

## Gender Equality Index 2019

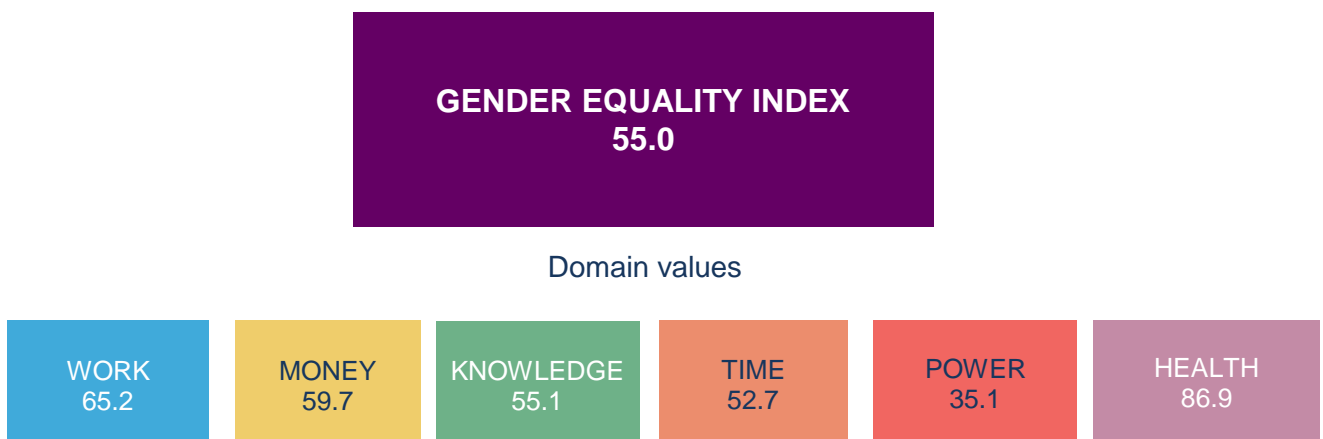
The Gender Equality Index measures gender equality in the EU Member States across six domains: work, money, knowledge, time, power and health. The index value is displayed on a scale from 1 to 100, where 1 represents complete inequality, while the value of 100 represents complete equality.

The methodology for calculating the Gender Equality Index was developed by the European Institute for Gender Equality (EIGE), which also calculates this Index for all EU countries. In countries with candidate and potential EU membership status, the Index is compiled by national statistical institutes in cooperation with the European Institute for Gender Equality, thereby ensuring comparability of the Index with EU Member States.

The development of the Gender Index in Montenegro began in 2016 by signing a memorandum of cooperation between the Ministry of Human and Minority Rights and the Statistical Office of Montenegro (MONSTAT), which defines MONSTAT's obligation to calculate the Gender Equality Index for Montenegro in accordance with the methodology of the European Institute for Gender Equality. The Gender Equality Index for Montenegro is published for the first time. The index was calculated by MONSTAT in cooperation with the European Institute for Gender Equality, in accordance with the prescribed methodology using national and European data sources.

The Gender Equality Index for Montenegro is 55, while for the EU-28 it is 67.4. Compared to EU-28, Montenegro recorded a lower index value by 12.4 index points. The main gender mainstreaming index shows that the largest gender equality gap in the area of money (lower index value by 20.7 points compared to the EU-28 average), while the smallest gap in Montenegro compared to the EU-28 average is recorded in the domain health (lower index value by 1.2 points compared to EU average 28).

