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Data for the evaluation of the European semester process from a gender equality perspective

STUDY

EN

2012

Data for the evaluation of the European semester process from a gender equality perspective

DIRECTORATE GENERAL FOR INTERNAL POLICIES

POLICY DEPARTMENT C: CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS

GENDER EQUALITY

DATA FOR THE EVALUATION OF THE EUROPEAN SEMESTER PROCESS FROM A GENDER EQUALITY PERSPECTIVE

STUDY

Abstract

The study sets out 83 indicators for the inclusion of the gender perspective in the evaluation of the Europe 2020 Strategy during the European Semester process. The indicators encompass the five EU 2020 headline targets and will introduce a gender perspective into the indicators dashboard of the European Semester. The proposal for a WIKI EU Semester & Gender Equality Web Platform is put forward as an option enhancing contributions and the follow-up of the European Semester process from a gender equality perspective by civil society organisations.

PE 462.432 EN

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LIST OF ABBREVIATIONS

AGS	Annual Growth Survey
AROPE	At Risk of Poverty or Social Exclusion
BPfA	Beijing Platfor for Action
CSO	Civil Society Organisations
DSL	Domain Specific Language
EIGE	European Institute for Gender Equality
EP	European Parliament
ETS	Emmissions Trade System
EU 2020	European Union 2020 Strategy
FI	Flagship Initiatives
GDP	Gross Domestic Product
GHG	Greenhouse Emissions
GL	Integrated Guidelines
HRST	Human Resources in Science and Technology
ICT	Information and Communication Technology
ILO	International Labour Organization
ISCED	International Standard Classification and Education
LMP	Labour Market Policies
NACE	European Classification of Economic Activities
NEET	Nor in employment, education or training
NRP	National Reform Programme
OECD	Organization for Economic Co-operation and Development
R&D	Research and Development
SCP	Stability and Convergence Programme
SGP	Stability Growth Pact
UB	Unemployment Benefit
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCC	United Nations Frameowk Convention on Climate Change

EXECUTIVE SUMMARY

A new architecture for coordination of European macroeconomic, fiscal and social policies has been established within the European Union 2020 Strategy (EU2020) and the European Semester. **The EU2020** has been steered by three mutually reinforcing priorities (smart, sustainable, and inclusive growth) and by five headline targets relative to employment, R&D, energy, education and poverty, which are to be monitored by a set of headline indicators. Moreover, the Strategy is further developed into ten integrated guidelines which provide the framework for elaboration of National Reform Programmes. Seven flagship initiatives contain the actions to be carried out at EU level.

At the same time, a new EU economic governance process is now in place: **the European Semester**, which synchronizes assessment of the fiscal and structural policies of EU Member States. The main objective of this new coordination scheme is to bring together in an adequate sequence national and EU efforts through reinforcing strategic planning at national and EU level. This should take material form in the European Commission's guidance on the Member States' NRPs and SCPs. However, gender mainstreaming has a rather low profile in all the documents developing the EU2020 and the European Semester. In general, the main conclusion to be drawn from a review of the new institutional framework, in the context of the EU's response to the current economic crisis, is that the gender perspective and mainstreaming are insufficient, and that they seem to have been undermined by the current economic turmoil and the focus on fiscal consolidation policies. This scant consideration given to gender is reflected in the lack of gender sensitive indicators that monitor the progress of the EU 2020 Strategy and the European Semester and that, by so doing, could facilitate achievement of the EU2020 targets.

The literature on the gender perspective within the EU 2020 targets, and specifically on the establishment of gender-sensitive indicators with which to monitor progress, focuses on the complex relationship between gender issues and formulation of the targets included in the EU 2020 Strategy. To be emphasised is that there are very few examples of comprehensive systematization efforts to monitor the progress of broad strategies encompassing different areas (employment, education, poverty, etc) from a gender point of view. To date, the most important attempt to devise such a set of indicators has been the Roadmap for Equality between Women and Men (2006-2010). However, partial thematic approaches exist with respect to the five headline targets of the EU2020. They are more developed in the areas of employment, education and poverty, less accurate as regards R&D, and clearly insufficient in relation to energy. Hence, in this document, the most important gender dimensions have been added to the indicators dashboard by means of gender-sensitive indicators for each of the EU 2020 Strategy's five headline targets.

As a result, a set of gender-sensitive indicators has been developed - some of them already exist while others must be constructed - to monitor the EU2020 strategy and the European Semester from a gender perspective. Eighty-three indicators have been identified through a four-step process that encompassed:

- First step: to break down the EU2020 targets and indicators by sex whenever possible;
- Second step: to combine the indicators with other relevant variables from a gender perspective;

- Third step: to propose new indicators. These new indicators focus on the gender implications of the achievement of the EU 2020 targets and of the policies developed to achieve the targets.

- Fourth step: to rank and prioritize the resulting indicators according to their capacity to reveal gender inequalities regarding the EU2020 targets, the (sometimes limited) existing literature and with the additional objective to limit the number of indicators to a feasible amount. The corollary of this methodological process has been the formulation, for each of the five EU2020 targets, of two groups of indicators:

    - Core indicators: these indicators are closely related to the achievement of the headline targets and to the implementation of the gender perspective. They include 44 core indicators of each and every target.

    - Complementary indicators: these indicators have also a significant relation to the achievement of each target but they may go beyond the immediate gender impact and embrace other indirect –though always significant- gender effects. They include 39 complementary indicators.

However, not all the indicators proposed are readily available in the European Official Statistics, i.e. Eurostat. In some cases, the specific gender-sensitive indicator proposed can be easily calculated by summing or calculating percentages on existing figures. In other cases, the operation is more difficult and requires new definitions and statistical operations. In some other cases, finally, the information simply does not exist, or it is not recorded as the gender perspective would require – as in the case of the energy-related indicators.

In order to facilitate immediate incorporation of the readily-available indicators into the monitoring of the EU2020 Strategy, the European Semester, and the National Reform Programmes, the table below presents the readily available indicators disaggregated into ‘core’ and ‘complementary’. Additionally, the table further below shows the indicators that must be (more or less easily) newly calculated (but which are as important as the first ones, in some cases even more so) because of the current unavailability of gender-sensitive indicators, as in the case of the energy target.

Table 1. Readily available gender sensitive indicators for monitoring the EU2020

	Core indicators	Complementary indicators
Employment	Employment rate (20-64) by sex	Inactivity rates by sex
	Employment rate by level of education and sex	Inactivity : main reason for not seeking employment by sex
	Employment rate by nationality and sex	Unemployment rate (20-64) by sex
	Gender pay gap	Part-time work by sex and age of the youngest child
	Part-time work by sex	Temporary work by sex
		Self-employed workers by sex
		Labour mobility by sex (% workers from other UE country)
R & D	Total R&D personnel by sex	Human Resources in Science and Technology (HRST) by sex
	Researchers by sex	Scientists and Engineers, by sex
	HRST 'core' (people within science and technology occupations who possess a tertiary level education) by sex	
Education	Early leavers from education and training by sex	Education segregation among students
	Tertiary educational attainment (30-34) by sex	Education segregation among graduates
	Employment by education level and by sex	
	People participating in lifelong learning by sex	
	LMP participants in training by sex	
	People not in employment, education or training (NEET) by sex	
Poverty	People at risk of poverty or social exclusion by sex (AROPE)	In work poverty by sex
	People at risk of poverty by sex	Persistent at-risk-of-poverty rate by sex
	People (0-59) living in households with very low work intensity by sex	Housing cost overburden by type of household and sex
	Severely material deprived people by sex	
	People at risk of poverty before social transfers by sex	
	People at risk of poverty or social exclusion by country of birth and sex (AROPE)	
	People at risk of poverty or social exclusion by age group and sex (AROPE)	

Table 2. Indicators to be built to monitor the EU 2020 Strategy from a gender perspective

	Core indicators	Complementary indicators
Employment	Employment rate by age group (30-39) and sex	Employment in terms of full-time equivalent rates by sex
	Impact of parenthood on labour market participation	Average time temporary contracts by sex
	Horizontal segregation	
	Vertical segregation	
R & D and Internet	Public capital invested in personnel R&D	Potential scientific in science, mathematics and engineering
	Private capital invested in personnel R&D	Effective use of researchers
	Share of R&D personnel over total population in working age	R&D personnel employed over total employed people
	Share of researchers over total population in working age	Media and digital literacy
	Good governance in research institutions and universities	Access to digital information and services
	Creativity, innovation and entrepreneurship	Use of e-government, e-signature, e-identity, e-payment
	Individuals having access to the Internet, by sex	
	Individuals regularly using the Internet, by sex	
	Persons employed connected to the Internet	
Energy	Differences in the consumption of environmental and energy resources by sex	Difference in electricity prices
	Differences in the access to environmental and energy resources by sex	Shares of environmental and labour taxes in total tax revenues
	Gender equality in energy and environment decision making	Employment in environmental goods and services sector by sex
	Gender equality in external actions	Use of public transport by sex
	Horizontal issues	External costs of energy use
	Transport of passengers by rail, cars, buses and coaches, air and sea, by sex	
	Footprint by sex	
	Energy consumption by sex	
	Gender impact of the support to renewable energies	

Education	Employment by education level and by sex	Language and learning by sex
	Inactivity rate by education level and sex	Language and skills by sex
		Low achievers by sex
		Student mobility by sex
Poverty		Inwork poverty by sex and household type
		Average pension gender gap
		Gender gap in the pensions system coverage
		Average unemployment benefit gender gap
		Gender gap in the unemployment benefit system coverage
		Economic autonomy by sex
		Households with no income by type of household
		Adults living with their parents

RECOMMENDATIONS

- Targets should be defined with gender taken into account so that they can be monitored from a gender perspective. Indicators should be broken down by sex whenever possible.

- In the context of the economic crisis, which has different impacts on women and men in the labour market, analysis based on gender gaps may be misleading and should be complemented with the original data. For example, the employment rate gap has noticeably diminished, not because of an improvement in the situation of women but because of the stronger initial impact on men.

- With the exception of the data collected by the Labour Force Survey (LFS), which is a quarterly survey, the other sources of information are yearly. This fact restricts the periodicity of monitoring the EU2020 to a yearly exercise, except for the employment headline target. Time availability could be improved, especially in those fields – such as access to and use of the Internet – most closely related to information and communication technologies.

- The official indicator for the gender pay gap is usually outdated (the most recent figure dates to 2009). A greater effort should be made to provide updated information on gender pay inequalities, also with the presentation of data in hourly terms, taking account of different contractual arrangements, etc.

- Atypical forms of work, mainly part-time, temporary work or self-employment, are increasing, but current statistics do not capture properly their effects over individual careers. This has, among other things, gender implications. For example, the intensity of temporary work could be measured by estimating the median and/or average duration of contracts.

- Inactivity should be analysed in more detail, and the already-existing information should be developed further. Inactivity mostly affects women, and the basic indicators (inactivity rates by sex, education, age, previous experience, etc.) are not readily available, although they are very easily calculated. The reasons for inactivity are insufficiently addressed in the Labour Force Survey (LFS), and changes in the questionnaire could improve the information obtained. The EU2020 requires inactive people, particularly women, to enter the labour market in order to reach the employment target.

- The current Harmonized European Time Use Survey (HETUS) could be improved/enhanced in order to enable analysis of the factors which most influence employment: the use of time by inactive, unemployed, and employed women and men, taking account of education level, the presence of children, or age, for example, would help to identify the factors that underlie the different participation of men and women in the labour market.

- Apart from breaking the data on early school leaving down by sex, the reasons inducing early female and male leavers to quit school should be analysed in order to shed light on gender inequalities. This analysis could also be conducted on people not in employment, education and training (NEET). Introducing new questions into the LFS questionnaires could help in this regard.

- Although the harmonized EU Survey on Income and Living Conditions (EU-SILC) is useful for the calculation of poverty rates and their comparison, it does not capture

individual differences within a household. The definitions of poverty or social exclusion are based on the family unit, so that all the members of a household have the same rates regardless of their sex or age. The definitions (and possibly the survey's entire methodology) should be re-examined so that intra-household differences, including gender-based ones, can be estimated. A new indicator, which may be called "economic autonomy" and based on the estimation of individual incomes within families, could be introduced.

