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The National Gender Equality Index for North Macedonia was developed by the Ministry of Labour and Social Policy and State Statistical Office in the Republic of North Macedonia in cooperation with the European Institute of Gender Equality (EIGE) under EIGE's cooperation with the Western Balkans and Turkey within the Instrument of Pre-Accession Assistance (IPA) of the European Union, funded by the European Union. The report is based on the methodology and framework of the Gender Equality Index 2017 developed by the European Institute for Gender Equality (EIGE, <http://eige.europa.eu/>). The data used for the calculation of the Gender Equality Index for North Macedonia refer to 2015 and are based on the EIGE's Index methodology for 2017.

The European Institute for Gender Equality encourages and supports the development of the Gender Equality Index for North Macedonia, within the established cooperation with EU candidate countries and potential candidates in the Western Balkans and Turkey.

This publication has been prepared based on the methodology and framework of the Gender Equality Index for the year 2017, developed by the European Institute for Gender Equality (EIGE) for the European Union and its Member States. (<https://eige.europa.eu/gender-equality-index>).

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The views expressed in this publication are those of the authors and do not necessarily represent the views of UN Women, the United Nations or any of its affiliated organizations. The boundaries and names shown and the designations used on the maps in this report do not imply official endorsement or acceptance by the United Nations.





# Foreword

The fundamental human rights and freedoms recognized by international law and the respect for the generally accepted norms of the international law are the core values of the constitutional order of the Republic of North Macedonia. This is also the basis for the concept of equal opportunities which our country is committed to and applies it in the domestic legislation.

The realization of equal opportunities for women and men provides for their equal participation in all areas of the public and private sector, equal status and treatment in the realization of their rights, including equal benefits from the results achieved.

Important element in the realization of the equal opportunities of women and men is the data availability. The data show the status of women and men in the community, therefore we have created the Gender Equality Index based on the belief that, for the sake of our collective progress, women and men need to have equal access to opportunities and services planned and created in accordance with their specific needs. The Gender Equality Index for the Republic of North Macedonia is the key indicator for measuring the gender equality on the basis of which measures and policies for reduction of the inequality in all areas of life will be developed.

What you have in front of you is the first edition of the Gender Equality Index for the Republic of North Macedonia. The Gender Equality Index was initially developed with the support of the European Institute for Gender Equality, under the framework of their cooperation within the Instrument of Pre-Accession (IPA), funded by the European Union and in accordance with the methodology of the European Institute for Gender Equality for the European Union Member States. Apart from the Republic of Serbia, the Republic of North Macedonia is the second country outside the European Union calculating the Gender Equality Index.

The development of the Gender Equality Index for North Macedonia demonstrates clear commitment to improvement of the gender equality in the country and provide equal opportunities for women and men in the society.

The Gender Equality Index is a tool for measuring the gender equality at European Union level. It measures the gender equality in six domains (work, money, knowledge,

time, power and health) and in two additional domains (intersecting inequalities and violence).

The initiative for introduction of Gender Equality Index in North Macedonia came from the Ministry of Labor and Social Policy, through the Sector for Equal Opportunities and the State Statistical Office, with significant support from the European Institute for Gender Equality in Vilnius, Lithuania. The development of the report for the Gender Equality Index was supported by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) office in Skopje, North Macedonia. The introduction of the Gender Equality Index represents a significant commitment for the relevant institutions of the country for expansion of the measuring instruments and tools available for monitoring of the gender equality, as a basis for development of relevant policies and measures for improvement of the gender equality in the country.

The summary value of the Index shows that there is still significant gender inequality in the Republic of North Macedonia and that the country is lagging behind the EU average in achieving the gender equality area in almost all domains covered by the Index.

The path towards achieving gender equality is a complex one and requires strong political will, allocation of relevant budgetary resources, and effective coordination of all national gender equality mechanisms on national and local level as well as effective policy implementation at all levels.

Strategic objective of our country is to become part of the European Union, which is about accepting the fundamental values of the Union, such as gender equality. We are striving towards achieving gender equality in our country, suppression of the gender stereotypes and elimination of gender-based violence, making gender equality indispensable principle in the policy making processes in the country. We have therefore a great honor and pleasure to introduce you to the Gender Equality Index for the Republic of North Macedonia and to invite all stakeholders in the society to get involved in the achieving of the vision of the gender-equal society that will ensure better future for all.

**Mila Carovska**

Minister of Labor and Social Policy  
Government of the Republic of North Macedonia  
September, 2019



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# Abbreviations List

## Country codes

<b>AT</b>	Austria
<b>BE</b>	Belgium
<b>BG</b>	Bulgaria
<b>CY</b>	Cyprus
<b>CZ</b>	Czech Republic
<b>DE</b>	Germany
<b>DK</b>	Denmark
<b>EE</b>	Estonia
<b>EL</b>	Greece
<b>ES</b>	Spain
<b>FI</b>	Finland
<b>FR</b>	France
<b>HR</b>	Croatia
<b>HU</b>	Hungary
<b>IE</b>	Ireland
<b>IT</b>	Italy
<b>LT</b>	Lithuania
<b>LU</b>	Luxembourg
<b>LV</b>	Latvia
<b>MK</b>	North Macedonia
<b>MT</b>	Malta
<b>NL</b>	The Netherlands
<b>PL</b>	Poland
<b>PT</b>	Portugal
<b>RO</b>	Romania
<b>SE</b>	Sweden
<b>SI</b>	Slovenia
<b>SK</b>	Slovenia
<b>UK</b>	United Kingdom
<b>EU-28</b>	EU-28 28 EU member states

<b>EIGE</b>	European Institute for Gender Equality
<b>EU</b>	European Union
<b>FRA</b>	European Union Agency for Fundamental Rights
<b>OECD</b>	Organization for Economic Cooperation and Development
<b>EUROSTAT</b>	Statistical institution of the EU
<b>SSO</b>	State Statistical Office
<b>EQLS</b>	European Quality of Life Survey of the Eurofund
<b>EWCS</b>	European Working Conditions Survey of the Eurofund
<b>WMID</b>	Women and Men in Decision-making

# 1. Introduction

Equality between women and men is a fundamental value of the European Union (EU) that is guaranteed in the treaties thereof and in the European Union Charter of Fundamental Rights. The gender equality is a necessity for the economic growth and social development of the countries. The EU plays an essential role in guaranteeing the gender equality principle in the EU member state policies. The exceptional importance of the gender equality on EU level is also recognized in the making of gender-responsive policies and special directives, recommendations and strategic and legal frameworks for policies that specifically pertain to the advancement of gender equality in the European Union and in the member states. In order to measure the degree of gender equality in the relevant priority domains on international or national level, different tools for progress monitoring were developed all over the world. However, none of them has been developed specifically to measure the gender equality within the political framework of the European Union. The need for Gender Equality Index was initially presented by the European Commission in the The Roadmap for Equality between Women and Men 2006-2012) and was later included in the Action Plan of the Strategy for Equality Between Women and Men 2010 – 2015. The European Institute for Gender Equality undertook the task to create complex, composite indicator that reflects the multidimensional, complex reality of the gender equality that is specifically adapted to the political framework of the European Union. The creation of the Gender Equality Index on EU level is one of the main tasks of the first Semi-annual Operational Programme 2010 – 2012 of the European Institute for Gender Equality. The Gender Equality Index started to be calculated in 2010 and was promoted in Brussels on 13<sup>th</sup> of June 2013<sup>1</sup>. Following the initial report in 2013, following reports were published in 2015 and 2017, "Gender Equality Index 2015: Measuring gender equality in the European Union 2005 – 2012"<sup>2</sup>, and "Gender Equality Index 2017: Measuring gender equality in the European Union 2005 – 2015"<sup>3</sup>.

## Why is Gender Equality Index needed?

- To provide synthetic measurement of the gender equality that is easy to understand and communicate,
- To provide an adapted complex indicator for measuring the gender equality in the European Union and its member states,
- To provide a tool for the policy makers in the assessments how far is a particular member state from achieving gender equality,
- To ensure relevant comparisons between the different priority domains on gender equality,
- To measure and compare the progress over time in the area of gender equality.

The Gender Equality Index is a unique measurement tool that synthesizes the complexity of the gender equality as a multidimensional concept. It is a tool that is easy to use and to interpret. This Index is created by combining the gender indicators, using a conceptual framework, into a single composite measurement. It consists of six essential domains (work, money, knowledge, time, power and health) and two satellite domains (intersecting inequalities and violence). The Gender Equality Index measures how far (or how close) the EU-28 and the member states are from achieving full gender equality. It provides results on each member state and on EU-28 level. The Gender Equality Index also provides results for each domain and subdomain. It measures the gender gaps adapted to the levels of achievement by adjusting that the gender differences cannot be deemed positive when they are showing a negative status both for women and men. The Gender Equality Index assigns points to the member states, between 1 (total inequality) and 100 (full gender equality).

<sup>1</sup> European Institute for Gender Equality, 2013. Gender Equality Index Report, available at <https://eige.europa.eu/gender-equality-index/publications>

<sup>2</sup> European Institute for Gender Equality, 2015. Gender Equality Index 2015: Measuring gender equality in the European Union 2005 – 2012, available at <https://eige.europa.eu/publications/gender-equality-index-2015-measuring-gender-equality-european-union-2005-2012-report>

<sup>3</sup> European Institute for Gender Equality, 2017. Gender Equality Index 2017: Measuring gender equality in the European Union 2005 – 2015, available at <https://eige.europa.eu/publications/gender-equality-index-2017-measuring-gender-equality-european-union-2005-2015-report>



## Unique characteristics and benefit from the Gender Equality Index

The Gender Equality Index:

- applies gender approach instead of women empowerment approach;
- relies on a comprehensive gender equality framework;
- emphasizes the differences in the data availability by identifying the potential gender indicators and requires harmonized, comparable and authentic data which are also segregated by gender and available about all member states;
- can be used to support the gender equality policies, ensuring comparability in a specific period and in the EU-28.

## 2. Conceptual and methodological framework

The Gender Equality Index is obtained by, combining individual indicators, according to the model of the multidimensional concept being measured. In other words – it is a statistical combination of group of indicators whose purpose is to provide simple overview of the complex reality. Creating complex indicators includes several phases, where several choices have to be made. It is of essential importance to work with stable and transparent methodology based on solid statistical principles in order to increase the value of the outcome. The methodology used for calculation of the Gender Equality Index is based on widely available and internationally accepted procedure developed by the OECD and the European Commission (Center for Joint Research) in 2008<sup>4</sup> which establishes the following ten phases:

1. Development of theoretical framework that defines and structures what is measured and provides the basis for the selection and combination of variables into a meaningful index.
2. Selection of variables according to the analytical soundness, measurability, country coverage, cross-country comparability and relevancy of the indicators.
3. Input of the missing data in order to obtain complete dataset for all countries.
4. Carrying out multivariate analysis for assessing the entire structure of the dataset, assess its suitability and guide subsequent methodological choices.
5. Normalization of the data, if needed, ensure comparability between the variables.
6. Weighing and aggregation of the indicators, according to both the theoretical framework and the results of the multivariate analysis.
7. Conducting an uncertainty and sensitivity analysis, to assess the robustness in terms of all possible sources of uncertainty in its development (choice of imputation method, normalisation scheme, weighting system or aggregation method).
8. Return to the data in order to analyze which domains and sub-domains lead the results of the Index.
9. Identification of the possible linkage with other variables and commonly used indicators.
10. Presentation and dissemination of the Index results in a clear and accurate manner.

These ten guiding principles make it possible for the Gender Equality Index to rely on robust and transparent methodological choices, consistent with the soundness of a strong theoretical framework. This methodology can be replicated on both national and regional level by the state statistical institutions.

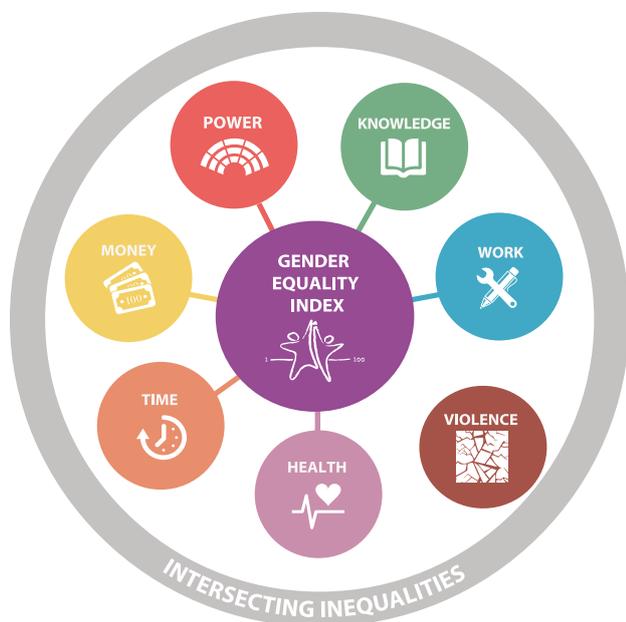
### Gender Equality Index domains

As it was already mentioned, the Gender Equality Index includes six domains (work, money, knowledge, time, power and health) and two satellite domains (intersecting inequalities and violence) which are not included in the Index calculation.

<sup>4</sup> OECD, European Commission, Center for Joint Research, Handbook on Constructing Complex Indicators: Methodology and User Guide by Nardo Nalsana, Saltelli and Tarantoce (EC/ CJR), Hoffman and Giovanni (OECD). OECD publishing code: 302008251E1. <https://www.oecd.org/std/42495745.pdf>



**Figure 2.1. Domains and satellite domains of the Gender Equality Index**



## 1. Work

(sub-domains participation, segregation and quality of work).

The domain of Work is related to the situation of women and men in the European labor market. It measures the gender differences with regards to participation on the labor market, the duration of the working-life, sectoral segregation and quality of the work, such as flexible working hours and job career prospect .

## 2. Money

(sub-domains financial resources and economic situation).