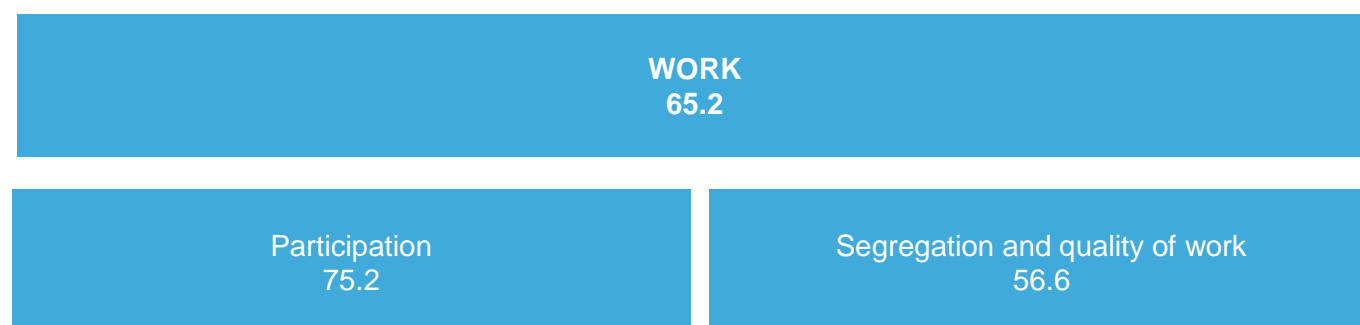
### GENDER EQUALITY INDEX DOMAINS AND SUBDOMAINS



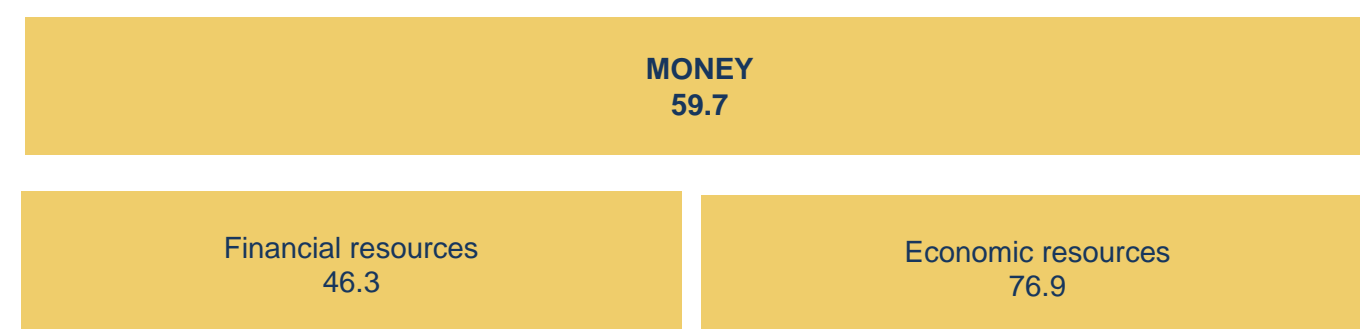
## GENDER EQUALITY INDEX DOMAINS AND SUBDOMAINS

The structure of the Index is defined that each of the domains has two or more subdomains.

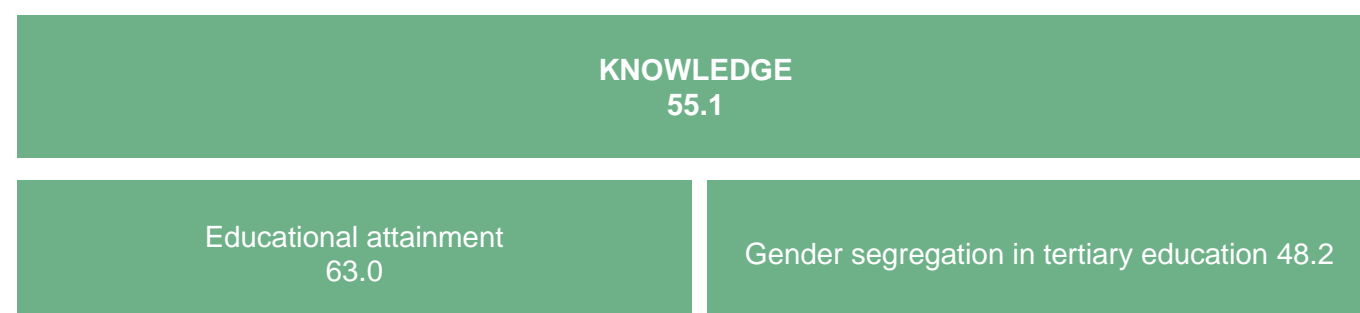
The domain of **work** measures the situation regarding equal access to the employment and working conditions of women and men, and it amounts 65.2. The sub-domain of participation combines two indicators: participation in rates of full-time equivalent (FTE) employment, and duration of working life. The value of this subdomain is 75.2. Gender segregation and quality of work are included in the second sub-domain. Sectorial segregation is measured through the participation of women and men in the sectors of education, human health, and social work activities, and it amounts 56.6.



