

# Measuring Gender Equality

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# Measuring & analyzing gender (in)equality: social sciences perspective

- Long social sciences tradition measuring (and analyzing) gender (in)equality:
  - Ascriptive inequality research, e.g.:
    - B.F. Reskin (2003, in ASR 68: 1-21),
    - D.B. Grusky (Social Stratification. Class, Race, and Gender..., 2014).
  - Social stratification and social mobility research, e.g.:
    - E.O. Wright (Class Counts, 1997),
    - D.J. Treiman (Occupational Prestige, 1977),
    - J.H. Goldthorpe & R. Erikson (The Constant Flux, 1992).
  - Educational inequalities, e.g. :
    - J. Jacobs (Revolving Doors: Sex Segregation and Women's Career, 1989),
    - Y. Shavit & H.P. Blossfeld (Persistent Inequality, 1993).
  - Occupational segregation, e.g.:
    - P.M. Blau / O.T. Duncan (The American Occupational Structure, 1967)
  - Research on Gender Pay Gap / Gender Pension Gap / Gender Wealth Gap
  - Work-life balance / family care responsibilities
  - (Gendered) welfare state models
- Mechanisms of gender (in)equality: interplay of:
  - cultural, economic, social, political, and legal factors
  - individual, interpersonal, organizational/institutional, and societal factors.

# A classical measure of gender (in)equality: The dissimilarity index

- Developed by Duncan and Duncan (1955)
- Measure for horizontal/vertical occupational gender segregation
- Measure indicates the proportion of women or men that should be shifted to other professional/study fields (horizontal segregation) or occupational positions (vertical segregation) in order to achieve equal ratios.
- More recent segregation indexes include the index of association of Charles (1992) and Charles and Grusky (1995), indicating the factor by which women or men are over-represented in professional/study fields (or positions).
- Strengths of this measure:
  - easy and simple to interpret
  - easy to calculate (also on the regional level)

# Recent Gender Equality Measures: An Overview on Indicators and Indexes (1)

- **Gender related Development Index GDI** and **Gender Empowerment Measure (GEM)/Gender Inequality Index (GII)** developed by the UNDP (1995), based on the HDI including three dimensions (health, knowledge, standard of living; GII: health empowerment, labour market).
- The **SDG Gender Index** developed by Equal Measures 2030 in 2018 covering gender equality aspects of SDGs (with 14 of the 17 SDG dimensions included).
- **Global Gender Gap Index GGGI** developed by the WEF in 2006 including four dimensions (economic participation and opportunity, educational attainment, health, political empowerment)

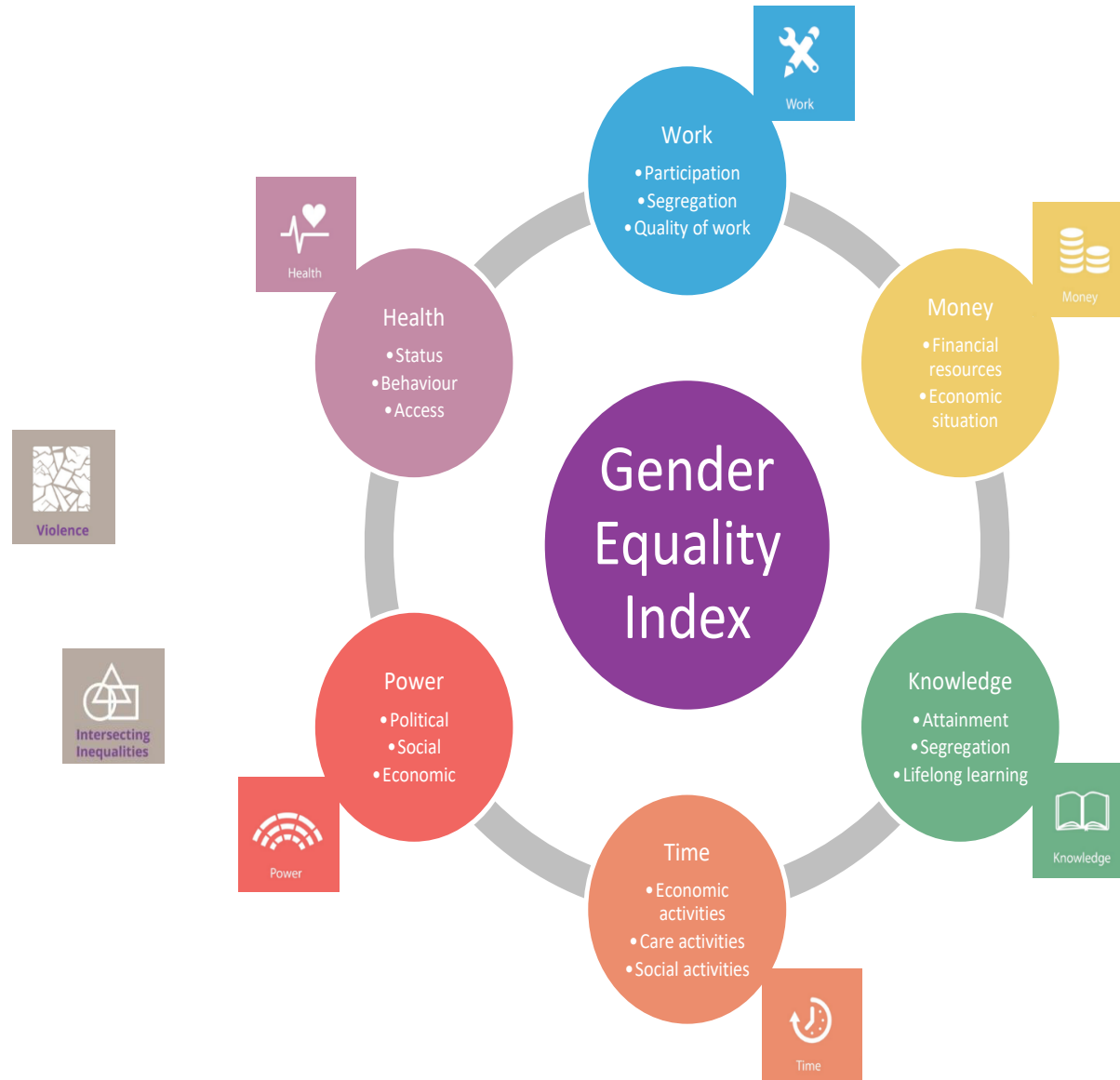
# Recent Gender Equality Measures: An Overview on Indicators and Indexes (2)