The domain of Money considers the inequalities in the financial resources and the economic situation of women and men. It measures the differences in the earnings and income, but also the exposure to poverty risk, including (in)equality in the income distribution. This is an important domain because women, in general, are much more economically and financially disadvantaged compared to men, thus they are more exposed to a greater risk of social exclusion.

## 3. Knowledge

(sub-domains attainment and participation, segregation).

The domain of Knowledge measures gender inequalities in educational attainment, participation in education and training over life time, and gender segregation.<sup>5</sup> The sub-domain of educational attainment is measured by the percentage of women and men tertiary graduates, and participation of women and men in formal and non-formal education and training over the life course. The second sub-domain measures gender segregation in tertiary education through the percentage of women and men among students in fields of education, health, welfare, humanities, and arts.<sup>6</sup>

## 4. Time

(sub-domains care activities, social activities).

The domain of Time is an area of exceptional importance for gender equality because the division of the time spent by women and men on activities related to care and activities related to paid work, has impact on almost all other domains of the Index. This domain is focused on the balance between the economic activities (paid work), care activities (childcare and domestic activities) and other social activities (such as sport, culture and leisure activities, including volunteering and charitable activities). It measures the time spent in unpaid activities, that is, the gender differences in the time that women and men spend on childcare and domestic activities, but also in other aspects of life, such as the cultural, leisure and charity activities. Internationally, women still spend much more time on childcare and domestic activities compared to men, which has negative impact on their economic status and poverty risk, but also on their opportunities to use the time for social activities.

## 5. Power

(sub-domains political power, economic power, social power).

The domain of Power considers the differences between women and men in their participation and representation in positions of power in the political, economic and social

<sup>5</sup> European Institute for Gender Equality, 2017. Gender Equality Index 2017: Measuring gender equality in the European Union 2005 – 2015, available at <https://eige.europa.eu/publications/gender-equality-index-2017-measuring-gender-equality-european-union-2005-2015-report>

<sup>6</sup> Ibid

area. The small participation in and access to positions of power for women, compared to men, i.e. the unequal distribution of power in the political, economic and social area, has serious negative consequences on the gender equality on national and global level and also have negative impact on all other domains.

## 6. Health

(sub-domains status, behavior and access).

The domain of Health focuses on the differences between women and men in terms of health status, health behaviors and access to health services. It measures the gender differences in the self-perceived health, the life expectancy and healthy life years. It also includes the habits related to smoking and alcohol consumption, including the differences in meeting the health and dental needs.

## 7. Intersecting inequalities

Intersecting inequalities is the first of the two satellite domains. The conceptual approach with this domain is based on the intersectionality according to which the women and men cannot be considered as homogenous group, hence it is relevant to analyze other characteristics of the women and men that could impact their life experiences and gender equality, such as the ethnicity, citizenship, education, dis/ability, family type, religion, economic and social status, sexual orientation, marital status etc. This domain measures the gender inequality between the specific groups of women and men, especially those groups that can be more or less vulnerable and/or marginalized. This approach is about non-discrimination on the basis of race, gender, social status, sexual orientation, ethnic affiliation, religion or citizenship. The values of this domain are not considered when calculating the final value of the index. In 2019, EIGE published new report on Intersecting inequalities<sup>7</sup>, providing the new findings for the Gender Equality Index 2017 for each intersectionality and domain, discussion further “the need for improved data collection, research and policy-making to capture intersectionality in the EU”<sup>8</sup>. The calculations for this domain for North Macedonia are missing and one of the main reasons is the lack of data for identification of various vulnerable groups

<sup>7</sup> European Institute for Gender Equality, 2019. Intersecting inequalities: Gender Equality Index, 2019, available at <https://eige.europa.eu/publications/intersecting-inequalities-gender-equality-index>

<sup>8</sup> Ibid, pp. 4

## 8. Violence

The Violence is the second satellite domain. As a concept, it takes into consideration the gender-based violence against women and the impact of the attitudes, norms and stereotypes. More specifically, this domain is focusing on the women’s perspective when it comes to violence, because it is mostly women who are victims of violence, most often perpetrated by men. The conceptual approach recognizes the violence as a result of the power relations, i.e. the expression of power related to domination, usually over women. This domain measures the prevalence, severity and disclosure of violence. The domain is conceptually different from the other domains by not measuring the gender differences but the levels of violence only among women. Hence, the ultimate objective is not to bridge the gaps but to eradicate violence. As a satellite domain, it is not included in the value of the Gender Equality Index.

European Institute for Gender Equality has developed a methodology for an Index on Gender-Based Violence<sup>9</sup> based on FRA (European Union Agency for Fundamental Rights) survey on violence against women published in 2014.<sup>10</sup> In this Report, the section on the domain of Violence remains empty due to lack of data on national level for the period up to 2015. The violence against women is an alarming situation which, unfortunately, has been continuously neglected as a social problem and the lack of system for monitoring of this situation just confirms the marginalization of this exceptionally relevant aspect that impacts the gender inequality in all domains. The domain Violence is a critical area for the gender equality and, as such, it must be interpreted as pressing and alarming call for the need of most urgent introduction of system, methodology and infrastructure for gathering and processing of data related to gender-based violence against women in the country.

In the following table, the conceptual framework of the Gender Equality Index is shown, as a result of methodological revisions done by EIGE in 2017.

<sup>9</sup> European Institute for Gender Equality, 2017. Gender Equality Index 2017: Measurements framework of violence against women, available at <https://eige.europa.eu/publications/gender-equality-index-2017-measurement-framework-of-violence-against-women>

<sup>10</sup> European Union Agency for Fundamental Rights, 2014. Violence against women: an EU-wide survey — Main results, Publications Office of the European Union, Luxembourg, available at: [http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14\\_en.pdf](http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14_en.pdf)



**Table 1.1. Domains and sub-domains of the Gender Equality Index**

Domains	Sub-domains
<b>Work</b>	Participation, Segregation and quality of work
<b>Money</b>	Financial resources, Economic situation
<b>Knowledge</b>	Attainment and participation; Segregation
<b>Time</b>	Care activities, Social activities
<b>Power</b>	Political power, Social power, Economic power
<b>Health</b>	Status, Behavior and Access
<b>Intersecting inequalities</b>	Analysed by: Family type, Age, Country of birth; Dis/ability, Education etc .
<b>Violence</b>	Prevalence, Severity, Disclosure

Source: EIGE, 2013, , 2017 (a), 2017 (b), 2017 (c), 2019 .

### 3. Gender Equality Index 2015

The Gender Equality Index for the Republic of North Macedonia is calculated using the methodology of the European Institute for Gender Equality and provides overview of the situation in 2015 . This is the first publication of the Gender Equality Index for the Republic of North Macedonia with which the country is joining the EU member states which are developing the reports on the national Gender Equality Indices, starting from 2013 (and including calculations for 2005, 2010, 2012 and 2015). North Macedonia is the second country, after Serbia,

which, as an EU candidate country, developed the Gender Equality Index. This enables calculation and presentation of comparable data in the gender equality area with the EU member states.

Enclosed is the measuring framework (Table 3.1.) of the Gender Equality Index in North Macedonia that shows the domains, the sub-domains, the measured concepts, the indicators and the sources of data used for the 2015 calculations.

**Table 3.1. Measurement framework in the Republic of North Macedonia**

Domain	Sub-domains	Concepts being measured	Indicators	Source	Year
WORK	Participation	Full time equivalent, employment rate	Full time equivalent, employment rate (population 15+)	SSO: Labor Force Survey	2015
		Duration of the working life	Duration of the working life	Eurostat, SSO: Mortality data and Labor Force Survey	2015
	Segregation and quality of work	Sectoral segregation	Employed in education, health and social services, % of the total employees (15+)	SSO: Labor Force Survey	2015
		Flexibility	Ability to take an hour or two off during working hours to take care of personal or family matters (% 15+ workers)	European Working Conditions Survey (EWCS)	2015
		Prospects	Career prospect index (0-100 points )	European Working Conditions Survey (EWCS)	2015
MONEY	Financial resources	Earnings	Average monthly earnings according to the Purchasing Power standard in the sectors B to S, excluding O (all age groups, employees in business entities with 10+ employees)	Eurostat SSO: Survey on income and living conditions (SILC)	2015
		Income	Average equivalent net-income (Purchasing power standard, population 16+)	Eurostat SSO: Survey on income and living conditions (SILC)	2015
	Economic situation	Poverty	Not at-risk-of-poverty, ≥60% of the medial income (% population 16+)	Eurostat SSO: Survey on income and living conditions (SILC)	2015
		Income distribution	S20/ S80 income quintile ratio (% population 16+)	Eurostat SSO: Survey on income and living conditions (SILC)	2015
KNOWLEDGE	Attainment and participation	Tertiary education	Graduates of tertiary education (% 15+ population)	SSO: Labor Force Survey	2015
		Lifelong learning	People participating in formal or non-formal education and training (% 15+ population)	SSO: Labor Force Survey	2015
	Segregation	Segregation	Tertiary students in the field of education, health and welfare, humanities and art (% 15+ population)	SSO: Labor Force Survey	2015
TIME	Care activities	Childcare activities	Persons having time to care for, and educate, their children or grandchildren, on daily basis (% population 18+)	European Quality of Life Survey EQLS	2015
		Domestic activities	Persons having time to cook and perform domestic activities, on daily basis (% population 18+)		
	Social activities	Sports, culture and leisure	Workers who have time to do sports, cultural or entertaining activities outside their home, on daily basis of several times a week (% employed 15+)	European Working Conditions Survey (EWCS)	2015
		Volunteering and charitable activities	Workers who have time for voluntary or charitable activity, at least once a month (% employed 15+)		



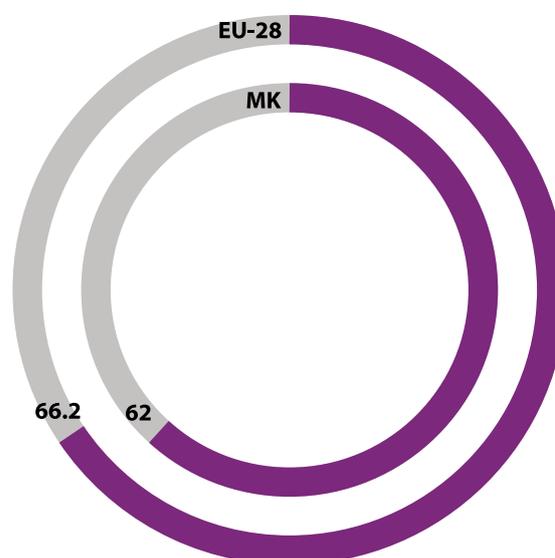
Domain	Sub-domains	Concepts being measured	Indicators	Source	Year
POWER	Political	Ministerial representation	Participation as ministers (%)	EIGE, WMID	2015
		Parliamentary representation	Participation as members of the Parliament (%)		
		Presence in the local self-government	Participation as members in the local level policy (%)		
	Economic	Members of boards	Participation as members in management boards, supervisory boards or board of directors in highly reputable companies (%)	EIGE, WMID	2015
		Members of Central Bank	Participation as members in the Central Bank (%)	EIGE, WMID	2015
	Social	Research	Participation as members in management bodies of organizations/ institutions for financing of researches (%)	EIGE, WMID	2016
		Media	Participation as members in management bodies of national broadcasting organizations (%)	EIGE, WMID	2015 2016 2017
Sports		Participation as members in management bodies of national Olympic sport organizations (%)	State Statistical Office	2015	
HEALTH	Status	Self-perceived health	Personal consideration of the general health condition, good or very good (% , population)	SSO: Survey on Income and Living Conditions	2015
		Life expectancy	Life expectancy in absolute value at birth (years)	SSO:Demography	2015
		Healthy life years	Years of healthy life in absolute value at birth (years)	SSO: Survey on Income and Living Conditions, Mortality data	2015
	Behavior/ habits	Smoking and alcohol consumption	Persons who do not smoke and are not involved in excessive alcohol consumption (% , population 16+)	simulation by SSO	2015
		Physical activity and nutrition	Percentage of persons who are physically active at least 150 min per week and consume at least 5 portions of fruit and vegetables per day (% , population 16+)	simulation by SSO	2015
	Access	Unmet medical needs	Population without unmet needs for medical examination (% , 16+ population)	Eurostat, SSO, Survey on income and living conditions (SILC)	2015
		Unmet dental needs	People without unmet needs for dental examination (% , 16+ population)		

### 3.1. Gender Equality Index for North Macedonia and EU

The Gender Equality Index for North Macedonia for 2015 amounts to 62, out of the maximum result of 100. Compared to the average value of the Gender Equality Index of the EU-28, North Macedonia is lagging behind with 4.2 points and is among the EU member states that fall below the average of the European Union (Figure 3.1.1.). According to this summary result, the Gender Equality Index for North Macedonia is ranked 15<sup>th</sup> compared to the EU member states.

The summary value of the Index shows that there is still significant gender inequality in the Republic of North Macedonia and that the country is lagging behind the EU average in achieving gender equality in almost all domains covered by the Index.

Figure 3.1.1. Gender Equality Index in North Macedonia and EU-28, 2015



When analyzing the individual results for each of the six gender equality domains, North Macedonia lags significantly behind the EU (EU-28) average in the domain of Money and the domain of Time (Figure 3.1.2.). The country lags least in the domain of Health while the only domain where North Macedonia shows better result than the EU average (EU-28) is the domain of Power. This domain is analyzed in detail in a separate part of the Report, but it is important to mention that the good result in the domain of Power is mainly due to the relatively higher representation of women in the management bodies of the national broadcasting institutions and the management bodies of institutions that support research. The good result in the domain of Power is also partially due to the higher representation of women in the Parliament which is, in turn, a result of legally established quotas for electing members in the Parliament who belong to the less represented gender.

