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**REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE  
COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE  
COMMITTEE OF THE REGIONS**

**Equality between women and men — 2009**

{COM(2009) 77 final}

## STATISTICAL ANNEX TO THE ANNUAL REPORT ON EQUALITY BETWEEN WOMEN AND MEN 2009

This statistical annex provides an overview of the situation of women and men in the EU (for the last year available and also compared to the past) and remaining gender gaps in various fields such as the labour market, education and work-life balance. Most of these indicators have already been presented in previous reports, to aid follow-up from one year to another.

### Employment and unemployment rates

Over the last few years, female employment has increased regularly, at a rate that was consistently higher than for men. The female employment rate, at 58.3% in 2007, is very close to the 2010 Lisbon objective of 60%. It rose by almost 4 percentage points (p.p.) between 2002 and 2007, from 54.4% to 58.3%, whereas over the same period the employment rate of men increased by only 2.2 p.p., from 70.3% to 72.5%. As a result, the gap between women's and men's employment rates decreased from 15.9 p.p. in 2002 to 14.2 p.p. in 2007. At national level, significant differences exist across the EU: in three Member States (Malta, Italy and Greece) less than half of working-age women are in employment, whereas this proportion is above 70% in Denmark (73.2%) and Sweden (71.8%). The employment rate gap between women and men ranged from less than 5 p.p. in Finland and Sweden to more than 25 p.p. in Greece and Malta. In general, the employment rate gap increases with age and is the highest amongst older workers (55 to 64 years). In 2007, it was on average 17.9 p.p., down from 19.3 p.p. in 2002 due to the strong increase of the employment rate of women over 55, from 29.1% in 2002 to 36% in 2007. Unemployment rates of women have therefore fallen from 9.7% in 2002 to 7.8% and the gap between women's and men's unemployment rates is close to 1 p.p. This gap has been decreasing, especially in countries where it was the highest five years earlier (Spain, Italy, Greece, Malta and France), quite independently from their relative cyclical positions. By contrast, the gap has increased by at least 1.5 percentage points in Latvia, Bulgaria and Slovakia.

### Part-time work

The increased participation of women in the labour market is largely characterised by a high proportion of part-time work. In 2007, the percentage of women employees working part-time was 31.2% in the EU-27 while the corresponding figure for men was 7.7%. The share of female part-timers exceeded 30% in France, Ireland, Denmark and Luxembourg and 40% in Sweden, Belgium, Austria, United Kingdom and Germany and even reached 75% in the Netherlands. In those countries part-time work is more gender-balanced in Denmark and Sweden than in Austria, Germany, Belgium or Luxembourg. The share of part-timers among female workers (as among male workers) was very low in Bulgaria, Slovakia and Hungary.

### Work-life balance, childcare services and sharing of domestic and family work

Parenthood has a significant long-term effect on women's participation in the labour market. This reflects women's predominant role in the care of children, elderly or disabled persons. In 2007, the employment rate for women aged 25-49 was 65.5% when they had children under 12, compared with 77.9% when they did not, a negative difference of 12.4 p.p. Interestingly, men with children under 12 had a significantly *higher* employment rate than those without, 91.7% compared with 84.4%, a positive difference of 7.3 p.p. In Germany, United Kingdom, Estonia, Malta and Ireland, the negative impact of parenthood on female employment is higher than 15 p.p. and higher than 20 p.p. in Slovakia, Hungary and Czech Republic.

An important factor impacting on the parents' (and especially the mother's) opportunity to participate in the labour market is the availability of childcare services for children under 3. In 2006, only five Member States (DK, NL, SE, BE, ES) had exceeded the Barcelona objective of a 33% coverage rate, while five others (PT, UK, FR, LU, SI) were approaching this target. In most of the other countries, much still needs to be done to meet the demand for childcare facilities, especially in eight Member States (EL, HU, MT, SK, LT, AT, CZ, PL) that showed a coverage rate of 10% or less. In addition, attendance hours vary widely from one country to another, and in numerous countries a particularly high proportion of childcare facilities operate on a part-time basis only.

Gender distribution of time devoted to paid work vs unpaid domestic and family work is a crucial indicator of gender equality in a society. It appears that working women are still spending, on average, more time than working men in domestic and family work in all Member States while the opposite is true for paid employment. In addition, it appears that working women have on average more 'constrained time' (sum of hours spent in paid work and in unpaid domestic and family work) than working men. Countries displaying the more balanced distribution of hours spent in domestic and family work are Sweden, Denmark and Finland (with a difference of around 10 hours per week) while in Italy and Cyprus, this difference is higher than 23 hours per week. Both gender differences (in paid employment and in unpaid domestic and family work) would have been even more pronounced if the survey used (Fourth European Working conditions survey) had included non-working persons.

#### **At-risk-of-poverty rate for older people**

The disadvantaged position of women on the labour market increases the risk that they will be exposed to poverty. This was particularly true for those aged over 65, amongst whom the proportion living in households at risk of poverty (i.e. having an income below the threshold set at 60% of the national median income) was significantly higher for women than for men in EU-25 in 2006 (21% compared with 16%). This was a pattern in almost all Member States. The gap exceeds 10 p.p. in five countries: Slovenia, Bulgaria, Estonia, Lithuania and Latvia but is zero in Luxembourg and Portugal, and negative in the Netherlands and Malta.

#### **Education, fields of study and gender segregation of the labour market**

While the average educational attainment of women and men is now similar over the entire working-age class, young women (20-24) record a higher educational attainment than men in all Member States. On average, 80.8% of young women (20-24) reached at least upper secondary school in the EU in 2007, against only 75.4% of young men. Furthermore, women represent as much as 59% of university graduates. However, study fields continue to be greatly segmented with a low presence of women in computing, engineering and physics. Women represent around 60% of tertiary graduates in law and in business and administration and are highly over-represented in the following fields of study: journalism and information; humanities; health and welfare; education science.

The choice of study fields certainly impacts on the gender segregation of the labour market, as regards both occupations and economic sectors. Estonia, Slovakia, Latvia, Finland, and Bulgaria face high segregation in occupations, whilst segregation in sectors is highest in Estonia, Latvia, Lithuania, Ireland, Slovakia and Finland. Consequently there is an under-representation of women in some private sectors that are crucial for economic growth. Moreover, it is expected that in the medium run, skill and labour shortages will affect mixed

occupations less than male- or female-dominated occupations, which adds to the need for a more balanced distribution of occupations.

### **Gender pay gap**

As a result of all above mentioned gender inequalities on the labour market, there is a persisting gender pay gap in the EU. The gender pay gap (defined as the difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings) is estimated in 2007 at 17.4% on average in the EU. It exceeds 25% in two countries (EE and AT) and 20% in seven countries (SK, NL, CZ, CY, DE, UK and EL). However, it is below 10% in IT, MT, PL, SI and BE.

Following the communication adopted by the Commission in 2007<sup>1</sup>, Eurostat, in collaboration with Member States, improved the methodology used to calculate the gender pay gap in the EU. Instead of a mix of various national sources, it is now an EU harmonised source (Structure of Earnings Survey) which is used, with the support of comparable national sources for the yearly estimates. It is to be noted that the apparent increase (from 15% in 2004, 2005 and 2006 with the old methodology to 17.4% in 2007 with the new one) does not correspond to a real increase of the indicator and is the result of the change in methodology.

### **Decision-making**

The average number of female members of national parliaments (single/lower houses) was 24% in 2008, one p.p. higher than in 2004. The percentage is above 35% in Spain, Belgium, Denmark and the Netherlands and above 40% in Finland and Sweden. However, it was below 15% in Ireland, Slovenia and Hungary and did not exceed 10% in Malta and Romania.

Among senior ministers of national governments (i.e. ministers with a seat in the cabinet), the share of women increased quite substantially from 22% in 2005 to 26% in 2008. Moreover, the increase was higher than 10 p.p. in Poland, Finland and Italy and higher than 15 p.p. in France and Belgium.

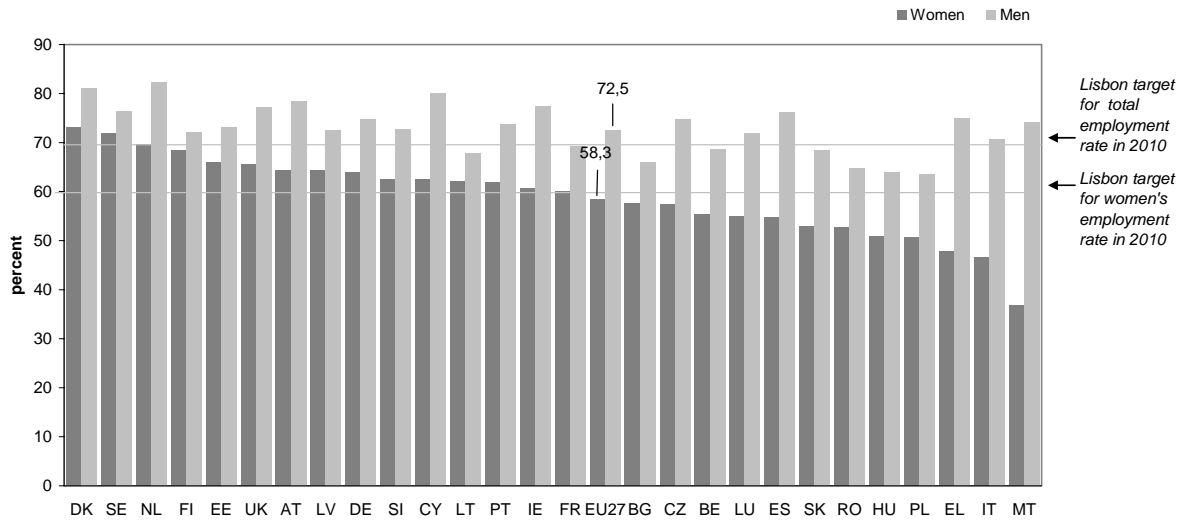
In the economic field, women represent on average almost one-third of leaders of businesses in the EU, but in most countries the share is lower than that. It is below 25% in Luxembourg, Ireland, Finland, Malta and Cyprus but above 35% in Spain, Italy, Poland and France.