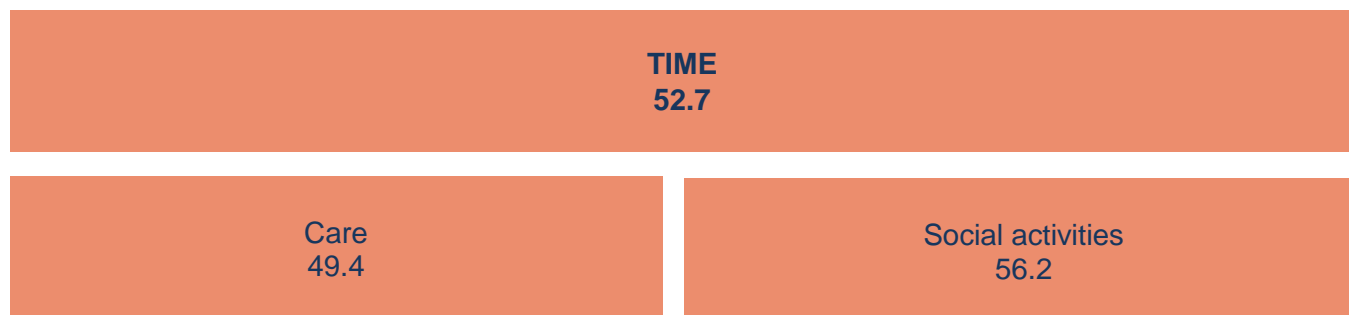
The domain of **money** measures gender inequalities in access to financial resources and economic situation of women and men, and it amounts 59.7. The first sub-domain of financial resources includes women's and men's monthly earnings and income. The value of this subdomain is 46.3. The second sub-domain of economic resources captures women and men at risk of poverty and income distribution amongst women and men which is 76.9.



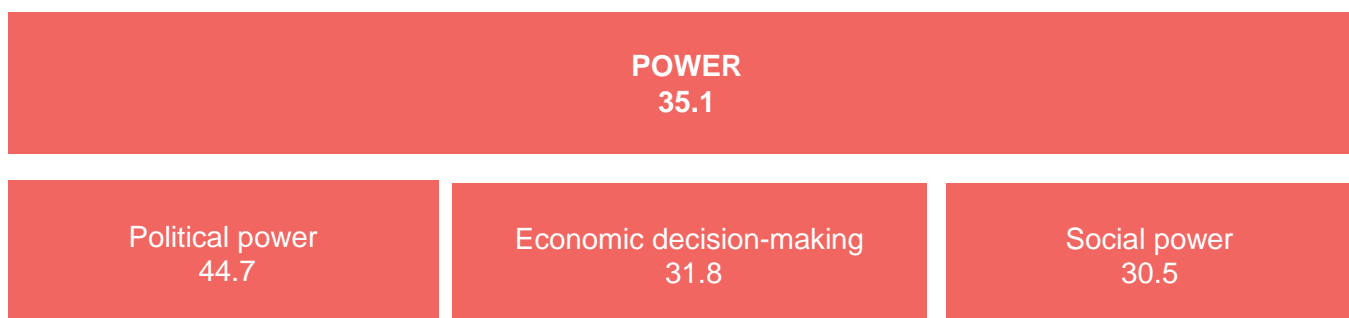
The domain of **knowledge** measures gender inequalities in educational attainment, participation in education and training over the life course and gender segregation. The value of this domain on a scale of 1-100 is 55.1. The sub-domain of educational attainment is measured by two indicators: the percentage 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 value of this subdomain is 63.0. The second sub-domain value is 48.2 and targets gender segregation in tertiary education by looking at a percentage of women and men among students in fields of education, health, welfare, humanities, and arts.



