

# Gender Equality Report 2015

## Key findings

Fact sheet | March 2016

Věra Jourová

Commissioner for Justice,  
Consumers and Gender Equality



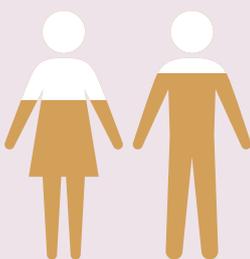
Directorate-General for  
Justice and Consumers



### Employment

In 2015, **women's employment rate reached an all-time high level at 64.5%**.

This rate is however well below men's employment rate at **75.6%**.



#### Women and men's employment rate (20-64 years old)

	Women	Men
2015 Q3	64.5%	76.5%
2014	63.4%	75.0%
2013	62.6%	74.3%
2012	62.4%	74.6%
2011	62.2%	75.0%
2010	62.1%	75.1%
2009	62.3%	75.7%
2008	62.8%	77.8%
2007	62.1%	77.6%
2006	61.1%	76.8%
2005	60.0%	75.9%

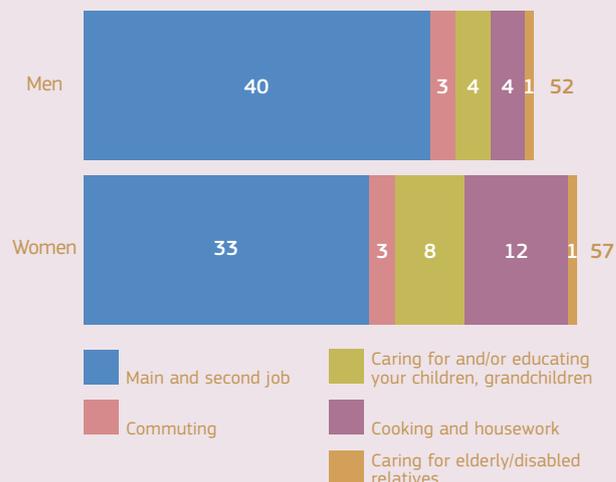
Source: Eurostat, Labour Force Survey

There are considerable differences between Member States when it comes to women in employment. The female employment rate is lower than 60% in Croatia, Greece, Italy, Malta, Poland, Romania, Slovakia and Spain while it is above 75% in Sweden.

### Work-life balance

The double shift is still a reality for working women in all EU Member States. In 2015, working women took on three quarters of household chores and two thirds of parental care.

#### Average time (in hours) spent by workers on paid and unpaid work per week in 2015



Source: Eurofound, European Working Conditions Survey

Women are still more likely than men to work part-time or to be inactive. Work-life balance measures have been shown to be very important in removing obstacles to female employment. Yet, limited progress has been made in recent years on improving the provision of measures.

## Impact later on in life

This has consequences on **women's pay, pensions and poverty risks**. The gender gaps in pay and in pensions show no sign of narrowing. Even if women are reaping the benefits of education, they are still paid **16 %** less than men per hour of work and their pension is **40 %** lower than men's pension on average.

Gender gap: pay



Gender gap: pensions



## Women in leadership

Although the level of female representation **in the boardroom** is still low at **22 %**, the rate of progress has picked up since 2010 thanks to a combination of political pressure, intense public debate and legislative measures.



As regards **national politics, parity is more than three decades away**. While some EU Member States display among the best performances in the world, three countries in the EU have an all-male Government in 2016.

## Female migrants and refugees

**Migrant women** have even fewer opportunities and resources, and face many sources of discrimination: they tend to be significantly over-represented among the economically inactive and are an under-utilised source of skills.

Basic inequalities are amplified by displacement, when women are more vulnerable and are exposed to risks of violence, exploitation and slavery. **About 33 % of first-time refugee applicants registered in January 2016 were women**. Migration policies must therefore not be gender-blind.



## Gender-based violence

**Gender-based violence happens everywhere**, in every society and EU country, whether at home, at work, at school, in the street or online.

However, over half of female murder victims are killed by an intimate partner, relative or family member. **Too often, violence is underreported, tolerated and victims are blamed**. Only around **30 %** of victims of violence report the most serious incidents to the police.

## What is the EU doing?

The EU promotes gender equality through legislation, monitoring, policy guidance, awareness raising activities and support to grass-root projects. The Annual Gender Equality Report takes stock of progress made at EU level and displays examples of national initiatives that can be a source of inspiration. It also provides statistics on Member States' performances, a crucial part of policy-making.

See the complete **Report on equality between women and men 2015** at: [http://ec.europa.eu/justice/gender-equality/files/annual\\_reports/2016\\_annual\\_report\\_2015\\_web\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/annual_reports/2016_annual_report_2015_web_en.pdf)

