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ReGEM

Regional Gender Equality Measurement in the EU

Jean Monnet Project Regional Gender Equality Measurement in the EU/ ReGEM

III Seminar – 23.11.2021

Enrico di Bella (University of Genoa)
Academic coordinator of the project



With the support of the
Erasmus+ Programme
of the European Union

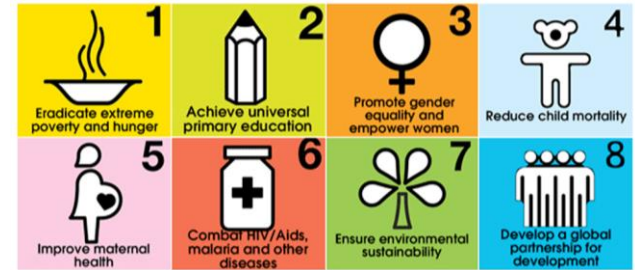


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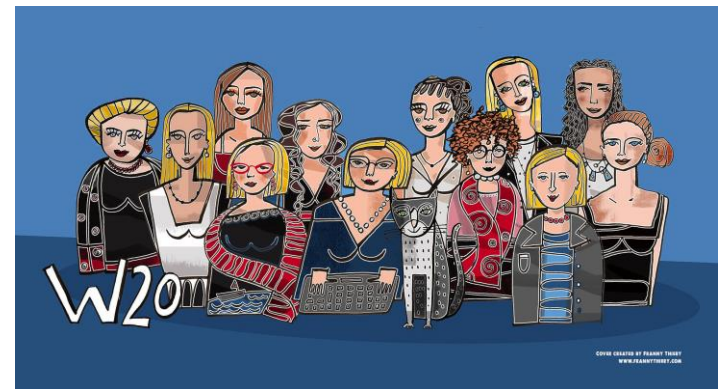
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Origins of the project

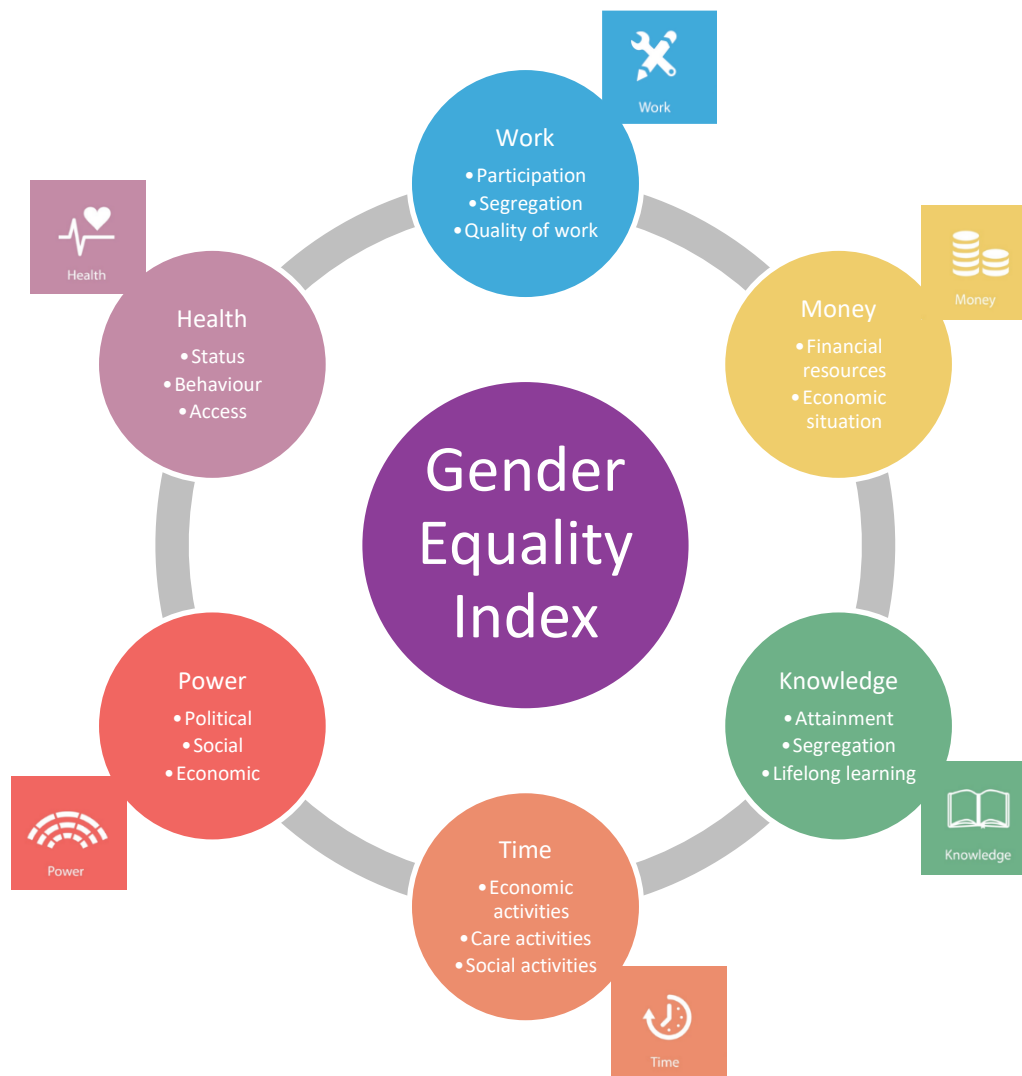
The starting point



SUSTAINABLE DEVELOPMENT GOALS



The starting point



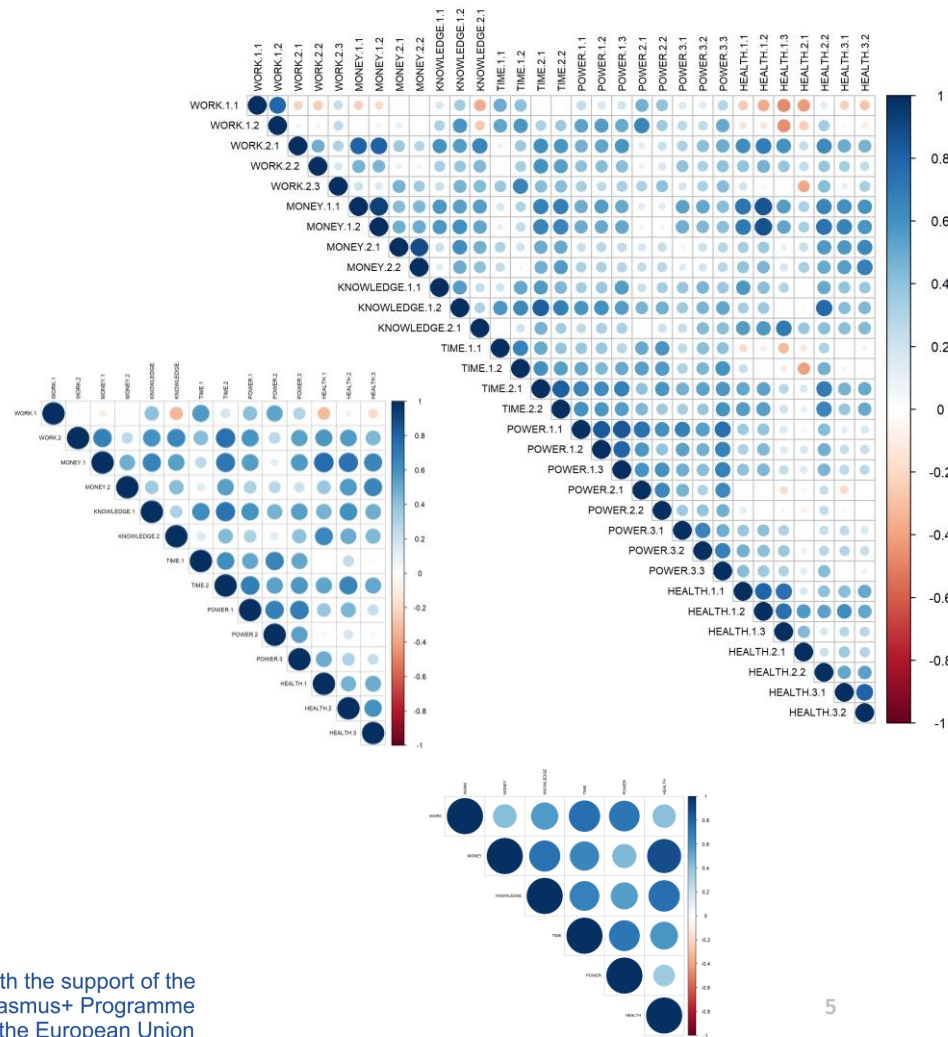
- 6 core domains
- 2 add. domains
- 14 sub-domains
- 31 indicators
- 6 years (2005, 2013, 2015, 2017, 2019, 2020)

The starting point



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		
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	Attainment and participation	Knowledge
10. Population with tertiary education		
11. Formal or non-formal education and training		
12. Tertiary students in education, health and welfare, humanities and arts	Segregation	Time
13. Caring for children or grandchildren or older or people of disabilities	Care activities	
14. People doing cooking and/or housework	Social activities	
15. Sporting, cultural or leisure activities		
16. Voluntary or charitable activities	Political	
17. Share of ministers		
18. Share of members of parliament		
19. Share of members of regional assemblies		
20. Share of members of boards in largest quoted companies	Economic	Power
21. Share of board members of central bank		
22. Share of board members of research funding organisations	Social	Power
23. Share of board members in publicly owned broadcasting organisations		
24. Share of members of highest decision-making body of the national Olympic sport organisations		
25. Self-perceived health	Status	Health
26. Life expectancy		
27. Healthy life years		
28. Smoking and harmful drinking	Behaviour	Health
29. Physical activities and/or consuming fruits and vegetables		
30. Unmet needs for medical examination	Access	Health
31. Unmet needs for dental examination		

Gender Equality Index



The starting point

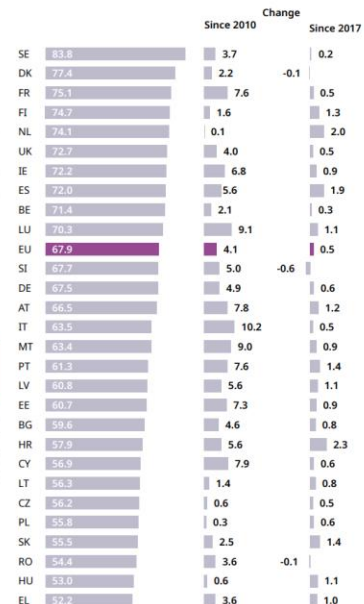


Gender Equality Index 2020 Key findings for the EU



Progress on gender equality in the EU since 2010

With 67.9 out of 100 points, the EU has a long way to go before reaching gender equality. The Gender Equality Index score has increased by only 4.1 points since 2010 and 0.5 points since 2017. At this pace of progress – 1 point every 2 years – it will take more than 60 years to achieve gender equality in the EU. We need to speed up.



Best performance

The EU is closest to gender equality in the domain of health (88.0 points), especially in access to health services. The second-highest score is in the domain of money (80.6 points).