When comparing the summary result of the Gender Equality Index for North Macedonia with other EU member states, it can be ascertained that the country is better ranked than half of EU member states that come mainly from the Balkans (for example: Greece, Bulgaria, Romania, Croatia), South Europe (for example: Portugal) or from the former Soviet bloc (for example: Czech Republic, Slovakia, Poland) (Figure 3.1.3.).

However, North Macedonia is in the range of member states that are below the EU (EU-28) average in achieving the gender equality. Significant progress is required in each of the different domains in order for the country to come closer and outperform the European average and to achieve gender equality in the country.

**Figure 3.1.2. Gender Equality Index per domains, North Macedonia and EU-28, 2015**

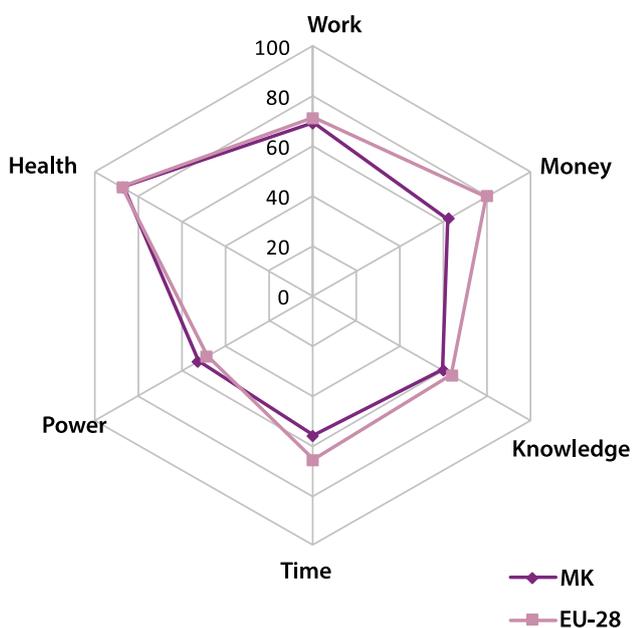
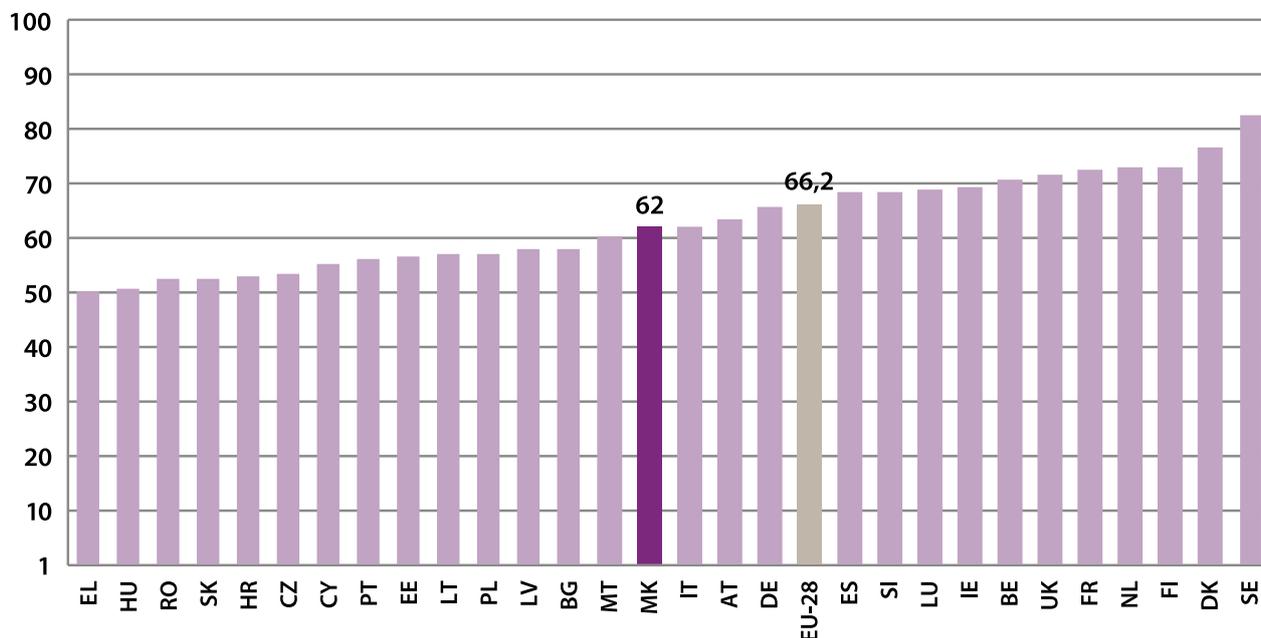




Figure 3.1.3. Gender Equality Index, North Macedonia and EU member states, 2015



The dedication towards creating institutional mechanisms, infrastructure, policies and legal framework for advancing gender equality in North Macedonia, during a period of more than a decade, contributes towards a certain progress that can be seen through the Gender Equality Index for North Macedonia and its ranking compared to other EU member states.

The gap that remains to achieving full gender equality in all areas that make up the Gender Equality Index remains a huge challenge for North Macedonia, as is equally a challenge for the member states of the European Union.

North Macedonia is 38 points away from achieving the desired result of 100, while it lags behind the EU average with 33.8 points. As the experiences of EU member states with highest level of gender equality show, the progress in the area of gender equality depends on the strong political commitment for raising the gender equality as a higher political priority in the country, allocation of budget funds required for the implementation of gender equality policies and objectives, including high level of efficient institutional coordination in order to achieve this objective.

## Summary conclusions

- There is still significant gender inequality in the Republic of North Macedonia and the country lags behind the EU average in achieving gender equality, in almost all domains covered by the Index;
- According to the summary result of the Gender Equality Index, North Macedonia is ranked 15th compared to the EU member states;
- Compared to the EU average, the country is lagging behind in all domains, except in the domain of Power. The biggest gap, compared to the EU average, is in the domains of Time and Money;
- The achievement of gender equality in North Macedonia is a challenge that depends to a great extent on the political prioritization of the gender equality, allocation of relevant budget funds for achievement of this objective as well as effective and dedicated institutional coordination.

## 3.2. Domain of WORK

The domain of Work measures the degree to which women and men could have benefits from equal access to employment and appropriate working conditions. The access to employment and the quality of the working conditions, including gender discrimination and segregation (horizontal and vertical) are some of the key factors that impact the equal access to economic resources and reduction and elimination of the gender-specific forms of poverty (EIGE, 2013).

The domain of Work measures the gender differences in the areas related to the labor market, through two sub-domains - Participation and Segregation and quality of work. The Participation sub-domain measures the differences between the women and men with regards to employment and duration of the working life. The second sub-domain is an aggregated summary of two conceptual sub-domains – sectoral segregation (horizontal) and quality of work.

### 3.2.1 Calculation framework

The domain of Work is calculated using two sets of indicators connected to Participation and Segregation and quality of work sub-domains (Table 3.2.1). The Participation sub-domain is measured using the employment rate indicator (population age 15+) equivalent to full time work and the indicator on the duration of working life. On the other hand, the Segregation and quality of work sub-domain is measured using the following indicators: percentage of women and men employed in education, health and social work sectors (sectors that traditionally include higher concentration of women); percentage of employed women and men with flexible working hours (this indicator shows the possibility for balancing the private and working life); and career prospect index (job quality index which combines indicators for employment status (self-employed or employee), type of contract, the prospect for career advancement as perceived by the worker, perceived likelihood of losing one's job and experience of downsizing in the organization<sup>11</sup>).

**Table 3.2.1. Indicators for the domain of WORK in North Macedonia, 2015**

Domain	Measuring framework/ sub-domains	Concepts being measured	Indicators	Source
WORK	Participation	Full time equivalent, employment rate	Full time equivalent, employment rate (population 15+)	SSO Labor Force Survey,
		Duration of the working life	Duration of the working life (years)	Eurostat SSO Mortality data and Labor Force Survey
	Segregation and quality of work	Sectoral segregation	Employed in education, health and social services, % of the total employees (15+)	SSO, Labor Force Survey
		Flexibility	Ability to take an hour or two off during working hours to take care of personal or family matters (% 15+ workers)	European Working Conditions Survey (EWCS)
		Prospects	Career prospect index (0-100 points)	European Working Conditions Survey (EWCS)

### 3.2.2 Scores and indicators in the Domain of Work

The total result in the domain of Work is below the EU average, lagging by 2.1 points (Figure 3.2.1). The small difference in the total result for the domain of Work in North Macedonia, compared to the EU average, is due to the higher result in the Segregation and quality of work sub-domain, more specifically due to the indicators measuring the flexibility of working hours and job career prospects. Namely, the higher values of these two indicators (that is, smaller gender differences) neutralize the high value of the indicator that measures the horizontal segregation and points out to high concentration of employment of women than men in the sectors education,

health and social work (also known as sectors identified with “care” and that traditionally employ more women). Contrary to the significant gender differences at the horizontal segregation, the indicators measuring the flexibility and career prospects point out to smaller gender differences when it comes to the opportunities for women and men to balance their work responsibilities and private life.

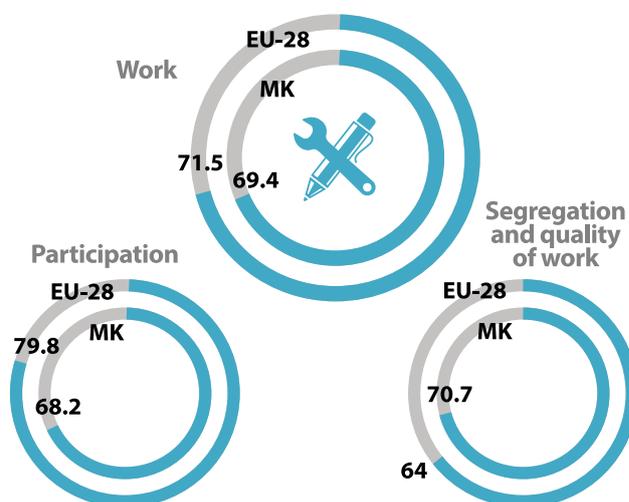
<sup>11</sup> European Institute for Gender Equality, 2017. Gender Equality Index 2017: Measurements framework of violence against women, available at <https://eige.europa.eu/publications/gender-equality-index-2017-measurement-framework-of-violence-against-women>



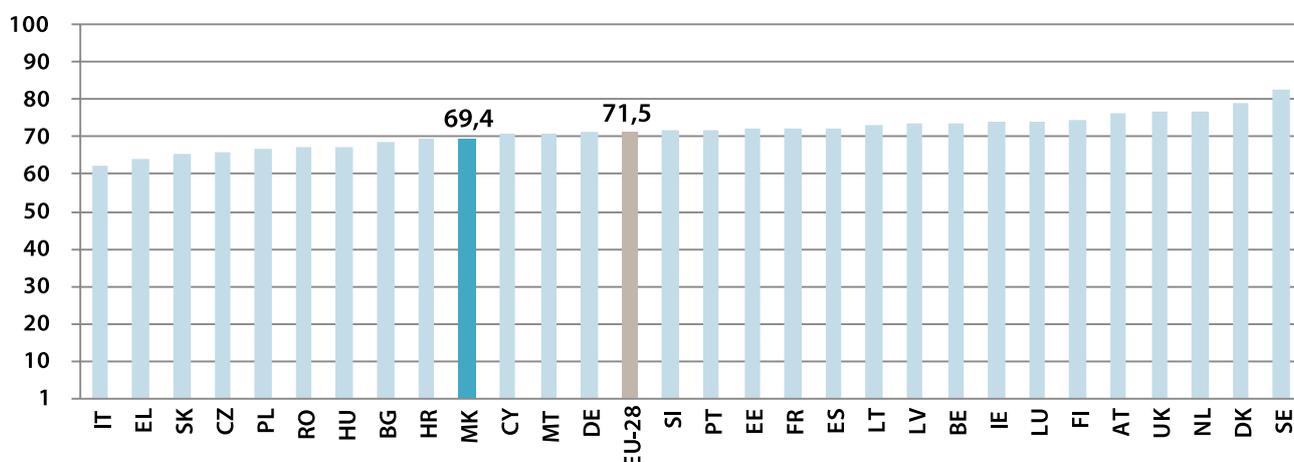
When it comes to the Participation sub-domain, North Macedonia is significantly lagging behind compared to the EU average, and the difference is 11.6 points (Figure 3.2.1). This difference is due to the significant gender gap in the employment rate (full time employment equivalent) where women have lower participation than men, and due to the gender differences in the duration of the working life where women, on average, have almost 12 years less working life compared to men in North Macedonia (Table 3.2.2).

Compared to other EU member states, North Macedonia is in the group of countries with the ten lowest-ranked results in the domain of Work (Figure 3.2.2). The group of countries that rank approximately to North Macedonia in the area of work are mainly EU member states from the region of South-Eastern Europe, some coming from the former Soviet bloc or former Yugoslavia, which underwent the transition process during the 1990s.

**Figure 3.2.1. Scores in the domain and sub-domains WORK, North Macedonia and EU-28, 2015**



**Figure 3.2.2. Scores in the domain of WORK, North Macedonia and EU member states, 2015**



The values of the indicators making up the domain of work show that the women in North Macedonia are, on average, less frequently employed on full time compared to men (Table 3.2.2). Additionally, the indicators show that the duration of the working life of women in the country is, on average, less by 12 years compared to the working life of men, which is the second lowest level of average working life of women compared to all other EU member states (exception is Malta, where this difference is 13 years). Furthermore, employed women in North Macedonia have, on average, less flexibility with their working hours

compared to men, thus fewer opportunities to balance between work and private life (Table 3.2.2). This aspect is important and has additional negative impact on the participation of women in the labor market, especially in environment such as North Macedonia where there is unequal distribution between domestic obligations and childcare in the family which is mainly done by women (this aspect is analyzed in more details in the domain of Time). In this context, it is important to highlight that the greater flexibility of the working hours can also reflect insecure forms of employment and limited employees rights.