As regards female membership of the boards ('highest decision-making body') of the largest publicly quoted companies, the situation is markedly different. Women represent on average only 11% of these board members at EU level. The percentage only exceeds 20% in Finland and Sweden; it is below 5% in Malta, Italy, Cyprus, Luxembourg and Portugal.

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<sup>1</sup> COM(2007)424 final - "Tackling the pay gap between women and men"

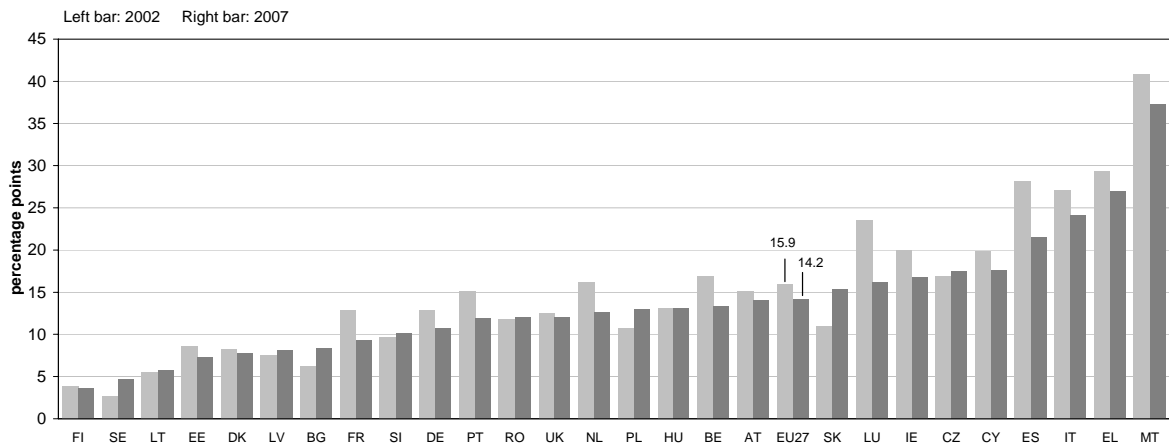
### Employment rates (women and men aged 15 - 64) in EU Member States- 2007



Source: Eurostat, Labour Force Survey (LFS), annual averages.

### Absolute gender gap in employment rates (women and men aged 15-64) in EU Member States - 2002 and 2007

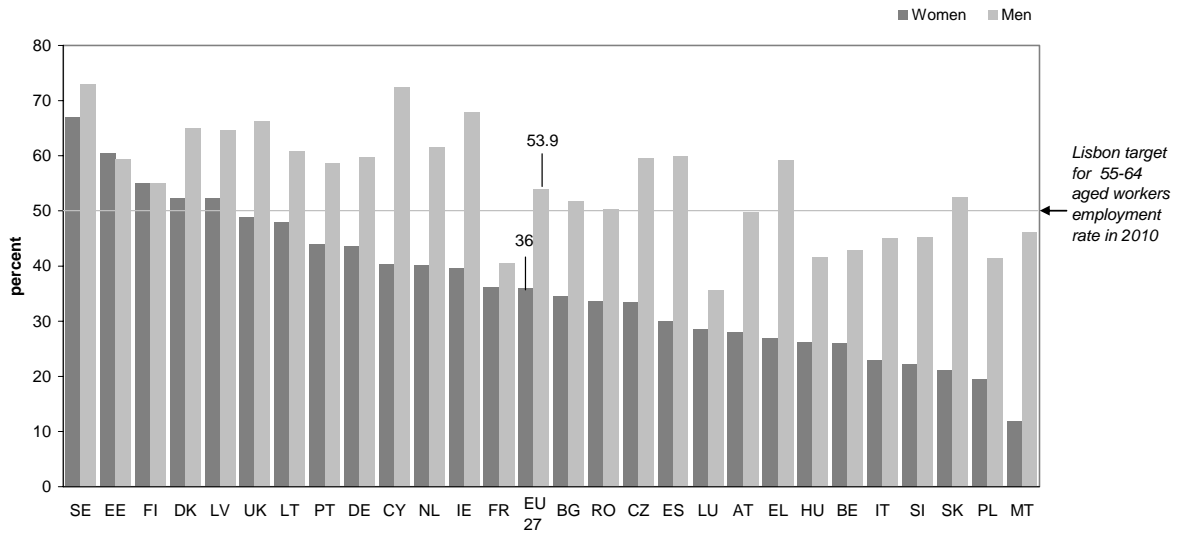
(Difference between men's and women's employment rates)



Source: Eurostat, Labour Force Survey (LFS), annual averages.

NB: A positive gap indicates higher employment rates for men in comparison with women, while the opposite is true for a negative gap.

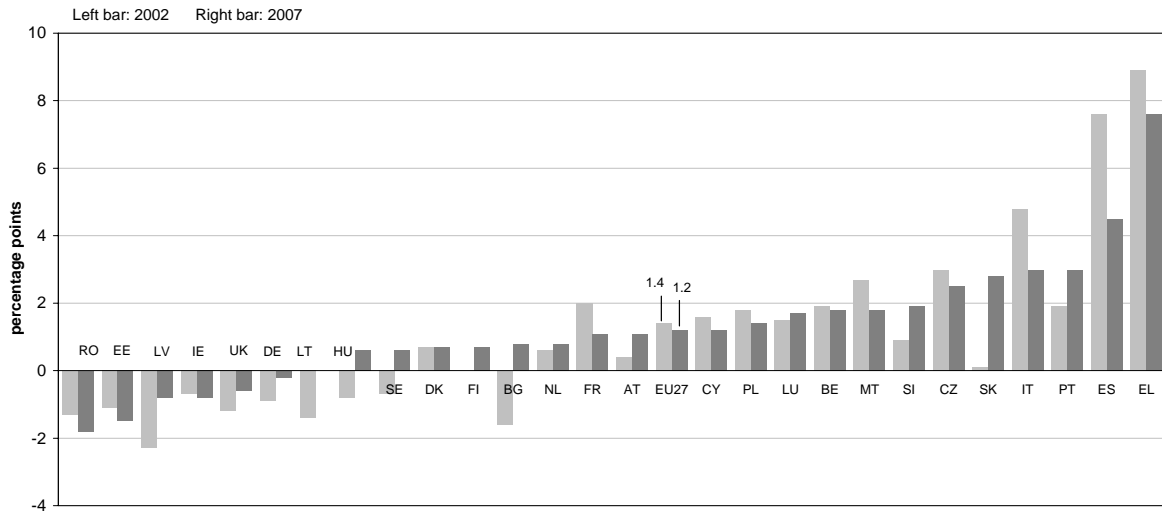
**Employment rates of older workers (women and men aged 55 - 64) in EU Member States- 2007**



Source: Eurostat, Labour Force Survey (LFS), annual averages.

**Absolute gender gap in unemployment rates (women and men aged 15 years and over) in EU Member States - 2002 and 2007**

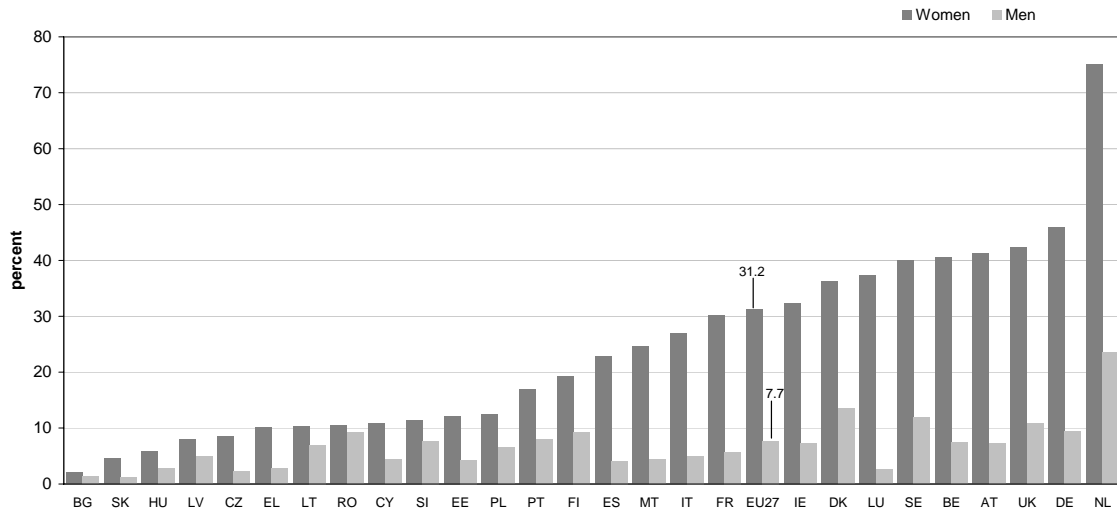
(Difference between women's and men's unemployment rates)



Source: Eurostat, Labour Force Survey (LFS), annual averages.