Most room for improvement

Gender inequalities are most pronounced in the domain of power (53.5 points), especially in economic decision-making. The second-lowest score is in the domain of knowledge (63.6 points). Gender segregation in tertiary education is the main obstacle.

Biggest improvement

The EU's score in the domain of power has improved the most since 2010 (+ 11.6 points), despite having the lowest score. This improvement is driving the overall increase in the Index score. Without gains in power, gender equality would be barely progressing.

A step backwards

Since 2010, the EU's score has decreased in the domain of time (- 0.6 points), which measures the distribution of housework and caring responsibilities. These inequalities could widen in the face of the COVID-19 pandemic.

Explore the EU's Index results



About the Index

Each year, we score the EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a **scale of 1 to 100, where 1 is for total inequality and 100 is for total equality**. The scores are based on the gaps between women and men and levels of achievement in six core domains – work, money, knowledge, time, power and health – and **their subdomains**. **Two additional domains** are included in the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, (dis)ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence. The Index is composed of **31 indicators**. The Gender Equality Index 2020 also includes a **thematic focus on digitalisation and the future of work**.

The most recent reference period for data used in the 2020 Index is January 2020. The EU aggregate refers to the EU-28 and includes the United Kingdom because during the reference period the United Kingdom was a Member State.

A first approach to regional analysis of Gender Equality



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GUP

Genova University Press

Alaimo L.S., di Bella E., Maggino F., Nanni G. (2021). Misurare l'uguaglianza di genere. Un'analisi regionale per l'Italia. Genova University Press.

A first approach to regional analysis of Gender Equality

REGIONAL STUDIES
<https://doi.org/10.1080/00343404.2020.1836341>

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Proposing a regional gender equality index (R-GEI) with an application to Italy

Enrico di Bella^a, Lucia Leporatti^b, Luca Gandullia^c and Filomena Maggino^d

ABSTRACT

Gender equality represents a central topic of our society, and its study is gaining increasing attention in the international panorama. During the last 20 years, various indicators aiming at measuring gender equality have been proposed, but there are no systematic experiences of indicators tailored for a subnational analysis. We propose a regionalization of the most complete and detailed gender equality indicator, the gender equality index (GEI) of the European Institute on Gender Equality, choosing Italy as a case study. The results show how a regionalized approach to gender equality is necessary to set priorities and target regional policy actions.

KEYWORDS

equality; gender; gender equality index; Italy; regional studies

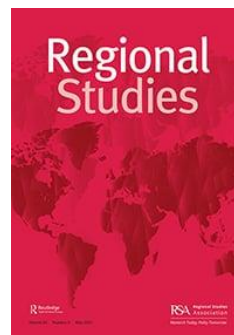
JEL C4, D63, J16, P48

HISTORY Received 13 February 2019; in revised form 24 September 2020

INTRODUCTION

Over the last century, the issue of gender equality has become increasingly important, in both the academic and institutional debates. Between the end of the 20th century and the beginning of the 21st, the attention towards gender equality boosted in the international debate because of the increasing efforts devoted to reach gender equality in every part of the world and because of the problems related to its measurement.¹ 'Achieve gender equality and empower all women and girls' has been identified by the United Nations (UN) as one of the 17 Sustainable Development Goals (SDGs) to achieve a better and more sustainable future for all by 2030. Gender gaps are responsible for significant losses of economic growth, human development and, more generally, of sustainable development (Kabeer & Narali, 2013; Moothouse, 2017; Proleta, 2017). Effective policy-making to achieve gender equality requires the availability of sets of indicators to describe and monitor the phenomenon and to act conscientiously. As Stiglitz et al. (2007) noted in famously, 'what we measure affects what we do'. Therefore, it is of

absolute relevance to grasp the whole complexity of the 'gender equality' social construct. Despite the effort devoted to the identification of proper indicators of gender gaps (e.g., European Institute on Gender Equality (EIGE), 2017a; United Nations Development Programme (UNDP), 2017; World Economic Forum (WEF), 2017), a relatively unexplored topic concerns the evaluation of gender inequality at the subnational level (Kher et al., 2017). As pointed out by Duncan (1995), ignoring the subnational gender disparities may lead to misleading conclusions: already in the 1990s most European countries experienced regional gender disparities and the processes producing this inequality are generally at a subnational level (e.g., regional disparities in terms of economic development or cultural values). A regional analysis of gender equality is a crucial task for the correct measurement of a country's social progress. National policies aimed at reducing gender gaps can be better targeted to those regions more in need of improvements, and local policy actions aimed at reducing gender inequalities can be better tailored on the weaknesses of each region. This perspective is even more interesting in countries characterized



di Bella E., Leporatti L., Gandullia L., Maggino F. (2021). Proposing a regional gender equality index (R-GEI) with an application to Italy. *Regional Studies*, 55(5): 962-973

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¹ Supplemental data for this article can be accessed at <https://doi.org/10.1080/00343404.2020.1836341>

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Main issues moving from a national to a regional level

1. Assessment of the original GEI indicators

→ e.g.: sample size

2. Adjustment and substitution of the original GEI indicators to accommodate the regional perspective

→ e.g. 'percentage of women ministers or having a seat in parliament'

National level

31 EIGE indicators

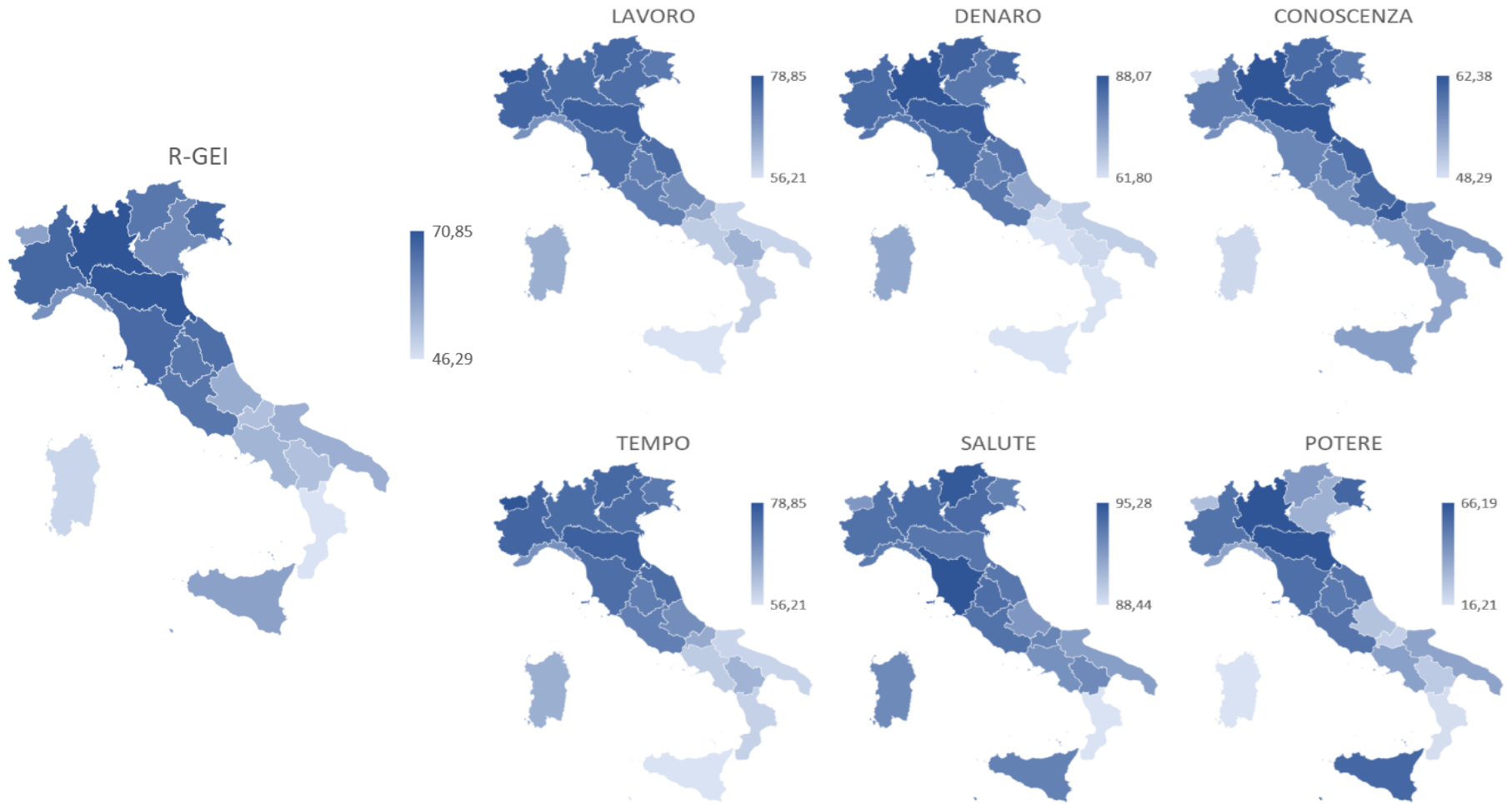
Regional level

10 matching EIGE

14 close to EIGE

7 missing

A first approach to regional analysis of Gender Equality





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Project rationale and expected outputs

Goals

1. Assessment of the actual availability of data at NUTS2 (regional) level in four major EU countries (Italy, France, Spain and Germany), covering a total of 98 regions.
2. Assessment of the reliability and stability of the Regional ranking according to different composite indicators approaches.
3. Construction of socio-economic proximity matrix of the regions of these four countries, to define clusters of homogeneous regions and, for each region, the regions closest to it (nearest neighbors).

Expected results

1. assessing the evolution of inter- and intra-national territorial inequalities in a diachronic perspective by building a regional gender equality indicator for the countries considered;
2. comparing the levels of gender equality between the regions of the countries involved by identifying relative positions of the regions with respect to clusters homogeneous in socio-economic characteristics;
3. assessing the effects of European integration policies in mitigating regional gender inequalities with particular regard to cross-border regions and the persistence of subnational disparities such as Northern/Southern Italy, Southern/Northern France, Western/Eastern Germany and Northern/Southern Spain.