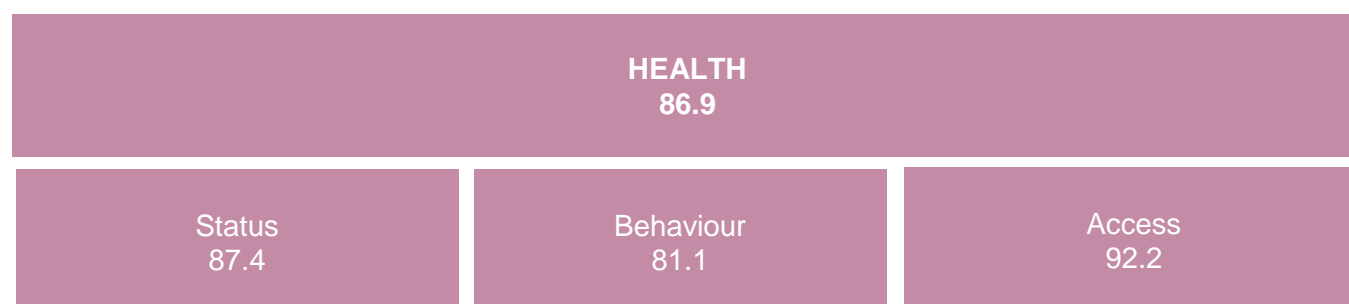
The domain of **time** measures gender inequalities in allocation of time spent doing care and domestic work and social activities. The value of this domain is 52.7. The first sub-domain, concerned with care activities, measures gender gaps in involvement of women and men in caring for and educating their children or grandchildren, older and disabled people, as well as their involvement in cooking and housework. The value of this subdomain is 49.4. The second sub-domain explores how many women and men engage in social activities. Concretely, it measures gender gaps in women’s and men’s engagement in sport, cultural or leisure activities outside of their home, combined with their engagement in voluntary and charitable activities. Its value is 56.2.



The domain of **power** measures gender equality in decision-making positions across the political, economic and social spheres and it is 35.1. The sub-domain of political power examines the representation of women and men in national parliaments, government and local assemblies (44.7). The sub-domain of gender-balance in economic decision-making is measured by the proportion of women and men on corporate boards of the largest nationally registered companies listed on stock exchanges and national Central banks. The value of this subdomain, measured on a scale of 1 to 100, is 31.8. The Gender Equality Index for the first time presents data in the sub-domain of social power, which includes data on decision-making in research-funding organisations, media and sports, and it is 30.5.



The domain of health measures gender equality in three health-related aspects: health status, health behaviour and access to health services. The value of this domain is 86.9. Health status is 87.4 looks at the differences in life expectancy of women and men together with self-perceived health and healthy life years (also called disability-free life expectancy). This is complemented with a set of health behaviour factors, based on WHO recommendations on healthy behaviour, namely fruit and vegetable consumption, physical activity, smoking and alcohol consumption, and it is 81.1. Access to health services is measured by the percentage of people who report unmet medical and/or dental needs. The value of this subdomain is 92.2.