**Table 3.2.2. Value of the indicators in the domain of WORK, 2015**

Sub-domains	Indicators	Source	Women	Men	Total
Participation	Full time equivalent, employment rate (population 15+)	SSO: Labor Force Survey	32.5	49.0	40.8
	Duration of the working life (years)	Eurostat, Mortality data and Labor Force Survey	25.1	36.9	31.2
Segregation and quality of work	Employed in education, health and social care, % of the total employees (15+)	SSO: Labor Force Survey	18.8	5.9	11.0
	Ability to take an hour or two off during working hours to take care of personal or family matters (% 15+ workers)	European Working Conditions Survey (EWCS)	41.1	44.2	42.9
	Career prospect index (0-100 points)	European Working Conditions Survey (EWCS)	65.9	64.5	65.1

The values of the domain of Work show that there is a large room for improving the gender inequalities on the labor market in the country. Significant improvements are especially required in terms of women participation in the the labor market, the duration of the working

life for women, as well as the segregation i.e. the high concentration of employment of women compared to men in education, health and social care sectors (also known as sectors identified with “care” and in which more women are traditionally employed).

## Summary conclusions

- The domain of Work shows presence of significant gender differences in both sub-domains: Participation and Segregation and quality of work. The total result of the domain of Work is below the EU average by 2.1 points;
- Compared to the other EU member states, North Macedonia is in the group of ten lowest ranked countries in the domain of Work;
- Women in North Macedonia are, in average, less frequently employed full time, compared to men;
- The duration of the working life of women in the country is, on average, less by 12 years compared to the working life of men which is the second lowest level of average working life of women compared to all other EU member states;
- Employed women in North Macedonia have, on average, less flexibility with their working hours compared to men, thus less opportunities to balance between work and private life;
- There is a significant sectoral segregation in North Macedonia – high concentration of employment of women compared to men in education, health and social care sectors, also known as sectors identified with “care” and in which more women are traditionally employed;
- The efforts to improve the gender equality in the domain of Work should include policies and measures that will not only improve the participation of women in the labor market, but will also reduce the segregation and improve the quality of work for women, which will allow for better reconciliation of working responsibilities and private life.



### 3.3. Domain of MONEY

The domain of Money includes indicators that measure the gender differences (gaps) in the economic situation and the access to financial resources for women and men (EIGE, 2013). This domain is exceptionally important because it provides an overview and comparison of the economic status and the access to financial resources for women and men, and points to a gender inequality in this domain which further leads to economic inequality and feminization of poverty (EIGE, 2013).

#### 3.3.1 Calculation framework

The domain of MONEY includes two sub-domains that correspond to the conceptual measurement framework. The first sub-domain is the Financial resources and the second one is the Economic situation (Table 3.3.1.). The Financial resources sub-domain is measuring the gender gaps using the indicators measuring the average monthly earning and the average monthly net-income of women and men. On the other hand, the Economic situation sub-domain is consisted of indicators on poverty and income distribution that measure the gender inequalities by calculating the percentage of women and men that are not being exposed at-risk-of-poverty (they make income that is equal to, or larger than, 60% of the average income of the population that is 16+ years), as well as the income quintile ratio measuring the uneven distribution of the income between women and men in the country (Table 3.3.1.).

**Table 3.3.1. Indicators for the domain of MONEY in North Macedonia, 2015**

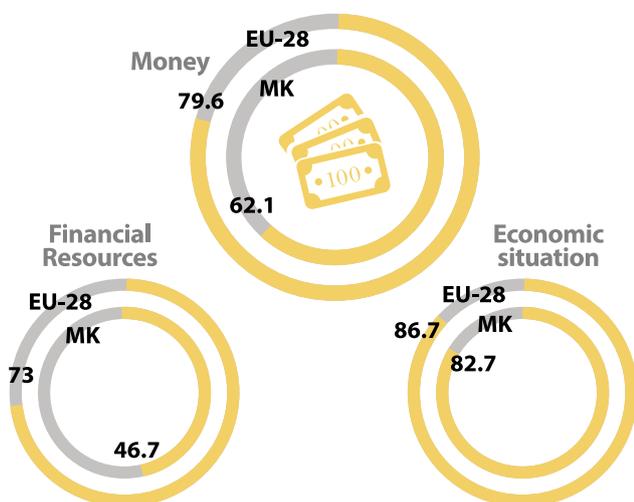
Domain	Measuring framework/ sub-domains	Concepts being measured	Indicators	Source
MONEY	Financial resources	Earnings	Average monthly earnings according to the Purchasing Power standard in the sectors B to S, excluding O (all age groups, employees in business entities with 10+ employees)	Eurostat, SSO: Survey on income and living conditions (SILC)
		Income	Average equivalent net-income (Purchasing power standard, population 16+)	Eurostat, SSO: Survey on Income and Living Conditions (SILC)
	Economic situation	Poverty	Not at-risk-of-poverty, $\geq 60\%$ of the medial income (% population 16+)	Eurostat, SSO: Survey on Income and Living Conditions (SILC)
		Income distribution	S20/S80 income quintile ratio (% population 16+)	

#### 3.3.2 Score and Indicators in the Domain of Money

The Index in the domain of Money shows a significant gender inequality that reveals the weak economic position of women in the country, building on the high gender inequalities in the domain of Work (Figure 3.3.1.). North Macedonia is lagging behind the most compared to the EU average (EU-28) exactly in the domain of money, that is, the gender inequalities in this domain are the largest compared to the other domains of the Index. The value of the Index of the Financial resources sub-domain points to high gender inequality, which implies a much less favorable position for

women in the access to finance (earnings and net income). Although the value of the Economic situation sub-domain points out to smaller differences between women and men, it is important to note that the value of the sub-domain depends on indicators based on household level calculations and does not necessarily reflect the reality regarding the division and utilization of the economic resources at the individual level among members of one household, including between women and men.

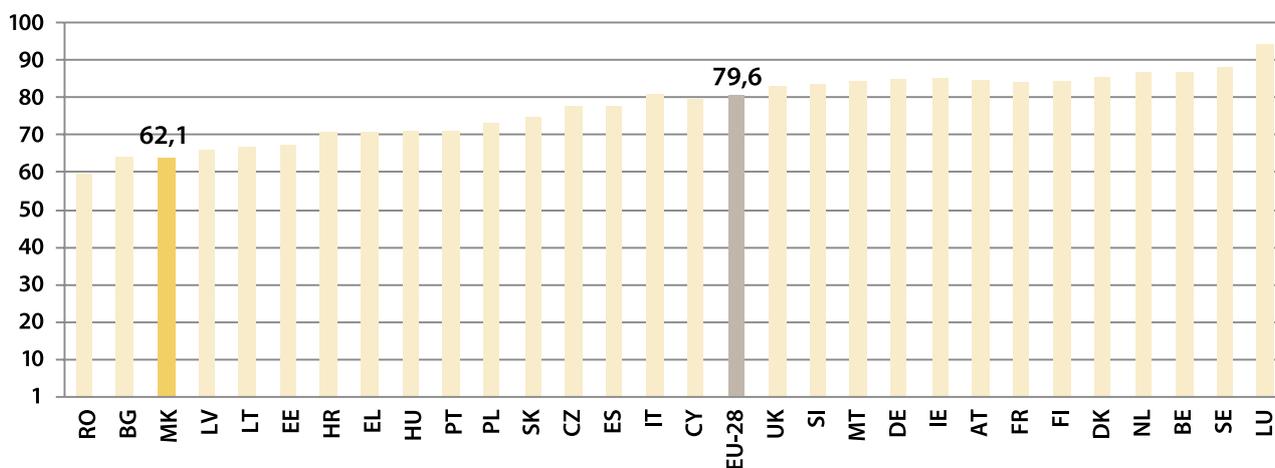
**Figure 3.3.1. Scores in the domain and sub-domains MONEY, North Macedonia and EU-28, 2015**



As it can be seen from Figure 3.3.2, North Macedonia is at the bottom i.e. it has the third lowest ranking in the domain of Money compared to all EU member states. Only Bulgaria and Romania have insignificantly lower result than North Macedonia and all three countries significantly lag behind the EU average (Figure 3.3.2.).

The values of the specific indicators making up the domain of Money and the relevant sub-domains show significant gender gaps that go in favor of men (Table 3.3.2). In other words, women, on average, have lower average monthly earnings, lower level of average equivalent net-income and the percentage of women that are not at-risk-of-poverty compared to the men in the country is small (Table 3.3.2).

**Figure 3.3.2. Scores in the domain of MONEY, North Macedonia and EU member states, 2015**



**Table 3.3.2. Value of the indicators in the domain of MONEY, 2015**

Sub-domains	Indicators	Source	Women	Men	Total
Financial resources	Average monthly earnings according to the Purchasing Power standard in the sectors B to S, excluding O (all age groups, employees in business entities with 10+ employees)	Eurostat, SSO: Survey on income and living conditions (SILC)	1003	1108	1061
	Average equivalent net-income (Purchasing power standard, population 16+)	Eurostat, SSO: Survey on income and living conditions (SILC)	5359	5434	5397
Economic situation	Not at-risk-of-poverty, $\geq 60\%$ of the medial income (% population 16+)	Eurostat, SSO: Survey on income and living conditions (SILC)	79.9	80.1	80
	S20/S80 income quintile ratio (% population 16+)	(SILC)	15.8	15.5	15.6



The remaining gap to gender equality in the domain of Money shows that there is a great need for significant structural changes in the economic and social policies that will enable equal access for women to financial resources and improvement of their economic situation, in order to bridge the large gender gap between women and men in the domain of Money.

## Summary conclusions

- The Index in the domain of Money is showing significant gender inequality that indicates a weak economic situation of women in the country. North Macedonia is at the bottom i.e. it has third lowest ranking in the domain of Money compared to all EU member states;
- The value of the Index sub-domains shows significant gender gaps, especially in the Financial resources sub-domain, where there is high gender inequality which implies highly unfavorable situation for women when it comes to access to financial resources (earning and net-income);
- Although the value of the Economic situation sub-domain points out to smaller differences between women and men, it is important to note that the value of the sub-domain depends on indicators based on household level calculations and does not necessarily reflect the reality regarding the division and utilization of the economic resources at the individual level among members of one household, including between women and men;
- There is a great need for significant structural changes in the economic and social policies that will enable equal access of women to financial resources and improvement of their economic situation, in order to bridge the large gender gap between the women and men in the domain of Money.

## 3.4. Domain of KNOWLEDGE

The domain of Knowledge measures gender inequalities in educational attainment, lifelong learning, and gender segregation.<sup>12</sup> This domain is consisted of two sub-domains: Attainment and participation, and Segregation (Table 3.4.1).

### 3.4.1 Calculation framework

The domain of Knowledge is measured with the indicators in the sub-domains of Attainment and participation, and Segregation (Table 3.4.1.). The Attainment and participation sub-domain is calculated with the indicator on graduates of tertiary education (as % of 15+ population) and the indicator on lifelong learning – people participating in formal or non-formal education and training (as % of 15+ population). The Segregation sub-domain measures gender segregation in tertiary education through the percentage of tertiary students (women and men) in the fields of education, health, welfare, humanities and art (% , 15+ population).

**Table 3.4.1. Indicators for the domain of KNOWLEDGE in North Macedonia, 2015**

Domain	Sub-domain	Concepts being measured	Indicators	Source
KNOWLEDGE	Attainment and participation	Tertiary education	Graduates of tertiary education (% , 15+ population)	SSO: Labor Force Survey
		Lifelong learning	People participating in formal or non-formal education and training (% , 15+ population)	SSO: Labor Force Survey
	Segregation	Segregation	Tertiary students in the field of education, health and welfare, humanities and art (tertiary students) (% , 15+ population)	SSO: Labor Force Survey

### 3.4.2 Scores and indicators in the Domain of Knowledge

Compared with the previous two domains, Work and Money, the lagging behind the European average (EU-28) for North Macedonia is less pronounced in the domain of Knowledge (Figure 3.4.1.). However, this less pronounced gap is not a result of better scores for North Macedonia, but rather due to the lower scores at the EU level (Figure 3.4.1.). This aspect is particularly evident in the sub-domain of Segregation where gender gap is higher at the EU level (EU-28) compared to the North Macedonia score (Figure 3.4.1.).

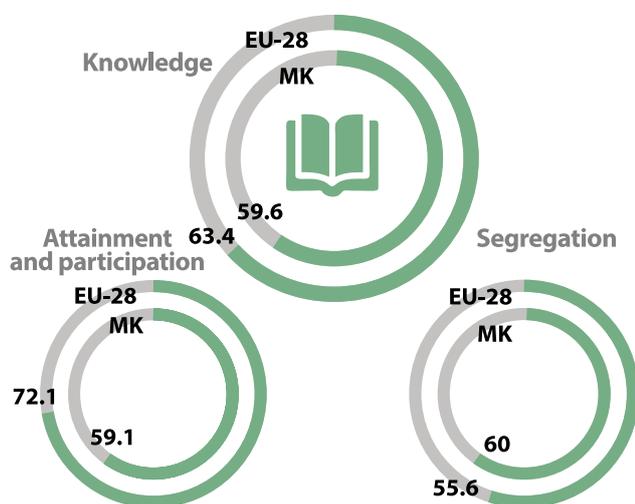
The gender gap in the sub-domain of Attainment and participation is due to the higher number of women graduates in tertiary education and the higher number of

women participating in lifelong learning compared to men (Figure 3.4.1; Table 3.4.2). These results reflect the rising trend of women graduates in tertiary education compared to men in the past decade. However, the indicator in the sub-domain Segregation is showing high level of segregation of women in the fields of studies considered traditionally to be ‘women’s areas’ such as education, health and welfare, humanities and arts (contrary to the sciences, technology, engineering, mathematics (STEM), considered as ‘men’s areas’, or areas where men have been traditionally encouraged to embark future education and careers) (Table 3.4.2). The gender gap in the domain of Knowledge is the only one, compared to all other five domains of the Index, where the gender inequality is a result of higher rates of participation of women compared to men, particularly reflected in the sub-domain of Attainment and participation.