Staff

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- Luca Gandullia (Staff Member) - University of Genoa, Italy
- Monica Penco (Staff Member) - University of Genoa, Italy
- Christian Suter (Staff Member) - University of Neuchatel, Italy

Research Activities

1. Data Collection at Regional Level in the four EU countries (Italy, Spain, France and Germany)
2. Gender responsive local fiscal policies
3. Sociological analysis of Regional Gender Disparities in the study regions
4. The effects of different composite indicators building procedures on the ranking of Regions
5. Closest Neighbours for benchmark definition and good practices identification

Events

- Promotional Event (today)
- Workshop 1 (Spain/Switzerland – Autumn 2021): Regional Gender Equality in Europe I: the Regional Gender Equality database
 - Presentation of the Regional Gender Equality database
 - Preliminary outline of regional disparities in gender equality in Europe
 - Preliminary results on responsive local fiscal policies (Italy and Spain)
 - Definition of further work for the sociological discussion of the results
- Workshop 2 (Switzerland/Spain – Spring 2022): Regional Gender Equality in Europe II: a sociological analysis
 - Consistency results of the comparison of different composite indicators techniques for the definition of synthetic gender equality indicators.
 - Preliminary results on responsive local fiscal policies (France and Germany)
 - Regional Gender Equality in the Mediterranean Regions: first results
 - Regional Gender Equality in the Northern Regions: first results
 - Who's my neighbour? The results of the closest neighbour analysis

Events

- Final Event (Genoa, Italy, May 2022)
 - The R-GEI index: a regional analysis of Gender Equality in Italy
 - Territorial differences in Europe: a sociological outline
 - Local fiscal policies for gender equality
 - Statistics for policy making: the effects of formulas on rankings
 - Statistics for policy making: who's my closest neighbour
 - Presentation of the web-site

Specific Activity

- Teaching: Gender equality in the EU: from a national to a regional perspective (12 hrs)
 1. Gender equality and Gender Equity: definitions and differences
 2. European Actions for Gender Equality
 3. Measuring Gender Equality:
 - The WEF's Global Gender Gap Index
 - The UN's Gender Development Index
 - The UN's Gender Equality Index
 - The EIGE's Gender Equality Index
 4. The value of Regional Analysis: European Actions of Cohesion Policy
 5. Regional Analysis of Gender Equality for policy making in the UE



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Gender responsive fiscal policies

Gender Responsive Local Fiscal Policies

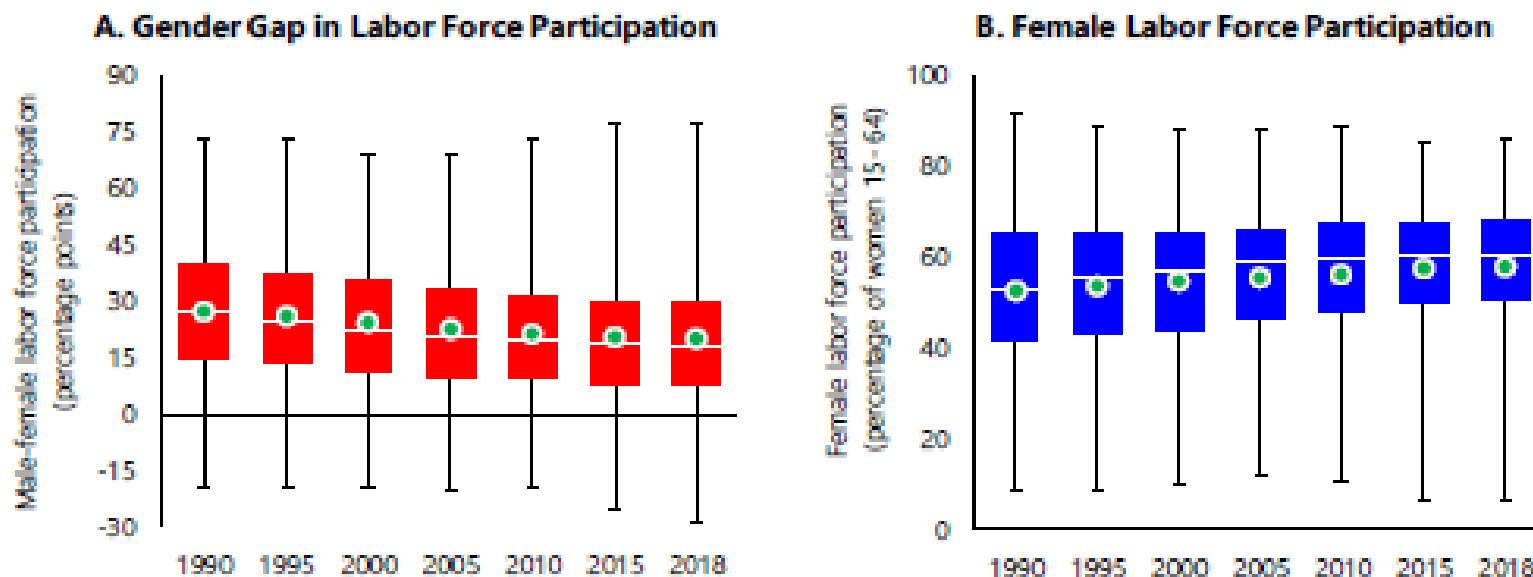
Background

- Achieve gender equality and empower all women and girls' has been identified by the United Nations (UN) as one of the 17 Sustainable Development Goals (SDGs) " to achieve a better and more sustainable future for all" by 2030.
- Gender gaps are responsible for significant losses of economic growth, human development and, more generally, of sustainable development (Kabeer & Natali, 2013; Moorhouse, 2017; Profeta, 2017).
- Despite the increase in female labor force participation over the past three decades, women still do not have the same opportunities as men to participate in economic activities in most countries.

Source: "Women in the Labor Force: the Role of Fiscal Policies". IMF Staff Discussion Note

Gender Responsive Local Fiscal Policies- Background

Figure 1. Female Labor Force Participation and Male-Female Gap in Labor Force Participation between 1990 and 2018



Sources: World Bank, World Development Indicators; and authors' calculations.

Note: The lower and upper lines of the box represent the first and the third quartiles respectively; the upper and lower whiskers represent the highest and the lowest points, respectively; the line inside the box represents the median, and the dot represents the average.

Source: "Women in the Labor Force: the Role of Fiscal Policies". IMF Staff Discussion Note

Gender Responsive Local Fiscal Policies- Background

- Since the mid-1980s, many countries have adopted fiscal policy measures to promote gender equality.
- Fiscal policy is one of the “simplest” tools that policy makers can control to implement policy actions.
- Countries use tax and expenditure policies to address gender inequality and the advancement of women in areas such as education and economic empowerment.
- Understanding the effects of gender-responsive fiscal policies is essential for policymakers in designing effective and sustainable gender-responsive fiscal policy measures.

Source: “ Women in the Labor Force: the Role of Fiscal Policies ”. IMF Staff Discussion Note

Gender Responsive Local Fiscal Policies- Background

Why this topic matters?

- Gender-responsive fiscal policies affect women's participation in the paid workforce (female labor force participation), gender wage gaps, economic growth, income inequality, and poverty in Europe.
- Existing regional gender disparities may be mitigated by means of local fiscal policies.
- **Gender-responsive fiscal policies can support female labor force participation and have important macroeconomic and distributional effects.**

Source: "Women in the Labor Force: the Role of Fiscal Policies". IMF Staff Discussion Note

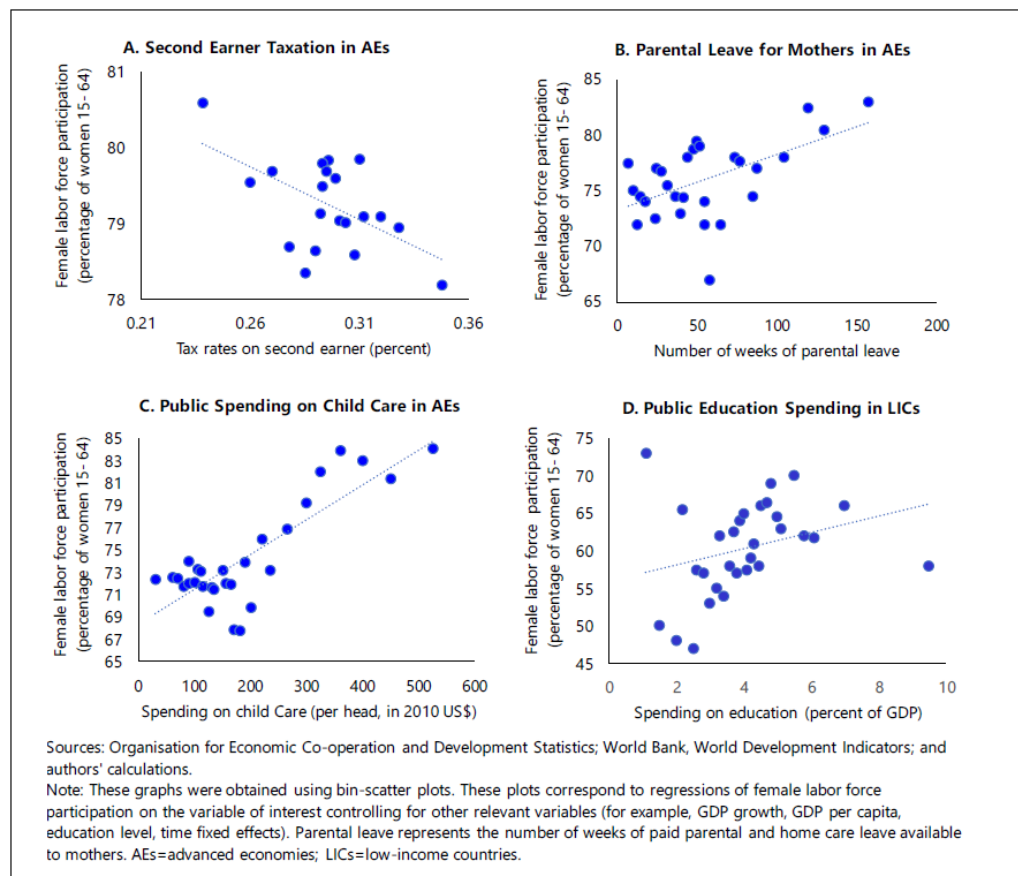
Gender Responsive Local Fiscal Policies

Advanced Vs Developing Economies

- In advanced economies: childcare subsidies, paid parental leave, and a shift from household to individual tax filing have been used to encourage female labor force participation.
- In developing economies: investing in female education and in infrastructure (including electricity, roads, water and sanitation) that reduces the time women spend on household production.
- Overall, many countries have adopted gender budgeting.
- As of 2018, more than 80 countries had adopted gender budgeting with varying levels of intensity (Kolovich 2018).

Source: “ Women in the Labor Force: the Role of Fiscal Policies ”. IMF Staff Discussion Note

Gender Responsive Local Fiscal Policies- Advanced Vs Developing Economies



Sources: “Women in the Labor Force: the Role of Fiscal Policies”. IMF Staff Discussion Note. Organisation for Economic Co-operation and Development Statistics; World Bank, World Development Indicators; and authors' calculations.

Gender Responsive Local Fiscal Policies

Advanced Vs Developing Economies

Three examples of gender-responsive fiscal policy widely used to tackle gender inequality:

- Subsidize childcare: reducing the cost of childcare by half for all middle-class working mothers of preschool children increases female labor force participation, particularly among low-income families.
- Maternity Leave: improves inclusion as it benefits women at the bottom of the income distribution who face a relatively larger cost of child-rearing in the absence of parental leave.
- Changing to individual taxation: the decline in the marginal income tax of the secondary earner increases the return of participating in the labor force (extensive margin) and, among women who already participate, generates a large increase in the number of hours worked.