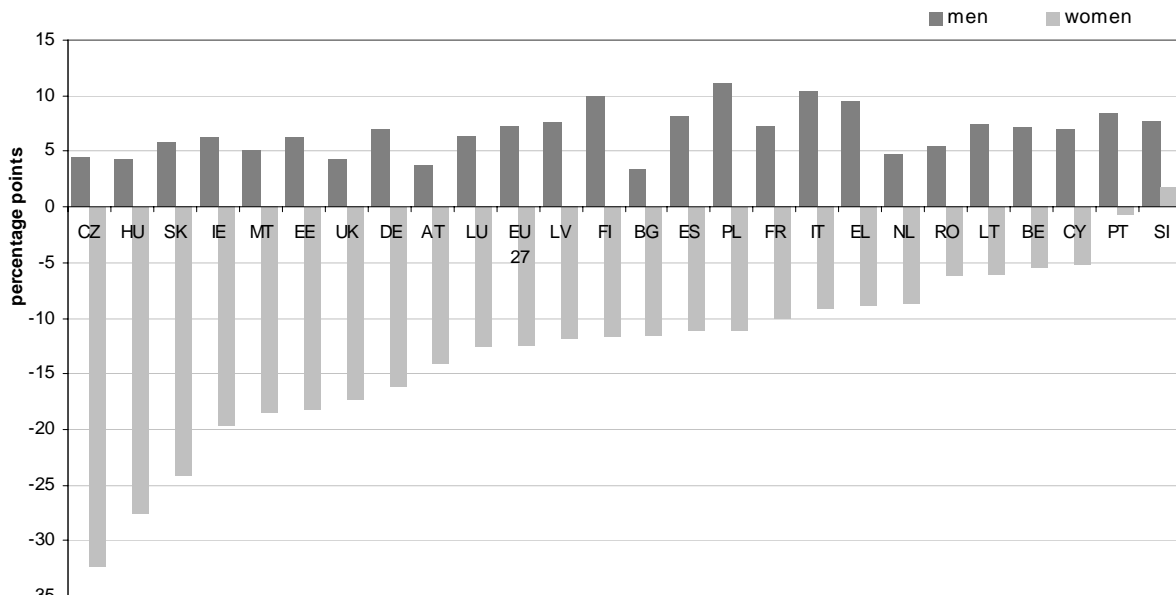
Notes : A positive gap indicates higher unemployment rates for women in comparison with men, while the opposite is true for a negative gap.

**Share of part-time workers in total employment (persons aged 15 and over)  
in EU Member States - 2007**

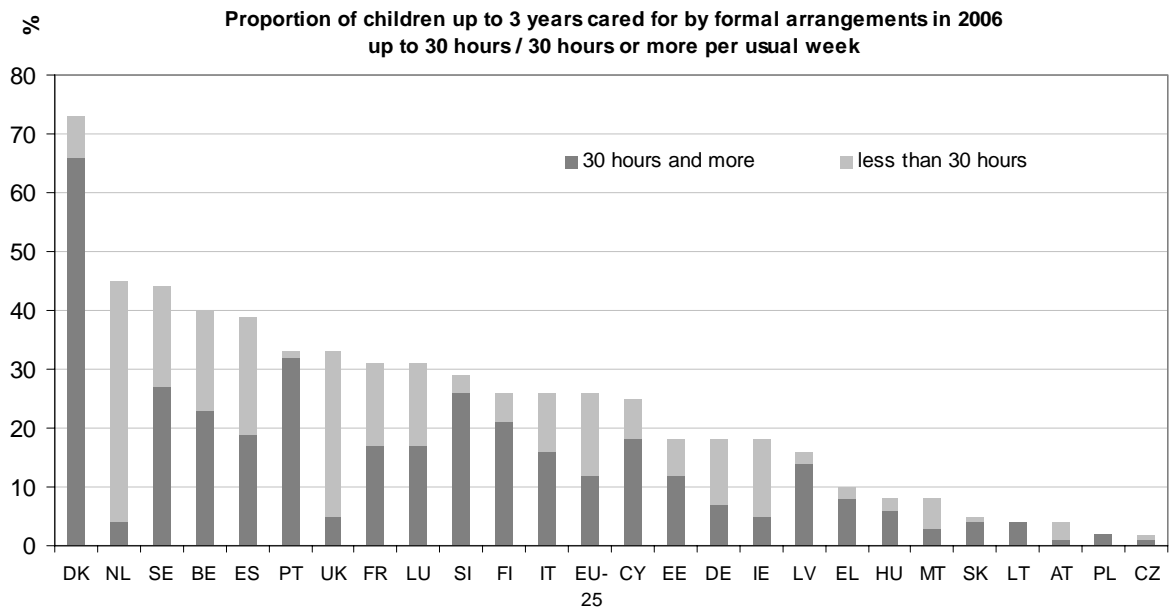


Source: Eurostat, Labour Force Survey (LFS), annual averages  
IE : Provisional figures.

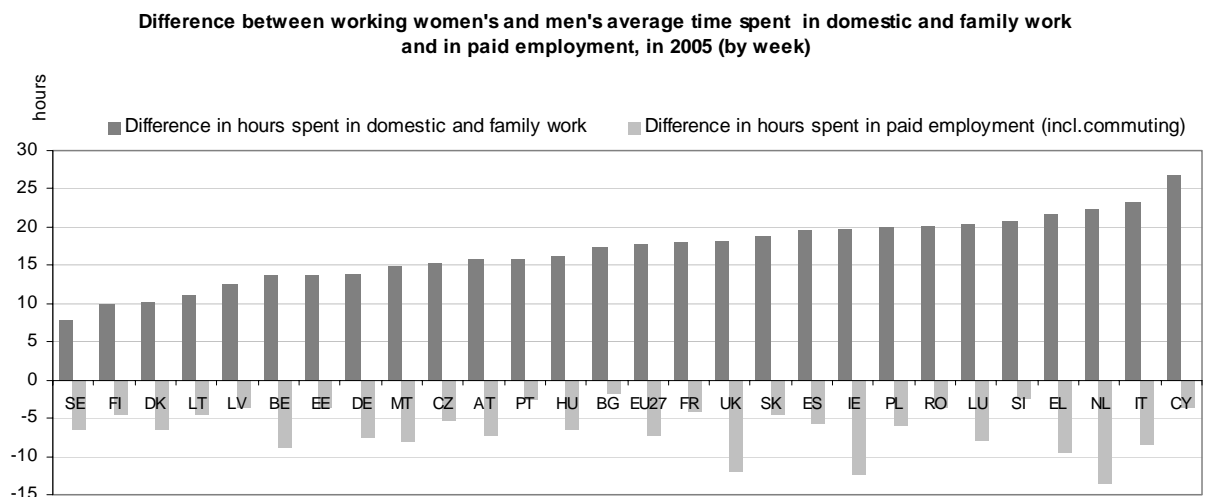
**Employment impact of parenthood for women and men (aged 25-49) in 2007**  
difference in percentage points in employment rates with presence of a child under 12 and without the  
presence of any children



Source: Eurostat, Labour Force Survey (LFS), Annual average.  
Notes : no data available for DK and SE.



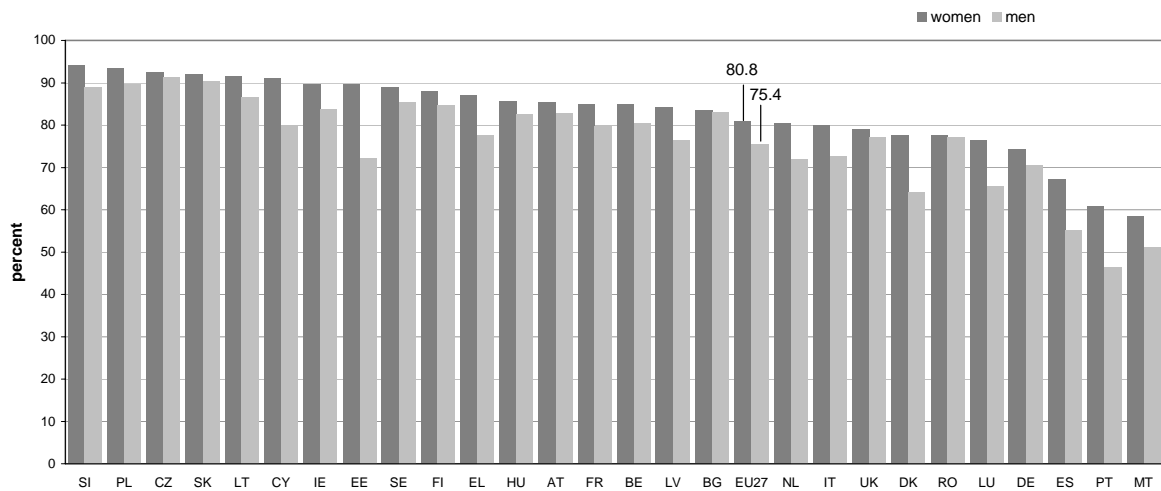
Source: Eurostat, EU-SILC 2006. Provisional data for BE, DE, EL, FR, IE, LT, LU, LV, MT, NL, PL, PT, SE, SK and UK. BG and Ro : no data available for 2006. "Formal arrangements" means EU-SILC reply categories 1 to 4 (pre-school or equivalent, compulsory education, centre-based services outside school hours, a collective crèche or another day-care centre, including family day-care, professional certified childminders).



Source: Fourth EWCS, 2005. A positive value indicates that more time is spent on average by women than by men (for the related activity), while the opposite is true for a negative value. It has to be noted that the sample used only includes people who were in paid employment in the reference week of the survey. Due to this limitation, caution should be exercised in interpreting the differences between women and men's average time spent for both paid employment and unpaid domestic and family work. For instance, as regards paid employment, gender differences mainly reflect different patterns in the gender distribution of part-time among EU Member States and not in the gender distribution of participation in employment in general. If all working age persons were included (and not only those in paid employment) one would expect that both differences in time-use between women and men would be more pronounced.