<sup>12</sup> European Institute for Gender Equality, 2017. Gender Equality Index 2017: Measuring gender equality in the European Union 2005 – 2015, available at <https://eige.europa.eu/publications/gender-equality-index-2017-measuring-gender-equality-european-union-2005-2015-report>



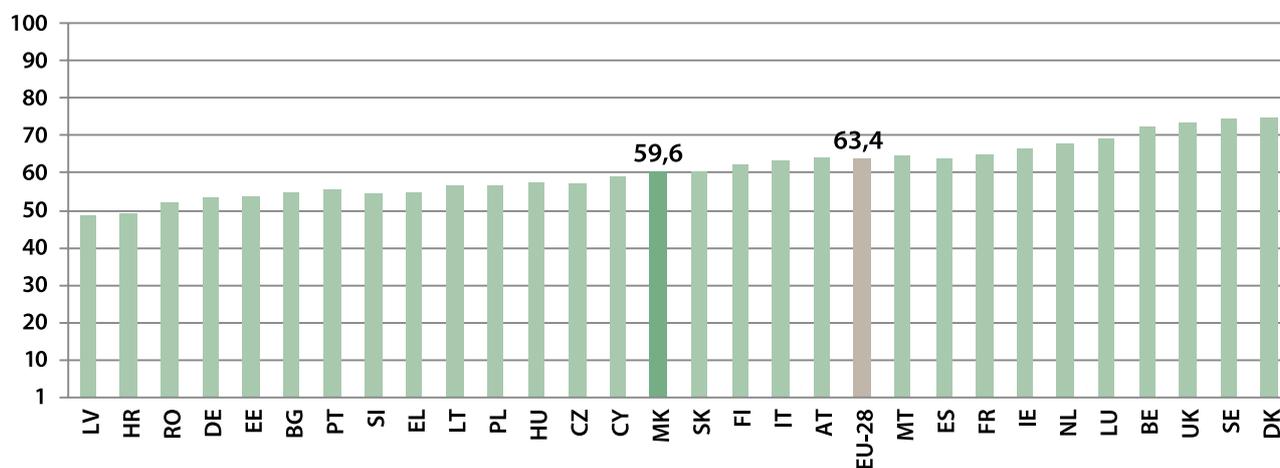
**Figure 3.4.1. Scores in the domain and sub-domains KNOWLEDGE, North Macedonia and EU-28, 2015**



As Figure 3.4.2 indicates, in the domain of Knowledge, compared to other EU member states, North Macedonia is lagging behind but it is still close to the European average (EU-28).

The indicators in the sub-domains Attainment and participation and Segregation show higher values for women compared to men (Table 3.4.2.). There is higher percentage of graduated women in tertiary education compared to men in 2015 (by 2 percentage points) (Table 3.4.2.). The indicator on lifelong learning compared to the EU average has low values for both women and men (the gap is 0.2 percentage points), however, women still participate more in formal and non-formal educational activities compared to men in North Macedonia (Table 3.4.2.). The indicator on segregation shows higher gender gap indicating higher number of women compared to men among tertiary students in the fields of education, health and welfare, humanities and art. This aspect reflects existing segregation of women (higher representation) in the aforementioned lower payed sectors compared to the higher concentration of men in the higher payed sectors in the field of science, engineering, technology and mathematics (STEM) (Table 3.4.2.).

**Figure 3.4.2. Scores in the domain of KNOWLEDGE, North Macedonia and EU member states, 2015**



**Table 3.4.2. Value of the indicators in the domain of KNOWLEDGE, 2015**

Sub-domain	Indicators	Source	Women	Men	Total
Attainment and participation	Graduates of tertiary education (% , 15+ population)	SSO: Labor Force Survey	17.1	15.0	16.0
	People participating in formal or non-formal education and training (% , 15+ population)	SSO: Labor Force Survey	39.9	22.9	32.1
Segregation	Tertiary students in the field of education, health and welfare, humanities and art (tertiary students) (% , 15+ population)	SSO: Labor Force Survey	12.5	12.3	12.4

The gender equality index in the domain of Knowledge indicates that improvements are needed in the sub-domains of attainment and participation, and particularly segregation. Improvements are necessary in order to increase the participation of both women and men in lifelong learning. Particularly important aspect for

achieving gender equality in the domain of Knowledge is the decrease of the gender gap in the sub-domain of segregation through policy efforts which would lead to increased participation of women in tertiary education in the fields of STEM.

## Summary conclusions

- Compared with the previous two domains, Work and Money, the lagging behind the European average (EU-28) for North Macedonia is less pronounced in the domain of Knowledge (Figure 3.4.1.);
- The gender gap in the domain of Knowledge is the only one, compared to all other five domains of the Index, where the gender inequality is a result of higher rates of participation of women compared to men, particularly reflected in the sub-domain of Attainment and participation.;
- Women, on average, outperform men in graduates of tertiary education and participation in lifelong learning;

There is pronounced gender inequality in the sub-domain of segregation indicating higher number of women compared to men among tertiary students in the fields of education, health and welfare, humanities and art. This aspect reflects higher representation of women in the aforementioned lower payed sectors compared to the higher concentration of men in the higher payed sectors in the field of science, engineering, technology and mathematics (STEM). Domain

of Knowledge indicates that improvements are needed in both attainment and participation, and the segregation aspect in the education system in the country. Particularly important aspect for achieving gender equality in the domain of Knowledge is the decrease of the gender gap in the segregation through policy efforts which would lead to increased participation of women in tertiary education in the fields of STEM.



## 3.5. Domain of TIME

The measuring of the domain of Time is exceptionally important for identifying the gender barriers in the distribution of the time in economic, social and care activities at home or in the community (EIGE, 2013). The domain of Time not only shows the opportunities for balancing the working and private life for women and men, but it also identifies the impact of the gender norms in a society, including the lack of, and/ or inaccessibility to an appropriate infrastructure, including social structure for childcare and for persons requiring additional support.

### 3.5.1 Calculation framework

Since the gender equality in the previous domains is measured in relation to the economic activity, and also because there is a compromise in the use of the time for all activities in the course of the day (for example: more time at work means less time for care and social activities), this domain consists of two sub-domains that monitor the gender inequalities in the activities related to care and social activities.

The domain of Time is consisted of two sub-domains: Care activities and Social activities (Table 3.5.1). The Care activities sub-domain is monitoring the gender inequalities between women and men when it comes to the time dedicated to childcare and domestic activities. The indicator for childcare shows the percentage of allocated time between women and men to childcare or care of grandchildren (Table 3.5.1). The indicator that monitors the gender inequalities in domestic activities measures the percentage of dedicated time between women and men, on a daily basis, for domestic activities such as cooking, washing, cleaning, etc. (Table 3.5.1).

The sub-domain of Social Activities is monitoring the gender differences in the participation in sports, cultural and leisure activities, including the gender differences in the participation in volunteering and charitable activities (Table 3.5.1). The indicator for participation in sports, cultural and leisure activities measures the percentage of women and men who have time during the day, or several times a week, for sports, cultural or leisure activities. Furthermore, the indicator showing the gender differences in the participation in volunteering and charitable activities is measuring the percentage of employed women and men who have time, at least once in a month, for volunteering and charitable activities.

**Table 3.5.1. Indicators in the domain of TIME in North Macedonia, 2015**

Domain	Measuring framework/ Sub-domain	Concepts being measured	Indicators	Source
TIME	Care activities	Childcare	Persons having time to care for, and educate, their children or grandchildren, on daily basis (% , population 18+)	European Quality of Life Survey (EQLS)
		Domestic activities	Persons having time to cook and do domestic activities, on daily basis (% , population 18+)	
	Social activities	Sports, culture and leisure	Workers who have time for sports, cultural or entertaining activities outside their home, during the day or several days a week (% , employees 15+)	European Working Conditions Survey (EWCS)
		Volunteering and charitable activities	Workers who have time for voluntary or charitable activity, at least once a month (% , employees 15+)	

### 3.5.2 Scores and indicators in the Domain of Time

In the domain of Time, North Macedonia has the second biggest lag (after the domain of Money) compared to the EU member states and the European average (EU-28) (Figure 3.5.1.). The gender inequalities exist in both sub-domains, and in both cases, it is in a disadvantage to women. Compared to the EU average, there is a significant lag in the sub-domain of Care activities. This situation shows that the gender stereotypes in terms of the traditional gender roles are strongly present in North Macedonia. In most cases, women do the home related unpaid work associated with the care and domestic obligations. Adding to the large gender differences in the sub-domain of Care activities, the sub-domain of Social activities is also lagging behind the EU average, showing lower level of participation of employed women compared to men in activities related to culture, sports, leisure and voluntary and charitable activities (Figure 3.5.1.).

Figure 3.5.1. Scores in the domain and sub-domains TIME, North Macedonia and EU-28, 2015

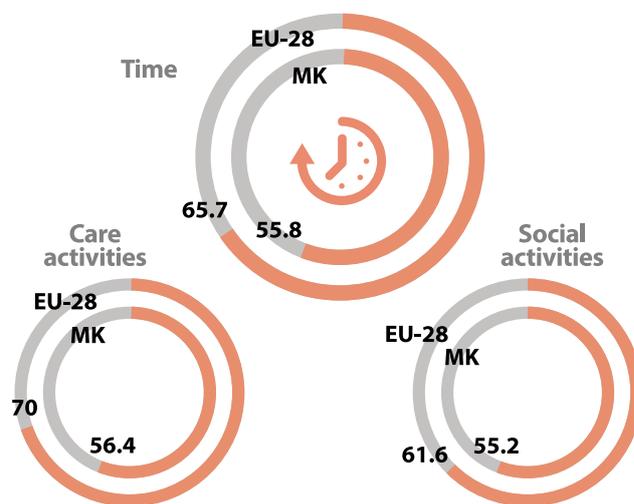
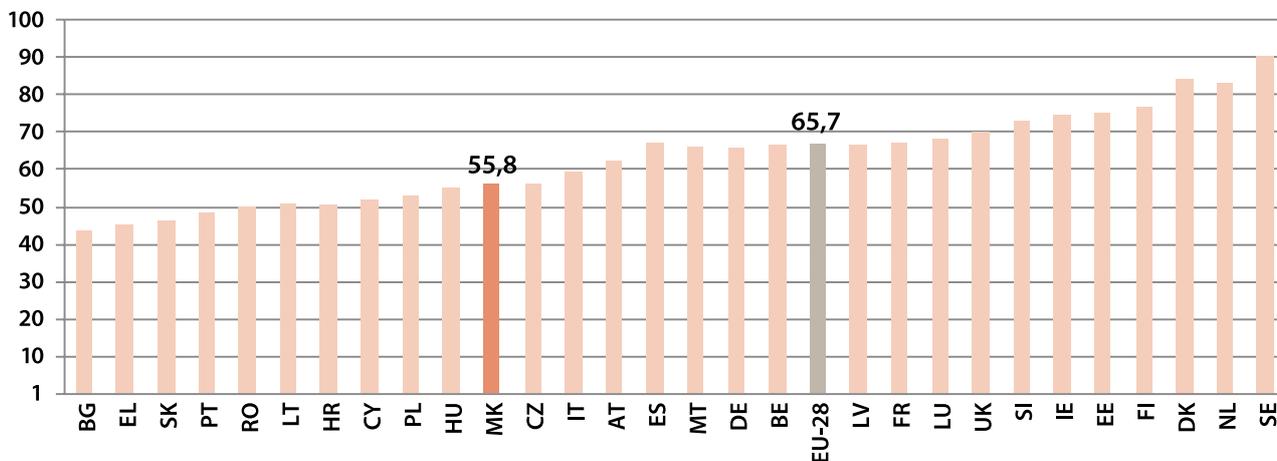


Figure 3.5.2. Scores in the domain of TIME, North Macedonia and EU member states, 2015



Compared to other EU member states, North Macedonia is among the group of lowest ranked countries that have significant gender inequalities in the domain of Time (Figure 3.5.2.). The ranking of the country is similar to Hungary, Poland, Czech Republic, Cyprus and Croatia..

The indicators in the domain of Time show the gender inequalities in the sub-domains of Care activities and Social activities (Table 3.5.2.). The gender gaps are exceptionally high at the indicators monitoring the care activities. In other words, the percentage of women dedicating time to childcare and grandchildren daily is greater compared to the percentage of men (the difference is 9.4 percentage

points) (Table 3.5.2.). The difference is especially high at the indicator for time dedicated to domestic activities, where the percentage of women spending time in domestic activities is seven times greater compared to that of men, or expressed in percentages the difference is a whopping 60.7 percentage points (Table 3.5.2.).

As a result of these findings, the gender inequalities in the sub-domain of Social activities come as no surprise. The indicators in this sub-domain show that employed women spend much less time to sports, cultural and leisure activities, including voluntary and charitable activities compared to employed men.



**Table 3.5.2. Value of the indicators in the domain of TIME, 2015**

Sub-domain	Indicators	Source	Women	Men	Total
Care activities	Persons having time to care for, and educate, their children or grandchildren, on daily basis (% , population 18+)	European Quality of Life Survey (EQLS)	39.3	29.9	34.6
	Persons having time to cook and do domestic activities, on daily basis, (% , population 18+)		71.1	10.4	41.0
Social activities	Workers who have time for sports, cultural and entertaining activities outside their home, on daily basis or several times a week (% , employed 15+)	European Working Conditions Survey (EWCS)	13.3	16.4	15.1
	Workers who have time for voluntary or charitable activity, at least once a month (% , employed 15+)		16.6	22.9	20.2

The significant gender inequalities in the domain of Time in North Macedonia show that strong dedication is required for bridging these inequalities in the future. Systematic approach is needed in terms of the social, economic and

educational policies for overcoming the gender stereotypes and the infrastructural barriers impacting the high gender gaps when it comes to time dedicated to care and social activities among women and men in North Macedonia.