Source: “Women in the Labor Force: the Role of Fiscal Policies”. IMF Staff Discussion Note

Gender Responsive Local Fiscal Policies

Advanced Vs Developing Economies

In Low Income Countries the gender-responsive policy interventions are addressed to reduce the amount of time that women spend on household production:

- Higher spending on education and infrastructure: would increase labor productivity and sustainable growth. Investing in education would particularly increase women's human capital.
- Cash transfers to low-skilled women: reduces income inequality and poverty.

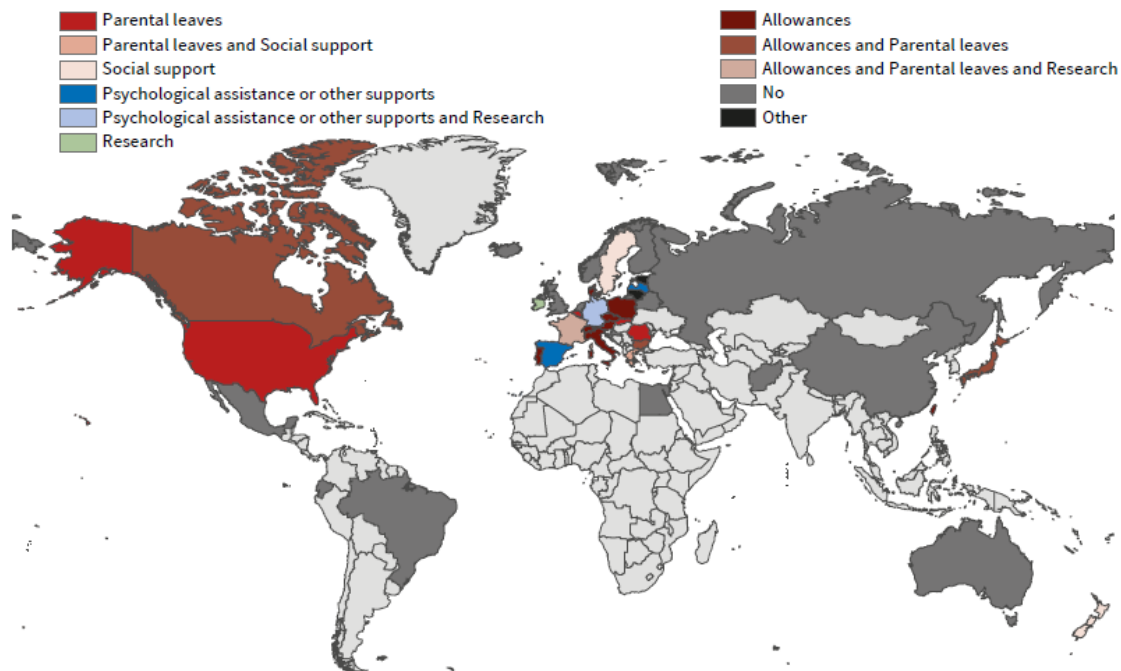
Source: "Women in the Labor Force: the Role of Fiscal Policies". IMF Staff Discussion Note

Gender Responsive Local Fiscal Policies

Effects of the outbreak of the Covid-19 pandemic

As pointed out by Profeta (2020) the outbreak of the Covid-19 pandemic has exacerbated the existing gender differences in the labor market.

Family Policies Implemented as a Response to Covid-19 Pandemic



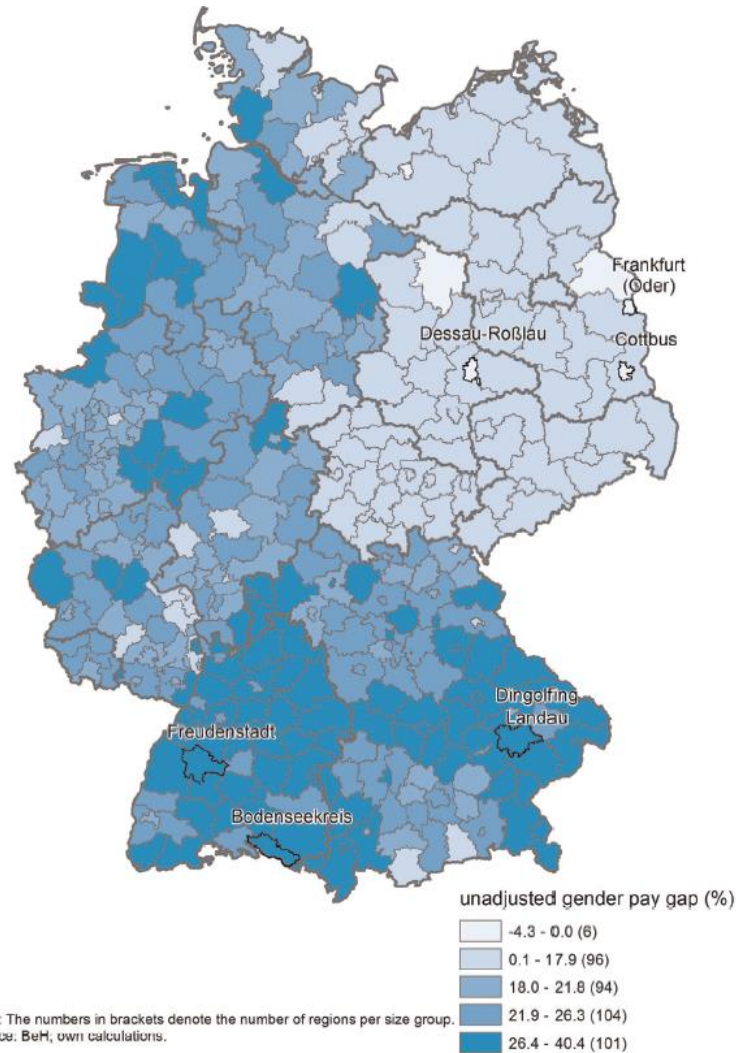
Source: Gender Equality and Public Policy. Profeta, P. CESifo Forum 4 / 2020 November Volume 21.

Gender Responsive Local Fiscal Policies- Regional Differences

- Regional inequalities constitute a widespread phenomenon.
- Lower wages of women constitute a highly political and societal issue that persists not only between countries (OECD, 2017) but also between smaller regional units.
- Only few studies have investigated on this topic: Murillo Huertas et al. (2017) for Spain, Fuchs et al. (2021) for Germany.

Gender Responsive Local Fiscal Policies

Regional Differences



Fuchs et al. (2021)

Gender Responsive Local Fiscal Policies

Regional Differences

- Additional works on regional disparities in the gender wage gap like Nisic (2017) and Hirsch (2013) have shown that mobility restrictions imposed by partnership ties can be reduced by the size of the labor market.
- Living in a metropolitan area characterized by large and diverse labor markets may significantly weaken the negative impact of spatial limitations for partnered women.
- Gender difference in mobility gradually shrank over time but less so in rural areas → to a decrease in the gender pay gaps.
- Different competitive environment in urban and rural areas persists.
- Regional disparities in the gender wage gap may also arise from differences in the industrial, occupational and firms composition of regions.

Gender Responsive Local Fiscal Policies

What we have learned so far?

- Despite progress gender pay gaps are still wide.
- According to the World Economic Forum (2020), the world as a whole has closed only 58% of the gender gap in economic participation and opportunities; the corresponding number for political empowerment is 25% (Casarico, Profeta, 2020).
- Various causes of gender pay gap:
 - Demand side factors
 - Supply side factors
 - Social norms
 - Psychological traits
 - Interactions between firm's behavior and household choices

Gender Responsive Local Fiscal Policies

What should be done

- Gender pay equity needs to be pursued through a policy package that promotes an inclusive and transparent labour market alongside specific measures to address gender pay equity. (ILO, 2016)
- Public policies: childcare, maternity, paternity and parental leaves, fiscal policies, labor market interventions, affirmative action and gender quotas.
- Positive role of family policies in promoting female employment and reducing gender gaps in the labour market (Olivetti and Petrongolo 2017).
- Formal childcare have clear positive and significant effects on maternal employment.
- Flexible work arrangements have also proved to play a relevant role (Angelici and Profeta, 2020).

Conclusions

- Gender gaps are responsible for significant losses of economic growth, human development and, more generally, of sustainable development.
- Existing national and regional gender disparities may be mitigated by means of local fiscal policies.
- Gender-responsive fiscal policies can support female labor force participation and have important macroeconomic and distributional effects.

Conclusions (1)

- Policy mix should take into account 4 main issues:
 - labor market: support both for social reproduction and those taking care of social reproduction
 - combine gender equity with the overall objective of more inclusive labor market
 - targeted to fit the country context
 - achievement of gender pay equity is not a fixed but a constantly moving target.



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EU Cohesion Policy on Gender Equality

The gender dimension in Cohesion Policy

2020/2040(INI)

PDF

The gender dimension in Cohesion Policy

⊖ Basic information

Basic information PDF

2020/2040(INI)

INI - Own-initiative procedure

Status

Procedure completed

Subject

4.10.04 Gender equality

4.70.02 Cohesion policy, Cohesion Fund (CF)

[https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2020/2040\(INI\)](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2020/2040(INI))

The gender dimension in Cohesion Policy

⊖ Key events

Key events 

16/04/2020	Committee referral announced in Parliament		
22/04/2021	Vote in committee		
05/05/2021	Committee report tabled for plenary	A9-0154/2021	Summary
07/06/2021	Debate in Parliament		
08/06/2021	Results of vote in Parliament		
08/06/2021	Decision by Parliament	T9-0276/2021	Summary
08/06/2021	End of procedure in Parliament		

The European Parliament adopted by 390 votes to 82, with 212 abstentions, a resolution on the gender dimension in cohesion policy.

Members considered that gender mainstreaming should be implemented as a horizontal principle in all EU programmes, activities, measures and actions, as well as in all EU-funded projects and policies, including cohesion policy.

The role of cohesion policy in promoting gender equality

- Parliament stressed the importance of cohesion policy in promoting equality between people and between regions, including gender equality, and in implementing the European strategy for gender equality. It recommended that Member States take gender equality measures into account in the process of designing and validating programmes and identify, for each programming phase, priority areas that contribute to gender equality and sustainable development.
- Members stressed the need to adopt a gender equality strategy with clear ambitions and objectives at national and regional level and to develop awareness raising programmes on the benefits of gender equality and equal opportunities for socio-economic growth and sustainable development. It called for a strengthened work-life balance strategy to promote gender equality.

The role of cohesion policy in promoting gender equality

- Members also called for increased skills, training and capacity building for managing authorities and implementing partners on the gender dimension of the Structural Funds.
- Programme stakeholders and monitoring committees should be provided with clearer indicators on the effectiveness of programmes when it comes to the implementation of the gender perspective in concrete projects, especially in ERDF interventions, given the potential of the ERDF/Cohesion Fund to bridge the gap that women still face, especially with regard to female entrepreneurship and the digital sector.
- Part of the Cohesion Policy funds should be dedicated to support women in poverty, women at risk of poverty, single mothers, women with disabilities and women victims of violence

Impact of the COVID-19 crisis

- The COVID-19 crisis has underlined the crucial role played by public services, social infrastructure and the healthcare sector in ensuring social and economic resilience. It has further highlighted the role played by women as primary carers in formal and informal settings and the value this creates for society: 80% of all care in the EU is provided by informal, often unpaid, carers, 75% of whom are women.
- Members called on Member States to prioritise the funds available under cohesion policy for care provision to meet the growing demand for care facilities, but also to effectively tackle the gender gap in employment, the resulting pay and pension gaps and labour market segregation.
- Cohesion policy should also be used to support equal access to training and employment for women and men, to implement positive action to bridge the digital gender gap and to support the just, green and digital transitions.