- **Women's Economic Opportunity Index** including 5 dimensions (labour policy and practice, access to finance, education and training, women's legal and social status, general business environment) measured by 31 indicators developed by *The Economist* in 2009
- The **OECD Social Institution and Gender Index SIGI** originally based on 5 dimensions (discriminatory family code, restricted physical integrity, son bias, restricted access to productive and financial resources, restricted civil liberties) developed by the OECD in 2009 and revised in 2014.
- The **Global Index on Legal Recognition of Homosexual Orientation GILRHO** based on 8 legal rights developed by Kees Waaldijk at Leiden University in 2014 (anti-discrimination law, recognition of LGBTQ partnerships at the national level, etc).

# The European Gender Equality Index GEI

- (European) **Gender Equality Index GEI** has been developed by the European Institute for Gender Equality (EIGE) in 2013. The GEI has already been recently applied to Italian regions (by DiBella et al. 2021) and to EU regions (by Norlén et al. 2019).
- The index includes 6 domains (work, money, knowledge, time, health, power) and 14 sub-domains, measured by 31 indicators.
- Scale from 1 to 100, where 100 corresponds to perfect equality and 1 to maximum inequality
- Available for all 27 (28) EU-countries
- Published from 2013 onwards (2013, 2015, 2017, 2019, 2020, 2021)

# The 6 domains of the Gender Equality Index



# The 14 sub-domains and 31 indicators (1)

Indicator	Sub-domain	Domain
1. Full-time equivalent (FTE) employment rate	Participation	Work
2. Duration of working life		
3. Employed in education, human health and social work	Segregation and quality of work	
4. Ability to take time off for personal or family matters		
5. Career Prospects Index		
6. Mean monthly earnings	Financial resources	Money
7. Mean equivalised net income	Economic situation	
8. Not at-risk-of-poverty		
9. S20/S80 income quintile share		
10. Population with tertiary education	Attainment and participation	Knowledge
11. Formal or non-formal education and training		
12. Tertiary students in education, health and welfare, humanities and arts	Segregation	
13. Caring for children or grandchildren or older or people of disabilities	Care activities	Time
14. People doing cooking and/or housework		
15. Sporting, cultural or leisure activities	Social activities	
16. Voluntary or charitable activities		