- As environmental policies influence gender equality, deeper analyses are required. In short, the EIGE will be able to present a set of indicators on the environment and gender. A stronger commitment to building indicators which improve monitoring of the environment and the use of energy from a gender perspective is essential. Examination of individual behaviours, as well as economic activities (sectors in which women and men work), can be considered a way to include gender in the analysis of the effects of human activity on the environment.

- There are no specific EU statistics on low achievement. The PISA system could be used or replicated in a specific European methodology. Gender differences could be useful in identifying the factors which affect students' outcomes and which are overlooked at present.

- Exhaustive estimation of total R&D personnel, core HRST, researchers and scientists and engineers by sex in absolute numbers should be conducted. In particular, access to and use of Internet services should be analyzed from a gender perspective in order to reveal inequalities in access to e-resources.

The European Union has availed itself with 5 headline targets to be reached in 2020 in order to ensure smart, sustainable and inclusive growth. The indicators presented above will contribute to yearly evaluations if the tools put in place on European and national level, like the flagship initiatives and the measures laid down in the NRPs, are sufficiently implemented to reach the targets, equally for women and men. The European Parliament plays an important role in this scrutiny as laid down in Article 2a (4) of the amended regulation 1466/97 as adopted by the EP on 28 September 2011[1]

Additionally, the European Parliament strives also for greater participation of civil society in the European Semester process.

To this end, **a model for a WIKI EU Semester & Gender Equality Web Platform** has been developed. The Platform should support the participation of NGOs in the evaluation of the advancement of gender equality. A decision on its implementation and management will have to be taken at a later stage.

The online Platform is a tool serving to share, organise, disseminate and exchange information, allowing direct participation and encouraging active content development by participants. It has the capacity to provide information about the core and complementary indicators that have been developed as well as gender related words/definitions in the institutional and procedural language that can be used for the evaluation of the European Semester process from a gender equality perspective. It offers a forum, a virtual place where stakeholders can meet and exchange knowledge and opinions, as well as work on recommendations for the European Commission/the Member States. As such, the Platform

[1] P7_TA-PROV(2011)0421 available at: http://www.europarl.europa.eu/oeil/file.jsp?id=5876632.

creates the basis for the real participation of civil society in the EU Semester process, and to foster interaction among different actors.

1. INTRODUCTION

The purpose of this document is to revise the set of indicators used to monitor the five headline objectives of the European 2020 Strategy (EU2020) and the European Semester - the so-called headline indicators – so as to ensure that a gender perspective is adequately incorporated into them. To this end, 83 gender-sensitive indicators are proposed, many of them for immediate use, whilst others have yet to be built. The document is structured into five chapters.

The second chapter, after this introduction, briefly describes how the new European architecture for the coordination of macroeconomic, fiscal and social policies – the European Semester – works within the EU2020. A gender analysis of the main documents associated with this new framework is carried out, together with the current EU gender policy documents, the Roadmap for Equality between Women and Men (2006-2010), the Strategy for Equality between Women and Men (2010-2015) and the recent European Pact for Gender Equality (2011-2020). The analysis shows that gender mainstreaming has had a rather low profile in the devising of the new EU2020 Strategy and the European Semester, and a gender perspective has not been adequately considered when devising the headline indicators that monitor those targets.

The third chapter provides a brief summary and sets out the main findings of the review of the literature on inclusion of the gender perspective within the EU 2020 targets, and especially in relation to the establishment of gender-sensitive indicators. This section focuses on the complex relationship between gender issues and the formulation of the EU 2020 Strategy, and its monitoring from a gender perspective.

As said, the monitoring of EU 2020 Strategy does not rely on any indicator system which reflects specific gender inequalities. Hence, in the fourth chapter, the most important gender dimensions are added to the indicators dashboard by means of gender-sensitive indicators for each of the EU 2020 Strategy's five headline targets. The fifth chapter summarises and makes recommendations, while sixth chapter presents **a model for a WIKI EU Semester & Gender Equality Web Platform** for supporting a greater participation of civil society in the European Semester process.

2. THE EU2020 STRATEGY, THE EUROPEAN SEMESTER AND GENDER MAINSTREAMING

KEY FINDINGS

1. A new broad European strategy called "EU 2020" has been launched with the purpose of emerging strengthened from the crisis with three mutually reinforcing priorities: smart, sustainable and inclusive growth. In this context, five headline targets related to employment, R&D, energy, education and poverty and a set of ten integrated "EU 2020 guidelines" have been formulated, while eight headline indicators have been established to monitor progress.

2. At the same time, a new process of coordination between European Institutions and Member States has been implemented: the European Semester. Its main objective is that national and EU efforts be brought together in the right sequence to deliver and monitor progress over time. The process starts in January and is intended to support Member States to develop their policies materialized in the European Commission's better guidance on their NRPs and SCPs. The European Parliament must play a key role in mobilizing national stakeholders.

3. In this context, gender equality has not been specifically tackled by the flagship initiatives or the integrated guidelines nor is it present in their wording, although it is considered an essential value to overcome the economic crisis in a wide range of areas[2]. Hence, although gender equality is interpreted as a precondition for sustainable, competitive and inclusive growth, and gender policies as part of the response for the challenges, its inclusion in the EU2020 is surprisingly infrequent. It seems that gender equality policies and its monitoring processes continue to be considered a short-term cost rather than long-term investments.

4. It is important to ensure the involvement of regional/local authorities, social partners and other stakeholders. The European Parliament plays an important role not only in its capacity as co-legislator but also as a driving force for mobilizing citizens and national parliaments. Furthermore, the Economic and Social Committee as well as the Committee of the Regions are intended to be more closely associated by exchanging good practices, benchmarking and networking.

5. As a result, a vital means to reinforce the gender dimension of the Europe 2020 Strategy may be the adoption of gender-specific targets which help ensure a gender-equality perspective in regard not only to the employment, education and social inclusion issues but also to the strategy as a whole. This exercise will yield better understanding of the multiple causes of inequality and how to combat them, while bringing achievement of the targets closer. However, the Strategy has not been sufficiently gender-sensitive, as will be described in the next section.

In this section, the new European architecture of coordination of macroeconomic, fiscal and social policies will be briefly described within the context of the new European Union 2020 Strategy. For this purpose, a gender analysis will be conducted on the main documents associated with this new framework. Thus, the role of the Commission, the European Council, the Parliament and other institutions will be examined from a gender point of view, taking account of the broad integrated guidelines, the flagship initiatives, and the headline

[2] "Report on Equality between Women and Men 2010" (European Commission, 2010), page 3.

targets of the Europe 2020. Finally, the existing gender equality framework will be briefly mentioned in the context of the policy measures characterizing the current European Semester period.

2.1. The EU2020 Strategy and the new European Policy coordination framework

In the context of profound economic, social and political changes, the EU2020 Strategy[3] has been launched to emerge strengthened from the crisis and to deliver EU high levels of employment, productivity and social cohesion. Its aim is to pursue three mutually **reinforcing priorities: smart, sustainable and inclusive growth**.

- Smart growth: developing an economy based on knowledge and innovation
- Sustainable growth: promoting a more resource efficient, greener and more competitive economy
- Inclusive growth: fostering a high-employment economy delivering social and territorial cohesion.

To guide the necessary efforts to achieve these three goals, the EU has established a limited number of **five headline targets** which are currently measured by **eight headline indicators**. They do not represent a "one size fits all" approach, but they are relevant and common to all Member States, thereby facilitating cross-country comparability. In fact, they are translated into national targets and trajectories to reflecting the current situation of each country.

Table 3. EU 2020 Headline targets and indicators

Headline targets		Headline indicators
1) Employment	75 % of the population aged 20-64 should be employed	Employment rate by gender, age group 20-64
2) R & D	3% of the EU's GDP should be invested in R&D	Gross domestic expenditure on R&D (GERD)
3) Energy	The "20/20/20" climate/energy targets should be met (reduction of the greenhouse gas emissions by 20% compared to 1990, Increase in the share of renewable energy sources in	Greenhouse gas emissions, base year 1990
		Share of renewables in gross final energy consumption
		Energy intensity of the economy
4) Education	The share of early school leavers should be under 10% and at least 40% of 30-34 years old should have completed a tertiary or equivalent	Early leavers from education and training by gender
		Tertiary educational attainment by gender, age group 30-34
5) Social cohesion	Reduction of poverty by aiming to lift at least 20 million people out of the risk of poverty or exclusion	People at risk of poverty or social exclusion *(union of the three sub-indicators below)*
		People living in households with very low work intensity
		People at-risk-of-poverty after social transfers
		Severely materially deprived people

Source: Eurostat (2011).

[3] "Europe 2020: a strategy for smart, sustainable and inclusive growth" COM (2010) 2020 final (European Commission, 2010), page 5.

However, **no gender dimension has been included** in the definition of the headline targets nor in the selection of the indicators to monitor progress towards them. Despite the importance that the gender analysis has been attributed in some documents to reveal differences regarding individual decisions that could influence the achievement of the EU 2020 Strategy goals (in questions such as employment, education, career paths, family, etc.)[4], the benefits from enhancing gender equality have not been taken into account when indicators are formulated. This is incoherent with the fundamental European principles and "essential values[5]".

Moreover, the European Commission has put forward **seven flagship initiatives** with the purpose of developing and implementing the three above-mentioned goals of the EU2020. They are briefly described in the following table.

Table 4. Flagship Initiatives

Flagship initiatives	Objective	Implementation
Innovation Union	Improving framework conditions and access to finance for research and innovation so as to ensure that innovative ideas can be turned into products and services that creat growth and jobs	34 commitments
Youth on the move	Enhancing the performance of education systems and facilitating the entry of young people to the labour market	28 key actions
A digital agenda for Europe	Speeding up the roll-out of high-speed internet and reap the benefits of a digital single market for households and firms	101 actions
Resource efficient Europe	Helping decouple economic growth from the use of resources, supporting the shift towards a low carbon economy, increasing the use of renewable energy sources, modernising EU transport sector and promoting energy efficiency	4 roadmaps
An industrial policy for the globalisation era	Improving the business envirnoment, notably for SMEs and supporting the development of a strong and sustainable industrial base able to compete globally	70 key actions
An agenda for new skills and jobs	Modernising labour markets and empower people by developing their skills throughout the lifecycle with a view to increase labour participation and better match labour supply and demand, inckuding through labour mobility	13 key measures
European platform against poverty	Ensuring social and territorial cohesion such that the benefits of growth and jobs are widely shared and people experiencing poverty and social exclusion are enabled to live in dignity and take an active part in society	10 key actions

Source: COM (2010) 2020 Final

[4] "Strategy for Equality between Women and Men (2010-2015)" COM (2010) 491 final (European Commission, 2010), page 3.

[5] "Europe 2020: a strategy for smart, sustainable and inclusive growth" (European Commission, 2010), page 9.

Furthermore, the EU2020 is established institutionally in a small set of **ten "Europe 2020 Integrated Guidelines"**[6] with the purpose of ensuring that national and EU level policies contribute to achieve the objectives of the EU 2020 Strategy. They are the basis for any country-specific recommendations that the Council may address to the Member States or for policy warnings that the Commission may issue in cases of insufficient follow-up to the respective country specific-recommendations. **The EU 2020 Integrated Guidelines** are:

Table 5. Europe 2020 Integrated Guidelines

EU 2020 Integrated Guidelines
GL 1: Ensuring the quality and the sustainability of public finances.
GL 2: Addressing macroeconomic imbalances.
GL 3: Reducing imbalances in the euro area.
GL 4: Optimizing support for R & D and innovation, strengthening the knowledge triangle and unleashing the potential of the digital economy.
GL 5: Improving resource efficiency and reducing greenhouse gases emissions.
GL 6: Improving the business and consumer environment and modernising the industrial base.
GL 7: Increasing labour market participation and reducing structural unemployment.
GL 8: Developing a skilled workforce responding to labour market needs, promoting job quality and lifelong learning.
GL 9: Improving the performance of education and training systems at all levels and increasing participation in tertiary education.
GL 10: Promoting social inclusion and combating poverty.