## Summary conclusions

- In the domain of Time, North Macedonia has the second biggest lag (after the domain of Money) compared to the EU member states and the European average (EU-28). The indicators in the domain of Time show disproportionately larger participation of women in doing domestic activities and care activities compared to men in the country;
- The gender stereotypes in terms of the traditional gender roles are still very dominant in the country. Women are mainly those that do the unpaid work at home related to care and domestic obligations;
- The percentage of women dedicating time to childcare and care for grandchildren on daily basis is greater compared to the percentage of men (9.4 percentage points difference);
- The percentage of women spending time in domestic activities is seven times greater compared to men – the difference is a whopping 60.7 percentage points;
- As a result of the time spent in domestic activities and care, women have much less time for sports, cultural and leisure activities, including for voluntary and charitable activities, compared to men;
- Systematic approach is needed in terms of the social, economic and educational policies for overcoming the gender stereotypes and the infrastructural barriers impacting the high gender gaps when it comes to time dedicated to care and social activities among women and men in North Macedonia.

## 3.6. Domain of POWER

The domain of Power measures the inequalities in the distribution of the political, economic and social power. The concepts measured with the Gender Equality Index in the domain of Power reflect the relations of power in the public sphere, but it is also important to mention that the unequal relations of power also exist in the private sphere (home and personal relations). The uneven distribution of power between women and men is the essence of the gender inequality and the basis for system barriers, discrimination and gender differences in all social areas.

### 3.6.1 Calculation framework

The domain of Power is monitored through the sub-domains of Political, Economic and Social power (Table 3.6.1). The sub-domain of Political power measures the inequalities through the indicators for percentage representation of women and men at ministerial positions, in the Parliament as well as presence in the local government (Table 3.6.1). The sub-domain of Economic power monitors the gender differences when it comes to participation of women and men in positions of economic power, as members of management boards and Central Bank members (Table 3.6.1). The third sub-domain is the Social power and it measures the inequalities in the participation in management bodies of public institutions supporting research, in the media and sports (Table 3.6.1).

**Table 3.6.1. Indicators in the domain of POWER in North Macedonia, 2015**

Domain	Sub-domains	Concepts being measured	Indicators	Source
POWER	Political	Ministerial representation	Participation as ministers (%)	EIGE, WMID
		Parliamentary representation	Participation as members of the Parliament (%)	EIGE
		Presence in the local self-government	Participation as members in the local level policy (%)	EIGE, WMID
	Economic	Members of boards	Participation as members in management boards, supervisory boards or board of directors in highly reputable companies (%)	EIGE, WMID
		Members of Central Bank	Participation as members in the Central Bank (%)	EIGE, WMID
	Social	Research	Participation as members in management bodies of organizations/ institutions for financing of researches (%)	EIGE, WMID
		Media	Participation as members in management bodies of national broadcasting organizations (%)	EIGE, WMID
		Sports	Participation as members in management bodies of national Olympic sport organizations (%)	SSO

### 3.6.2 Scores and indicators in the Domain of Power

The domain of Power is the only domain in which North Macedonia has better result compared to the European average (EU-28), which is mainly due to the value of the Social power sub-domain (Figure 3.6.1). More specifically, the relatively good results in this sub-domain are mainly due to the relatively higher representation of women in the management bodies of the national broadcasting institutions and the management bodies of institutions that support research. The higher result in the domain of Power compared to the

EU is partially also due to the relatively higher representation of women in the Parliament which, in turn, is a result of legally established quotas for election of Parliamentary members from the less represented gender.

Compared to the EU member states, North Macedonia is better than the European average and is among the countries ranked in the middle of the domain of Power ranking (Figure 3.6.2).



Figure 3.6.1. Scores in the domain and sub-domains POWER, North Macedonia and EU-28, 2015

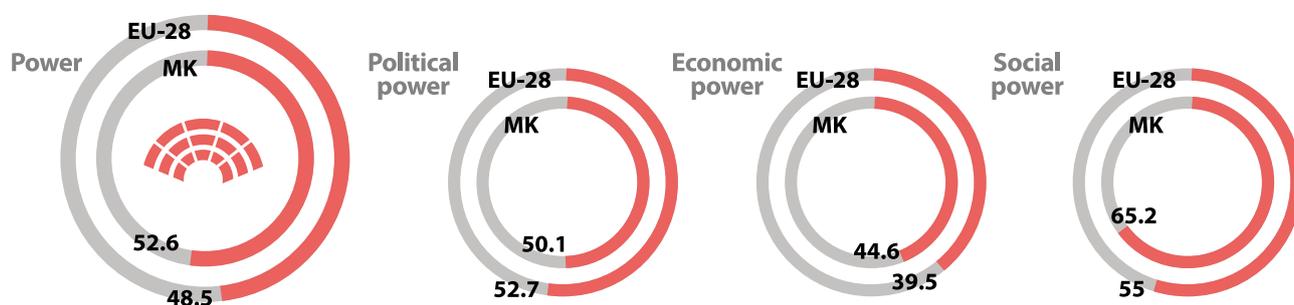
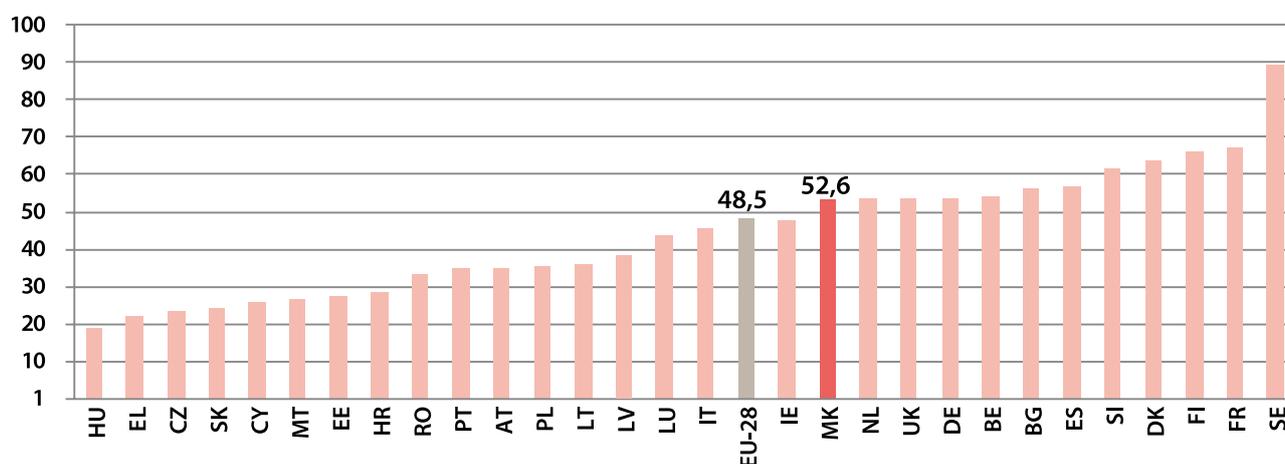


Figure 3.6.2. Scores in the domain of POWER, North Macedonia and EU member states, 2015



The data for the individual indicators of the domain of Power show gender inequalities in all areas of measurement – all in favor of men (Table 3.6.2.). The gender gaps in the representation are smaller only in the sub-domain of Social power, indicators for representation as members in management bodies of institutions financing research and representation in management bodies of national broadcasters (Table 3.6.2.). On the other hand, the biggest gender gap in the sub-domain of Social Power can be seen in the indicator measuring the participation of women and men in management bodies of national Olympic sports organizations (Table 3.6.2.).

In the sub-domain of Political power, the lowest gender gap exists in the indicator for participation of women in the Parliament, which is mainly due to the legally established quotas for election of members of the Parliament from the less represented gender in the Parliament. On the other hand, the largest gender gap in the sub-domain of Political power exists in the participation as ministers in the Government, where women are represented in much smaller percentage compared to men (Table 3.6.2.). The indicators show that, if there were to be no quotas for participation of the less represented gender (the women) in the different domains of political power (for example: Government, Parliament, local government), the participation of women would be significantly smaller compared to men, i.e. the distribution of political power is disproportionately higher in favor of men.

**Table 3.6.2. Value of the indicators in the domain of POWER, 2015**

Sub-domain	Indicators	Source	Women	Men	Total
Political	Participation as ministers (%)	EIGE, WMID	10.6	89.4	100
	Participation as members of the Parliament (%)	EIGE, WMID	35.3	64.7	100
	Participation as members in the local level policy (%)	EIGE, WMID	28.8	71.2	100
Economic	Participation as members in management boards, supervisory boards or board of directors in highly reputable companies (%)	EIGE, WMID	21.1	79.0	100
	Participation as members in the Central Bank (%)	EIGE, WMID	25	75	100
Social	Participation as members in management bodies of organizations/ institutions for financing of researches (%)	EIGE, WMID	42.9	57.1	100
	Participation as members in management bodies of national broadcasting organizations (%)	EIGE, WMID	46.2	53.8	100
	Participation as members in management bodies of national Olympic sport organizations (%)	SSO	8.9	91.1	100

Although this is the only domain in which North Macedonia exceeds the EU-28 average, that still does not mean that the country has small gender inequalities – it rather means that the gender inequalities in the domain of Power are a challenge for all EU member states and globally, where

men still dominate in the decision making positions in terms of political, economic and social power. The gender inequalities are high in North Macedonia especially when it comes to the Economic and Political power and these gender gaps are yet to be bridged.

## Summary conclusions

- The data for the individual indicators of the domain of Power show gender inequalities in the distribution of the political, economic and social power in favor of men
- The indicators show that, if there were to be no quotas for participation of the less represented gender (the women) in the different domains of political power (for example: Government, Parliament, local government), the participation of women would be significantly smaller compared to men, i.e. the distribution of political power is disproportionately higher in favor of the men;
- Although this is the only domain in which North Macedonia exceeds the EU-28 average, that still does not mean that the country has small gender inequalities – it rather means that the gender inequalities in the domain of Power are a challenge for all EU member states and globally, where men still dominate among the decision making positions in terms of political, economic and social power.



## 3.7. Domain of HEALTH

The domain of Health measures the inequalities in the access to health services, health habits and behavior and the health status of women and men in the country.

### 3.7.1 Calculation framework

The domain of Health includes three sub-domains: Health status, Health habits or Behaviour and Access to health services (Table 3.7.1.). The Health status sub-domain is monitored via the indicators for personal perceptions about

the health condition, the life expectancy and the expected years of healthy life (Table 3.7.1.). The habits and behavior (sub-domain Behaviour) are measured via the indicator monitoring the smoking and alcohol consumption as habits among women and men, and the indicator on physical activity and health nutrition (Table 3.7.1.). Due to lack of available data (specific survey) for the indicators within the Behaviour sub-domain, State Statistical Office used appropriate proxy indicators consistent with the methodology. The Access to health services sub-domain is monitored via the indicators on needs for medical examination and dental examination that have not been met.

**Table 3.7.1. Indicators in the domain of HEALTH in North Macedonia, 2015**

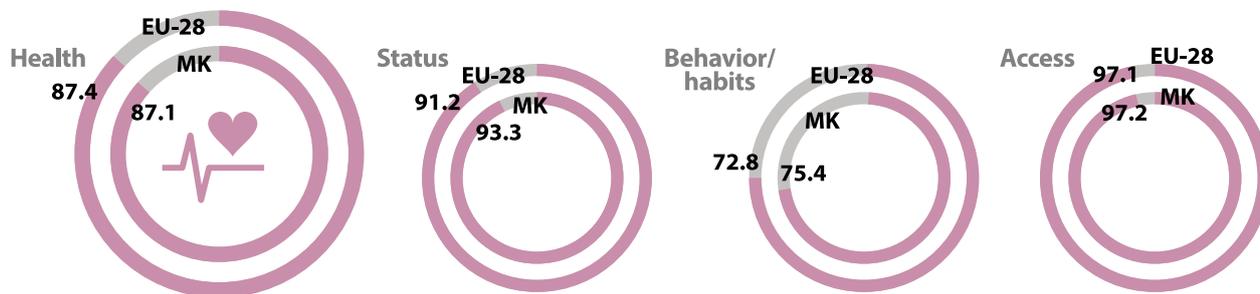
Domain	Sub-domains	Concepts being measured	Indicators	Source
HEALTH	Status	Self-percieved health	Personal consideration of the general health condition, good or very good (% population 16+)	SSO: Survey on Income and Living Conditions (SILC)
		Life expectancy	Life expectancy in absolute value at birth (years)	SSO: Demography
		Healthy life years	Years of healthy life in absolute value at birth (years)	SSO: Survey on Income and Living Conditions (SILC), Mortality data
	Behaviour/ habits	Smoking and alcohol consumption	Persons who do not smoke and are not involved in excessive alcohol consumption (% population 16+)	Simulation by SSO, Eurostat
		Physical activity and nutrition	Percentage of persons physically active at least 150 minutes per week and consume at least 5 portions of fruit and vegetables per day (% population 16+)	Simulation by SSO, Eurostat
	Access	Unmet medical needs	Population without unmet needs for medical examination (% population 16+)	Eurostat, SSO: Survey on Income and Living Conditions (SILC)
		Unmet dental needs	People without unmet needs for dental examination (% population 16+)	

### 3.7.2 Scores and indicators in the Domain of Health

In the domain of Health, the Gender Equality Index features the highest values in North Macedonia, but also in comparison to EU level. Although the country scores less in this domain compared to the EU average (EU-28), the difference is still the smallest compared to the rest of

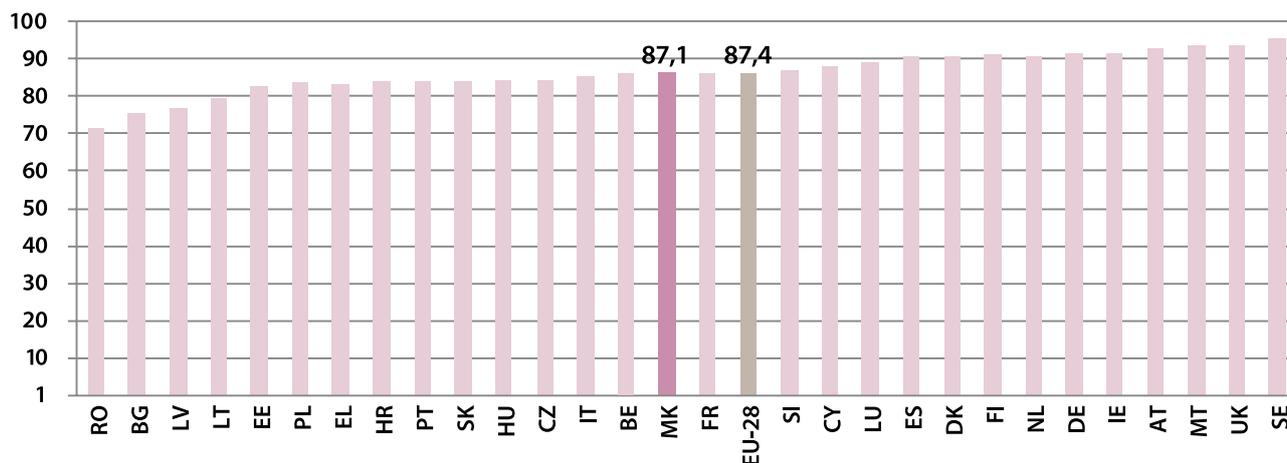
the domains in the Index (Figure 3.7.1.). The differences in the three sub-domains are also small compared to the EU average, and North Macedonia is insignificantly going over the EU average in the sub-domains of Health status (2.1 points) and Access (0.1 point) (Figure 3.7.1.).

