Monitoring EU regional Gender Equality with the Female Achievement and Disadvantage Indices

2021 edition

A joint work of the Joint Research Centre (DG JRC) and Directorate-General for Regional and Urban Policy (DG REGIO)
In EU 1 woman out of 3 feels satisfied with her life
Life satisfaction among women

Source: Gallup World Poll 2019, JRC elaboration
Gender differences in Life satisfaction

Women are more satisfied

Men are more satisfied

Source: Gallup World Poll 2019, JRC elaboration
EU and Gender Equality

Where do women perform better?

Where are women less disadvantaged relative to men?

Which are the “best” regions for women and men to live in?
How to measure Gender Equality?

Several Gender Equality indices at national exist but a regional version in EU was lacking.

The monitor follows the composite indicator approach following the methodology in JRC/OECD (2008).
Measuring Female Achievements and Disadvantages

**FEMALE ACHIEVEMENT INDEX** (FemAI)

**FEMALE DISADVANTAGE INDEX** (FemDI)

**REGIONAL GENDER EQUALITY MONITOR**

Level of female achievement compared to the best regional female performance

Difference in gender gap
REGIONAL GENDER EQUALITY MONITOR

FEMALE ACHIEVEMENT INDEX

1. Work & Money
2. Knowledge
3. Time
4. Power
5. Health
6. Safety, Security & Trust
7. Quality of Life

FEMALE DISADVANTAGE INDEX
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Full-time and part-time employment rate</td>
<td>Graduates of tertiary education</td>
<td>Regularly participate in a leisure activity</td>
<td>Share of ministers in national governments</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>Formal or non-formal education and training</td>
<td>Donated money to a charity</td>
<td>Share of members in national parliaments</td>
</tr>
<tr>
<td>Employed with tertiary education</td>
<td>Early leavers from education and training*</td>
<td>Helped a stranger who needed help</td>
<td>Share of members in regional assemblies</td>
</tr>
<tr>
<td>Mean monthly earnings</td>
<td>Young people neither in employment nor in education and training</td>
<td>Volunteered time to an organisation</td>
<td>Share of members of regional executives</td>
</tr>
<tr>
<td></td>
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<td>Share of members of local/municipal councils</td>
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<tbody>
<tr>
<td>Self-perceived good or very good health</td>
<td>Safety at night</td>
<td>Feel well-rested</td>
</tr>
<tr>
<td>Health problem that prevents from living a normal life</td>
<td>Relatives and friends count on for help</td>
<td>Smile or laugh a lot</td>
</tr>
<tr>
<td>Life expectancy in absolute value at birth*</td>
<td>Women treated with respect and dignity</td>
<td>Experience enjoyment</td>
</tr>
<tr>
<td>Malignant neoplastic and cardiovascular diseases death rate*</td>
<td>Voiced your opinion to a public official</td>
<td>Life satisfaction</td>
</tr>
<tr>
<td>No unmet medical needs</td>
<td></td>
<td>Opportunities to make friends</td>
</tr>
<tr>
<td>No unmet dental needs</td>
<td></td>
<td>Satisfied with the freedom</td>
</tr>
</tbody>
</table>

33 indicators

Eurostat
EU SILC
LFS
SES
Gallup World Poll
EIGE GSD
Female Achievement Index

Nordic and Austrian regions have higher level of achievements

The capital regions (in most cases) score better
Female Disadvantage Index

Women in Nordic countries, France and Spain face the smallest disadvantage

Low index = low disadvantage
High index = high disadvantage

- 0 - 19
- 19 - 23
- 23 - 27
- 27 - 31
- 31 - 37
- > 37
- No data
Low disadvantage and High achievement

High achievement but High disadvantage

High disadvantage and Low achievement

Low disadvantage but Low achievement

FEMALE ACHIEVEMENT INDEX

FEMALE DISADVANTAGE INDEX
Female Disadvantage vs Female Achievement

- **LOW disadvantage and HIGH achievement**
- **LOW disadvantage but LOW achievement**
- **HIGH achievement but HIGH disadvantage**
- **HIGH disadvantage and LOW achievement**
- **No data**
• EU Cohesion Policy contributes to strengthening economic, social and territorial cohesion in the European Union.