The implementation of the Europe 2020 Strategy requires a much stronger policy framework at EU level than that in the past. For that purpose, Europe relies on two pillars: the thematic approach related to the flagship initiatives mentioned in Table 3 and country reporting, which means that the European Commission and the Council intend to help

[6] The integrated guidelines combine the broad economic policy guidelines based on Article 121 TFEU and the employment guidelines based on Article 148 TFEU; "The Treaty on the functioning of the EU provides that Member States are to regard their economic policies and promoting employment as matters of common concern and coordinate them within the Council. In two distinct articles, it provides that the Council is to adopt broad economic policy guidelines (Article 121) and employment guidelines (Article 148), specifying that the latter must be consistent with the former. Given this legal basis, the guidelines for employment and economic policies are presented as two distinct — but intrinsically interconnected — legal instruments:
• A Council Recommendation on broad guidelines for the economic policies of the Member States and of the Union -Part I of the Europe 2020 Integrated Guidelines;
• A Council Decision on guidelines for the employment policies of the Member States -Part II of the Europe 2020 Integrated Guidelines (consent by the European Parliament).
(...) The "Europe 2020 Integrated Guidelines" set out the framework for the Europe 2020 strategy and reforms at Member State level", Explanatory Statement for Council Recommendation of 27.4.2010 on broad guidelines for the economic policies of the Member States and of the Union, SEC(2010)488, http://ec.europa.eu/eu2020/pdf/Brochure%20Integrated%20Guidelines.pdf.

Member States to develop their strategies to return to sustainable growth and higher levels of employment. To this end, reporting and evaluation of the EU 2020 and of the **Stability Growth Pact (SGP)** is performed simultaneously in order to "bring the means and the aims together"[7], although with separate instruments and procedures.

- **Thematic approach** or monitoring of growth-enhancing reforms: focused on structural reforms in accordance to the integrated guidelines (4 to 10) and the EU2020 headline and national targets. This should be achieved through the National Reform Programmes (NRPs), followed by policy advice at EU level.

- **Country reporting** to help Member States to define and implement exit strategies to restore macroeconomic stability, identify national bottlenecks and return their economies to sustainable growth and healthy public finances. The approach entails an assessment of the macroeconomic challenges that Member States face. This is done through the Member States' Stability and Convergence Programmes (SCP).

Accordingly, the five EU headline targets and the Europe 2020 integrated guidelines are the framework for the production of National Reform Programmes (NRP), while the Stability and Growth Pact is the framework of the Stability and Convergence Programmes (SCP).

Again, gender equality has not been specifically tackled by the flagship initiatives or the integrated guidelines nor is it present in their wording, although it is considered an essential value to overcome the economic crisis in a wide range of areas[8]. Hence, although gender equality is interpreted as a precondition for sustainable, competitive and inclusive growth, and gender policies as part of the response for the challenges, its inclusion in the EU2020 is surprisingly infrequent. It seems that gender equality policies and its monitoring processes continue to be considered a short-term cost rather than long-term investments.

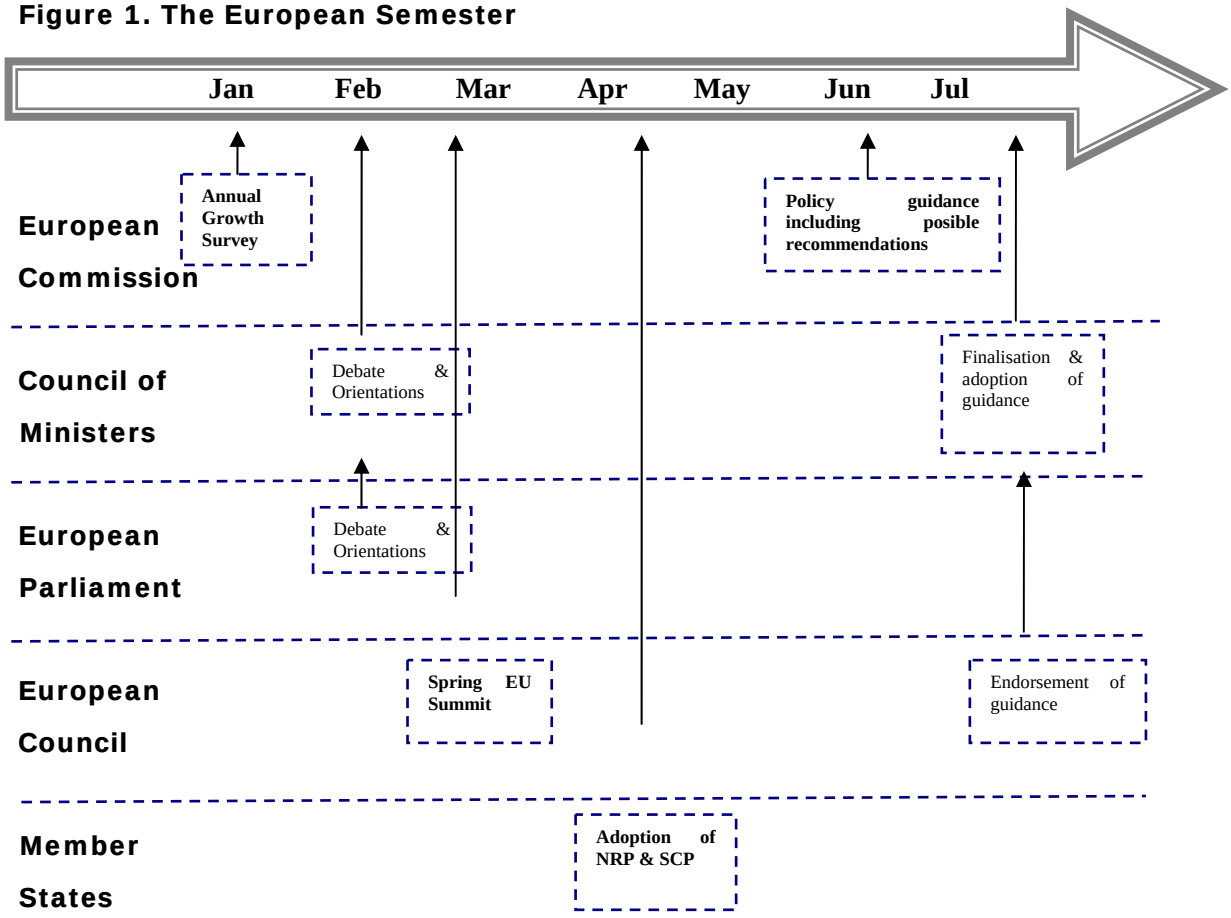
2.2. The European Semester

In this context, a new EU economic governance is now being implemented: the European Semester. Its main objective is "to ensure that collective discussion on key priorities takes place at EU level before and not after national decisions are taken"[9]. The results of this discussion must then be effectively reflected in national decision-making (particularly in budgets and structural reforms), so that national and EU efforts are brought together in the right sequence to deliver and monitor progress over time. In other words, the European Semester is intended to be a mighty lever in order to reinforce strategic planning at national and EU level.

Thus, the European Semester integrates the different strands of economic policy coordination and allows for better ex-ante coordination policies. The figure below shows the main building blocks of the European Semester.

7 "Europe 2020: a strategy for smart, sustainable and inclusive growth" (European Commission, 2010), page 25.
8 "Report on Equality between Women and Men 2010" (European Commission, 2010), page 3.
9 "Concluding the first European semester of economic policy coordination: Guidance for national policies in 2011-2012" (European Commission, 2011), page 3.

Figure 1. The European Semester



Source: European Commission COM (2010) 367.

Accordingly established is synchronization of assessment of the fiscal and structural policies of EU Member States, as well as macroeconomic and fiscal surveillance. The cycle starts in January with an "**Annual Growth Survey**" (AGS) and the Joint Employment Report prepared by the Commission, which review challenges for the EU and the euro area as a whole. It has two components:

- A review of fiscal and macroeconomic developments in the EU which encompasses the analysis of thematic developments related to the EU2020 headline targets, progress on the flagship initiatives, overall progress towards the fiscal targets and horizontal issues related to imbalances and competitiveness;

- A forward-looking part that describes the main challenges for fiscal and macroeconomic policies, the policies with which to address these challenges, priorities in structural reforms to advance in the thematic part of the strategy and the Joint Employment Report addressing employment policies.

The AGS is presented to the European Parliament (EP) and to Council formations in January before the European Council meeting in spring. The role of EP is particularly important in terms of stimulating participation of stakeholders at national and regional level. Member States identify the main challenges facing the EU at the meeting of the European Council. By April, the Member States send to the European Commission their Stability and Convergence Programmes and draw up National Reform Programmes. By June and July, the European Council provides **strategic guidance on policies** complementing that

provided by the European Commission. The European Council guides the strategy and is the body that guarantees the integration of policies, managing the interdependence between Member States and the EU. Consequently, it takes into account the overall macroeconomic situation and progress towards the five headline targets, considering also the flagship initiatives. It thus provides policy orientations covering fiscal, macroeconomic and thematic elements.

- The **content of the SCPs** has to fit the new cycle of the European Semester and the SCPs must be submitted before the adoption of the national budgets for the following year.

- The **NRPs** play a key role under the EU 2020, and they are to be regarded as the counterparts of the SCPs. They include cross-references to the SCPs, the identification of non-fiscal, macroeconomic policies in accordance with the integrated guidelines (especially 1 to 3) to address imbalances and trajectories to meet the respective Member States' targets derived from the five EU headline targets. The NRPs must also report on the key measures to achieve the national targets, including timetables and budgetary impacts. Additionally, the NRPs must state how Member States intend to tackle obstacles to achieving the objectives set, and how structural funds will be used in support of measures to achieve targets, as well as their budgetary impacts. Finally, they should indicate how the national authorities plan to involve local and regional governments and relevant stakeholders in defining and implementing the NRPs and how they plan to communicate these intentions.

- Additionally, the members of **Euro Plus Pact** must present further specific commitments made under the Pact. These commitments should be fully integrated into the respective national NRP and SCP.

Both the SCPs and NRPs have to be fully integrated within the national budgetary procedure. In the Commission's opinion, the European Semester can become "an effective governance method to support EU and national policy making in an integrated, transparent and timely manner, provided the Member States decide collectively on the key policy orientations to be implemented"[10].

As mentioned above, it is important to ensure the involvement of regional/local authorities, social partners and other stakeholders. The European Parliament plays an important role not only in its capacity as co-legislator but also as a driving force for mobilizing citizens and national parliaments. Furthermore, the Economic and Social Committee as well as the Committee of the Regions are intended to be more closely associated by exchanging good practices, benchmarking and networking.

In June, the Commission proposes a single set of **country-specific recommendations** and opinions attached to a single country report and an overall report for the euro zone. Recommendations are direct and concrete. **Surveillance** gives indications on whether the envisaged targets and underpinning policies are appropriate. In the second part of the year, a **"national semester"** is opened, when Member States finalize national budgets and policy measures taking account of the EU country-specific guidance received. In its AGS of the following year, the Commission assesses how Member States have taken EU guidance into account.

[10] "Concluding the first European Semester of economic policy coordination: guidance for national policies for 2011-2012, COM (2011) 400 (European Commission, 2011), page 4.

The recent **AGS 2012** includes five key priorities to combat the crisis and reinforce the European process.