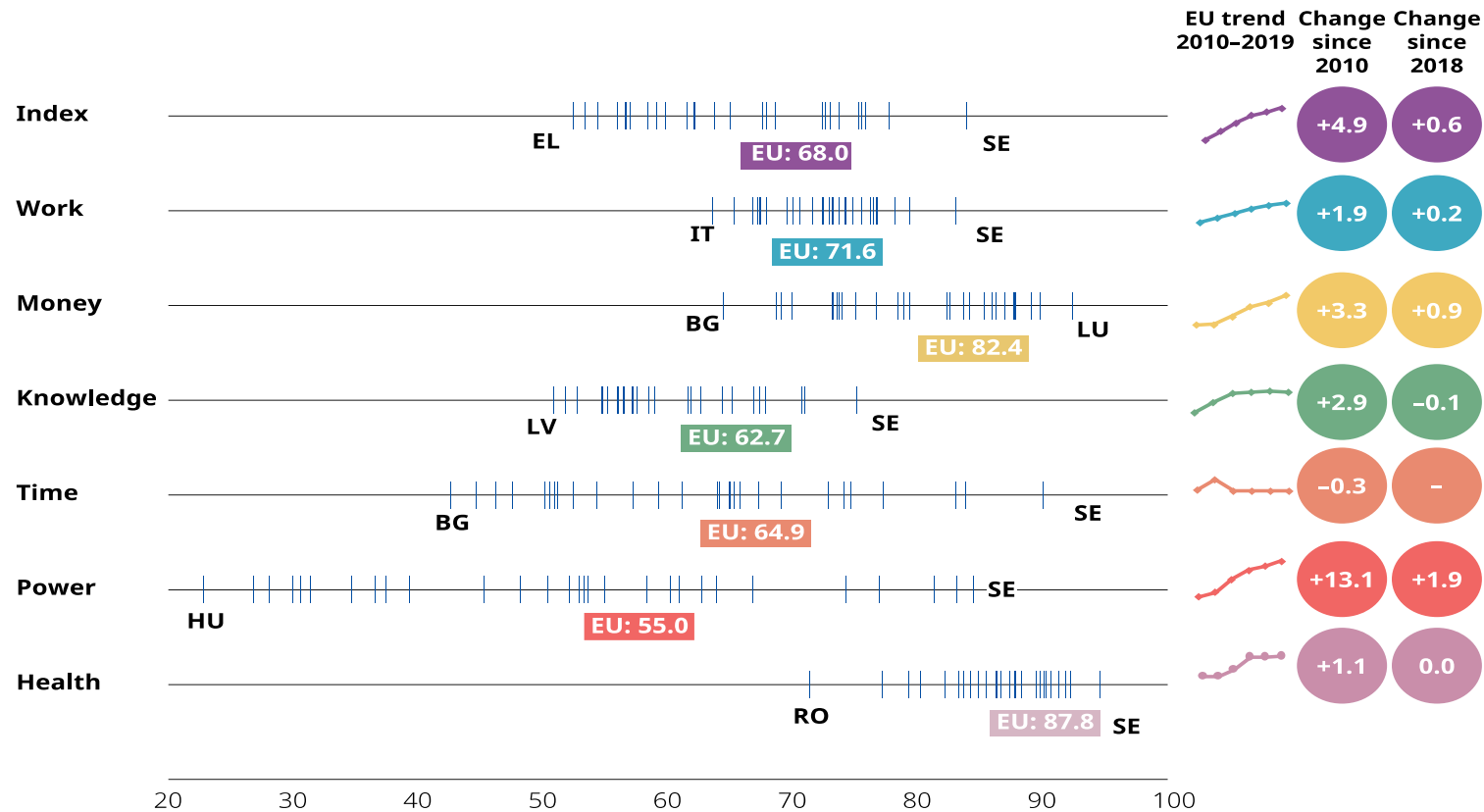


# The 14 sub-domains and 31 indicators (2)

Indicator	Sub-domain	Domain
1. Full-time equivalent (FTE) employment rate	Participation	Work
2. Duration of working life		
3. Employed in education, human health and social work	Segregation and quality of work	
4. Ability to take time off for personal or family matters		
5. Career Prospects Index		
6. Mean monthly earnings	Financial resources	Money
7. Mean equivalised net income	Economic situation	
8. Not at-risk-of-poverty		
9. S20/S80 income quintile share		
10. Population with tertiary education	Attainment and participation	Knowledge
11. Formal or non-formal education and training		
12. Tertiary students in education, health and welfare, humanities and arts	Segregation	
13. Caring for children or grandchildren or older or people of disabilities	Care	

# Slow progress of the GEI, 2010-2019 (with best and least performing countries)

Figure 1. Ranges of Gender Equality Index scores (2019) and changes over time



# Concluding remarks

- Rich experience and social sciences knowledge in measuring (and analyzing) gender (in)equality.
- At the national/international level there are currently several gender (in)equality measures and indexes – but not at the regional level.
- There is a trend towards more complex, more comprehensive, and multidimensional gender (in)equality measures.
- GEI-index: There is a certain progress towards gender equality in Europe between 2010 and 2019, but the progress is (too) slow and varies considerably between countries and domains.
- The countries that have been catching up the fastest are Italy, Cyprus, Malta, Portugal, Luxembourg and Estonia. Sweden is the best performing country.
- Considerable disparities between countries (and regions) in certain domains, in particular regarding the domain of power.