**Educational attainment (at least upper secondary school) of women and men aged 20 - 24, in EU Member States - 2007**

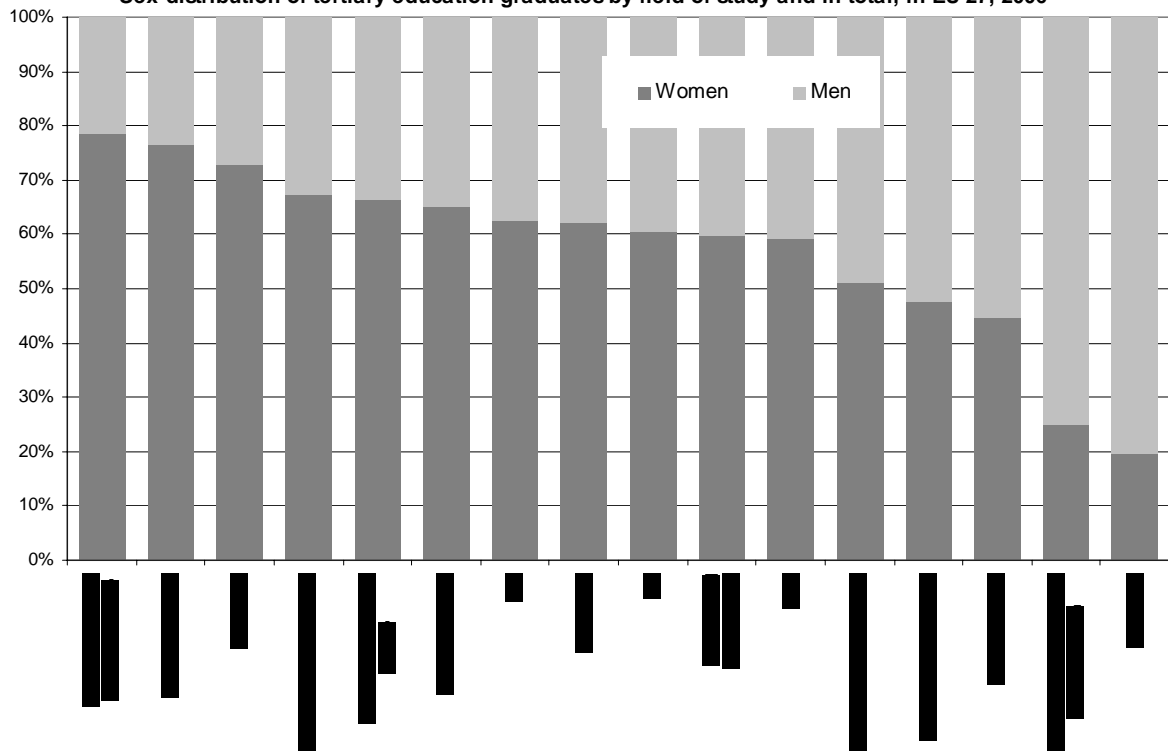


Source : Eurostat, Labour Force Survey (LFS), annual averages.

NB: DK : Break in series

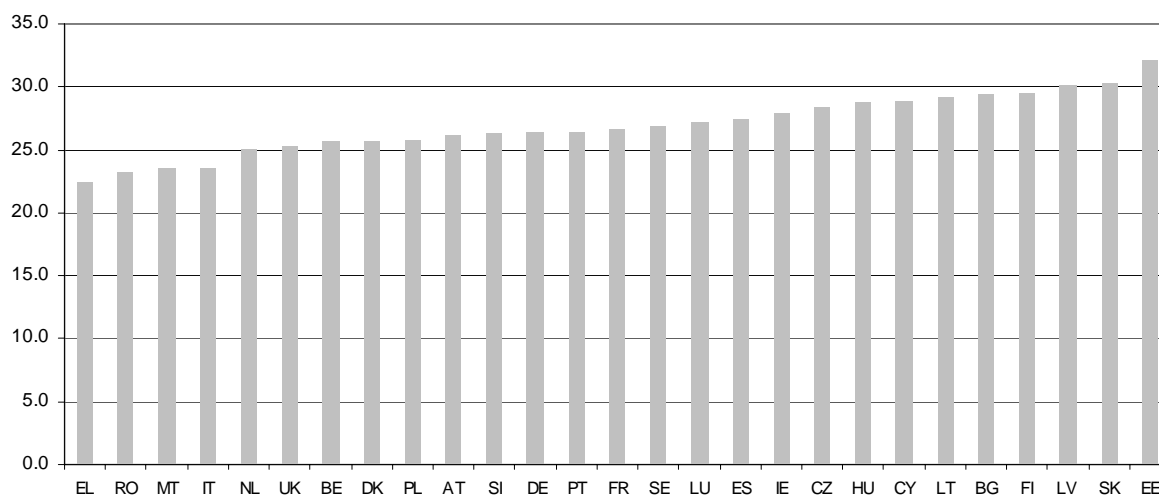
Students living abroad for one year or more and conscripts on compulsory military service are not covered by the EU Labour Force Survey, which may imply lower rates than those available at national level. This is especially relevant for CY.

**Sex distribution of tertiary education graduates by field of study and in total, in EU-27, 2006**



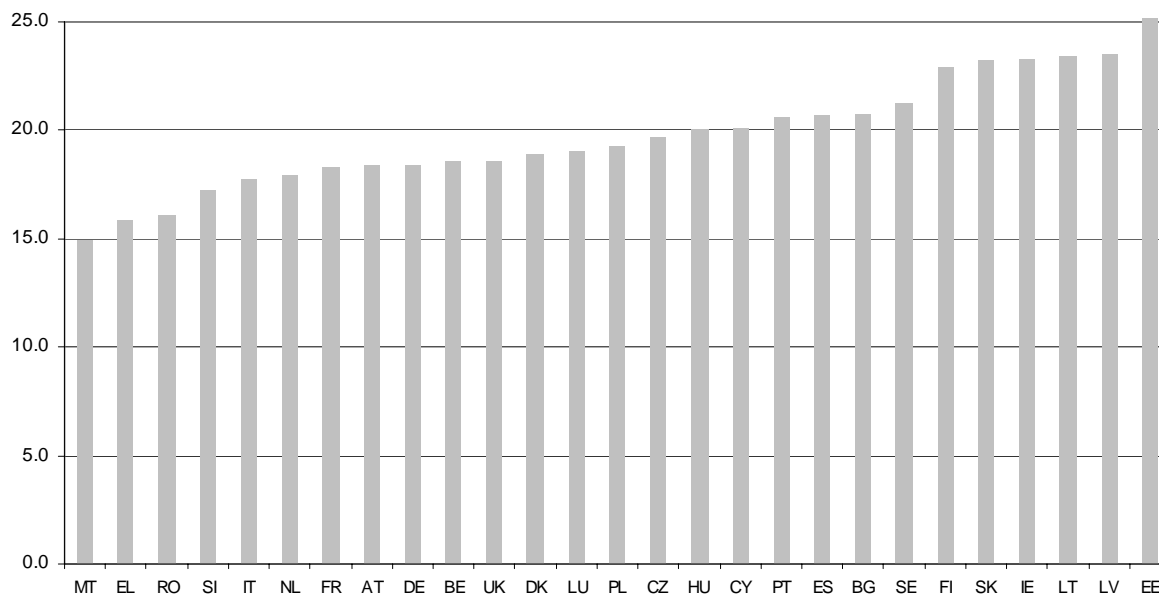
Source : Eurostat - Tertiary education graduates include all graduates of levels ISCED 5 and 6.

**Gender segregation in occupations in EU Member States, in 2007**

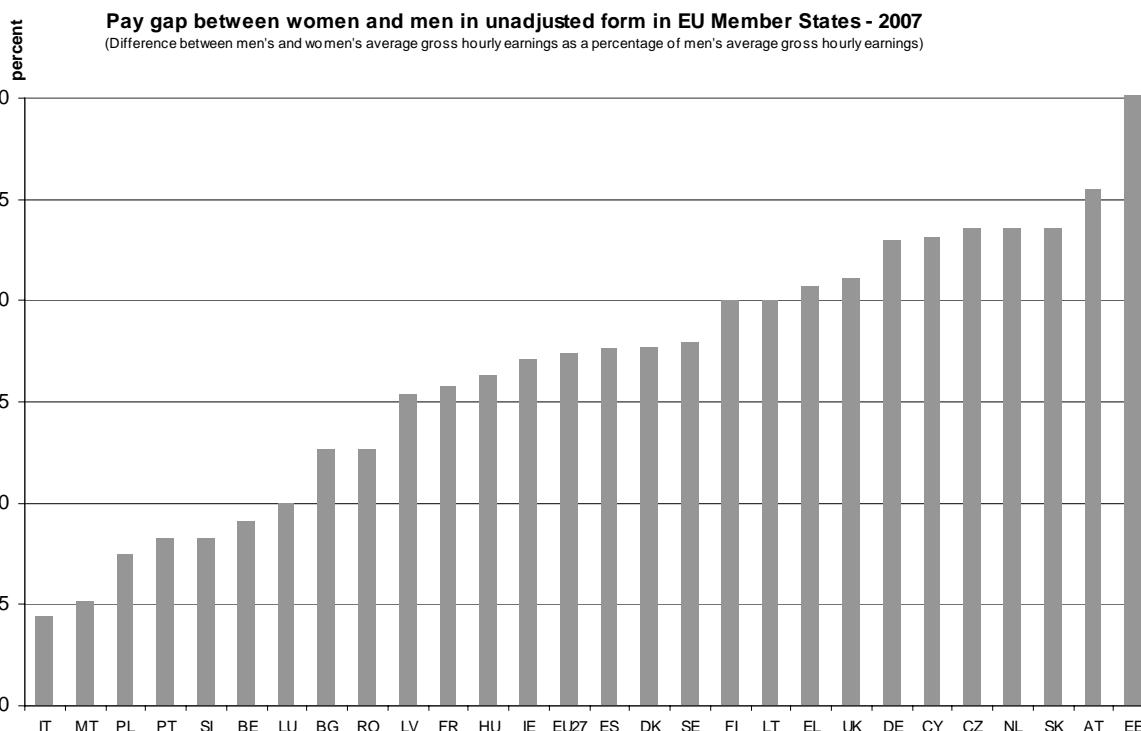


Source: Eurostat - LFS, Spring data. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (ISCO classification).