Table 6. Key priorities of the Annual Growth Survey 2012

Priorities (AGS 2012)	Objectives
Pursuing differentiated growth-friendly fiscal consolidation	Prioritising growth-friendly expenditure, such as education, research and innovation and energy
	Pursuing the reform and modernisation of pensions system by aligning the retirement age with increasing life expectancy, restricting access to early retirement schemes, supporting longer working lives and equalising the pensionable age between men and women
	Reforming the health systems aiming at cost-efficiency and sustainability
	Broadening tax base of certain taxes and thus increasing revenue or reducing distortively high tax rates
	Shifting taxation away from labour towards taxation which is less detrimental to growth
	Improving the efficiency of tax collection and tackling tax evasion
	Looking for new sources of national revenues (CO2 emmisions)
Restoring normal lending to the economy	Strenghtening the capital positions of systemic banks where required
	Facilitating bank access to term funding by implementing temporary measures so as to limit the impact of banking sector reform on the flow of credit to the real economy
	Creating a specific regime adapted for SME growth markets allowing them to be more visible to inverstors
	Working with the European Investment Bank to maintain and increase its SME loan activity at a sustained pace
	Developing a new European venture capital regime
	Completing the implementation of a new regulatory framework for EU financial markets
Promoting growth and competitiveness for today and tomorrow	Mobilising the EU budget for growth and competitiveness
	Delivering a targeted programme to fast track growth
Tackling unemployment and the social consequences of the crisis	Mobilising labour for growth
	Supporting employment especially for young people
	Protecting the vulnerable
Modernising public administration	Improving business environments by minimising administrative burdens
	Facilitating the creation of new businesses by implementing the commitment in the Small Business Act
	Ensuring that exchanges between administrations and entreprises as well as citizens can be done digitally

Source: European Commission COM (2011) 815 final.

2.3. Gender Mainstreaming: from the Roadmap (2006-2010) to the European Pact for gender Equality (2011-2020)

As can be deduced on reading the priorities, objectives, targets, guidelines or indicators directing EU and Member States, little account has been taken of gender mainstreaming by the EU 2020 Strategy or by the new economic governance method, the European Semester. The focus on macroeconomic and fiscal consolidation has led to neglect of the goal of gender equality. The lack of gender-specific targets concerning issues where gender inequalities exist (pensions, employment, education, skills, poverty, among others) shows that the strategy for equality has been partially diluted in these difficult circumstances. Whilst the role of women in promoting labour participation and social cohesion is fully recognized, the importance of a gender mainstreamed approach seems to have been undermined by the current circumstances. As a result, the gender dimension has not been sufficiently covered in the EU 2020 Strategy.

In this context, one of the most relevant messages of the present document is that this scant consideration given to gender is reflected in the lack of appropriate gendered indicators that take stock of the Strategy's progress; and consequently that the establishment of a gender-specific set of indicators could contribute to exposing inequalities between women and men and tackling them.

As early as 1996, "mainstreaming" was proposed as an essential tool with which to promote equality between women and men in policies at all levels, taking account of their differential impacts on the situations of women and men. Sound statistical analyses were also called for[11].

The legislative framework for **Structural Funds (2000-2006)** also helped to raise the profile of gender equality with the implementation of gender mainstreaming as well as gender specific actions. The consolidation of gender inclusion in the European practices took a new impulse thanks to the **"Roadmap for the equality between women and men (2006-2010)"**. This plan encompassed six priority areas for EU action in terms of gender equality: equal economic independence for women and men; reconciliation of private and professional life; equal representation in decision-making; eradication of all forms of gender-based violence; elimination of gender stereotypes; promotion of gender equality in external and development policies. The Roadmap identified targets and actions and it also envisaged a **monitoring system with indicators** related to its six priorities. Some of them were used in the Report on Equality between Women and Men 2010, but the Strategy for Equality between Women and Men (2010-2015) does not make any reference to it.

Finally, the period 2010-2015 is related to the development of the **Strategy for Equality between Women and Men**, adopted in September 2010. It remarks that "equality is one of the five values on which the Union is founded". Their six priority areas recall those of the previous Roadmap[12]: equal economic independence; equal pay; equality in decision-making; end to gender-based violence; equality in external actions, and horizontal issues. Questions linked to the increase in employment rates for some specific vulnerable groups of women, gender-diverse poverty experiences, horizontal and vertical segregation in the labour market, reconciliation of work and family lives, among others, are considered.

[11] "Incorporating equal opportunities for women and men into all community policies and activities" (European Commission, 1996), page 5.
[12] "A Roadmap for Equality between Women and Men" (European Commission, 2006), pages 4-11.

More recently, in light of the need to strengthen gender equality further in the context of the current crisis, the Council has launched the **European Pact for Gender Equality** (2011-2020) with the intention of strengthening the previous strategy. The Pact states that three areas are of greater relevance to gender equality: employment, education and social inclusion, which is why it considers that **these objectives can only be fulfilled by including them in** a wider strategy as **the Europe 2020**[13]. Moreover, the Pact also considers that the promotion and evaluation of the EU2020 integrated guidelines and flagship initiatives with a gender perspective are essential to strengthen gender national policies. In other words, **gender equality is considered a part of the solution for exiting the crisis**[14].

As a result, a vital means to reinforce the gender dimension of the Europe 2020 Strategy may be the adoption of gender-specific targets which help ensure a gender-equality perspective in regard not only to the employment, education and social inclusion issues but also to the strategy as a whole. This exercise will yield better understanding of the multiple causes of inequality and how to combat them, while bringing achievement of the targets closer. However, the Strategy has not been sufficiently gender-sensitive, as will be described in the next section.

[13] "Council conclusions on the European Pact for gender equality for the period 2011-2020" (Council of the European Union, 2011), page 3.

[14] Notwithstanding, it has to be noted that the European Pact has been extensively criticized by some stakeholders because it does not contain neither legislative measures nor concrete objectives.

3. GENDER ISSUES REGARDING THE EU 2020 HEADLINE TARGETS AND INDICATORS

KEY FINDINGS

1. There are few examples of comprehensive efforts to systematize and monitor the progress of gender equality within EU strategies addressing several fields (employment, social cohesion, sustainability, etc). The main precedent is the Roadmap for Equality between Women and Men (2006-2010), which includes indicators on several areas that have been used in other documents.

2. The establishment of gender-related indicators intends to shed light on and monitor gender inequalities. Moreover, it may help policy makers to develop policies with a gender perspective and increase their efficacy. In this context, gender analysis is essential for identifying gender-sensitive indicators to provide adequate instruments with which to monitor the impact of the policies.

3. However, the EU 2020 Strategy does not rely on a set of indicators that reflects gender inequalities. This is a serious drawback because use is not made of information that could help shape policies contributing to achievement of the Strategy's objectives. It is certain that none of its objectives will be reached if the contribution of women to their attainment is not taken into account.

4. This lack of concern on gender indicators can be attributed to the negative effects of the crisis on gender issues, as these have become a matter of relatively lower importance. This process is not coherent with the well-proven gender impacts of the crisis (unemployment, precarious work, poverty, etc.).

5. In this context, a gender-sensitive indicator dashboard is proposed to address the EU 2020 Strategy's five priorities: employment, research and development, energy, education and poverty.

This chapter will provide a brief summary and the main findings of the review of the literature concerning the inclusion of the gender perspective within the EU 2020 targets and, especially, in relation to the establishment of gender-sensitive indicators. The proposal of a new set of indicators regarding gender equality will take into account the complex relationship between the formulation of the EU 2020 Strategy and the introduction of a gender-sensitive approach which include specific gender-based indicators (or the lack of them). The individual references for each indicator proposed will further be developed in the next section, where the introduction of these indicators will take place. In addition, the main issues around the construction of gender-sensitive indicators will be exposed in order to introduce inputs for the next section where they will be fully developed.

3.1. Main gender issues regarding EU 2020 Strategy: gender-sensitive indicators

There are very few examples of comprehensive efforts to systematize and monitor the progress of gender equality within broad EU plans or strategies regarding employment, education, poverty, etc. The most important attempt to devise indicators in this regard was included in the Roadmap for equality between women and men (2006-2010).

The establishment of gender-related indicators is usually intended to shed light on women's status and to measure the extent and pace of gender equality and empowerment[15]. Human development cannot be seen as a gender-neutral process and the approach behind the formulation of gendered indicators is explicitly addressed to revealing inequalities. Indeed, gender-based indicators should serve as efficient means with which to identify inequalities and the strategies with which to fight them, such as EU 2020. Both attainment levels and the evolution of gender gaps contribute to revealing their efficacy, while the limitations are usually linked with the possibility of collecting adequate data.

Moreover, the establishment of gendered indicators may help policy makers to develop and implement policies with a gender perspective, which remains hidden within conventional analyses. Unfolding inequalities is one of the main goals of building gender-based indicators as they contribute to undermine the traditional approaches through which processes are thought to be gender-neutral.

In this context, gender analysis is essential for identifying gendered indicators as sources of information that provide policy-makers with adequate instruments to measure the impacts of their policies. The closest and most relevant precedent of such an exercise was developed in the Roadmap for the equality of women and men (2006-2010)[16]. The indicators of the latter cover areas sensitive from a gender perspective. Some of them have been used in the annual Reports on equality between women and men[17] and provided the basis for establishment of the Strategy for Equality between Women and Men (2010-2015)[18]. Moreover, the European Council's Pact for Gender Equality (2011-2020) encouraged Member States to "apply a gender equality perspective and to promote gender equality policies, especially concerning the Employment Guidelines, and invited them to make appropriate use of agreed gender equality indicators"[19].

However, little has been done to establish gender-based processes for the monitoring of wider strategies such as the Europe 2020. Monitoring of the EU 2020 Strategy does not rely on any system of indicators relative to specific gender inequalities. This lack of concern reflects the scant consideration made of gender-based problems in devising and implementing the strategy. This has been pointed out by many researchers[20], who emphasise that "gender equality has a relatively low profile in the final adopted version of the EU 2020 Strategy, with many of the references to women's employment, gender gaps and inequalities included at a late stage of the process"[21]. The negative effects of the crisis

[15] Rustagi (2004), page 294.

[16] In the Structural Funds documents (2000-2006) the disaggregation by sex of indicators is explicitly mentioned in order to "monitor gender gaps and to measure progress in gender equality". However, the document basically denounced that "the provision and systematic use of data broken down by sex and quantified indicators and targets is required to measure the effectiveness of Structural Funds operations concerning gender equality" and that "in only a small minority of interventions, are they presented systematically" (Implementation of Gender Mainstreaming in the Structural Funds Programming documents 2000-2006, European Commission, 2002, page 11).

[17] "Report on Equality between Women and Men 2010", Statistical Annex, pages 15-50. Available at: http://ec.europa.eu/social/main.jsp?catId=738&langId=es&pubId=447&furtherPubs=yes

[18] "Strategy for Equality between Women and Men 2010-2015", COM (2010) 491 final. Available at: http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/em0037_en.htm.

[19] "Council conclusions on the European Pact for gender equality for the period 2011-2020" (Council of the European Union, 2011), page 5.

[20] Some of them belonging to the European Community of Practice on Gender Mainstreaming (Gender-CoP), a learning network set up by the European Commission which supports Managing Authorities and intermediary bodies from 13 European countries within the European Social Fund to make better use of the Gender Mainstreaming strategy in improving the implementation of the ESF priority axes (Gender-CoP, 2011). Available at: http://www.esf-gleichstellung.de/fileadmin/data/Downloads/CoP/CoP_Position_Paper_May_2011.pdf.

[21] Review of the implementation of the Beijing Platform for action in the area F: women and economy" (EIGE, 2010), page 12.

may have relegated gender issues to a secondary level of importance, since the "economic crisis has had serious repercussions on public finances, with the risk of downgrading the status of equality policies or reducing budgets allocated to these policies"[22]. A comprehensive gender analysis of the impact of the crisis has not been carried out and "nor, therefore, (of the) policy responses"[23]. It is this lack of explicit reference to gender equality (although it remains a key political objective for the EU [24]) that lies behind the non-existence of a gender-sensitive dashboard monitoring progress on gender equality within the EU 2020 Strategy.

Surprisingly, this relegation of gender concerns is inconsistent with the well-proven gender impacts of the crisis[25]. Because women are more closely integrated into the labour market than ever before, they have been hit by the crisis as much as men, not at first but some time later. Unemployment rates have increased for both men and women, and some vulnerable groups of women are suffering the worst consequences of the current economic juncture. Poverty rates have also increased. Precarious work in the form of part-time jobs and short-term contracts is widespread. At the same time, the European Commission has stressed the slow progress made in reducing gender gaps[26]. As a result, there is an urgent need to review gender-based approaches in order to tackle these phenomena.