## International Review of the Gender Equality Index and its Domains

Country		Gender equality index	Domains					
			Work	Money	Knowledge	Time	Power	Health
EU-28	28 EU Member	<b>67.4</b>	72.0	80.4	63.5	65.7	51.9	88.1
BE	Belgium	<b>71.1</b>	74.1	88.3	71.3	65.3	55.2	86.3
BG	Bulgaria	<b>58.8</b>	69.0	61.8	53.2	42.7	59.9	77.1
CZ	Czech Republic	<b>55.7</b>	67.0	76.7	59.0	57.3	26.1	86.3
DK	Denmark	<b>77.5</b>	79.6	87.1	72.3	83.1	64.9	89.9
DE	Germany	<b>66.9</b>	72.1	86.0	53.7	65.0	56.6	90.5
EE	Estonia	<b>59.8</b>	71.5	69.4	55.5	74.7	34.6	81.9
IE	Ireland	<b>71.3</b>	75.5	85.5	66.9	74.2	53.4	90.9
EL	Greece	<b>51.2</b>	64.2	71.4	55.7	44.7	24.3	83.5
ES	Spain	<b>70.1</b>	72.9	76.7	67.4	64.0	62.0	90.1
FR	France	<b>74.6</b>	72.4	86.4	66.0	67.3	78.3	87.4
HR	Croatia	<b>55.6</b>	69.2	72.2	50.4	51.0	34.8	83.7
IT	Italy	<b>63.0</b>	63.1	78.8	61.2	59.3	47.6	88.7
CY	Cyprus	<b>56.3</b>	70.7	80.8	56.5	51.3	28.2	88.4
LV	Latvia	<b>59.7</b>	74.2	65.5	49.7	65.8	44.1	78.3
LT	Lithuania	<b>55.5</b>	73.6	64.7	55.9	50.6	32.5	79.8
LU	Luxembourg	<b>69.2</b>	74.1	91.8	69.5	69.1	44.8	89.6
HU	Hungary	<b>51.9</b>	67.4	71.6	56.9	54.3	20.6	86.6
MT	Malta	<b>62.5</b>	73.3	82.5	65.8	64.2	32.2	92.1
NL	Netherlands	<b>72.1</b>	77.4	86.7	67.1	83.9	50.0	90.0
AT	Austria	<b>65.3</b>	76.6	86.4	64.1	61.2	39.9	91.7
PL	Poland	<b>55.2</b>	67.0	75.1	56.5	52.5	29.1	83.2
PT	Portugal	<b>59.9</b>	72.5	72.1	55.1	47.5	46.7	84.5
RO	Romania	<b>54.5</b>	67.7	62.0	51.5	50.3	38.8	71.1
SI	Slovenia	<b>68.3</b>	73.3	82.4	56.0	72.9	57.6	87.1
SK	Slovakia	<b>54.1</b>	66.5	74.2	60.4	46.3	26.8	85.8
FI	Finland	<b>73.4</b>	74.9	87.6	61.1	77.4	66.7	89.7
SE	Sweden	<b>83.6</b>	83.0	86.8	73.8	90.1	83.4	94.7
UK	United Kingdom	<b>72.2</b>	76.9	81.6	70.4	69.9	56.5	93.3
ME	<b>Montenegro</b>	<b>55.0</b>	<b>65.2</b>	<b>59.7</b>	<b>55.1</b>	<b>52.7</b>	<b>35.1</b>	<b>86.9</b>
SR	Serbia	<b>55.8</b>	68.2	60.2	57.3	48.7	37.3	84.0
MK	Northern Macedonia	<b>62.0</b>	69.4	62.1	59.6	55.8	52.6	87.1
AL	Albania	<b>60.4</b>	67.6	59.6	55.6	48.1	60.9	81.8

## METHODOLOGICAL EXPLANATIONS

The methodology for calculating the Gender Equality Index was developed by the European Institute for Gender Equality (EIGE), which also calculates this Index for EU countries. The index is an aggregate indicator obtained by combining different indicators of gender equality based on a multidimensional concept model into a single measure. The methodology for calculating the Gender Equality Index is based on a widespread and internationally accepted method for calculating complex indicators developed by the OECD and the European Commission (Joint Research Center) in 2008. The Gender Equality Index was first published in 2005 for EU members and then in 2010, since it has been published in a two-year period.

### Data sources

In the calculation of the Gender Equality Index, there were 31 indicators used in 6 different domains (work, money, knowledge, time, power, and health). The indicators used are fully in line with the methodology of the European Institute for Gender Equality (EIGE), according to which they calculate this Index for all European countries.

The institutions whose data were used in the calculation of the Gender Equality Index are:

- Statistics Office (52% or 16 indicators): Labour Force Survey (LFS), Survey on Income and Living Conditions (EU-SILC), Earnings Structure Survey (SES), Higher Education Statistics, Demographic Indicators;
- Institute for Gender Equality - EIGE - (26% or 8 indicators);
- EUROFOND (19% or 6 indicators): European Quality of Life Survey (EQLS), European Working Conditions Survey (EWCS);
- Institute of Public Health of Montenegro (3% or 1 indicator): Survey on the quality of life, lifestyles and health risks of Montenegrin residents in 2017.

