92.8
Intersecting inequalities	Employment of people born in a foreign country (15–64 corresponding population)	%	58.0	74.9	54.3	70.1
	Employment of people aged 55–64 (55–64 population)	%	49.5	65.0	38.6	54.6
	Employment rates of people living in a household with one adult and one or more dependent children (15–64 corresponding population)	%	55.2	72.9	66.0	79.7
Violence	No comparable data available					
	No comparable data available					

Source: Eurostat, except *Eurofound and **European Commission, DG Justice

Main policy initiatives for the promotion of gender equality

In 2007, the United Kingdom enforced the **Equality Act 2006**, that amongst other things, prohibits public authorities from engaging in any act which constitutes discrimination or harassment (section 83); imposes a general duty upon all public authorities to eliminate unlawful discrimination and harassment on the grounds of sex and to promote equality of opportunity between women and men (section 84). Public authorities include government departments and executive agencies, colleges and universities, schools, NHS trusts and boards, local authorities (councils), police and fire authorities, inspection and audit bodies and many publicly-funded museums. The duty also covers private and voluntary organisations carrying out public functions, such as private organisations running prisons. The act (section 85) also authorised the government to enforce further specific duties upon public authorities.

Since 2007, the **Gender Equality Duty**¹ has come into force. This means that public authorities, and non-public sector organisations that provide public services, will have to take proactive steps to positively promote equality rather than solely taking steps to prevent discrimination and eliminate harassment. Preparing and publishing a gender equality scheme, showing how it will meet its general and specific duties and setting out its gender equality objectives.

In addition, the establishment of the Women's Equality Unit and the associated 'Minister of Women' role has contributed to the development of gender mainstreaming processes.

On 1 October 2010, the UK government approved the **Equality Act 2010**² that prohibits unfair treatment in access to employment and private and public services regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex and sexual orientation. In 2010, the UK government launched **The Equality Strategy**³ – 'Building a Fairer Britain', a strategic framework for action to promote gender equality for women and men 2006–2016, for Northern Ireland. The strategy aimed at: changing culture and attitudes; addressing the causes of inequality; building a stronger, fairer and more cohesive society where equality is for everyone and is everyone's responsibility. It is based on five related supporting principles: creating equal opportunities for all; devolving power to people; transparency; supporting social action and embedding equality. Delivery of the strategy is overseen by an interministerial group on equality, chaired by the Minister for Women and Equalities. On 27 February 2013, the Department for Culture, Media & Sport and the Government Equalities Office published the policy '**Creating a fairer and more equal society**'⁴.

Key contextual information

2010	UK	Women	Men	EU-27
Population (millions)	62.03	50.8%	49.2%	501.12
Fertility rate (births per women)	2.0			1.6
Mean age of women at childbirth	29.6			30.0
Crude rate of net migration plus statistical adjustment (per 1,000 inhabitants)	3.6			1.9
Gini coefficient (disposable equivalent household income)	33.0			30.5
GDP per inhabitant in PPS	27,200			24,500
Social protection (% of GDP)	28.0			29.4
Healthcare (% of GDP)	9.6**			n.a.
Education (% of GDP)	5.7*			5.4*
R&D (% of GDP)	1.8			2.0
Labour market policies (% of GDP)	0.7*			2.2
Active labour market policies (% of GDP)	0.04*			0.54*
Early leavers from education and training (% of population aged 18–24)	14.9	14.0	15.8	14.1
Unemployment rate (% of labour force)	7.8	6.8	8.6	9.7
Long-term unemployment (% of active population)	2.5	1.8	3.2	3.9
Activation support (LMP participants per 100 persons wanting to work)	1.5*	n.a.	n.a.	29.3 ^(u) *
Inactivity and part-time work due to care responsibilities (% of population aged 15–64)	7.5	13.9	1.1	4.8
Children under age 3 who are enrolled into formal childcare (% of the corresponding age group)	35			28
Children between 3 years old and the minimum mandatory school age who are enrolled into early education (% of the corresponding age group)	89			84

Source: Eurostat data for 2010; except *Eurostat data for 2009; **OECD data for 2010. Note: n.a. no data; (u) unreliable.

2010	
Length of maternity leave	52 weeks: 26 weeks ordinary maternity leave and 26 weeks additional (52 weeks in case of adoption; 39 weeks in case of recipients of maternity allowance ⁵)*
Maternity leave benefit (% of wages paid)	Statutory Maternity Pay: 90% for 6 weeks and 124.88 GBP (€152) or 90% if less for remaining weeks Maternity Allowance: GBP 124.88 (€152) per week or 90% of her average weekly earnings if this is less than above stated amount
Length of paternity leave	1 or 2 weeks
Paternity leave benefit (% of wages paid)	2 weeks GBP 124.88 (€152) or 90% of a person's average earnings if less than above stated amount
Length of parental leave	-
Parental leave benefit (% of wages paid)	-

Source: MISSOC tables (as in force on 1 July 2010). * Maternity Allowance is a flat-rate benefit payable if the claimant has met contribution, employment and earnings conditions and does not qualify for Statutory Maternity Payment (EUROMOD, UK CR, 2012)

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