3.2. The five priorities of the EU2020 and gender-based indicators

In regard to development of the EU 2020 Strategy, this document will propose an indicator dashboard encompassing its five priority areas and intended to define an effective process for monitoring and evaluating the strategy's gender progress. It is therefore coherent with the EU 2020 Strategy itself and with the Roadmap for equality between women and men as the most effective precedent for the inclusion of gender-sensitive indicators within a wider European development strategy. The elements most relevant to the inclusion of gender-sensitive indicators in the five priority areas will now be presented.

With respect to the first headline target of the EU2020, **employment**, gender-sensitive indicators must consider concerns about progress towards the employment rate target. The main gender-based discriminations relate to expanding employment rates, the gender pay gap, and segregation.

- As regards the **employment rate**, because this constitutes the core element of the employment target, factors that may have different impacts on women and men should be considered: for instance, the age group, education level, nationality, marital status, type of household, and the age of the youngest child. In all these cases, being a man or a woman matters. For example, the impact of parenthood on labour-market participation is rather different between women and men[27]. The life-cycle has become a significant variable in detecting gender differences and discrimination across European labour markets because women are prevented from fully integrating by the unequal sharing of family responsibilities. Considering skills and gender can shed light on the strong discrimination against low-skilled women evidenced by low employment rates. Moreover, multiple discrimination is rather difficult to eradicate: in the field of employment, considering national origin by sex

[22] Smith and Villa (2010), page 2.
[23] Smith and Villa (2010), page 3.
[24] "Review of the implementation of the Beijing Platform for action in the area F: women and economy" (EIGE, 2010), page 13.
[25] Walby (2009), pages 7-14 ("The gendering of the impact of the financial crisis").
[26] "Report on Equality between Women and Men 2010 "(European Commission, 2010), page 8.
[27] "Strategy for Equality between Women and Men" (European Commission, 2010), page 3.

may help identification of the most vulnerable segments of the labour market[28]. Furthermore, horizontal and vertical segregation have been usually cited as factors discouraging women from participating in the labour market.

- Further aspects of employment should be considered in order to obtain a comprehensive description of the differential employment situation between women and men. Many researchers have highlighted that unemployment rates, atypical forms of work (temporary and part-time work), labour mobility, and inactivity have different effects on women and men.

Concerning the second headline target of the EU2020, **research and development**, gender-sensitive indicators should perform two important tasks: on the one hand, they should reveal gender inequalities in human capital regarding research and development activities; on the other hand, they should also address gender differences in terms of use and creation of new technologies.

The indicators relative to the third priority – **energy -** should reflect the differential impact of energy trends (consumption, production, costs, environment…) on women and men. As will be argued, there is an urgent need to build a set of indicators that address this issue tentatively, since none is readily available. Because energy is one of the political priorities at EU and worldwide level, it is not acceptable that gender mainstreaming is absolutely absent in the debates owing, at least in part, to a lack of appropriate indicators.

The fourth target refers to **education**. In spite of the enormous progress made by women, there are still gaps that have to be tackled and measured. As many studies in the literature have noted[29], the variables employed in the construction of a gender-sensitive education and its measurement should be based on:

- Breaking down the headline target indicators as a way to reveal possible gender inequalities.

- Focusing on issues that contribute to better understanding of possible bottlenecks, such as training within active labour-market policies or the problems and needs of women and men not in employment, education or training (NEET), always from a gender perspective.

- Revealing gender differences relative to segregation in education, language skills, and low achievement. A gender perspective analysis enables measurement of these differences and the development of strategies to tackle them.

Concerning the fifth target, namely **poverty**, it is acknowledged that women are, in general, more economically vulnerable than men[30]. This can be attributed to their lower employment rates and lower pensions, higher involvement in unpaid jobs (such as caring responsibilities) and lower pay levels. As a consequence, the indicators should enable:

- A deeper analysis of the at-risk of poverty and social exclusion rates disaggregating its three components by sex. Particular consideration should be made of nationality

[28] "A Roadmap for equality between women and men" COM (2006) 92 final(European Commission, 2006), page 5.

[29] A few examples are Subrahmanian (2005), pages 395-407; Ministry of Foreign Affairs of Denmark (2006), pages 24-28; Leo-Rhyne (1999), pages 5-69; Canadian International Development Agency (1997), pages 28-32 and 73-77.

[30] "The European Platform against Poverty and Social Exclusion" COM (2010) 758 final (European Commission, 2010), page 4.

and age group as elements important from a gender perspective. For example, in many countries poverty rates are higher and gender gaps wider among elderly people because of women's greater economic vulnerability.

- The inclusion of complementary indicators such as in work-poverty, persistency rates and social protection gender gaps (regarding pensions or unemployment benefits).

- The inclusion of complementary information that aids understanding of such a complex phenomenon. This information could concern the economic autonomy of adult women and men irrespective of the incomes of other members of the family. The purpose of such an exercise would be to open up new approaches to poverty and inequality *within* households.

4. INCLUSION OF GENDER INFORMATION IN THE EU 2020 DASHBOARD

KEY FINDINGS

1. This section proposes an indicator dashboard that incorporates the gender perspective so as to reveal gender differences and to improve understanding of gender inequalities in the context of the monitoring of the EU 2020 Strategy and the European Semester.

2. The inclusion of the gender perspective in the indicators dashboard has required a four-step process: 1. breaking down the headline indicators by sex; 2. cross-referencing the indicators with other variables; 3. proposing new indicators; and 4. classifying all the resulting indicators into two groups: core and complementary indicators. The purpose of this fourth step is to prioritize the indicators according to their capacity to reveal gender differences.

3. However, some of the indicators proposed are readily available, while some others are not directly furnished by Eurostat, or simply do not exist. The indicators are presented with the following information attached: name, brief description, Eurostat code, availability of data (ready, easy or not easy access, non existent), and data for 2007 and 2010 (if possible).

4. Regarding the indicators:

a. **Employment**: the headline target is broken down by sex, and age groups, education level, country of birth and parenthood have been combined with it. The impact of gender inequalities on incomes (gender pay gap), segregation, inactivity, atypical contractual arrangements, self-employment and labour mobility have also been included. The current crisis and atypical forms of work raise a challenge to the gathering of employment data and their interpretation from a gender perspective.

b. **R&D**: the indicators are classified into two groups: R&D and innovation system, and access to and use of the Internet. Total R&D personnel, researchers and core HRST broken down by sex are suggested. Individuals and persons employed with access to the Internet by sex are also proposed. The set of indicators should include a gender perspective, and their time availability should be improved.

c. **Energy**: the indicators suggested are intended to monitor the impact of women and men on the environment and the inclusion of gender in the environmental agenda. This encompasses energy consumption and access, ecological footprint, use of public transport, gender equality in decision making and external actions, among others. A stronger commitment to building gender-sensitive indicators based on individual behaviour as well as economic activities is essential.

d. **Education**: the headline indicators are broken down by sex. Other relevant indicators refer to the impact of education level on employment and inactivity rates, lifelong learning, people not in employment, education or training (NEET), education segregation, language learning and skills, low achievement and student mobility. The reasons for early school leaving and NEET phenomenon should be analyzed more thoroughly; the gender perspective must be introduced into the assessment of language skills and learning and low achievers.

e. **Poverty**: the headline indicator (poverty and social exclusion rate) is broken down by sex, while other variables such as the impact of social transfers, age groups and country of birth are combined with it. Other indicators relate to in-work and persistent poverty, amount and coverage of social benefits, households without any income, housing exclusion and individuals (30-39) still living with their parents. The definitions and methodology of data sources should be reexamined with the purpose of estimating intra-household incomes and tackling gender differences. On this basis, an indicator called "economic autonomy" is proposed.

4.1. Introduction – methodological notes

This chapter discusses and proposes gender-sensitive indicators with which to monitor the EU2020 targets. As mentioned in previous sections in this report, gender mainstreaming is hardly present in the monitoring process of the EU 2020 Strategy and the European Semester, which is reflected in the lack of gender-sensitive indicators in the current dashboard.

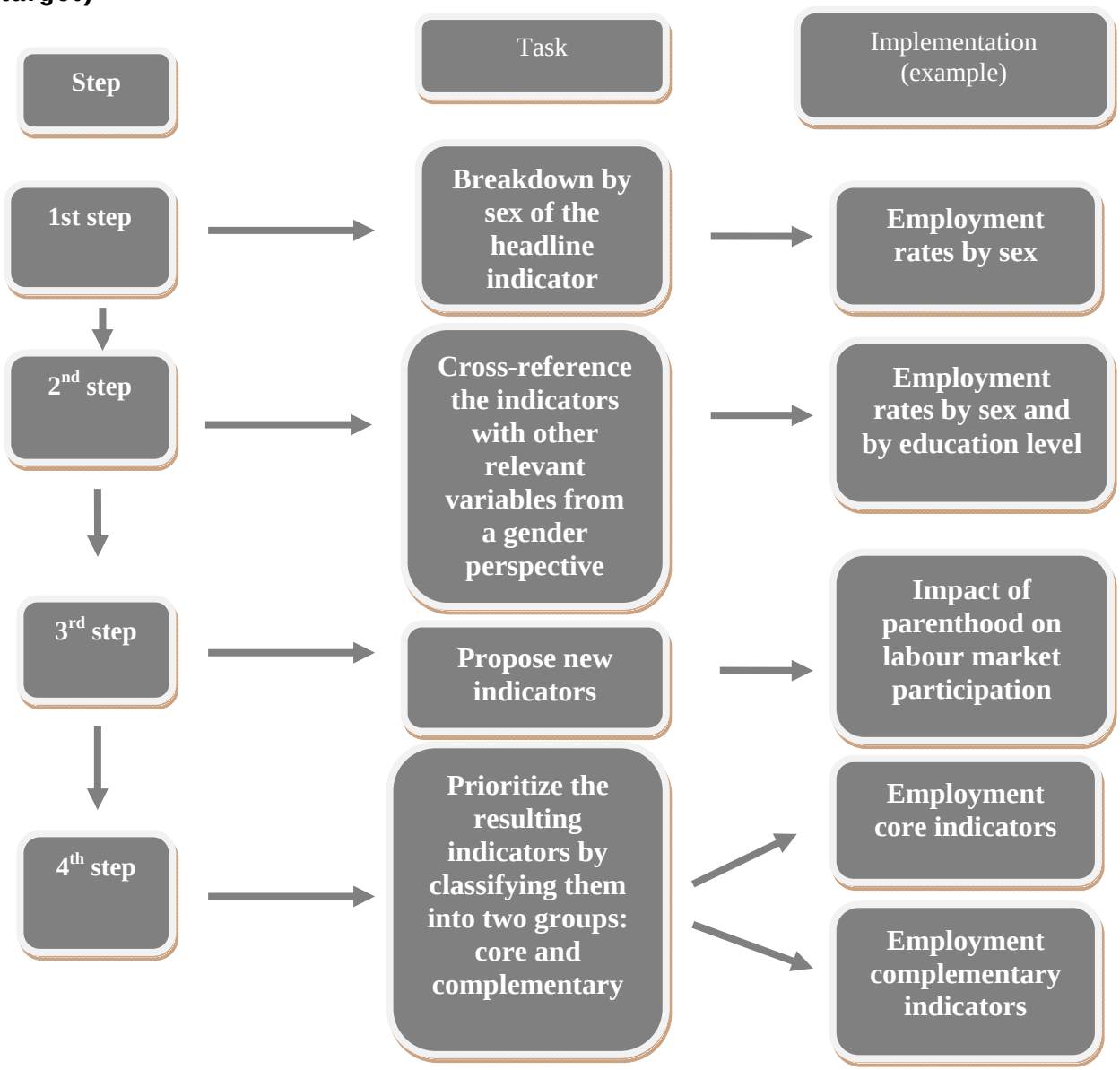
As a result, the present section proposes a gender-sensitive indicators dashboard that incorporates the gender perspective so as to reveal gender differences, to improve the understanding and the efficacy of policies in the context of the monitoring of the EU 2020 Strategy and the European Semester.