Figure 3.7.1. Scores in the domain and sub-domains HEALTH, North Macedonia and EU-28, 2015



Compared to the EU average (EU-28), North Macedonia scores less in the domain of Health (Figure 3.7.2). The result in the domain of Health ranks the country in the middle of the EU member state ranking (Figure 3.7.2).

Figure 3.7.2. Scores in the domain of HEALTH, North Macedonia and EU member states, 2015



The indicators in the domain of Health show lower gender inequalities between women and men compared to other domains of the Index (Figure 3.7.2.). Women, on average, have lower positive attitude about their health status compared to men, but the life expectancy for women, in absolute years, including the years spent in healthy life, are greater compared to those of men (Figure 3.7.2.). When it comes to access to health services, there is a small gender

difference which shows that women have lower access to medical examinations compared to men (Figure 3.7.2.). There are bigger gender differences in the Behavior/habits sub-domain showing that the women, on average, smoke and consume alcohol less compared to men, and they also have slightly better habits, on average, in terms of physical activity and nutrition (Figure 3.7.2.).



**Table 3.7.2. Value of the indicators in the domain of HEALTH, 2015**

Sub-domain	Indicators	Source	Women	Men	Total
Status	Personal consideration of the general health condition, good or very good (% , population 16+)	SSO:Survey on Income and Living Conditions (SILC)	74.4	79.8	77.1
	Life expectancy in absolute value at birth (years)	SSO: Demography	77.4	73.5	75.5
	Years of healthy life in absolute value at birth (years)	SSO:Survey on Income and Living Conditions (SILC), Mortality data	66.5	65.4	66
Behaviour/ habits	Persons who do not smoke and are not involved in excessive alcohol consumption (% , population 16+)	Simulation by SSO, Eurostat	93.1	94.7	93.9
	Percentage of persons physically active at least 150 minutes per week and consume at least 5 portions of fruit and vegetables per day (% , population 16+)		96	95.7	95.9
Access	Population without unmet needs for medical examination (% population)	Eurostat, SSO: Survey on income and living conditions (SILC)	73.4	36.2	55.4
	Population without unmet needs for dental examination (% population)	Eurostat, SSO: Survey on income and living conditions (SILC)	63.4	53.3	58.9

Although the domain of Health has the lowest gender inequalities compared to the other domains in the Gender Equality Index, there is a still room for improvement and bridging the existing gender gaps, especially in the sub-domain of Behaviour. The gender inequalities identified

in the access to health services needs to be continuously monitored due to the different and specific needs for health services among women and for prevention of additional reduction of the access to health services for women in North Macedonia.

## Summary conclusions

- Women, on average, have lower positive attitude about their health status compared to men, but the life expectancy for women, in absolute years, including the years spent in healthy life, are higher compared to men;
- In terms of access to health services, there is a small gender difference which shows that women have lower access to medical examinations compared to men;
- The sub-domain of Behavior/habits shows that the women, on average, smoke and consume alcohol less compared to men, and they also have slightly better habits, on average, in terms of the physical activity and nutrition;
- Although the domain of Health has the lowest gender inequalities compared to other domains in the Gender Equality Index, there is still room for improvement and bridging the existing gender gaps, especially in the sub-domain of Health habits/ behavior.

## 4. Annex 1:

### 4.1. Calculation of the Gender Equality Index per domains and sub-domains

#### 1. WORK (domain)

PARTICIPATION (sub-domain): Full time equivalent, employment rate (15+ population)	
Indicator	Full time equivalent, employment rate (15+ population) Description: unit of measurement for employed persons. It makes them comparable although they work different number of hours per week. It is calculated by comparing the average number of working hours of each employee with the average number of working hours per full time employee. This means that a full-time employee is considered one unit, while the part time employees are allocated with a coefficient which depends on the number of the working hours. For example: an employee with part time working hours (20 hours a week) is assigned a coefficient of 0.5 when the full-time employee works 40 hours a week.
Source	Labor Force Survey, additional calculations

Year	Women	Men	Total
2015	32.5	49.0	40.8

PARTICIPATION (sub-domain): Duration of the working life	
Indicator	Work life duration (years) Description: The working life duration is a measure of how many years persons are expected to be active in the labour market in the course of their life beginning at age 15. This indicator is calculated using a probability model by combining demographic information (life tables) and labor market data (activity rates per age groups from the Labor Force Survey).
Source	Life tables and Labor Force Survey, the indicator has been already calculated and published on the Eurostat website, <a href="http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsi_dwl_a&amp;lang=en">http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsi_dwl_a&amp;lang=en</a>

Year	Women	Men	Total
2015	25.1	36.9	31.2



#### SEGREGATION AND QUALITY OF WORK (sub-domain): Employees in education, health and social work (15-64)

Indicator Employed in education, health and social services, % of the total employees (15+)

Source Labor Force Survey

Year	Women	Men	Total
2015	19.0	5.9	11.1

#### SEGREGATION AND QUALITY OF WORK (sub-domain): Ability to take an hour or two off during working hours to take care of personal or family matters (% ,15+ workers)

Indicator Description: Question 43 (in EWCS 2010), that is, question 47 (in EWCS 2015). Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is ..... 1. Very easy; 2. Partially easy; 3. Partially hard; 4. Very hard. The indicator is showing a percentage of persons who responded 1. Very easy, out of those who responded to the question (have selected modality 1, 2, 3 or 4).

Source European Working Conditions Survey (EWCS) 2010 and 2015, <https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys>

Year	Women	Men	Total
2015	41.7	43.2	42.4

#### SEGREGATION AND QUALITY OF WORK (sub-domain): Career prospects index (points, 0-100) (%, employees 15+)

Indicator The prospects index is one of job-quality indexes developed by Eurofound. It combines the indicators of employment status (self-employed or employee), type of contract, the prospects for career advancement as perceived by the worker, perceived likelihood of losing one's job and experience of downsizing in the organisation. It is measured at the scale of 0-100 where the higher the score, the higher the job quality. The exact methodology can be requested from Eurofound.

Source European Working Conditions Survey (EWCS) 2010 and 2015, <https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys>

Year	Women	Men	Total
2015	65.9	64.5	65.1

## 2. MONEY (domain)

### Financial resources: Average monthly earnings- NKD rev.2, sectors from B to S, excluding sector O (Purchasing power standard)

Indicator	Average monthly earnings- NKD rev.2, sectors from B to S, excluding sector O (Purchasing power standard) Description: Average monthly earnings according to the Standard of Purchasing Power in the sectors from B to S, excluding sector O (all age groups, employees working in business entities with 10 or more employees).		
Source	Survey on the Income Structure, the indicator is already calculated and published on the Eurostat website, <a href="http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do">http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do</a>		
Year	Women	Men	Total
2015	1,003	1,108	1,061

### Financial resources (sub-domain): Average equivalent net-income (Purchasing power standard, population 16+)

Indicator	Average equivalent net-income (Purchasing power standard, population 16+) Description: Equivalent disposable income, according to the Purchasing power standard, is the income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalized adults; household members are equalized or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale. Equivalent disposable income is calculated in three steps: * All monetary incomes received from any source by each member of a household are added up; these include income from work, investment and social benefits, plus any other household income; taxes and social contributions that have been paid, are deducted from this sum; * In order to reflect differences in a household's size and composition, the total (net) household income is divided by the number of 'equivalent adults', using a standard (equivalence) scale: the modified OECD scale; this scale gives a weight to all members of the household (and then adds these up to arrive at the equalized household size): 1.0 to the first adult; 0.5 to the second and each subsequent person aged 14 and over; 0.3 to each child aged under 14. * Finally, the resulting figure is called the equalized disposable income and is attributed equally to each member of the household.		
Source	Survey on Income and Living Conditions, the indicator is already calculated and published on the Eurostat website, <a href="http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di03&amp;lang=en">http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di03&amp;lang=en</a>		
Year	Women	Men	Total
2015	5359	5434	5397



**Economic situation (sub-domain): Not at-risk-of-poverty,  $\geq 60\%$  of the average income  
(%, population 16+)**

Indicator Not at-risk-of-poverty,  $\geq 60\%$  of the average income (%, population 16+)  
Description: This indicator is calculated as "100-rate of poverty". The poverty rate is the participation of persons with equivalent disposable income (after social transfers) below the poverty threshold. The threshold is equivalent to 60% of the median national equivalent income of persons living in the households.

Source Income and Living Conditions Survey, the indicator is already calculated and published on the Eurostat website, <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

Year	Women	Men	Total
2015	79.9	80.1	80.0

**Economic situation (sub-domain): S20/ 80 income quintile ratio  
(%, population 16+)**

Indicator S20/ 80 income quintile ratio (%, population 16+)  
Description: The indicator is calculated as  $100 \times S80 / S20$  income quintile ratio. The quintile ratio of the S80 / S20 incomes is the measure for the unequal income distribution and it is the ratio between the sums of the highest and lowest 20 percent of equivalent incomes of the persons living in the households.

Source Survey on Income and Living Conditions, the indicator is already calculated and published on the Eurostat website, [http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc\\_di11&lang=en](http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di11&lang=en)

Year	Women	Men	Total
2015	15.2	15.2	15.2

### 3. KNOWLEDGE (domain)

Attainment and participation (sub-domain): Graduates of tertiary education (% , 15+ population )				
Indicator	Graduates of tertiary education (% , 15+ population) Description: Educational attainment measures the share of high-educated people among women and men. People with tertiary education as their highest level successfully completed (ISCED levels 5 and 6), percentage from total 15+ population			
Source	SSO: Labor Force Survey			
	Year	Women	Men	Total
	2015	17.1	15.0	16.0

Attainment and participation (sub-domain): People participating in formal or non-formal education and training (% , 15+ population)				
Indicator	People participating in formal or non-formal education and training (% , 15+ population) Description: Percentage of people participating in formal or non-formal education and training, out of total population of 15+. Lifelong learning encompasses all purposeful learning activity, whether formal, non-formal or informal, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence. The reference period for the participation in education and training is the four weeks preceding the interview.			
Source	SSO: Labor Force Survey			
	Year	Women	Men	Total
	2015	12.5	12.3	12.4

Segregation (sub-domain): Tertiary students in the fields of education, health and welfare, humanities and art (tertiary students) (% , 15+ population)				
Indicator	Tertiary students in the fields of education, health and welfare, humanities and art (tertiary students) (% , 15+ population) Description: Percentage of persons who are studying in the following areas: EF14 (Teacher training and education science) + EF2 (Humanities and arts) +EF7 (Health and Welfare) out of total students. Until 2012 levels ISCED 5-6, after that ISCED 5-8.			
Source	SSO: Labour Force Survey			
	Year	Women	Men	Total
	2015	39.9	22.9	32.1



## 4. TIME (domain)

Care activities (sub-domain): Persons caring for, or are involved in education of their children or grandchildren, adults or persons with disabilities, on daily basis (% , 18+ population)				
Indicator	Percentage of persons involved in at least one of these care activities during the day which do not result in paid work: care for children, grandchildren, adults and persons with disabilities in need of support. Question: In general, how often are you involved in any of the following activities outside of paid work? 2016: Q42a. Caring for and/or educating your children; Q42b. Care for and/ or educating your grandchildren; Q42d. Caring for disabled or infirm family members, neighbours or friends under 75 years old; Q42e. Caring for disabled or infirm family members, neighbours or friends aged 75 or over; 2012.: Q36a. Caring for your children, grandchildren; Q36c. Caring for elderly or disabled relatives; 2007: Q36c. Caring for elderly/disabled relatives; 2003: Q37a. Care and education of children; Q37c. Caring for elderly/disabled relatives.			
Source	European Quality of Life Survey (EQLS)			
Year	Women	Men	Total	
2015	39.3	29.9	34.6	

Care activities (sub-domain): Persons involved in cooking and/ or domestic work, on daily basis (% , 18+ population)				
Indicator	Percentage of persons involved in cooking and/ or domestic work during the day, which are not result of a paid work. Questions: In general, how often are you involved in any of the following activities outside of paid work? 2016: P42c. Cooking and/ or housework; 2012 P36b. Cooking and/ or housework; 2007: P36b. Cooking and housework; 2003: P37b. Housework work.			
Source	Eurofund, European Quality of Life Survey (EQLS)			
Year	Women	Men	Total	
2015	71.1	10.4	41.0	