Gender equality in post-2020 cohesion policy

Welcoming the addition of gender mainstreaming as a cross-cutting priority of the new Multiannual Financial Framework (MFF) and as a cross-cutting principle of the new Common Provisions Regulation, Parliament recommended:

- the introduction of clear and concrete targets and requirements on gender equality objectives and for greater opportunities and equality between men and women to be introduced in all post-2020 programmes, with specific and interdisciplinary measures to be translated into all operations;
- the development of a national gender equality strategy with clear objectives and targets to underpin cohesion policy interventions;
- the introduction of ex-ante and ex-post gender impact assessments as part of Member States' evaluations of how funds are spent and whether gender equality objectives are actually met;

Gender equality in post-2020 cohesion policy

- the introduction of sex-disaggregated data collection methods in the Member States in order to be able to properly analyse the differences between men and women;
- strengthening the criteria for gender mainstreaming at the project selection stage by giving a higher scoring and requiring more concrete actions.

Given that the COVID-19 pandemic has led to a surge in reported cases of domestic violence, Members called on the Council to ratify the Istanbul Convention and on the Commission and Member States to allocate funding under cohesion policy and implement programmes to prevent and combat violence against women.



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Research for REGI Committee

Gender Dimension of the EU Cohesion Policy

Gender Dimension of the EU Cohesion Policy

STUDY/IN-DEPTH ANALYSIS

Requested by the REGI committee



Research for REGI Committee – Gender Dimension of the EU Cohesion Policy



Abstract

The study analyses how the gender dimension and the principle of gender equality are taken into account in the EU Cohesion Policy 2014-2020. The aim is to provide inputs for the discussion on how to improve the promotion of gender equality and non-discrimination in the post-2020 programming period.

In detail, the study considers how gender equality has been mainstreamed in ESF and ERDF in the programming, implementation, and monitoring phases with focus on eight selected country case studies. It also provides an assessment of the present and future challenges together with policy indications from relevant stakeholders at both European and national level.



Policy Department for Structural and Cohesion Policies
Directorate-General for Internal Policies
PE 629.185 - December 2018



Gender Dimension of the EU Cohesion Policy

In the programming period 2014-2020 the promotion of gender equality is based on a dual approach. Gender equality is a horizontal principle in all Funds, and directly addressed in one of the European Social Fund (ESF) investment priorities.

This study analyses how the gender dimension and the principle of gender equality are addressed in Cohesion Policy, with focus on the European Regional Development Funds (ERDF) and in the ESF. Cohesion Policy can have an important role in promoting gender equality.

The ESF can support measures directly targeting women and gender equality in employment, social inclusion and education. The ERDF can support measures directly promoting business start-ups and entrepreneurship among women, as well as indirect measures addressing the gender gap in research and innovation, in access to physical, ICT and social infrastructures.

Gender Dimension of the EU Cohesion Policy

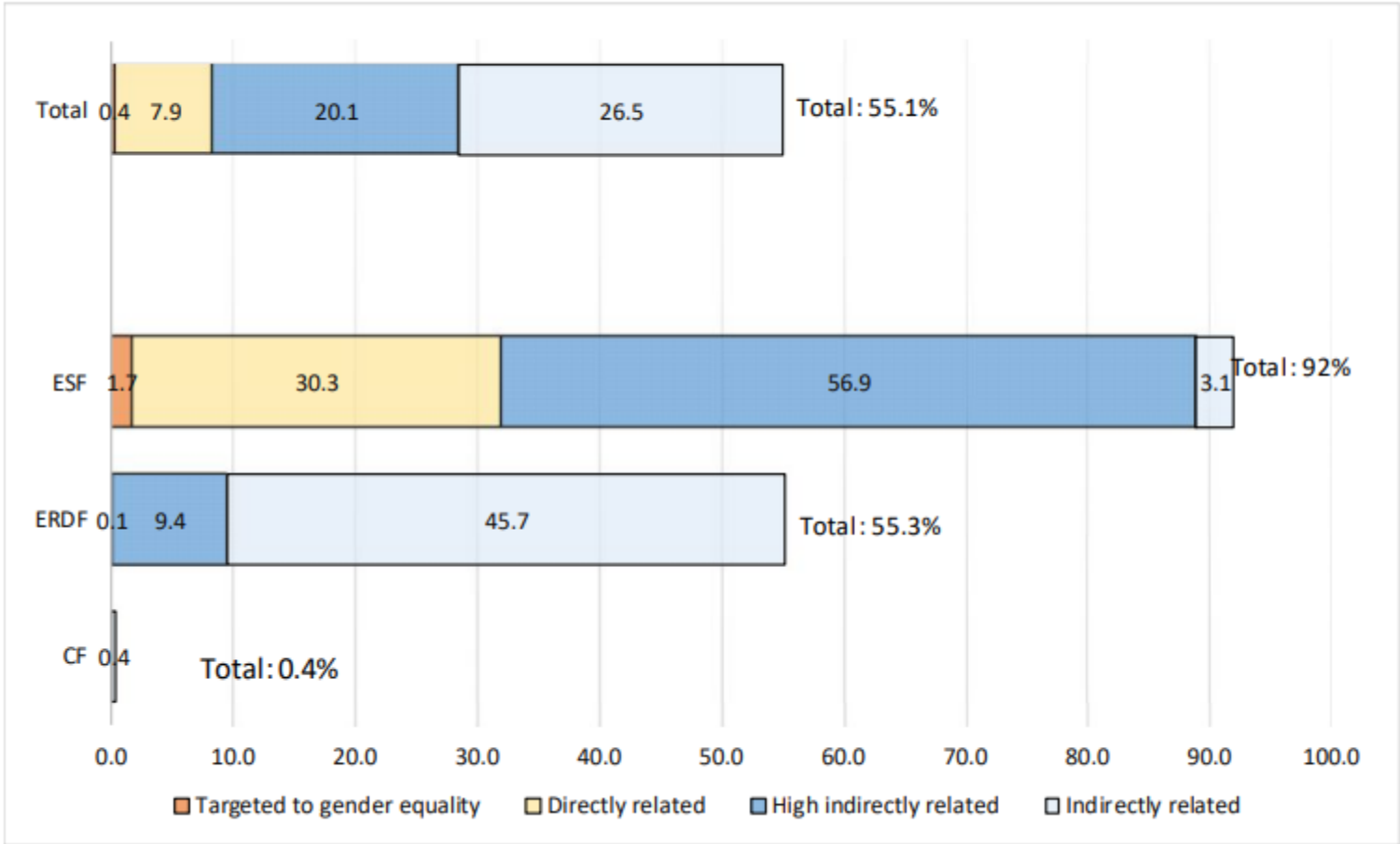
Estimations based on financial data available in the Open Cohesion database show that the overall financial allocations on intervention fields that could potentially affect gender equality, directly or indirectly, represent 55.1% of the total amount.

Almost all the ESF measures could affect gender equality (92 %), and a significant share of ERDF measures could directly or indirectly affect gender equality (55.3 %).

The proportion of allocations in measures potentially related to gender equality is particularly high in Northern and Continental European countries. The few available data also show that EUR 5,679 million has been planned for the ESF gender equality cross-cutting objective in 20 MSs out of 28, while only 12 MSs planned allocations in the intervention field directly targeted to 'gender equality in all areas', for a total of EUR 1,590 million.

Gender Dimension of the EU Cohesion Policy

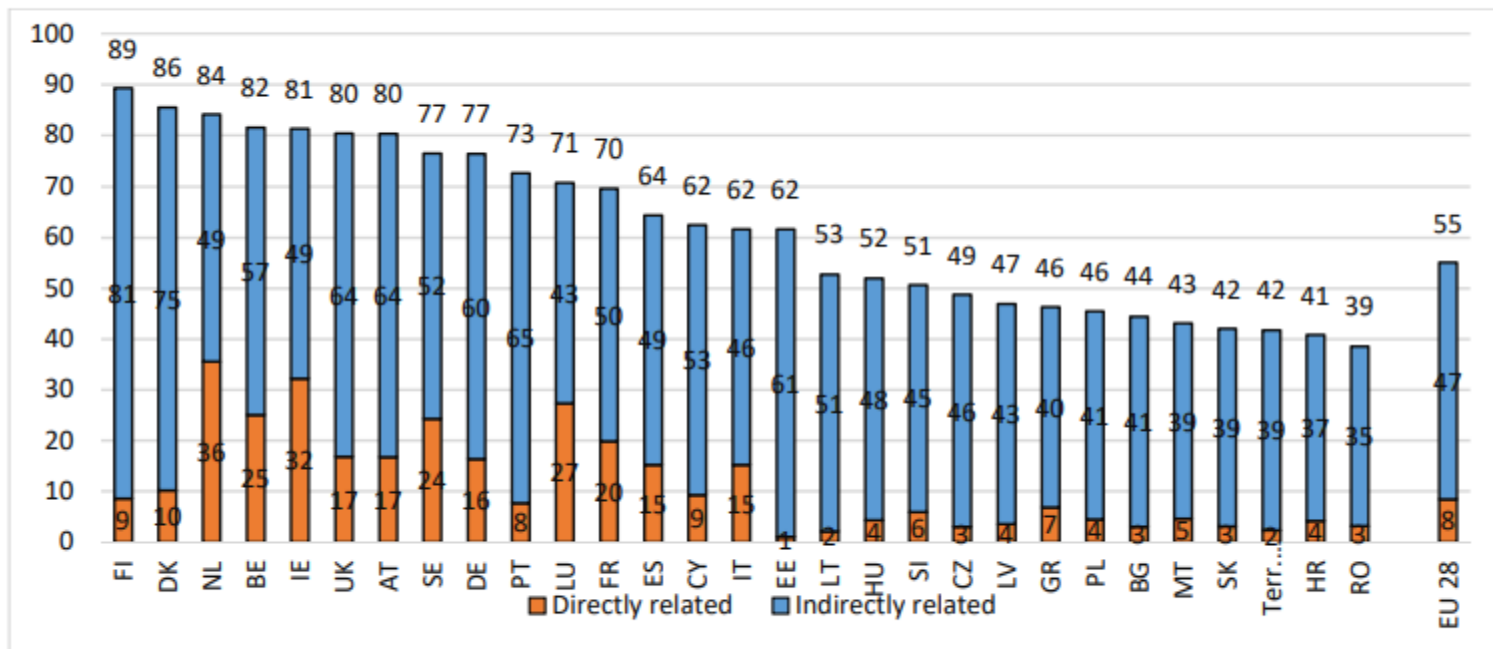
Figure 3: EU allocations 2014-2020 by gender equality relation and by fund, percentage of total allocations by fund



Source: calculation on Open Cohesion Data, ESIF 2014-2020 categorisation ERDF-ESF-CF - planned (5 November 2018 update).