Consequently, the gender perspective shall be adopted regarding the EU 2020 strategy's headline targets and indicators, as they appear in Table 3 (included in chapter 2) by 2020:

- 75% of the population aged 20-64 should be employed
- 3% of the EU GDP should be invested in R&D
- 20/20/20 climate/energy target should be made possible (reduction of the greenhouse gas emissions by 20% compared to 1990, increase in the share of renewable energy sources in final energy consumption to 20% and 20% increase in energy efficiency)
- The share of early school leavers should be under 10% and at least 40% of 30-34 years old should have completed a tertiary or equivalent education
- Reduction of poverty by aiming to lift at least 20 million people out of the risk of poverty or exclusion

In this context, the process that has been carried out to formulate the indicators dashboard encompasses four successive steps as they are shown in the next graph.

Table 7. 4 Steps to elaborate the indicators dashboard (example: employment target)



Source: prepared by author.

The inclusion of the gender perspective in the EU 2020 headline targets and indicators requires: 1) whenever possible, **breaking down by sex** the EU2020 targets and indicators; 2) **cross-referencing the indicators** with other variables relevant from a gender perspective, such as education level, parenthood, age, or nationality; 3) and proposing **new indicators**. These new indicators should focus on the gender implications of achievement of the EU 2020 targets and of the policies developed to pursue those targets. The resulting set of indicators would then have to be ranked and **prioritized** according to their capacity to reveal gender inequalities regarding the EU2020 targets, with the additional objective of **limiting** the number of indicators to a manageable amount. The ultimate objective is to contribute to better achievement of the EU2020 objectives and targets.

The corollary of this methodological process is, thus, the formulation, for each of the EU2020 targets, of two groups of indicators:

- ***Core indicators***: these indicators are closely related to the achievement of the headline targets and to the implementation of the gender perspective. They include 44 core indicators covering each and every target.

- ***Complementary indicators***: these indicators are also significant in order to achieve each target, but they may also go beyond the immediate gender impact and reveal broader effects on the targets. They include 39 complementary indicators.

The criteria with which to classify the indicators into one of the two groups concern i) their capacity to reveal gender disparities that may lie behind progress towards the EU2020 targets; ii) the importance of the gender disparities themselves, measured as the gender gap in a given indicator and their evolution in the period studied (2007-2010), when possible.

Moreover, it is important that the indicators be selected with **account also taken of their availability**. Regardless of their capacity to capture and measure gender differences, some of them are readily available for all EU27 countries through Eurostat (e.g. employment rate by sex); others are not directly furnished by Eurostat but can easily be constructed using existing information or surveys (e.g. employment rate for a specific age group relevant from a gender point of view); others, however, are non-existent at present and are less easy to construct, although efforts should be made in the direction proposed (e.g. sectoral allocation of CO2 emission rights). Following this criterion, in the tables below the greater or lesser availability of the indicators is marked with **green, yellow** and **red** respectively. **In the final proposal of core and complementary indicators, only those readily available, the green ones, will be included.**

Each of the following five sections addresses a headline target. With some variations, each contains two tables for core and complementary indicators respectively. When the information is readily available (thus marked with green), the data for 2007 and 2010 (or the latest data available) are given, together with the calculation of the gender gap in both years, as well as the trend of the gap. The tables include:

- The name of the indicator.

- A brief description, which in some cases reflects only one example. For instance, the description of and data on the employment rate by level of education refer only to 0-2 ISCED level, although it is understood that the indicator proposed refers to all levels.

- The Eurostat code for the indicator, if available.

- The availability of data insofar as Eurostat furnishes them at present: quarterly, yearly, none. For instance, although the Labour Force Survey is a quarterly survey, some of the indicators are provided by Eurostat only in annual terms. In such cases, the availability is annual (although it could be quarterly). In colours: green, yellow and red denote easy to difficult availability.

- Data for 2007 and 2010 (or latest year available) for the indicator, the gender gap and the difference between 2007 and 2010 (or latest year available). With the objective of unifying the criteria, the gender gap is always calculated as the female

indicator minus the male indicator and is expressed in percentage points. As a result, the interpretation of the gender gaps depends on the variable analyzed. For example, when examining the poverty gender gap, a **positive** gap means that female poverty rates are higher than those of males. By contrast, when analyzing employment rates, a **negative** gap means that women's employment rates are lower than men's. In both cases, a discriminatory situation is exposed although the signs of the gaps are different. As a result, positive or negative gaps and their difference in the two years analysed should be carefully put in the context of the variable that is examined.

4.2. The Employment target

The first headline target is to raise the EU employment rate for men and women (aged 20-64) to 75% by 2020. This should be achieved by increasing labour-market participation and by reducing structural unemployment. Another important area is the increase of qualifications with a view of increasing labour market participation, especially in the case of the low-skilled persons and of women who record both low employment and high unemployment rates. Thus, a gender perspective is important for monitoring the strategy.

4.2.1. Core indicators

The first step towards including the gender perspective in the indicators that evaluate the European Semester and the EU 2020 Strategy goals and targets is to **break down by sex** the headline indicator relative to the **employment rate**. Visualizing the different trends of female and male employment rates is important because the intended rise in the employment rate requires, in practice, an increase in the female indicator.

In this regard, it has to be noticed that an indicator widely used to monitor gender differences in employment rates is the gender gap. However, the economic crisis is having different impacts on women and men in the labour market. As a consequence, analysis based on gender gaps may be misleading and should be complemented with the original data for each sex. Indeed, the employment rate gap has noticeably diminished since the beginning of the crisis, but it has done so not because of an improvement in the situation of women, but because of the stronger initial impact on men.

Women and men face different situations when entering the labour market because of gender-based discriminations and/or their different social, legal and institutional backgrounds. Analysis of the trends of the employment rate must take account of the gender perspective because it contributes to revealing these differences. For this purpose, **four additional analytical criteria** have been selected to break down the employment rate. The final definition of indicators is shown in Table 8.

Firstly, it has been demonstrated that a source of gender inequalities limiting the growth of employment rates is the different situations of **different age groups**, which requires a life-cycle approach to monitoring the employment strategy. In this regard, the inclusion of employment rates broken down by sex and age groups will enable evaluation of the difficulties linked with access to jobs by women and men of different cohorts. This analysis yields a large amount of information from a gender point of view. On the one hand, both the EU 2020 Strategy and the Strategy for the Equality of Women and Men (2010-2015) regard increasing the employment rates of young and older women as essential. On the other hand, there are significant differences between male and female employment rates in

some particular age groups. The **30-39 age group** seems to be especially relevant because of the unbalanced situation at home relative to care and home responsibilities.

Secondly, monitoring the employment rate requires analysis by **education level**. It is estimated that 35% of total employment will require high qualifications by 2020 (15 million more jobs than in 2010)[31]. However, the analysis of employment rates should also consider low-skilled men and women, because not only are their employment rates lower but their gender differences are higher[32]. Hence, the education level is more important for women than for men in terms of their participation in the labour market.

Thirdly, the evaluation of male and female labour-market participation should also consider the presence of specific vulnerable groups of persons better identified when they are examined from a gender perspective. Thus, **migrant women** and those belonging to ethnic minorities are especially mentioned among those groups in the context of the Strategy for Equality between Women and Men (2010-2015). Apart from recording employment rates lower than those for European women, migrant women are notoriously more subject to gender differences. Consequently, analysis of the contribution of women to increasing current employment rates should consider the situation of migrant women as well.

Fourthly, the presence of children in the household (**parenthood**) has a significant and differential influence on male and female employment rates. The disproportionate distribution of domestic responsibilities between men and women and insufficient services for work/family reconciliation[33] discourage many women from staying in or entering the labour market. Gender-based traditions and stereotypes partly explain this outcome, but the institutional design and gender-biased legislation reinforce the gendered situation. Fiscal systems and some parental leave schemes contribute to it as well. According to Bettio and Verashchagina (2009), childcare has a markedly negative effect on female employment rates: the “motherhood penalty”. Indeed, the gender gap in the employment rates of women and men without children is ten times smaller than the gender gap between women and men with children (1.9 and 20.1 percentage points in 2009 respectively). However, the official EU statistics (Eurostat) do not provide this indicator directly.

The **gender pay gap** is another concern linked with the rise of the employment rate which is especially included in the EU 2020 Strategy and the Strategy for Equality for Women and Men (2010-2015).[34] The reasons for this are manifold (wage-setting institutions, the impact of legislation, institutions and attitudes towards parenthood and the lack of childcare provision, among others), and so are the consequences: since wages constitute the main incentive to stimulate labour supply, lower wages may discourage women who doubt whether to work or not[35]. Specifically, the greater incidence of part-time jobs among women should induce measurement of the gender pay gap in hourly terms. However, these data are only available at country level, and no EU-wide information is provided by official statistics.

Indeed, **part-time work** is widespread in some countries (e.g. The Netherlands). It is used for the purpose of flexibility. Very often, enterprises and workers respectively use it as a

[31] “Youth on the Move” COM (2010) 477 final (European Commission, 2010), page 2.
[32] In 2010, the gender gap among low-skilled workers was 20.9 percentage points while it was 6.8 percentage points among highly skilled (Eurostat, 2011).
[33] “Strategy for Equality between Women and Men” (European Commission, 2010), page 3.
[34] European Commission (2010), pages 6-7.
[35] Particularly if they have children or other dependants’ care costs.

means to adapt to production needs and to reconcile work and family life. Part-time shapes female work experiences in the EU. As a result, an indicator exposing the proportion of women and men working part-time is introduced.

Finally, the analysis should include two related aspects linked to the achievement of the employment rate target from a gender standpoint: **vertical and horizontal labour-market segregation**. In both cases, a high level of segregation discourages female employment. The strong concentration of women in specific economic activities reflects deeply-rooted ideas about women's capacities which generate inequalities. Women and men are often over-represented in certain sectors, which are diversely valued and paid ("female" jobs are generally less valued/paid[36]). As a consequence, the inclusion of an indicator measuring **horizontal segregation** is a key means to show its extent and evolution. **Vertical segregation** refers to the glass ceiling, an issue which has been well addressed by the Strategy for Equality between Women and Men (2010-2015) in terms of decision-making. The low female participation in managerial posts, notwithstanding the higher and increasing qualifications of women, is also one of the main discouraging elements[37]. In this context, "vertical occupational segregation in a gender context limits career opportunities of women"[38].

Hence, the first group of indicators is detailed in the next table.

[36] De Cabo Serrano, G. and Garzón, M.J. (2007), pages 49-50.
[37] Booth (2006), pages 1-2.
[38] Plantenga and Akgunduz (2011), page 6.

Table 8. Gender sensitive indicators for monitoring the EU 2020 employment target: core indicators

Indicator	Description (example)	Code Eurostat	Data availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total (%)	Gender gap (W-M, percentage points)	Men	Women	Total (%)
Employment rate (20-64) by sex	Proportion of employed men and women over total population	lfsa_ergan	Quarterly	**-15,7**	77,8%	62,1%	69,9	**-13,0**	75,1%	62,1%	68,6
Employment rate by age group and sex	Proportion of employed men and women (30-39) over total population	lfsa_egan	Quarterly	**-17,7**	88,5%	70,8%	79,7	**-17,3**	87,1%	69,8%	77,5
Employment rate by level of education and sex	Proportion of employed men and women over total population with 0-2 ISCED level	lfsa_ergaed	Quarterly	**-24,5**	69,8%	45,3%	57,1	**-20,9**	64,1%	43,2%	53,4
Employment rate by nationality and sex	Proportion of employed men and women over total population from extra UE-27 countries	lfsa_ergan	Quarterly	**-25,4**	74,7%	49,3%	61,9	**-20,3**	68,8%	48,5%	58,5
Impact of parenthood on labour market participation	Employment gap adults (20-49 years) without children	lfst_hheredch	Yearly, 2008 and 2009	**-4,1**	82,6%	78,5%		**-1,9**	79,0%	77,1%	
	Employment gap adults (20-49 years) with children	lfst_hheredch		**-21,6**	89,9%	68,3%		**-20,1**	87,7%	67,6%	
Gender pay gap	Proportion of the earnings of female workers over male workers earnings	earn_gr_gpgr2	Yearly, 2009				**17,5**				**17,1**
Part-time work by sex	Proportion of part-time employed men and women over total employed	lfsa_eppga	Quarterly	**24,0**	6,2%	30,2%	16,9	**23,6**	7,2%	30,8%	17,9

Indicator	Description (example)	Code Eurostat	Data availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total (%)	Gender gap (W-M, percentage points)	Men	Women	Total (%)
Vertical segregation	Proportion men and women employed in managers occupations	lfsa_egais	Quarterly	**-3,9**	10,0%	6,1%	8,2	**-3,9**	10,1%	6,2%	8,3
* Except if otherwise indicated in the column *Availability*											
**Data is not provided by Eurostat database											

Source: prepared by the authors based on Eurostat. Legend: Green: readily available; Yellow: rather easy to obtain; Red: non-existent.