<b>Social activities (sub-domain): Workers who have time for sports, cultural or leisure activities outside their home, at least every second day (% , employees 15+)</b>			
Indicator	Workers who have time for sports, cultural or leisure activities outside their home, at least every second day (% , employees 15+) Description: Question EF2g (in EWCS 2010), that is, question 95g (in EWCS 2015). In general, how often are you involved in sporting, cultural or leisure activities outside your work? 1. Every day; 2. Several times a week; 3. Several times a month; 4. Rarely; 5. Never. The indicator is showing a percentage of persons who responded with modality 1. Every day (modality 1 and 2 in EWCS 2010) of all respondents (have selected modality 1-5, that is, 1-6 in EWCS 2010).		
Source	European Working Conditions Survey (EWCS) 2010 and 2015, <a href="https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys">https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys</a>		
Year	Women	Men	Total
2015	13.3	16.4	15.1

<b>Social activities (sub-domain): Workers who have time for voluntary or charitable activity, at least once a month (% , employees 15+)</b>			
Indicator	Workers who have time for voluntary or charitable activity, at least once a month (% , employees 15+) Description: Question EF2a (in EWCS 2010), that is, question 95a (in EWCS 2015). In general, how often are you involved in voluntary or charitable activities outside your work? 1. Every day; 2. Several times a week; 3. Several times a month; 4. Rarely; 5. Never. The indicator is showing a percentage of persons who responded with modality 1-3 (modality 1-4 in EWCS 2010), of all respondents (have selected modality 1-5, that is, 1-6 in EWCS 2010).		
Source	European Working Conditions Survey (EWCS) 2010 and 2015, <a href="https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys">https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys</a>		
Year	Women	Men	Total
2015	16.6	22.9	20.2



## 5. POWER

<b>Political power (sub-domain): Participation as ministers (%)</b>	
Indicator	Participation as ministers (%) Description: The indicator is calculated as participation of ministers in the total population of the country ages from 18+.
Source	The data is available in the database of women and men in the decision-making process of the European Institute for Gender Equality (EIGE): <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
2015 Q1	0.2282210863	1.7814705647	1

<b>Political power (sub-domain): Participation as members of the Parliament (%)</b>	
Indicator	Participation as members of the Parliament (%) Description: The indicator is calculated as participation of the Parliamentary members in the total population in the country ages over 18+.
Source	The data is available in the database of women and men in the decision-making process of the European Institute for Gender Equality (EIGE): <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
2015 Q1	0.6909549914	1.3129258562	1

<b>Political power (sub-domain): Participation as members in the local level policy-making (%)</b>	
Indicator	Participation as members in the local level policy (%) Description: The indicator is calculated as participation of members of politics on local level in the total population in the country ages over 18+.
Source	The data is available in the database of women and men in the decision making process of the European Institute for Gender Equality (EIGE): <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
2015	0.5722805928	1.4330905143	1

<b>Economic power (sub-domain): Participation as members in management boards, supervisory boards or board of directors in highly reputable companies (%)</b>	
Indicator	Participation as members in management boards, supervisory boards or board of directors in highly reputable companies (%) Description: The indicator is calculated as participation as members in management boards, supervisory boards or board of directors of the highest ranked companies, in the total population in the country ages over 18+.
Source	The data is available in the database of women and men in the decision making process of the European Institute for Gender Equality (EIGE): <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>

Year	Women	Men	Total
2015 Apr	0.4064638295	1.6009895297	1

<b>Economic power (sub-domain): Participation as members in the Central Bank (%)</b>			
Indicator	Participation as members in the Central Bank (%) Description: The indicator is calculated as participation as members in the Central Bank in the total population in the country ages over 18+.		
Source	The data is available in the database of women and men in the decision making process of the European Institute for Gender Equality (EIGE), WMID: <a href="http://eige.europa.eu/gender-statistics/dgs/browse/wmidm">http://eige.europa.eu/gender-statistics/dgs/browse/wmidm</a>		
Year	Women	Men	Total
2015	0.4770235651	1.5295437367	1

<b>Social power (sub-domain): Share of board members of research funding organisations (% W, M)</b>			
Indicator	Description: Members of the highest decision-making bodies of public research funding organisations Ratio based on three years averages and ratio of each sex in the population (18+).		
Source	EIGE, WMID		
Year	Women	Men	Total
2016	0.8518277949	1.1500328848	1

<b>Social power (sub-domain): Share of board members in publically owned broadcasting organisations (% W, M)</b>			
Indicator	Share of board members in publically owned broadcasting organisations. Ratio based on three years averages and ratio of each sex in the population (18+).		
Source	EIGE, WMID		
Year	Women	Men	Total
2015, 2016, 2017	0.9173530099	1.0836848337	1

<b>Social power (sub-domain): Share of members of highest decision making body of the national Olympic sport organisations (% W, M)</b>			
Indicator	Share of Members of highest decision-making body of the 10 most popular national Olympic sport organisations. Ratio based on three years averages and ratio of each sex in the population (18+).		
Source	SSO		
Year	Women	Men	Total
2015	0.1774641239	1.8328649101	1



## 6. HEALTH (domain )

Status (sub-domain): Self-perceived health, good or very good (% , population)				
Indicator	Personal consideration of the general health condition, good or very good (% , population) Description: The indicator is calculated as a percentage of persons evaluating their health situation as "very good" + percentage of the persons evaluating their health situation as "good". The concept of personal consideration of the general health situation is implemented with the question how one person sees his/ her general health situation, responding with one of the following modalities: very good, good, satisfactory, bad and very bad.			
Source	SSO: Income and Living Conditions Survey			
	Year	Women	Men	Total
	2015	74.4	79.8	77.1

Status (sub-domain): Life expectancy in absolute value at birth (years)				
Indicator	Life expectancy in absolute value at birth (years) Description: The life expectancy is calculated on the basis of mortality data. The total is calculated as an average of the data for women and men.			
Source	SSO: Demography			
	Year	Women	Men	Total
	2014	77.5	73.5	75.5

Status (sub-domain): Healthy life years in absolute value at birth (years)				
Indicator	Healthy life years in absolute value at birth (years) Description: The total is calculated as an average from the data about women and men. The years of healthy life show the number of remaining years expected for the person at certain age to live without any serious or mild health issues. This is a composite indicator combining the mortality data with the health situation data from the Survey on Income and Living Conditions: The question of personal perception, which aims to measure the degree of eventual limitations that last at least 6 months, makes more difficult the daily activities of the respondent. It is calculated using the Sullivan method which combines the data on mortality and health situation. 1. Variables used for the mortality component: Mortality rate at specific age, likelihood of death among the age groups, likelihood of survival among the age groups, the number of survivalists at specific age, the years of life between the age groups, the life expectancy at specific age. 2. Variables used for the health situation: the question from the Survey of Income and Living Conditions is whether the health issues that last at least 6 month make difficult your daily activities? This is the way in which the presence of population in healthy conditions (those who responded with "No, unlimited") and in unhealthy conditions (those who responded with "Yes, limited" and "Yes, to a large extent") is established.			
Source	SSO, Mortality data, Survey of Income and Living Conditions			
	Year	Women	Men	Total
	2015	66.5	65.4	66.0

Behaviour (sub-domain): People who don't smoke and are not involved in harmful drinking (% , 16+ population)				
Indicator	Percentage of people who are not involved in risk behaviour i.e. don't smoke and are not involved in heavy episodic drinking. Heavy episodic drinking is Intake of 6 drinks or 60+ grams of pure alcohol on one occasion, monthly or more often, during the past 12 months. A drink is defined as a glass of wine, glass of beer, shot of whiskey etc. Everyone either smoking and/or is involved in harmful drinking is regarded to exercise risk behaviour.			
Source	Simulation by SSO			
	Year	Women	Men	Total
	2015	73.4	36.2	55.4

Behaviour (sub-domain): People do physical activities and/ or consuming fruits and vegetables (% , 16+ population)				
Indicator	Percentage of people who are physically active at least 150 minutes per week and/or consume at least 5 portions of fruit and vegetables per day. Both reflect the official recommendation of the WHO. Eurostat provides info on the time spent on health-enhancing (non-workrelated) aerobic physical activity (in minutes per week), including sports and cycling to get to and from places. Five portions (400g) fruit and vegetables exclude juices from concentrates and potatoes (starches).			
Source	SSO: Income and Living Conditions Survey			
	Year	Women	Men	Total
	2014	63.4	53.3	58.9

Access (sub-domain): Unmet medical needs (% , population)				
Indicator	Life expectancy in absolute value at birth (years) Description: a Population without unmet needs for medical examination (% , 16+ population) Description: The indicator is calculated as percentage of people who responded with "No, there was no such case" on the question whether they had a need in the last 12 months for medical examination or treatment, but you have not visited a doctor, from the Survey of Income and Living Conditions, from all respondents who replied to the question and from all income groups. The life expectancy is calculated on the basis of mortality data. The total is calculated as an average of the data for women and men.			
Source	Survey of Income and Living Conditions (SILC), SSO, gender data published on the Eurostat website <a href="http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_08&amp;lang=en">http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_08&amp;lang=en</a>			
	Year	Women	Men	Total
	2015	93.1	94.7	93.9



#### Access (sub-domain): Unmet dental needs (% , population)

Indicator People without unmet needs for dental examination (% , 16+ population)  
Description: The indicator is calculated as percentage of people who responded with "No, there was no such case" on the question whether they had a need in the last 12 months for dentist, but you have not visited a dental office, from the Survey of Income and Living Conditions, from all respondents who replied to the question and from all income groups.

Source Survey of Income and Living Conditions (SILC), SSO, gender data published on the Eurostat website [http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth\\_silc\\_08&lang=en](http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_08&lang=en)

Year	Women	Men	Total
2015	96.0	95.7	95.9

Once all indicators have been secured, per gender and in total, the gap between the women and men for each indicator is calculated as follows:

$$\text{Gap between women and men} = \frac{\text{Absolute value}}{\left| \frac{\text{Women}}{\text{Average value of women and men}} - 1 \right|}$$

The advantage of using this formula is that average value of women and men is used, instead of the value for men, thus eliminating the possibility for the denominator to be equal to 0.

When interpreting the gap between the women and the men (y), the value of 0 should mean gender equality, but in order to make the interpretation easier, the gap is transformed i.e. the absolute value of the gap is subtracted from 1, 1-y. This means that the value of 0 becomes a complete inequality and the value of 1 becomes full equality.



Example:

Indicator	Women	Men	Total	Average value from women and men	Women/ Average value from women and men	(Women/ Average value from women and men) -1	Gap between women and men, (y)	Metric gap between women and men, (1-y)
Students graduated from higher (tertiary) education, 2015	17.4	14.9	16.2	16.5	1.0545	0.0545	0.0545	0.9455

Next, the correction coefficient is calculated:

$$\text{Correction coefficient} = \frac{\text{Total (in the country)}}{\text{Maximum total value from all countries}}$$

For example:

Indicator	Students graduated from higher (tertiary) education, 2012
Women	15.6
Men	15.4
Total	15.5
Average value from women and men	15.5
Women/Average value from women and men	1.0064
(Women/Average value from women and men) -1	0.0064
Gap between the women and men, (y)	0.0064
Metric gap between the women and men,(1-y)	0.9936
Maximum total value from all countries	33.9
Correction coefficient	0.4572
Corrected metric gap between the women and men	0.4542



Next, in order to calculate the final value of the metric gap between the women and men, the scale from 0 to 1 is transformed into scale from 1 to 100, that is:

$$\text{Final metric gap between the women and men} = \frac{1 + (\text{Correction coefficient} * \text{Metric gap between the women and men}) * 99}{100}$$



Example:

$$\text{Final metric gap between the women and men (Students graduated from higher (tertiary) education, 2012)} = \frac{1 + ((0.4572 * 0.9936) * 99)}{100} = 45.9731$$

This is followed by aggregating and weighting in order to calculate the gap between the women and men in the sub-domains and domains, and in the final Gender Equality Index.

The indexes in the sub-domains are arithmetic mean of the indicators that are part of them. For example, the sub-domain of Financial resources within the domain of Money is an arithmetic mean of two indicators that make this domain – the Average monthly earnings- NKD rev.2, sectors from B to Q, excluding sector O (Purchasing power standard); and the Average equivalent net-income (Purchasing power standard, population 16+):

Sub-domain of Financial resources from the domain of Money =  $(38.94210241 + 16.12642524) / 2 = 27.5342$

The indexes of the domains are geometric mean from the sub-domains that are part of them, that is, the index of the domain of Money is geometric mean from the indexes of the Financial resources and Economic situation sub-domains:

$$\text{Domain of Money} = \sqrt{27.53426383 * 57.43831862} = 39.7683$$

Finally, the Gender Equality Index is calculated by weighing the index for each domain with defined expert weights, and then multiplying the obtained values with each other:

$$\text{Gender Equality Index} = \frac{(\text{Index of the domain of Work} * \text{weigh}) * (\text{Index of the domain of Money} * \text{weigh}) * (\text{Index of the domain of Knowledge} * \text{weigh}) * (\text{Index of the domain of Time} * \text{weigh}) * (\text{Index of the domain of Power} * \text{weigh}) * (\text{Index of the domain of Health} * \text{weigh})}{100}$$

Sub-domains	2015	Domains	2015
Participation	68.2	Work	69.4
Segregation and quality of work	70.7		
Financial resources	46.7	Money	62.1
Economic situation	82.7		
Attainment and participation	59.1	Knowledge	59.6
Segregation	60.0		
Care activities	56.4	Time	55.8
Social activities	55.2		
Political power	50.1	Power	52.6
Economic power	44.6		
Social power	65.2		
Status	93.3	Health	87.1
Behaviour	72.8		
Access	97.2		
		Gender Equality Index	62.0



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