Most of the data of the Gender Equality Index 2019, for the European Union countries and for Montenegro, refer to 2017, except for EUROFONDA (European Working Conditions Survey (EWCS)) European Quality of Life Survey (EQLS) for 2015 and 2016, as well as the 2014 earnings structure survey (SES).

### 2019 Gender Equality Index domains and subdomains

Domain	Subdomain		Indicator	Source	Year
Work	Participation	1	FTE employment rate (% , 15+ population)	MONSTAT calculation Labour Force Survey (LFS)	2017
		2	Duration of working life (years, 15+ population)	Published by EUROSTAT based on data, Labour Force Survey (LFS), MONSTAT	2017
	Gender segregation and quality of work	3	Employed people in education, human health and social work activities (% , 15+ employed)	Published by EUROSTAT based on data, Labour Force Survey (LFS), MONSTAT	2017
		4	Ability to take an hour or two off during working hours to take care of personal or family matters (% , 15+ workers)	MONSTAT calculation European Work Conditions Survey (EWCS)	2015
		5	Career Prospects Index (points, 0-100)	MONSTAT calculation European Work Conditions Survey (EWCS)	2015

Money	Financial resources	6	Mean monthly earnings (PPS, working population)	Published by EUROSTAT on the basis of Earnings Structure Survey (SES) data, MONSTAT	2014
		7	Mean equivalised net income (PPS, 16+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU SILC)	2017
	Economic resources	8.	Not at-risk-of-poverty, $\geq 60\%$ of median income (% 16+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU-SILC)	2017
		9.	Income distribution S20/S80 (16+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU-SILC)	2017

Knowledge	Educational attainment	10.	Graduates of tertiary education (% 15+ population)	MONSTAT calculation Labour Force Survey (LFS)	2017
		11.	People participating in formal or non-formal education and training (15+ population)	MONSTAT calculation Labour Force Survey (LFS)	2017
	Gender segregation in tertiary education	12.	Tertiary students in education, health and welfare, humanities and arts (tertiary students)	MONSTAT, High education statistics	2017

Time	Care activities	13.	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% 18+ population)	MONSTAT calculation European Quality of Life Survey (EQLS)	2016
		14.	People doing cooking and/or housework, every day (% 18+ population)	MONSTAT calculation European Quality of Life Survey (EQLS)	2016
	Social activities	15.	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% 15+ workers)	MONSTAT calculation European Work Conditions Survey (EWCS)	2015
		16.	Workers involved in voluntary or charitable activities, at least once a month (% 15+ workers)	MONSTAT calculation European Work Conditions Survey (EWCS)	2015

Power	Political power	17.	Share of ministers (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
		18.	Share of members of parliament (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
		19.	Share of members of local assemblies (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
	Economic decision-making	20.	Share of members of boards in largest quoted companies, Supervisory board or board of directors (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
		21.	Share of board members of central bank (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
	Social power	22.	Share of board members of research funding organisations (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
		23.	Share of board members in publicly owned broadcasting Organisations (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)
		24.	Share of members of highest decision-making body of the national Olympic sporting organisations (% F, M)	European Institute for Gender Equality (EIGE) Gender Statistics Database	2015-2017 (three age average)

Health	Health status	25.	Self-perceived health, good or very good (% , 16+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU SILC)	2017
		26.	Life expectancy at birth (years)	MONSTAT calculation Demographics	2017
		27.	Healthy life years at birth (years)	MONSTAT calculation Demographics and Survey on Income and Living Conditions (EU SILC)	2017
	Health behaviour	28.	Population who do not smoke and who are not involved in harmful drinking (% , 15+ population)	Public Health Institute (IJZ) calculation from the 2017 Survey on Quality of Life, Lifestyle and Health Risks of Montenegrin People	2017
		29.	Population doing physical activities and consuming fruit and vegetables (% , 15+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU SILC) Ad-hoc module	2017
	Access to health services	30.	Population without unmet needs for medical examination (% , 16+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU SILC),	2017
		31.	Population without unmet needs for dental examination (% , 16+ population)	MONSTAT calculation Survey on Income and Living Conditions (EU SILC)	2017

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