4.2.2. Complementary indicators

Besides the indicators mentioned, other elements are of importance for monitoring the evolution of the employment rate and certain indirect reasons for it: the extent of unemployment, atypical forms of work (part-time and temporary contracts), including self-employment; intra-EU geographical mobility; and inactivity. Hence, suggested in Table 9 are complementary indicators that reflect complex and relevant gendered relationships with fulfilment of the EU 2020 Strategy employment target.

Female employment rates are low because of women's high inactivity and/or high unemployment. Accordingly, the main indicators contained in this group will address the gender differential situation in the following terms:

- **Inactivity rates**[39] have not been sufficiently developed from a gender perspective in terms of their potential contribution to the achievement (or otherwise) of the employment target. In this particular case, and as an introduction to the issue, two elements should be considered:

    - Total inactivity rates by sex.

    - Inactivity rates **due to care burdens and family-related responsibilities**. To be noted is that a revision of the reasons for inactivity as they are included in the Labour Force Survey may lead to better identification of the obstacles of women and men to activity and, as a result, of the respective public policies.

- **Unemployment rates** desegregated by sex should be analysed regarding the achievement of the employment target because they constitute a fundamental variable with which to understand the evolution of the European labour market. Given that unemployment is described as an "unacceptable loss of human capital",[40] the EU 2020 Strategy should monitor the differences between men and women.

- **Atypical contractual arrangements, part-time and temporary work** are linked to flexibility, but also to instability, less training on the job, and worse professional careers in segmented labour markets. In dual or segmented labour markets, the insiders, with high protection levels, coexist with workers considered to be outsiders with low protection and worse working conditions. A typical feature of this segmentation is temporality, whereby workers with permanent or open-ended contracts enjoy stability and good working conditions whereas fixed-term workers suffer worse conditions. It has been shown that women are far more present in both part-time and temporary work. This is particularly true in regard to part-time work, for which reason two complementary indicators have been suggested:

    - The influence of the family situation on the gender differences in part time jobs. This is expressed as the gap between the proportions of women and men with children aged under six who work part-time.

[39] According to the Eurostat definition, inactive people are "those who are neither classified as employed nor as unemployed". This means that inactive persons are not working or seeking a job in the considered period. The inactivity rate is the proportion of inactive people over total working age (15-64) population. This definition is available at: http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/definitions.

[40] "An agenda for new skills and jobs: a European contribution towards full employment" (European Commission, 2010), page 2.

  - The contribution of part-time jobs to achievement of the employment target, in terms of **equivalent full-time jobs**.

- It has also been demonstrated that women have fewer chances of moving from temporary to permanent contracts in some countries.[41] As additional complementary indicators addressing temporary work, two indicators can reveal gender differences:

  - Temporary work rates[42] by sex.

  - Average length of contracts by sex. This indicator is not provided by Eurostat, although it could help in revealing the rapidity of job-to-job transitions and job experiences for men and women as a proxy for instability.

- Increasing the number of **self-employed workers** has been one of the pillars of both the Flagship Initiatives and the Guidelines relative to employment. It is also mentioned as an opportunity to improve economic autonomy in the Strategy for Equality between Women and Men (2010-2015). The gender gap in the development of entrepreneurship is another crucial element that must be visualized and tackled in order to fulfil employment targets.

- **Geographical mobility** is related to new work patterns. It has been one of the pillars supporting the new employment strategies within the European architecture for the twenty-first century. Traditions, institutional factors, and other gender differences may give rise to different mobility patterns between men and women. However, no adequate gender-sensitive indicators exist concerning geographical mobility.

[41] Toharia and Cebrian (2008), page 156.
[42] Temporary rates are defined as the proportion of temporary workers (employees with fixed-term contracts) over total working population.

Table 9. EU 2020 employment target indicators (complementary indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total (%)
Inactivity rates	Proportion of inactive men and women	lfsa_ipga	Quarterly	**15,7**	17,1%	32,8%	25,0%	**14,4**	17,2%	31,6%	24,4
Inactivity: main reason for not seeking employment by sex	Proportion of inactive men and women not seeking employment due to due to care burdens and family related responsibilities	lfsa_igar	Yearly, 2010	**14,7**	0,7%	15,4%	10,3%	**16,4**	1,4%	17,8%	12,0
Unemployment rate (20-64) by sex	Proportion of unemployed men and women over total employed	lfsa_urgan	Quarterly	**1,3**	6,2%	7,5%	6,8%	**-0,1**	9,3%	9,2%	9,3
Part-time work by sex and age of the youngest child	Proportion of part-time employed men and women over total employed with children with less than 6 years	lfsa_eppga	Yearly, 2009	**35,5**	4,1%	39,6%	18,9%	**35,0**	4,7%	39,7%	19,6
Employment in terms of full-time equivalent rates by sex	Total of men and women working in terms of full-time equivalent jobs***										
Temporary work by sex	Proportion of short-term employed men and women over total employed	lfsa_etpga	Quarterly	**1,7**	12,5%	14,2%	13,3%	**1,5**	12,2%	13,7%	12,9
Average time temporary contracts by sex	Average length of temporary contracts for women and men***										

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total (%)
Labour mobility by sex (% workers from other UE country)	Proportion of employed men and women over total population from UE-27 countries	lfsa_egan	Quarterly	**-0,1**	2,5%	2,4%	2,5%	**0,0**	2,8%	2,9%	2,8
* Except if otherwise indicated in the column *Availability*											
**Data is not provided by Eurostat database											

Source: prepared by the authors based on Eurostat.

Legend: Green: readily available; Yellow: rather easy to get; Red: non existent.

4.3. R&D and Innovation

The headline target and the respective integrated guidelines 4 and 5 are not defined in terms of persons; hence they cannot be directly broken down by sex. However, other indicators can be used to measure whether the EU objectives and the path expected are gender-neutral. The second headline target of the EU2020 dashboard is to invest 3% of the EU's GDP in R&D. In accordance with the 4th Integrated Guideline, the global objective is "optimising support for R&D and innovation, strengthening the knowledge triangle and unleashing the potential of the digital economy".[43] When detailing this objective, in addition to capital needs, attention is directed to people's qualifications and their access to and use of the Internet as the key tool of the knowledge society. This section proposes monitoring indicators able to capture, to a certain extent, gender differences in regard to investment in R&D and use of the Internet.

4.3.1. Investment in R&D and innovation system

The EU 2020 R&D indicator makes reference to capital in terms of GDP, but human capital is, at least, as important as the financial capital, because innovation, i.e., the effectiveness of budget allocated to R&D, depends on how it is applied, which in turn depends on human capital, as most of the endogenous growth models show in the economic literature[44]. The EU policy clearly supports this vision, as researchers, skills, cooperation, Internet use, synergies and governance are considered essential elements for a better R&D and innovation system.

In fact, the EU has made important efforts to monitor and analyse these factors, those related to R&D since the 1980s, and those regarding science and technology since the 1990s. At EU level, the main existing statistics are those on research and development and on human resources devoted to science and technology[45]. However, both two statistics are gender blind and/or biased. For example, in the case of total R&D personnel, when sex is identified, "female" and "total" are the categories, the data for "male" are missing.

4.3.1.1. Investment in R&D and innovation system: core indicators

The process of constructing the indicators dashboard resulted in the formulation of core and complementary indicators. Since the indicator 'share of GDP invested in R&D' is gender blind, the following core indicators may reflect, from a gender perspective, the efforts made to promote R&D (see Table 10):

- **Public and private capital invested in R&D personnel, as % of GDP, broken down by sex.** This indicator would show the financial investment in R&D which directly concerns human capital. At present, there exists information on public expenditure by types of cost, and there also exists information on labour costs, since these must be registered (for tax and social contribution reasons). Although the ratio considering the variable 'sex' is not readily available, it should be relatively easy to calculate and aggregate at EU level. This information would give an idea of private and public investments in R&D, specifically in human capital, as well as of whether resources are used with or without a gender bias.

[43] EUROPE 2020 Integrated Guidelines Broad guidelines for the economic policies of the Member States and of the Union COM(2010) 193 final, pages 10-11.
[44] Grossman and Helpman (1989), Lucas (1988), Romer (1986), among others.
[45] The statistics are available at Eurostat Database: http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/search_database.

- **Total female and male R&D personnel.** People working or having the potential to work in R&D projects is an indicator of the labour capacity required to implement such a strategy, as labour is a productive factor as relevant as capital. It may be estimated in absolute numbers by sex (as a core indicator, see Table 10) or as the share of the total working-age population, or of total employment by sex (as complementary indicators, see Table 11), in order to monitor the level and the evolution of these resources. Since all data are presented disaggregated by sex, the gender perspective can be included.

- If only the R&D human resources directly related to research activities are considered, it may be convenient to use indicators measuring the number of **female and male researchers** and the **shares** of men and women among them (as core indicators, see Table 10), as well as the share of researchers in the total employed population (as complementary indicators, see Table 11), broken down by sex, may be convenient.

- Just as measuring R&D personnel is important, so is assessing **Human Resources in Science and Technology (HRST)**. Readily available information on HRST by sex yields better understanding of the phenomenon. The HRST information does not necessarily cover the R&D and innovation system, but its inclusion in the dashboard fulfils two purposes. On the one hand, it assesses whether science and technology are adequately represented in the economy (included as a complementary indicator in Table 11). Moreover, **core HRST** specifically informs about the stock of people with tertiary education levels in science and technology occupations (excluding managers). More specifically, the figures on **scientists and engineers,** broken down by sex, may indicate the extent of their supply (included as complementary indicator in Table 11). To be noted is that these indicators are examples of how to improve statistical information on R&D, because they are disaggregated by sex and are related to other labour-market variables, such as the working-age population.

- **Good governance** in research institutions, universities and R&D companies: percentage of men and women in **decision-making positions** in R&D institutions, R&D decision-making bodies, including R&D companies. Women's participation in decision-making is not only a priority of the Strategy for equality between women and men (2010-2015) but also a key factor in improving the governance and efficiency of R&D policy. It would be necessary to define which decision-making bodies, research institutions related to R&D and science and technology, and R&D companies should be considered, and count the number of men and women participating in them.

- Finally, creativity, innovation and **entrepreneurship** can be assessed from a gender perspective by evaluating the distribution of public economic resources intended to promote female and male entrepreneurship. Innovation is not only the result of R&D activities; it also stems from new processes or ways of doing business or adapting ideas and concepts to new uses[46]. The larger the number of entrepreneurs, the greater the possibility of finding new ways to act. Thus, the **public budget directed to entrepreneurs** (as % of GDP) broken down by sex

[46] Schumpeter (1934) distinguishes between five types of innovations: new products, new methods of production, new sources of supply, exploitation of new markets, and new ways to organize business.
For further reading on different types of innovation in business, see von Hippel, Eric (1998). The Sources of Innovation. Oxford University Press; TEECE, D. J. 2009. Business Models, Business Strategy and Innovation. *Long Range Planning,* doi: 10.1016/j.lrp.2009.07.003; TIDD, J., BESSANT, J. & PAVITT, K. 2005. *Managing Innovation. Integrating Technological, Market and Organizational Change*, John Wiley & Sons Ltd.

may be a measure of the results in terms of creativity, innovation and entrepreneurship, as well as in terms of gender equality. Indeed, gender equality is far from being achieved on this issue, because women represent only 30.6% of total self-employed.

4.3.1.2. Investment in R&D and innovation system: complementary indicators

The following indicators are also relevant from a gender point of view:

- As mentioned, human resources devoted to science and technology broken down by sex should be included in a gender-sensitive indicators dashboard, as well as the figures on scientists and engineers broken down by sex.