• Regional eligibility map for the period 2021-2027

  • Less developed regions
    • GDP per capita < 75% EU-27 average

  • Transition regions
    • GDP per capita between 75% and 100% EU-27 average

  • More developed regions
    • GDP per capita > 100% EU-27 average
Four out of five residents of less developed regions live in a region with low female achievement and high female disadvantage.

Only one out of five residents living in a transition or more developed region is faced with low female achievement and high female disadvantage.
In less developed regions women achieve less in all domains, particularly in those related to Work & money, Time and Power.

In less developed regions, women are at a significant disadvantage. They lag behind men in particular in the domains of the index linked to the labour market and political power.
In regions where women achieve more,...GDP is higher

HOWEVER

A high level of GDP per capita does not necessarily imply a more gender-equal society.
When women achieve more... human development is higher...
Women flourish in regions where quality of government is higher

OR

Quality of government is higher in regions where women flourish
On average and across EU regions, 33% of women declare themselves to be satisfied with the life they lead (against 35% for men).

Large differences between and within Member States.

Women who feel satisfied with their current life, 2019.
SAFETY

Across EU regions, 64 % of women declared to feel safe walking alone at night – compared to 80 % for men

Women who declared that they feel safe walking alone at night, 2019
Mapping the glass ceiling: The EU regions where women thrive and where they are held back

In which EU regions are women achieving the most, and in which ones they face the largest disadvantage? Answers to these questions and many more can be found in the latest edition of the EU regional gender equality monitor. Based on two composite indicators, the Female Achievement Index and the Female Disadvantage Index, the monitor is the first to capture aspects of gender equality at the regional level for the almost totality of EU NUTS2 regions.

Monitoring EU regional gender equality with the female achievement and disadvantage indices

In some EU regions women are able to thrive, while in others they are held back.

Following the methodology developed by the JRC – in cooperation with DG REGIO – in the 2019 pilot exercise, the regional gender equality monitor consists of two composite indices: the Female Achievement Index (FemAI) and the Female Disadvantage Index (FemDI). They address two specific and complementary aspects of gender equality.

The Female Achievement Index, FemAI, measures the level of female achievement compared to the best regional female performance. FemAI varies between 0 (lowest achievements) and 100 (highest achievements).

The Female Disadvantage Index, FemDI, assesses the level of female disadvantage by measuring if women are doing worse than men in the same region. The best score is 0 (no disadvantage) and the worst is 100 (largest disadvantage).

These two indices are the first to capture aspects of gender equality at the regional level for all EU regions. Female achievement and disadvantage are assessed in 235 regions (NUTS 2 level).

Results from the 2021 edition of the monitor show that the highest level of female achievement is seen in Nordic regions, with the highest score in the capital region of Helsinki-Uusimaa. At the
OPEN DATA STORY

MAPping THE GLASS CEILING IN THE EU
Monitoring EU regional gender equality using the Female Achievement and Disadvantage indices
#EURegioGender

In some EU regions women are able to thrive, while in others they are held back.

This data story allows you to explore two indices released in October 2022 which reveal in which EU regions women are achieving more and in which regions are at a disadvantage compared to men: the Female Achievement Index (FemAI) and the Female Disadvantage Index (FemDI).

The findings from the two indices are set out in detail in the marking paper. The indices point to the following trends:

- On average, women in more developed regions are able to achieve more and are at less of a disadvantage, while most women in less developed regions face big challenges.
- Within countries, women in capital regions tend to achieve more and are at less of a disadvantage.
- In general, regions with a lower female achievement index have a lower gross domestic product per capita, while regions with a higher level of female achievement have a higher level of human development.
- Finally, the quality of government is higher in regions where women achieve more.

The two indices are calculated for 357 EU regions in the 35 EU and 7 candidate countries, based on 13 indicators grouped into seven domains.

- Female Achievement Index (FemAI) country comparisons
- Female Disadvantage Index (FemDI) country overview comparisons
Conclusion

- Female disadvantage still limit what women can do today. These disadvantages are bigger in less developed regions.

- Where female achievements are low, disadvantages tend to be bigger.

- Creating more opportunities for women to flourish is better for women and men, for the economy and for the quality of government.

- Cohesion policy can support policies that promote gender equality.


• Questions or comments: REGIO-B1-PAPERS@ec.europa.eu
Thank you

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