**Gender segregation in economic sectors in EU Member States, in 2007**

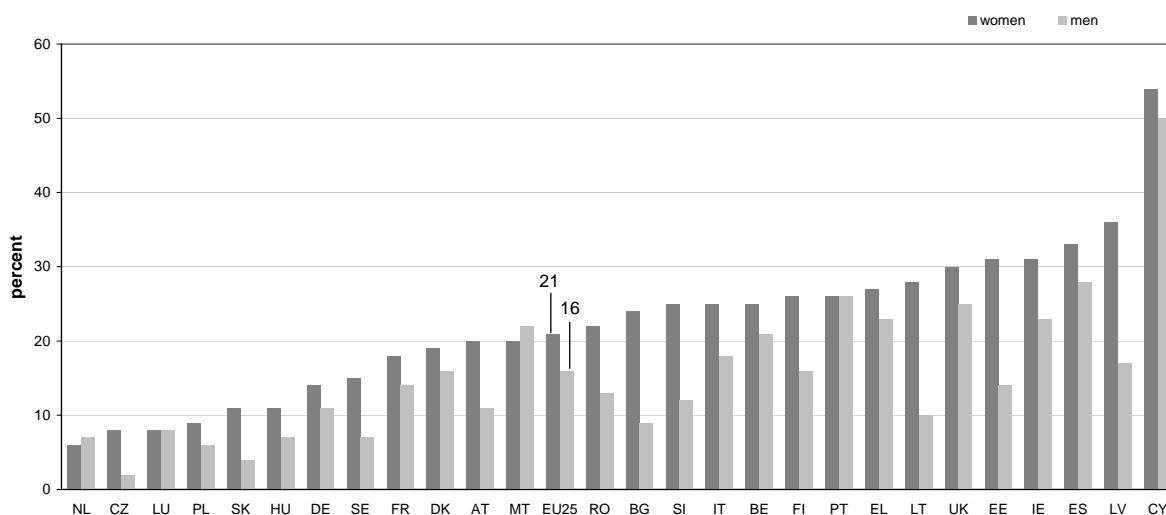


Source: Eurostat - LFS, Spring data. Gender segregation in sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (NACE classification).



Source: Eurostat. Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates. Provisional data for EU-27, BE, BG, EE, EL, ES, FI, FR, IT, MT and UK. See introductory text of the statistical annex for detailed information.

**At-risk-of-poverty rate after social transfers<sup>1</sup> for older people (women and men aged 65 years and over), in EU Member states, 2006**

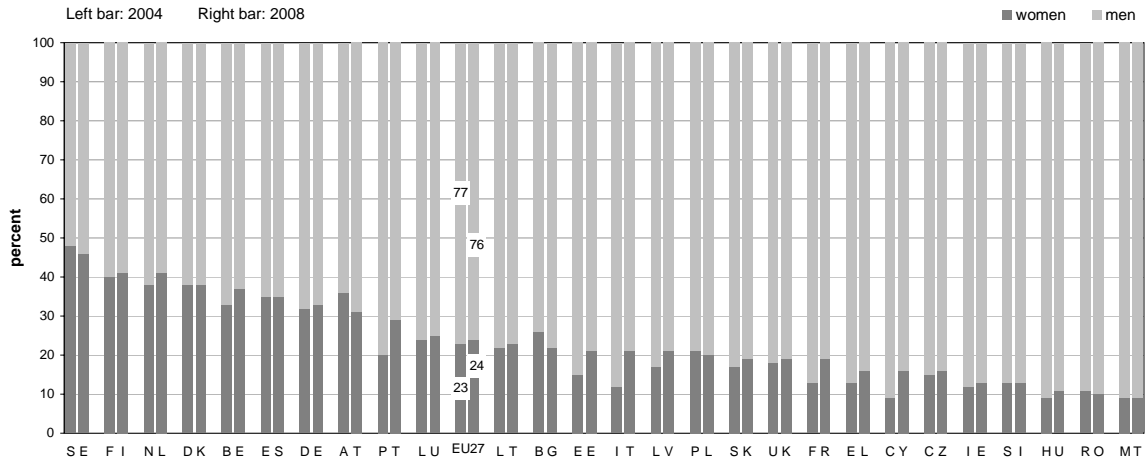


Source: Eurostat. SILC and national sources.

NB: 1) At risk of poverty rate for elderly persons: The share of persons aged 65+ with an income below the risk-of-poverty threshold, which is set at 60% of the national median income. Income must be understood as equivalised disposable income (sum from all sources, adjusted for household size and composition). It should be noted that the risk-of-poverty indicator is computed using an income definition which does not yet include imputed rent of owner-occupiers. Comparisons between genders are based on the assumption of equal sharing of resources within households.

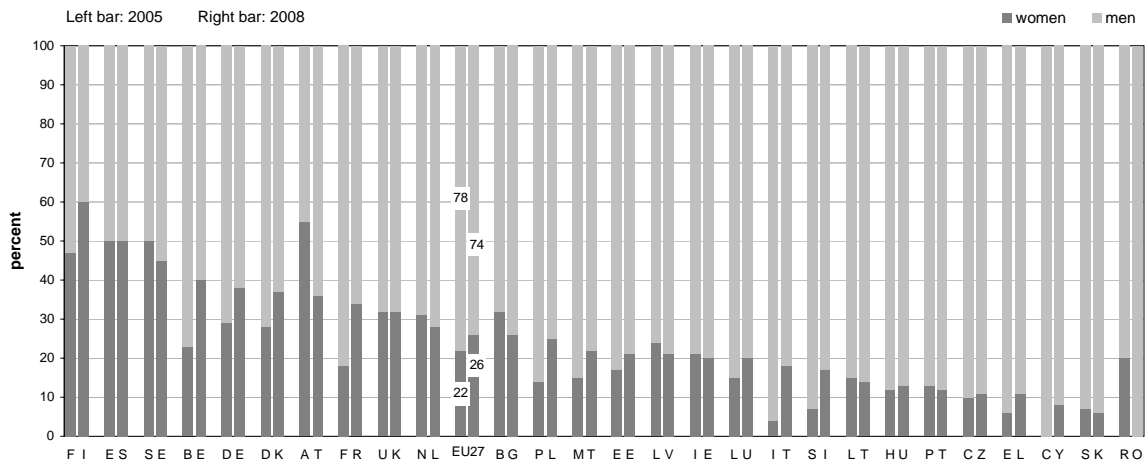
Source: EU-25: SILC(2006) Income data 2005. BG: National HBS 2006, income data 2006 and RO National HBS 2006, income data 2006. Exception to the income reference period UK: income year 2006 and IE: moving income reference period (2005-2006). EU aggregates are Eurostat estimates and computed as population weighted averages of national values.

**Sex distribution of members of single/lower houses of national parliaments in EU Member States - in 2004 and 2008 (1)**



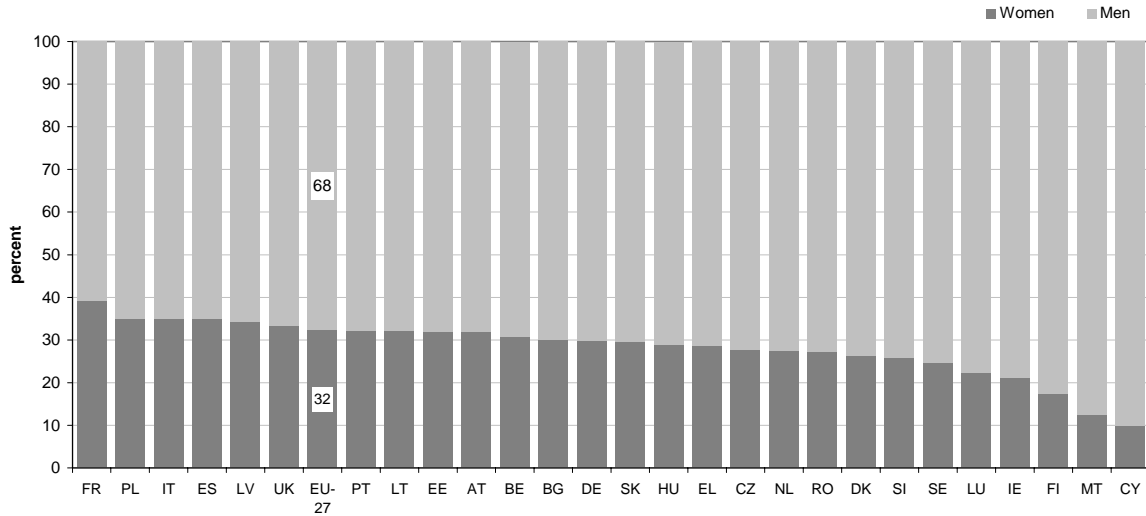
Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decisionmaking  
 NB: (1) Data for 2008 have been collected in October 2008. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. BG and RO : data for 2004 are extracted from the IPU database (collected in Sept. 2004) EU aggregate : for 2004, the value is for EU-25 and not EU-27.