Gender Dimension of the EU Cohesion Policy

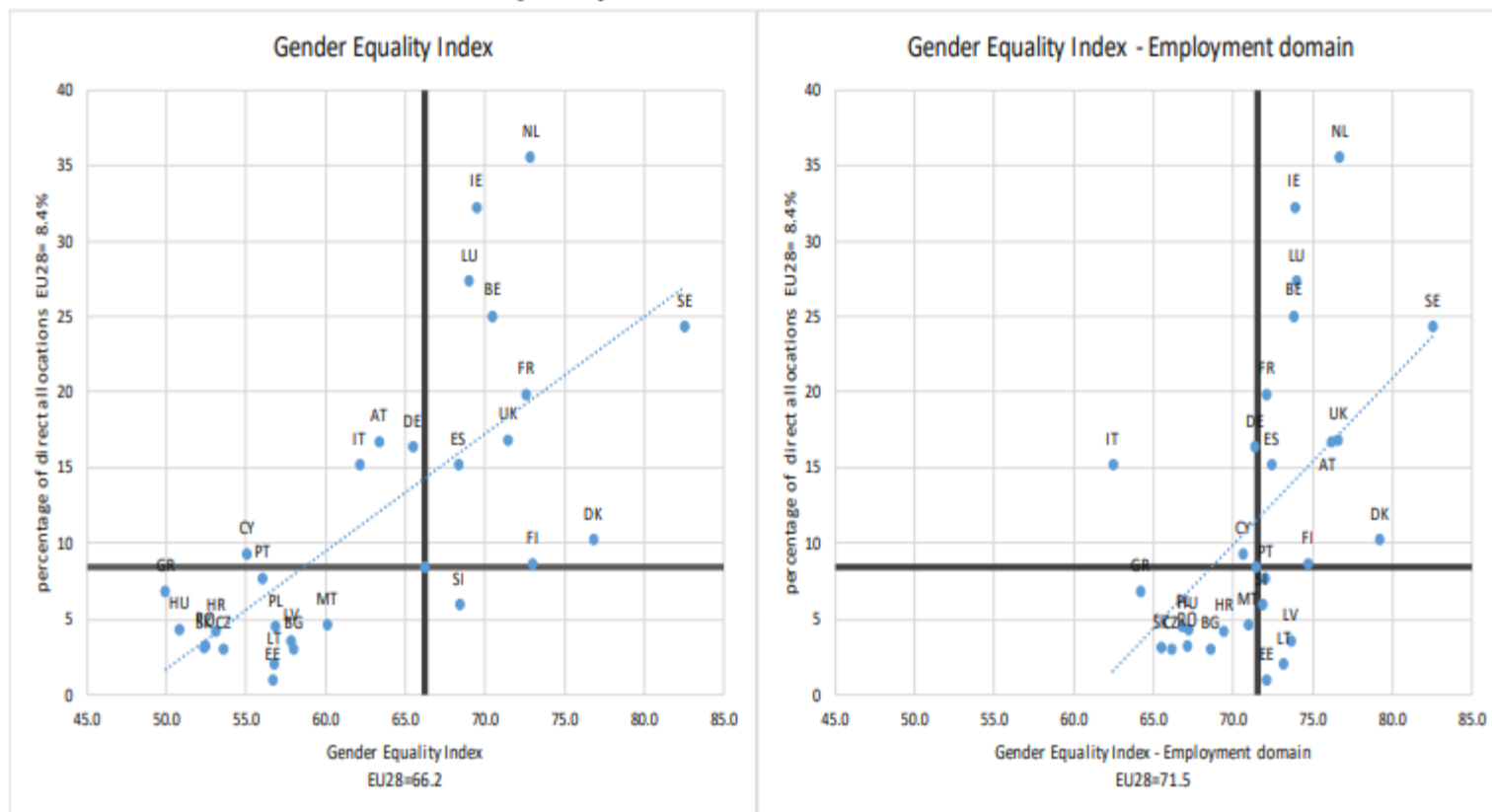
Figure 4: EU allocations 2014-2020 directly/indirectly related to gender equality by country, percentage of total allocations



Source: Calculation on Open Cohesion Data, ESIF 2014-2020 categorisation ERDF-ESF-CF – planned (5 November 2018 update).

Gender Dimension of the EU Cohesion Policy

Figure 10: Comparison among EU allocations 2014-2020 directly related to gender equality and the Gender Equality Index



Source: Calculation on Open Cohesion Data, ESIF 2014-2020 categorisation ERDF-ESF-CF - planned (5 November 2018 update) and EIGE Gender Equality Index.

Gender Dimension of the EU Cohesion Policy

The eight country case studies and the interviews with Cohesion Policy stakeholders point out that the implementation of gender mainstreaming has been poor, particularly in those ERDF domains not usually perceived as related to women and gender equality.

Many respondents confirm that a gender equality perspective is lacking in national and regional programmes and, especially in the case of the ERDF, investments have not been prioritised to have a gender equality impact.

Almost two-thirds of the respondents state that gender equality was mainly addressed in the programming phase and much less in the project implementation and monitoring phases, especially in ERDF programmes.

Gender Dimension of the EU Cohesion Policy

The limited attention to gender equality issues is reflected in the pessimistic perceptions on the likely achievements of CP in gender equality. All the interviewed stakeholders highlight the importance of Cohesion Policy funding, regulations and tools in supporting attention to gender equality also for national and regional policies, and underline the need to address some critical points in order to enhance its effectiveness for gender equality:

- the gap between formal statements and implementation;
- the lack of knowledge on how to concretely support gender mainstreaming, especially in the ERDF intervention fields;
- the use of selection criteria, and monitoring and evaluation systems that are only weakly gender-oriented;
- the difficulty in actively involve gender equality bodies and non-governmental organisations in programme design and implementation and to create effective partnerships.

Gender Dimension of the EU Cohesion Policy

The case studies provide indications of successful mechanisms and good practices adopted in MSs to improve gender mainstreaming in Cohesion Policy, via knowledge sharing, technical assistance, continuous training and awareness-raising. Among those considered most effective are:

- the set-up of a specific governance system for the coordination and monitoring of gender mainstreaming;
- the capacity to ensure a strong commitment to gender equality at the political level and in the Cohesion Policy managing bodies;
- the definition of a national gender equality strategy linking Cohesion Policy strategies and interventions to national measures;
- the adoption of a gender perspective in monitoring systems and in projects' selection criteria.

Gender Dimension of the EU Cohesion Policy

As for future challenges, the main concern is the low attention to gender equality in the Commission's draft proposals for the post-2020 Cohesion Policy, which reflects a downgrading of gender equality in the public debate and policy agenda occurring at EU and national levels. This may result in a less effective Cohesion Policy in supporting regional development and socio-economic growth, as gender equality is increasingly recognised as a key factor in reducing national and regional economic and social disparities, and for ensuring long-term socio-economic development and inclusion.

Gender Dimension of the EU Cohesion Policy

To maintain attention to gender equality and overcome the current drawbacks of Cohesion Policy, stakeholders stress the need to provide clear guidelines and support, through:

- the introduction of compulsory requirements for gender equality in all the post-2020 Operational Programmes with specific and transversal gender equality measures in all funds, as well as specific obligations (e.g. in selection criteria and monitoring systems), and binding guidelines to enhance compliance;
- maintaining the ex ante requirement of developing national gender equality strategies to enhance synergies and improve CP's effectiveness and added value;
- supporting the creation of effective partnerships with gender equality representatives from civil society;

Gender Dimension of the EU Cohesion Policy

- developing gender-related tools, guidelines and training programmes tailored to the specific policy domains addressed by CP, with concrete examples of how to implement a gender perspective;
- creating and/or strengthening gender equality coordination, monitoring, and technical assistance bodies to support gender mainstreaming in all policy domains of Cohesion Policy and all programme phases;
- ensuring a strong political commitment to gender equality at European and national/regional level, in order to mainstream the attention and commitment of national and local Cohesion Policy stakeholders.

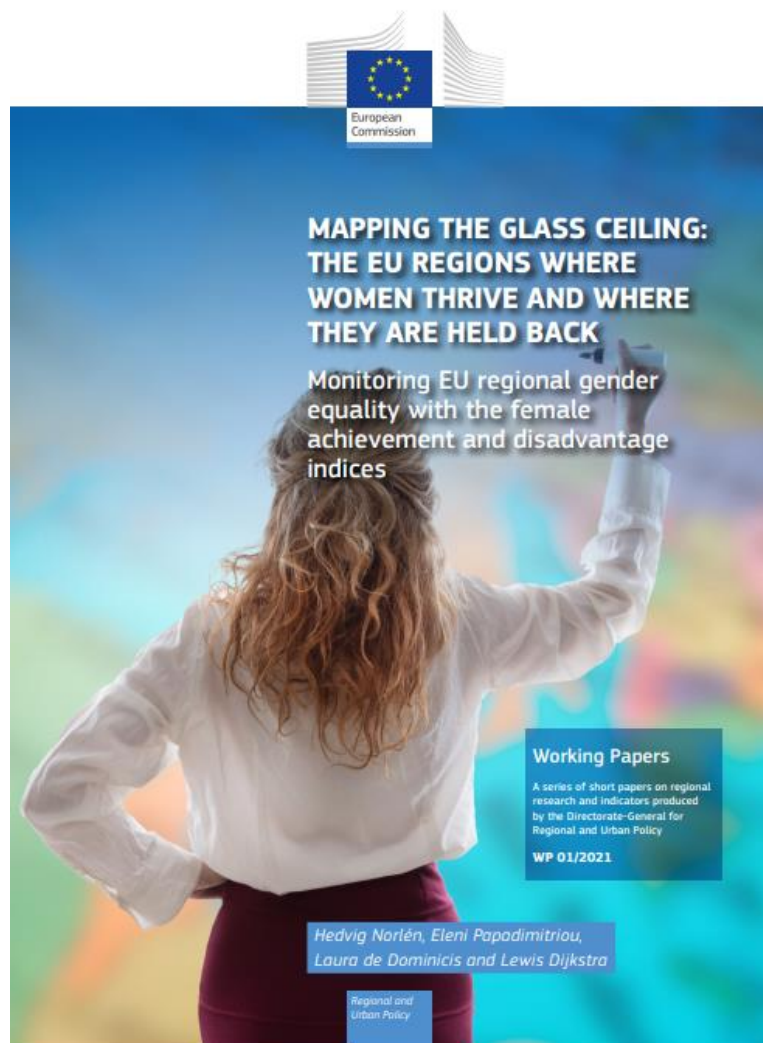


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The regional perspective of Gender Equality