**Sex distribution of senior ministers in national governments in EU Member States - in 2005 and 2008 (1)**



Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decisionmaking  
 NB: (1) Data for 2005 have been collected in December 2005 and data for 2008 have been collected in October 2008. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. A senior minister is a minister in the national government that has a seat in the cabinet.

**Sex distribution of leaders of businesses, in 2007**

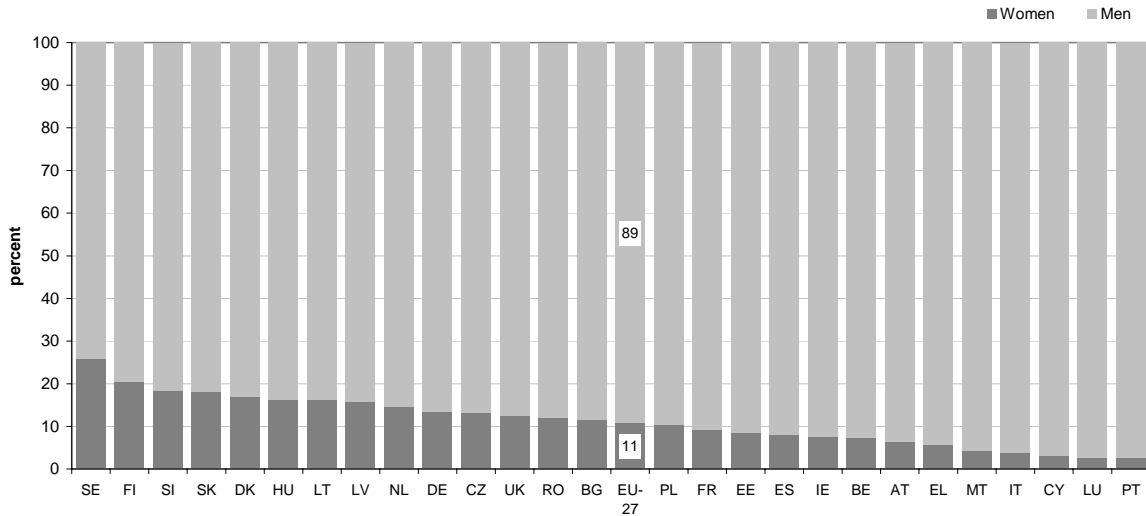


Source: Eurostat, Labour Force Survey (LFS).

NB: Leaders of businesses covers ISCO (International Standard Classification of Occupations) categories 121 (Directors and chief executives) and 13 (Managers of small enterprises).

FR : the figures exclude Directors and CEOs for which data are not available.

**Sex distribution of members of the highest decision making body of largest publicly quoted companies in 2008**



Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on women and men in decision-making. Data have been collected in October 2008. The list of the largest publicly quoted companies is based for each country on current membership of blue-chip index. In countries for which the blue-chip index includes a small number of companies (for instance LU, SK), at least the 10 largest companies were covered.

**Employment rates (women and men aged 15-64) in EU Member States — 2002 and 2007**

	Women		Men		Gender gap	
	2002	2007	2002	2007	2002	2007
EU-27	54.4	58.3	70.4	72.5	16	14.2
Belgium	51.4	55.3	68.3	68.7	16.9	13.4
Bulgaria	47.5	57.6	53.7	66	6.2	8.4
Czech Republic	57	57.3	73.9	74.8	16.9	17.5
Denmark	71.7	73.2	80	81	8.3	7.8
Germany	58.9	64	71.8	74.7	12.9	10.7
Estonia	57.9	65.9	66.5	73.2	8.6	7.3
Ireland	55.4	60.6	75.4	77.4	20	16.8
Greece	42.9	47.9	72.2	74.9	29.3	27
Spain	44.4	54.7	72.6	76.2	28.2	21.5
France	56.7	60	69.5	69.3	12.8	9.3
Italy	42	46.6	69.1	70.7	27.1	24.1
Cyprus	59.1	62.4	78.9	80	19.8	17.6
Latvia	56.8	64.4	64.3	72.5	7.5	8.1
Lithuania	57.2	62.2	62.7	67.9	5.5	5.7
Luxembourg	51.6	56.1	75.1	72.3	23.5	16.2
Hungary	49.8	50.9	62.9	64	13.1	13.1
Malta	33.9	35.7	74.7	72.9	40.8	37.2
Netherlands	66.2	69.6	82.4	82.2	16.2	12.6
Austria	61.3	64.4	76.4	78.4	15.1	14
Poland	46.2	50.6	56.9	63.6	10.7	13
Portugal	61.4	61.9	76.5	73.8	15.1	11.9
Romania	51.8	52.8	63.6	64.8	11.8	12
Slovenia	58.6	62.6	68.2	72.7	9.6	10.1
Slovakia	51.4	53	62.4	68.4	11	15.4
Finland	66.2	68.5	70	72.1	3.8	3.6
Sweden	72.2	71.8	74.9	76.5	2.7	4.7
United Kingdom	65.2	65.5	77.7	77.5	12.5	12

Eurostat, Labour Force Survey (LFS), annual averages

**Employment rates of older workers (women and men aged 55-64) in EU Member States — 2002 and 2007**

	Women		Men		Gender gap	
	2002	2007	2002	2007	2002	2007
EU-27	29.1	36	48.4	53.9	19.3	17.9
Belgium	17.5	26	36	42.9	18.5	16.9
Bulgaria	18.2	34.5	37	51.8	18.8	17.3
Czech Republic	25.9	33.5	57.2	59.6	31.3	26.1
Denmark	50.4	52.4	64.5	64.9	14.1	12.5
Germany	30.6	43.6	47.3	59.7	16.7	16.1
Estonia	46.5	60.5	58.4	59.4	11.9	-1.1
Ireland	30.8	39.6	65	67.9	34.2	28.3
Greece	24	26.9	55.9	59.1	31.9	32.2
Spain	21.9	30	58.4	60	36.5	30
France	30.8	36.2	38.7	40.5	7.9	4.3
Italy	17.3	23	41.3	45.1	24	22.1
Cyprus	32.2	40.3	67.3	72.5	35.1	32.2
Latvia	35.2	52.4	50.5	64.6	15.3	12.2
Lithuania	34.1	47.9	51.5	60.8	17.4	12.9
Luxembourg	18.4	28.6	37.7	35.6	19.3	7
Hungary	17.6	26.2	35.5	41.7	17.9	15.5
Malta	10.9	11.6	50.8	45.9	39.9	34.3
Netherlands	29.9	40.1	54.6	61.5	24.7	21.4
Austria	19.3	28	39.6	49.8	20.3	21.8
Poland	18.9	19.4	34.5	41.4	15.6	22
Portugal	42.2	44	61.9	58.6	19.7	14.6
Romania	32.6	33.6	42.7	50.3	10.1	16.7
Slovenia	14.2	22.2	35.4	45.3	21.2	23.1
Slovakia	9.5	21.2	39.1	52.5	29.6	31.3
Finland	47.2	55	48.5	55.1	1.3	0.1
Sweden	65.6	67	70.4	72.9	4.8	5.9
United Kingdom	44.5	48.9	62.6	66.3	18.1	17.4

Eurostat, Labour Force Survey (LFS), annual averages

**Unemployment rates (women and men aged 15 and over) in EU Member States — 2002 and 2007**

*In this table, the gender gap is calculated as women's unemployment rate minus men's unemployment rate*

	Women		Men		Gender gap	
	2002	2007	2002	2007	2002	2007
EU-27	9.7	7.8	8.3	6.6	1.4	1.2
Belgium	8.6	8.5	6.7	6.7	1.9	1.8
Bulgaria	17.3	7.3	18.9	6.5	-1.6	0.8
Czech Republic	9	6.7	6	4.2	3	2.5
Denmark	5	4.2	4.3	3.5	0.7	0.7
Germany	7.9	8.3	8.8	8.5	-0.9	-0.2
Estonia	9.7	3.9	10.8	5.4	-1.1	-1.5
Ireland	4.1	4.2	4.8	5	-0.7	-0.8
Greece	15.7	12.8	6.8	5.2	8.9	7.6
Spain	15.7	10.9	8.1	6.4	7.6	4.5
France	9.7	8.9	7.7	7.8	2	1.1
Italy	11.5	7.9	6.7	4.9	4.8	3
Cyprus	4.5	4.6	2.9	3.4	1.6	1.2
Latvia	11	5.6	13.3	6.4	-2.3	-0.8
Lithuania	12.8	4.3	14.2	4.3	-1.4	0
Luxembourg	3.5	5.1	2	3.4	1.5	1.7
Hungary	5.4	7.7	6.2	7.1	-0.8	0.6
Malta	9.3	7.6	6.6	5.8	2.7	1.8
Netherlands	3.1	3.6	2.5	2.8	0.6	0.8
Austria	4.4	5	4	3.9	0.4	1.1
Poland	21	10.4	19.2	9	1.8	1.4
Portugal	6.1	9.7	4.2	6.7	1.9	3
Romania	7.9	5.4	9.2	7.2	-1.3	-1.8
Slovenia	6.8	5.9	5.9	4	0.9	1.9
Slovakia	18.7	12.7	18.6	9.9	0.1	2.8
Finland	9.1	7.2	9.1	6.5	0	0.7
Sweden	4.6	6.4	5.3	5.8	-0.7	0.6
United Kingdom	4.5	5	5.7	5.6	-1.2	-0.6

Eurostat, Labour Force Survey (LFS), annual averages

**Share of part-time workers in total employment (persons aged 15 and over), in EU Member States — 2002 and 2007**

	Women		Men	
	2002	2007	2002	2007
EU-27	28.5	31.2	6.6	7.7
Belgium	37.4	40.6	5.6	7.5
Bulgaria	3	2.1	2.1	1.3
Czech Republic	8.3	8.5	2.2	2.3
Denmark	30.3	36.2	11.1	13.5
Germany	39.5	45.8	5.8	9.4
Estonia	10.7	12.1	4.8	4.3
Ireland	30.6	(32.3)	6.5	(7.2)
Greece	8	10.1	2.3	2.7
Spain	16.8	22.8	2.6	4.1
France	29.8	30.2	5.2	5.7
Italy	16.9	26.9	3.5	5
Cyprus	11.3	10.9	4	4.4
Latvia	12	8	7.6	4.9
Lithuania	12.3	10.2	9.4	7
Luxembourg	25.3	37.2	1.8	2.6
Hungary	5.1	5.8	2.3	2.8
Malta	18.3	24.6	3.9	4.4
Netherlands	73.1	75	21.2	23.6
Austria	35.9	41.2	5.1	7.2
Poland	13.4	12.5	8.5	6.6
Portugal	16.4	16.9	7	8
Romania	13	10.4	10.9	9.2
Slovenia	7.5	11.3	4.9	7.7
Slovakia	2.7	4.5	1.1	1.1
Finland	17.5	19.3	8.3	9.3
Sweden	33.1	40	11.1	11.8
United Kingdom	43.8	42.2	9.6	10.8

Eurostat, Labour Force Survey (LFS) – annual averages. Provisional data for IE in 2007.