The regional perspective of Gender Equality



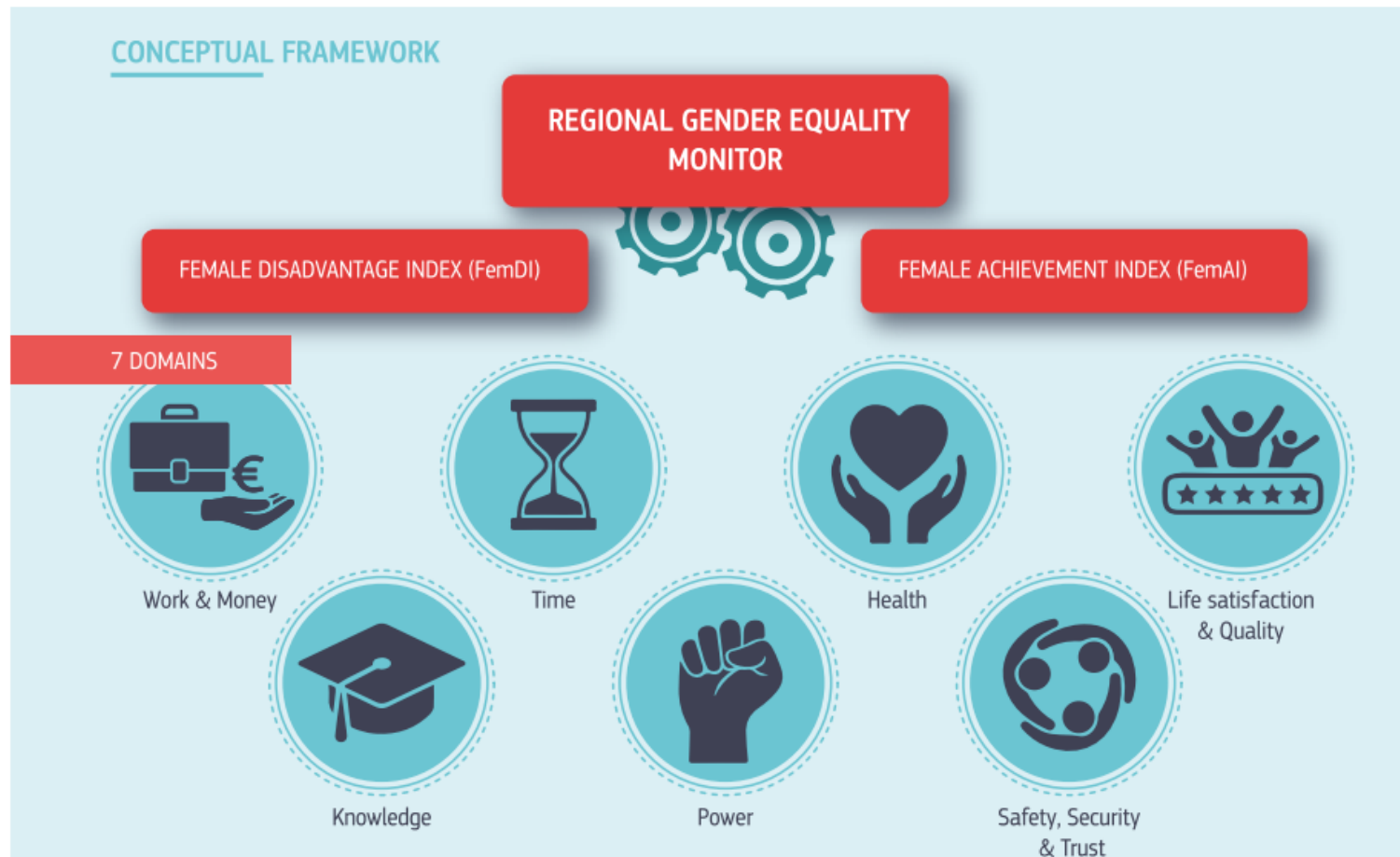
ABSTRACT

In some EU regions women are able to flourish, while in others they languish behind. This paper presents two regional indices: the Female Achievement Index and the Female Disadvantage Index. They reveal in which regions women are achieving more and in which women are at a disadvantage compared to men. The two indices are based on 33 indicators grouped into seven domains. The paper shows that, on average, women in more developed regions are able to achieve more and are at less of a disadvantage, while most women in less developed regions face big challenges. Within countries, women in capital regions tend to achieve more and are at less of a disadvantage. In general, regions with a lower female achievement index have a lower gross domestic product per capita, while regions with a higher level of female achievement have a higher level of human development. Finally, the quality of government is higher in regions where women achieve more.

https://ec.europa.eu/regional_policy/sources/docgener/work/gem2021/gender_equality_monitor_en.pdf

The regional perspective of Gender Equality

Figure 1: Regional gender equality conceptual framework (top) and indicators (bottom)



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The regional perspective of Gender Equality

Regional Gender Equality Monitor 2021

1. Work and Money	2. Knowledge	3. Time	4. Power
Full-time and part-time employment rate	Graduates of tertiary education	Regularly participate in a leisure activity	Share of ministers in national governments
Unemployment rate	Formal or non-formal education and training	Donated money to a charity	Share of members in national parliaments
Employed with tertiary education	Early leavers from education and training*	Helped a stranger who needed help	Share of members in regional assemblies
Mean monthly earnings	Young people neither in employment nor in education and training	Volunteered time to an organisation	Share of members of regional executives
			Share of members of local/municipal councils
5. Health	6. Safety, Security and Trust	7. Quality of Life	
Self-perceived good or very good health	Safety at night	Feel well-rested	
Health problem that prevents from living a normal life	Relatives and friends count on for help	Smile or laugh a lot	
Life expectancy in absolute value at birth*	Women treated with respect and dignity	Experience enjoyment	
Malignant neoplastic and cardiovascular diseases death rate*	Voiced your opinion to a public official	Life satisfaction	
No unmet medical needs		Opportunities to make friends	
No unmet dental needs		Satisfied with the freedom	

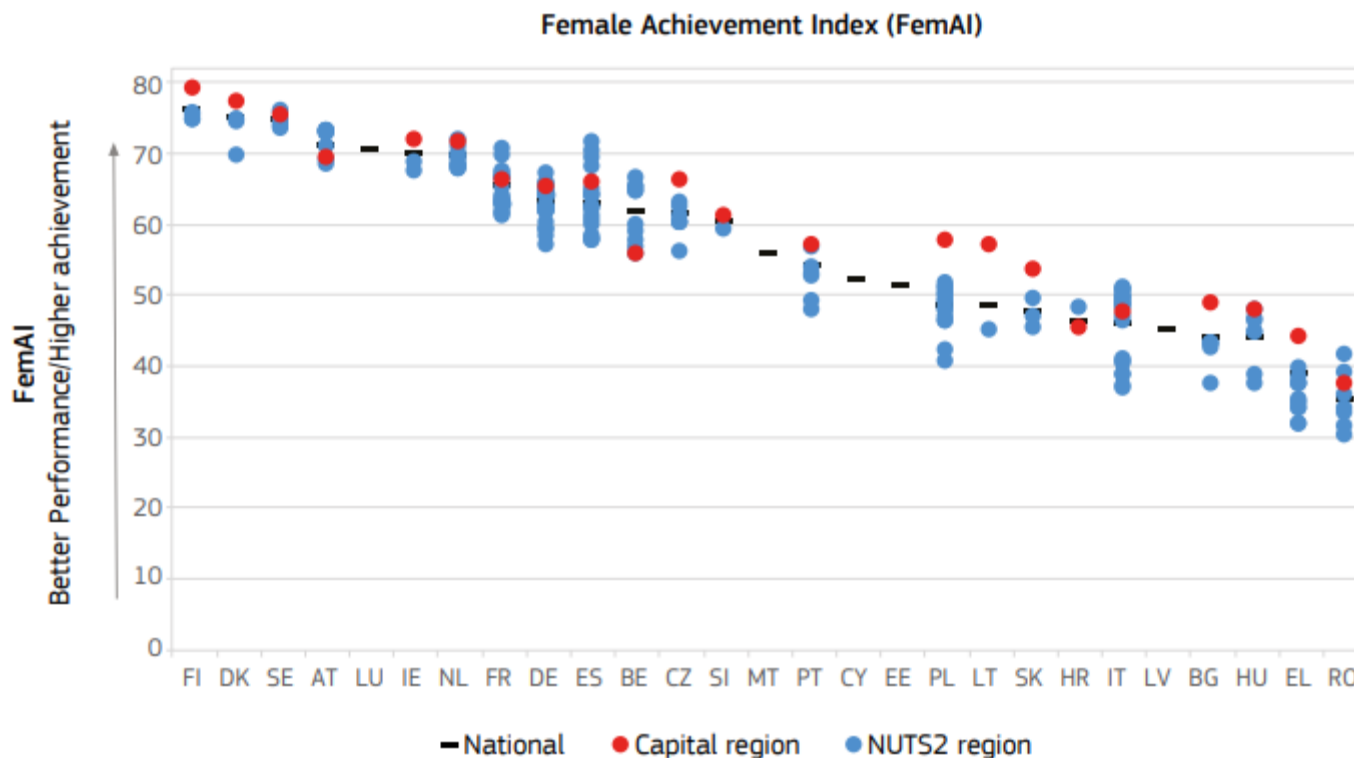
33 indicators in Female Achievement Index
30 indicators in Female Disadvantage Index
(missing in FemDI are indicated with *)

Maximum number of indicators by domain 6 in Health and Quality of Life

Minimum number of indicators by domain 4 in Work and Money, Knowledge, Time and Safety, Security and Trust

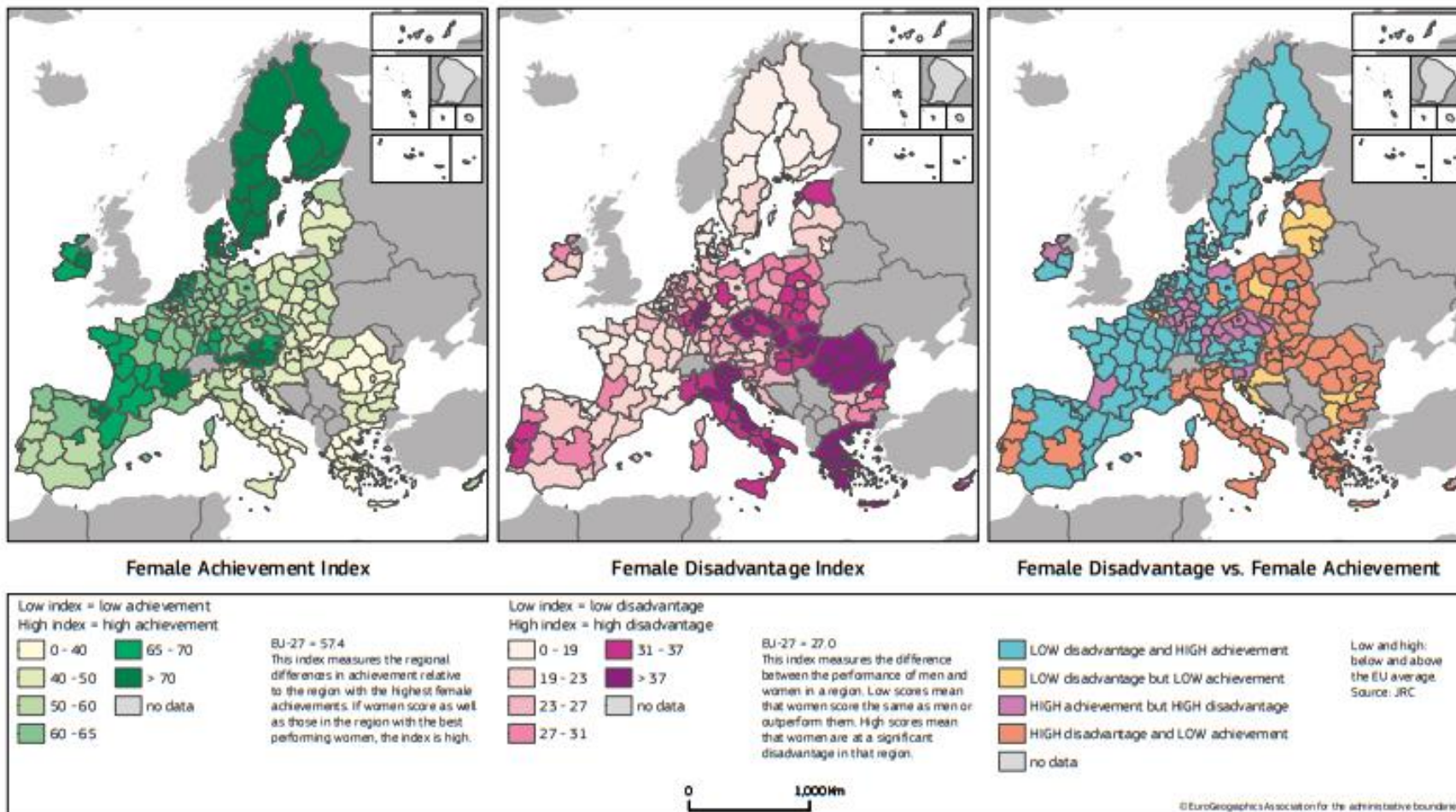
The regional perspective of Gender Equality

Figure 3: FemAI, by region and Member State, 2021 edition



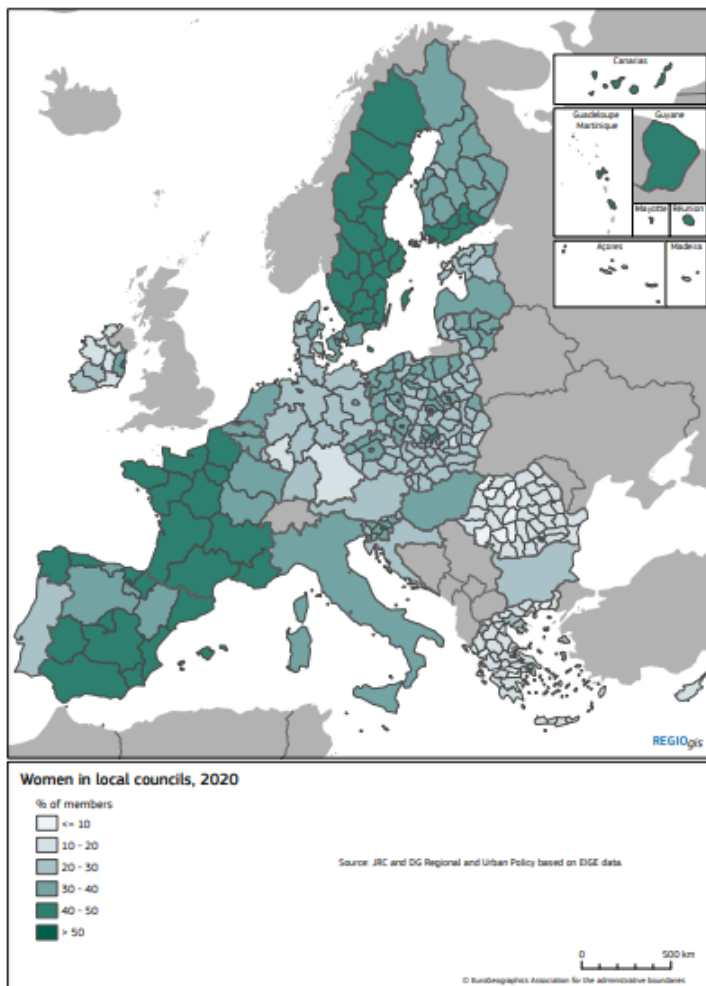
The regional perspective of Gender Equality

Maps 1-3: Regional FemAI (Map 1, left), Regional FemDI (Map 2, centre), Female disadvantage versus female achievement (Map 3, right), 2021 edition

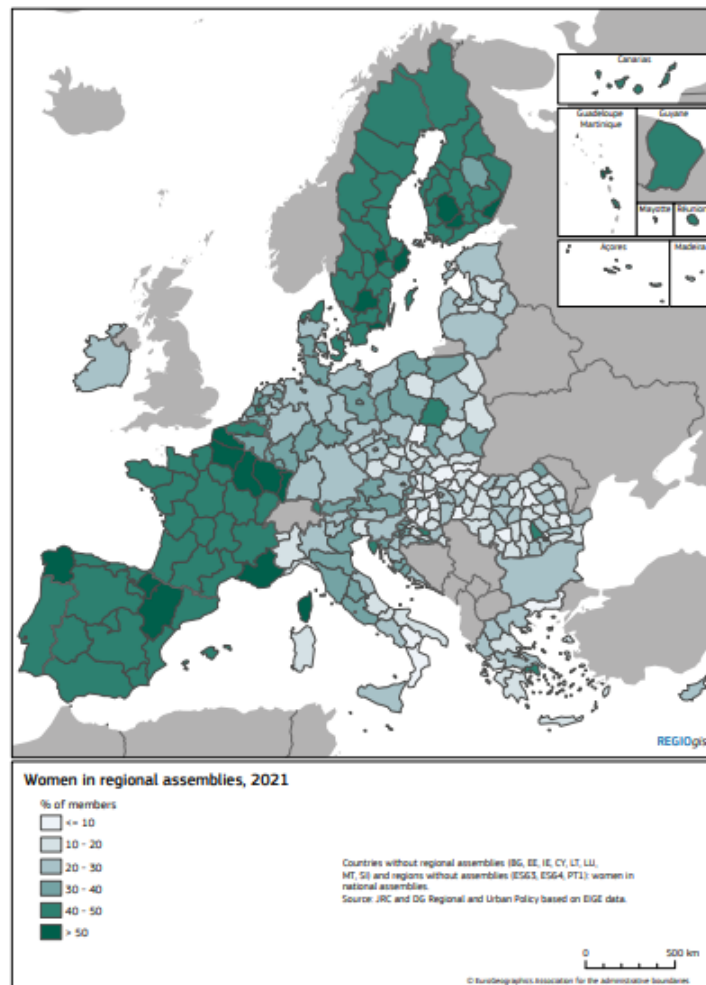


The regional perspective of Gender Equality

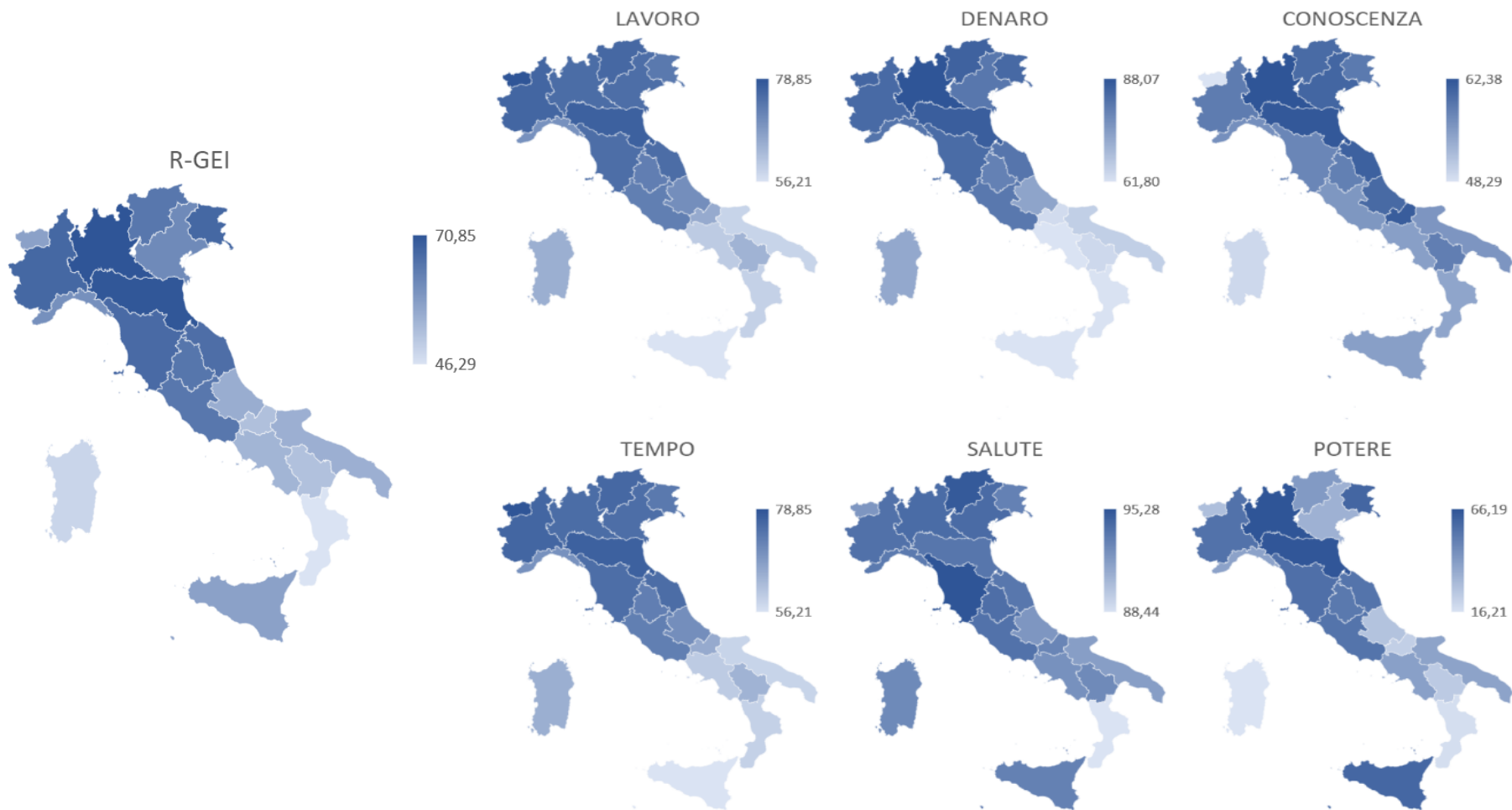
Map 4: Women in local councils, 2020



Map 5: Women in regional assemblies, 2021



The regional perspective of Gender Equality



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ReGEM

Regional Gender Equality Measurement in the EU

Jean Monnet Project

Regional Gender Equality Measurement in the EU/ ReGEM

Break

The conference will restart at 11.20



With the support of the
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