**Employment impact of parenthood for women and men (aged 25-49) in 2007**

*Difference in percentage points in employment rates with presence of a child under 12 and without any children*

	Women	Men
EU-27	-12.4	7.3
Belgium	-5.5	7.1
Bulgaria	-11.5	3.5
Czech Republic	-32.3	4.5
Germany	-16.2	7.1
Estonia	-18.2	6.2
Ireland	-19.7	6.2
Greece	-8.9	9.6
Spain	-11.2	8.1
France	-10.1	7.3
Italy	-9.2	10.3
Cyprus	-5.2	7.1
Latvia	-11.8	7.6
Lithuania	-6.0	7.5
Luxembourg	-12.6	6.4
Hungary	-27.5	4.3
Malta	-18.6	5.1
Netherlands	-8.7	4.8
Austria	-14.1	3.8
Poland	-11.1	11.2
Portugal	-0.8	8.4
Romania	-6.2	5.5
Slovenia	1.9	7.7
Slovakia	-24.2	5.9
Finland	-11.7	10.0
United Kingdom	-17.4	4.4

Source: Eurostat, labour force survey (LFS), Annual average. Notes: no data available for DK and SE

**Proportion of children up to 3 years cared for by formal arrangements in 2006 (up to 30 hours / 30 hours or more per usual week) in 2006**

	Up to 30 hours	30 hours and more	Total
EU-25	14	12	26
Belgium	17	23	40
Czech Republic	1	1	2
Denmark	7	66	73
Germany	11	7	18
Estonia	6	12	18
Ireland	13	5	18
Greece	2	8	10
Spain	20	19	39
France	14	17	31
Italy	10	16	26
Cyprus	7	18	25
Latvia	2	14	16
Lithuania	0	4	4
Luxembourg	14	17	31
Hungary	2	6	8
Malta	5	3	8
Netherlands	41	4	45
Austria	3	1	4
Poland	0	2	2
Portugal	1	32	33
Slovenia	3	26	29
Slovakia	1	4	5
Finland	5	21	26
Sweden	17	27	44
United Kingdom	28	5	33

Source: Eurostat, EU-SILC 2006. Provisional data for BE, DE, EL, FR, IE, LT, LU, LV, MT, NL, PL, PT, SE, SK and UK. BG and RO : no data available for 2006. "Formal arrangements" means EU-SILC reply categories 1 to 4 (pre-school or equivalent, compulsory education, centre-based services outside school hours, a collective crèche or another day-care centre, including family day-care, professional certified childminders).



**Average time spent per week in domestic and family work and in paid employment, in 2005 (by sex)**

	Women		Men		Gender gap	
	Domestic and family work	Paid employment	Domestic and family work	Paid employment	Domestic and family work	Paid employment
EU-27	25.5	38.1	7.8	45.5	17.7	-7.4
Belgium	22.9	35.9	9.3	44.7	13.6	-8.9
Bulgaria	24.4	46.9	7.0	48.7	17.5	-1.8
Czech Republic	20.8	41.8	5.5	47.0	15.4	-5.3
Denmark	20.9	36.4	10.8	42.9	10.1	-6.5
Germany	18.7	37.4	4.8	44.9	13.9	-7.5
Estonia	25.3	42.5	11.6	46.1	13.6	-3.6
Ireland	27.2	34.3	7.5	46.7	19.7	-12.4
Greece	28.8	43.6	7.1	53.1	21.7	-9.5
Spain	24.4	40.3	4.8	46.1	19.5	-5.7
France	26.2	36.2	8.2	40.5	18.1	-4.3
Italy	31.0	36.3	7.7	44.8	23.3	-8.5
Cyprus	33.1	40.7	6.3	44.2	26.8	-3.5
Latvia	24.0	44.2	11.6	47.8	12.4	-3.6
Lithuania	16.6	42.2	5.3	46.7	11.2	-4.5
Luxembourg	32.9	36.9	12.5	44.8	20.4	-8.0
Hungary	26.3	43.1	10.0	49.6	16.2	-6.5
Malta	22.6	38.5	7.7	46.7	14.9	-8.2
Netherlands	36.6	29.5	14.3	43.2	22.3	-13.7
Austria	20.6	38.6	4.8	46.0	15.8	-7.4
Poland	28.0	44.4	8.1	50.4	19.9	-6.0
Portugal	25.4	43.6	9.5	46.3	15.9	-2.6
Romania	29.0	49.5	9.0	53.1	20.1	-3.5
Slovenia	30.9	43.7	10.1	46.1	20.7	-2.4
Slovakia	26.6	44.4	7.7	49.0	18.9	-4.6
Finland	18.8	38.6	8.8	43.1	10.0	-4.5
Sweden	17.4	38.2	9.6	44.8	7.8	-6.6
United Kingdom	28.7	32.0	10.5	44.1	18.2	-12.0

Source: Fourth EWCS, 2005. For the columns "gender gap", a positive value indicates that more time is spent on average by women than by men (for the related activity), while the opposite is true for a negative value. It has to be noted that the sample used only includes people who were in paid employment in the reference week of the survey. Due to this limitation, caution should be exercised in interpreting the differences between women and men's average time spent for both paid employment and unpaid domestic and family work. For instance, as regards paid employment, gender differences mainly reflect different patterns in the gender distribution of part-time among EU Member States and not in the gender distribution of participation in employment in general. If all working age persons were included (and not only those in paid employment) one would expect that both differences in time-use between women and men would be more pronounced.

**Educational attainment (at least upper secondary school) of women and men aged 20 – 24, in EU Member States — 2002 and 2007**

	Women		Men	
	2002	2007	2002	2007
EU-27	79.3	80.8	74	75.5
Belgium	84.8	84.9	78.5	80.4
Bulgaria	79.5	83.6	75.2	83
Czech Republic	92	92.4	92.4	91.3
Denmark	82.6	77.7	74.3	64.2
Germany	73.8	74.4	72.6	70.6
Estonia	85.8	89.6	77.1	72.2
Ireland	87.3	89.7	80.7	83.7
Greece	86	87	76.1	77.5
Spain	70.3	67.3	57.4	55.1
France	82.8	85	80.5	79.8
Italy	74.3	80	64.8	72.7
Cyprus	89.5	91	76.7	79.8
Latvia	84.3	84.1	70	76.4
Lithuania	83.2	91.5	79.4	86.5
Luxembourg	65.5	76.4	74	65.6
Hungary	86.3	85.6	85.5	82.5
Malta	42.2	59.6	36.1	51.8
Netherlands	77.4	80.5	68.8	71.9
Austria	84.6	85.4	86.1	82.7
Poland	91.9	93.4	86.5	89.7
Portugal	52.9	60.8	36.1	46.3
Romania	77.7	77.7	74.8	77.1
Slovenia	93.3	94.3	88.3	89
Slovakia	95.4	92.1	93.5	90.5
Finland	89	88	82.6	84.8
Sweden	88.3	89	85.2	85.4
United Kingdom	77.6	79	76.6	77.2

Source: Eurostat, Labour Force Survey (LFS), annual averages.

NB: DK: Break in series

Students living abroad for one year or more and conscripts on compulsory military service are not covered by the EU Labour Force Survey, which may imply lower rates than those available at national level. This is especially relevant for CY.

**Gender segregation in occupations and in economic sectors in EU Member States, in 2002 and 2007**

	Gender segregation in occupations		Gender segregation in economic sectors	
	2002	2007	2002	2007
Belgium	25.3	25.7	18.2	18.6
Bulgaria	27.1	29.4	18.1	20.8
Czech Republic	29.6	28.5	19.3	19.7
Denmark	28.3	25.7	18.5	18.9
Germany	26.9	26.5	18.1	18.4
Estonia	30.4	32.2	22.5	26.1
Ireland	26.9	27.9	21.0	23.3
Greece	21.6	22.4	15.4	15.9
Spain	25.3	27.4	19.5	20.7
France	26.3	26.7	17.5	18.3
Italy	21.8	23.6	15.4	17.8
Cyprus	28.8	28.9	18.1	20.1
Latvia	28.6	30.2	21.7	23.5
Lithuania	27.3	29.2	21.5	23.4
Luxembourg	27.1	27.2	19.7	19.0
Hungary	28.1	28.8	19.5	20.1
Malta	24.5	23.6	18.0	14.9
Netherlands	24.5	25.0	16.7	17.9
Austria	27.8	26.2	20.4	18.3
Poland	25.3	25.8	13.7	19.2
Portugal	27.6	26.5	22.2	20.6
Romania	11.9	23.2	14.6	16.1
Slovenia	27.1	26.3	17.6	17.2
Slovakia	30.8	30.3	22.5	23.2
Finland	29.4	29.5	21.6	22.9
Sweden	27.8	26.9	21.5	21.3
United Kingdom	26.5	25.3	18.9	18.6

Eurostat, Labour Force Survey (LFS) — Spring data. Data lack comparability due to changes in certain survey characteristics: For occupations, RO: based until 2004 on ISCO 1 digit. Break in series for FR, LU, IT, AT, DE, ES and SE.

Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (ISCO classification). Gender segregation in sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (NACE classification).

**Pay gap between women and men in unadjusted form in EU Member States — 2007 (Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)**

	2007
EU-27	17.4
Belgium	9.1
Bulgaria	12.7
Czech Republic	23.6
Denmark	17.7
Germany	23.0
Estonia	30.3
Ireland	17.1
Greece	20.7
Spain	17.6
France	15.8
Italy	4.4
Cyprus	23.1
Latvia	15.4
Lithuania	20.0
Luxembourg	10.0
Hungary	16.3
Malta	5.2
Netherlands	23.6
Austria	25.5
Poland	7.5
Portugal	8.3
Romania	12.7
Slovenia	8.3
Slovakia	23.6
Finland	20.0
Sweden	17.9
United Kingdom	21.1

Source: Eurostat, Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates. Provisional data for EU-27, BE, BG, EE, EL, ES, FI, FR, IT, MT and UK. See introductory text of the statistical annex for detailed information.

**At-risk-of-poverty rate after social transfers for older people (women and men aged 65 years and over) in EU Member States — 2006**

	Women	Men
EU-25	21	16
Belgium	25	21
Bulgaria	24	9
Czech Republic	8	2
Denmark	19	16
Germany	14	11
Estonia	31	14
Ireland	31	23
Greece	27	23
Spain	33	28
France	18	14
Italy	25	18
Cyprus	54	50
Latvia	36	17
Lithuania	28	10
Luxembourg	8	8
Hungary	11	7
Malta	20	22
Netherlands	6	7
Austria	20	11
Poland	9	6
Portugal	26	26
Romania	22	13
Slovenia	25	12
Slovakia	11	4
Finland	26	16
Sweden	15	7
United Kingdom	30	25

Source: Eurostat. SILC and national sources.

NB: At risk of poverty rate for elderly persons: The share of persons aged 65+ with an income below the risk-of-poverty threshold, which is set at 60% of the national median income. Income must be understood as equivalised disposable income (sum from all sources, adjusted for household size and composition). It should be noted that the risk-of-poverty indicator is computed using an income definition which does not yet include imputed rent of owner-occupiers. Comparisons between genders are based on the assumption of equal sharing of resources within households.

Source: EU-25: SILC(2006) Income data 2005. BG: National HBS 2006, income data 2006 and RO National HBS 2006, income data 2006. Exception to the income reference period UK: income year 2006 and IE: moving income reference period (2005-2006). EU aggregates are Eurostat estimates and computed as population weighted averages of national values.

**Members of single/lower houses of national parliaments in EU Member States — Distribution by sex 2004 and 2008 (1)**

	2004		2008	
	Women	Men	Women	Men
EU-27	23	77	24	76
Belgium	33	67	37	63
Bulgaria	26	74	22	78
Czech Republic	15	85	16	84
Denmark	38	62	38	62
Germany	32	68	33	67
Estonia	15	85	21	79
Ireland	12	88	13	87
Greece	13	87	16	84
Spain	35	65	35	65
France	13	87	19	81
Italy	12	88	21	79
Cyprus	9	91	16	84
Latvia	17	83	21	79
Lithuania	22	78	23	77
Luxembourg	24	76	25	75
Hungary	9	91	11	89
Malta	9	91	9	91
Netherlands	38	62	41	59
Austria	36	64	31	69
Poland	21	79	20	80
Portugal	20	80	29	71
Romania	11	89	10	90
Slovenia	13	87	13	87
Slovakia	17	83	19	81
Finland	40	60	41	59
Sweden	48	52	46	54
United Kingdom	18	82	19	81

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making

NB: (1) Data for 2008 have been collected in October 2008. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. BG and RO: data for 2004 are extracted from the IPU database (collected in Sept. 2004). EU aggregate: for 2004, the value is for EU-25 and not EU-27.

**Sex distribution of senior ministers in national governments in EU Member States — in 2005 and 2008 (1)**

	2005		2008	
	Women	Men	Women	Men
EU-27	22	78	26	74
Belgium	23	77	40	60
Bulgaria	32	68	26	74
Czech Republic	10	90	11	89
Denmark	28	72	37	63
Germany	29	71	38	62
Estonia	17	83	21	79
Ireland	21	79	20	80
Greece	6	94	11	89
Spain	50	50	50	50
France	18	82	34	66
Italy	4	96	18	82
Cyprus	0	100	8	92
Latvia	24	76	21	79
Lithuania	15	85	14	86
Luxembourg	15	85	20	80
Hungary	12	88	13	87
Malta	15	85	22	78
Netherlands	31	69	28	72
Austria	55	45	36	64
Poland	14	86	25	75
Portugal	13	87	12	88
Romania	20	80	0	100
Slovenia	7	93	17	83
Slovakia	7	93	6	94
Finland	47	53	60	40
Sweden	50	50	45	55
United Kingdom	32	68	32	68

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making.

NB: (1) Data for 2005 have been collected in December 2005 and data for 2008 have been collected in October 2008. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. A senior minister is a minister in the national government that has a seat in the cabinet.

**Sex distribution of leaders of businesses, in 2007**

	2007	
	Women	Men
EU-27	32.3	67.7
Belgium	30.8	69.2
Bulgaria	30.1	69.9
Czech Republic	27.6	72.4
Denmark	26.2	73.8
Germany	29.8	70.2
Estonia	31.9	68.1
Ireland	21.1	78.9
Greece	28.7	71.3
Spain	34.9	65.1
France	39.2	60.8
Italy	35.0	65.0
Cyprus	9.7	90.3
Latvia	34.2	65.8
Lithuania	32.1	67.9
Luxembourg	22.3	77.7
Hungary	28.9	71.1
Malta	12.3	87.7
Netherlands	27.5	72.5
Austria	31.9	68.1
Poland	35.0	65.0
Portugal	32.1	67.9
Romania	27.1	72.9
Slovenia	25.7	74.3
Slovakia	29.5	70.5
Finland	17.4	82.6
Sweden	24.5	75.5
United Kingdom	33.2	66.8

Source: Eurostat, Labour Force Survey (LFS).

NB: Leaders of businesses covers ISCO (International Standard Classification of Occupations) categories 121 (Directors and chief executives) and 13 (Managers of small enterprises).

For MT and CY: data lack reliability due to small sample size.

FR: the figures exclude Directors and CEOs for which data are not available

**Sex distribution of members of the highest decision making body of largest publicly quoted companies in 2008**

	2008	
	Women	Men
EU-27	11	89
Belgium	7	93
Bulgaria	12	88
Czech Republic	13	87
Denmark	17	83
Germany	13	87
Estonia	8	92
Ireland	8	92
Greece	6	94
Spain	8	92
France	9	91
Italy	4	96
Cyprus	3	97
Latvia	16	84
Lithuania	16	84
Luxembourg	3	97
Hungary	16	84
Malta	4	96
Netherlands	14	86
Austria	6	94
Poland	10	90
Portugal	3	97
Romania	12	88
Slovenia	18	82
Slovakia	18	82
Finland	20	80
Sweden	26	74
United Kingdom	12	88

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on women and men in decision-making. Data have been collected in October 2008. The list of the largest publicly quoted companies is based for each country on current membership of blue-chip index. In countries for which the blue-chip index includes a small number of companies (for instance LU, SK), at least the 10 largest companies were covered.

**Indicators for the candidate countries in 2007**

	Turkey			Croatia			FYROM		
	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Activity rate (15-64)	26.1	74.4	48.3	56.4	70.4	14	50	75.4	25.4
Employment rate (15-64)	23.8	68	44.2	50	64.4	14.4	32.1	49.1	17
Employment rate of older workers (55-64) (1)	16.5	43	26.5	24.2	48.4	24.2	28.3	47.8	19.5
Unemployment rate 25-74 (2)	6.1	6.9	0.8	9.4	6.8	-2.6	35.7	34.9	-0.8
Unemployment on population aged 15-24	3.9	8.5	4.6	8.4	8.3	-0.1	54.9	56.4	1.5
Share of part-time workers	19.7	4.9	-14.8	11.3	6.4	-4.9	:	:	:
Share of employees with temporary contracts	12.4	12.6	0.2	13.2	12.2	-1	:	:	:
Educational attainment (upper secondary school, 20-24)	40	54.2	14.2	96.1	94.6	-1.5	:	:	:
Share of members of national parliaments (3)	9	91	-	22	78	-	31	69	-
Share of members of senior ministers of national governments(3)	4	96	-	22	78	-	9	91	-
Share among members of boards of top quoted companies(3)	9	91	-	12	88	-	9	91	-

Source: Eurostat, LFS 2007 except for FYROM for which the source is Labour force survey 2007 (2<sup>nd</sup> quarter) – Republic of Macedonia – State Statistical office (News release September 2008, n°2.1.8.29).

The gender gap is always calculated as the value for men minus the value for women.

(1) For FYROM, the employment rate is calculated among persons 50-64 (and not 55-64).

(2) For FYROM, the unemployment rate is calculated among persons 15-64 (and not 25-74).

(3) Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making. Data collected in October 2008.