- In addition to the already available data on human resources, an indicator is needed to measure the future sustainability, i.e. the current number of **Ph. D students in Science, mathematics and engineering** and of those who complete these studies every year, broken down by sex.

- In the specific case of researchers, and given the different situations faced by men and women in the labour market (particularly the larger share of female part-timers), it may also be useful to monitor not only the number of women and men researchers but also the number of hours that they work. The indicator proposed, the **effective use of researchers**, considers the **full-time equivalent**, and is calculated by dividing the number of researchers in full-time equivalent through the headcount of researchers, and expressed in percentages. The underutilisation of human capital is a cause of concern comparable to an underutilisation of financial capital ready to be invested in R&D.

- As a final indicator, total female and male R&D personnel over total employment by sex, in order to take into account the size of the labour market.

Table 10. EU 2020 R&D target indicators (core indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
GDP invested in R&D	Gross domestic expenditure on R&D (GERD)	t2020_20	Yearly, 2010				1,9%				2,0%
Public capital invested in personnel R&D***	Public capital invested in personnel R&D as % of GDP, broken down by sex	rd_e_gerdcost	Yearly, 2009								
Private capital invested in personnel R&D***	Private capital invested in personnel R&D as % of GDP, broken down by sex	rd_e_gerdcost	Yearly, 2009								
Total R&D personnel	Total R&D personnel by sex (absolute numbers)	rd_p_persocc	Yearly, 2009		8.065.724	4.242.256	12.307.980		8.499.273	4.564.965	13.064.238
	Share of women and men over the total R&D personnel			**-31,1**	65,53%	34,47%		**-30,1**	65,06%	34,94%	

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Researchers by sex	Head count researchers, broken down by sex (absolute numbers)				1.469.073	689.931	2.159.004		1.556.584	761.934	2.318.518
	Share of women and men over total researchers (%)		Yearly, 2009	**-41,1**	70,55%	29,45%		**-39,6**	69,80%	30,20%	
HRST 'core' (people within science and technology occupations with tertiary level education)	Percentage of HRST 'core' over total population, broken down by sex, age 15-75	hrst_st_nc at	Yearly, 2010	**0,5**	9,70%	10,20%	10,0%	**0,9**	10,30%	11,20%	10,8%
Share of R&D personnel over total population in working age***	Share of R&D personnel over total population aged 20-65, by sex										
Share of researchers over total employed population***	Share of researchers over total population aged 20-65, by sex										

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Good governance in research institutions, universities and innovation companies***	Percentage of men and women in decision-making positions in R&D institutions.										
Creativity, innovation and entrepreneurship***	Budget allocated to support entrepreneurship (% of GDP); distribution between female and male enterpreneurs.										
* Except if otherwise indicated in the column *Availability.*											
**Data is not provided by Eurostat database.											

Source: own elaboration based on Eurostat.
Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

Table 11. EU 2020 R&D target indicators (complementary indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Human Resources in Science and Technology (HRST)	Percentage of human resources in science and technology over total population, broken down by sex, age 15-74	hrst_st_ncat	Yearly, 2010	**-0,5**	26,80%	26,30%	26,60%	**0,8**	27,90%	28,70%	28,30%
	Percentage of human resources in science and technology over active population, broken down by sex, age 15-75	hrst_st_ncat	Yearly, 2010	**6,8**	34,00%	40,80%	37,00%	**7,8**	34,90%	42,70%	38,40%
Scientists and Engineers	Percentage of scientists and engineers over total population, broken down by sex, age 15-74	hrst_st_ncat	Yearly, 2010	**-2,3**	4,20%	1,90%	3,00%	**-2,3**	4,30%	2,00%	3,10%
Potential scientific in Science, mathematics and engineering***	Ph. D students in Science, mathematics and engineering, by sex										

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Effective use of researchers	Full time equivalent divided by head count researchers	rd_p_persqual	Yearly, 2009	**-7,8**	69,72%	61,97%	67,24%	**-8,0%**	69,44%	61,39%	66,79%
R&D personnel employed over total employed people***	% of total R&D personnel employed over total employed people, by sex										
* Except if otherwise indicated in the column *Availability.*											
**Data is not provided by Eurostat database.											

Source: own elaboration based on Eurostat.

Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

4.3.2. Access to and use of Internet

The Integrated Guideline 4 gives significant importance to the access to and use of the **Internet**, as a **key tool** with which to access multiple private and public goods and services, but also to boost the knowledge society, achieve scale economies, and disseminate the positive external effects of R&D and knowledge. The first step is to assess the impact of the Internet on people (women and men) and how they may be taking advantage of the R&D results.

At EU level, the main statistics existing on Information and Communication Technologies (ICT) are furnished by the Community survey on ICT usage and e-commerce in enterprises; and by the "Community survey on ICT usage in households and by individuals".

This statistical information on use of the Internet is based on households and enterprises, and although information at individual level exists, it is not readily available. Similar to the case of income-related indicators, the situations of individuals – women and men - may differ widely within the household. Indeed, according to EU documents[47], the information referring to individuals of the above-mentioned "Community survey on ICT usage in households and by individuals" is registered, so that it can be assumed to be readily available. Since the information would also be available broken down by sex and age, only its statistical treatment would be necessary[48].

4.3.2.1. Access to and use of Internet: core indicators

Thus, the following three core indicators already in use should be made readily available by sex, in order to know at least whether there are gender differences (see Table 12). Moreover, account should be taken of the fact that age and sex are already recorded by the surveys, thus introducing all the potentially relevant relations to employment. Certainly, the use of the information and communication technology seems to be correlated with the employment rate.

- **Individuals having access to the Internet** (by sex, age, relation with the employment market –employed, unemployed, inactive-). This indicator shows the access of women and men, young and older, employed and unemployed to the Internet.

- **Individuals regularly using the Internet** (by sex, age, relation to the labour market). Besides having access to the Internet, the fact itself of using it is important because it allows advantage to be taken of the information society. IT skills are more widespread among young people but the actual use may show whether age is as relevant as other variables, such as sex or relation to the labour market, which have a gender bias.

- **Persons employed connected to the Internet** (by sex and age). The use of Internet in companies may support an increase in productivity that the information society provides not only for people but also for companies. Measuring the spread of

[47] Eurostat (2011) Variables collected in the Community survey on ICT usage in households / by individuals and in enterprises.

[48] More information in: http://epp.eurostat.ec.europa.eu/portal/page/portal/information_society/data/comprehensive_databases

its use among workers assesses also the importance that this tool actually has for companies and for the creation of added value[49].

4.3.2.2. Access to and use of Internet: complementary indicators

The Digital Agenda Scoreboard includes many more variables than those selected for the EU2020 dashboard, although it does not have any significant reference to gender. Its seven thematic groups encompass: access to Internet broadband, Internet usage, take-up of Internet services (as a proportion of total population and total Internet users), e-government, e-commerce and e-business. Some of the following aspects (measured in the Surveys by several indicators) may also be used to measure the progress of the second headline target of the EU2020 with a gender perspective if the variable "sex" is introduced (see also table 13). Good examples are the following items:

- **Media and digital literacy (by sex)**
- **Access to and participation in creation of knowledge (by sex)**
- **Use of e-government, e-signature, e-identity, e-payment (by sex)**

As a result, the gender perspective would refer not only to potential differences in the use of or access to the Internet by men and women but also to how this tool responds to the needs and interests of each gender. Assessing the quantity and quality of contents and services, and how they respond to different contexts, may be also measured in order to determine whether policies are necessary to ensure that the Internet does not become a gendered-biased tool which could hamper reaching the EU2020 targets.

[49] For further reading please see Porter (2001): Strategy and the Internet, Harvard Business Review, March 2001. The seminal work of King (1998): Some economic aspects of the Internet, Journal of the American Society for Information Science, 49, 11, pages 990-1002 is also basic.

Table 12. EU 2020 access to and use of Internet (core indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Individuals having access to the Internet**	Men and women having access to internet	ESTAT HH-IND									
Individuals regularly using the Internet	Percentage of individuals using internet, at least, once a week, broken down by sex	isoc_ci_ifp_fu	Yearly, 2010				51,0%				65,0%
Persons employed connected to the Internet	Persons employed using computers with access to World Wide Web over total employment	isoc_ci_id_p	Yearly, 2009				38,0%				41,0%
	Percentage of persons employed using computers with access to World Wide Web over employees using a computer	isoc_ci_id_p	Yearly, 2009				76,0%				79,0%
	Percentage of employed persons using internet at work via DSL, broken down by sex**	isoc_ci_it_pP_DSL	Yearly, 2009								

* Except if otherwise indicated in the column *Availability* - **Data is not provided by Eurostat database.

Source: own elaboration based on Eurostat. Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

Table 13. EU 2020 access to and use of Internet (complementary indicators) (data not provided by the Eurostat database)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Media and digital literacy **	There are several indicators available that could be broken down by sex	ESTAT HH-IND	Yearly, 2010								
Access to digital information and services**		ESTAT HH-IND	Yearly, 2010								
Use of e-government, e-signature, e-identity, e-payment **		ESTAT HH-IND	Yearly, 2010								
* Except if otherwise indicated in the column *Availability.*											
**Data is not provided by Eurostat database.											

Source: own elaboration based on Eurostat.

Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

4.4. Energy and environment

The third headline target of the EU2020 and the fifth Integrated Guideline aims at "improving resource efficiency and reducing greenhouse gases (GHG)". Like the other headline targets, this is a general and cross-cutting objective for which three headline indicators have been determined and which should summarize progress towards an environmentally sustainable economy. Because the objective is to "decouple economic growth from resource use into growth opportunities and making efficient use of their natural resources",[50] the three indicators mentioned refer to GHG emissions, energy efficiency, and renewable energies. These three issues and the indicators with which to monitor them are presented as gender-neutral although they are not.

Gender equity is not mentioned in the United Nations Framework Convention on Climate Change (UNFCCC) signed in 1992, although it was introduced in the Agenda 21, which was also adopted in Rio in 1992. Since then, **climate change has been presented as a gender-neutral issue** by the Parties (those territories which signed the Convention), the UNFCCC Secretariat and most of the scientific community[51], as well as by the EU2020 strategy. Among the instruments of the Kyoto Protocol, only the **Clean Development Mechanism** has generated a wide review[52] from a gender perspective, albeit one specifically centred on developing countries. In the latter, environmental concerns, such as access to clean water and to the energy needed to heat households or to cook, have been analysed but differences in energy uses or needs between men and women have not been considered in the industrialised countries. Only a very specific issue, **"green jobs"**, has received increasing interest over recent years in the developed countries. The EU and other institutions, such as the ILO and OECD[53], have considered the differentiated impact on women and men of this expanding sector especially by taking account of the different past and potential evolution of jobs performed by men or women.

In this regard, the EU and most of its institutions, such as the European Parliament (EP), the Commission (EC) and the European Institute for Gender Equality (EIGE), are aware of the need for a gender mainstreaming approach to environment issues. The Strategy for equality between women and men (2010-2015) already emphasised that it was necessary to develop "further indicators where needed, such as on women and the environment".[54] The design and construction of these indicators by the EIGE is still in progress, especially those referring to the **Beijing Platform for Action (BPfA)**, and they are expected to be published in February 2012.[55]

The BPfA objectives relative to the environment are:

- Strategic objective K.1. Actively involve women in environmental decision-making at all levels.

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50 "A Resource Efficient Europe – Flagship Initiative under the Europe 2020 Strategy" COM (2011) 21.

51 Röhr, U (2006). "Gender relations in international climate change negotiations", page 1-14.

52 Denton, F. (2002): "Climate change vulnerability, impacts, and adaptation: Why does gender matter?"; Terry (2009) No climate justice without gender justice: an overview of the issues, page 6.

53 For further reading see ILO (2008): Employment and labour market implications of climate change, Report of the Committee on Employment and Social Policy or EMCO (2010): Towards a greener labour market. The employment dimension of tackling environmental challenges, EMCO Report, Issue 4.

54 Strategy for equality between women and men (2010-2015), page 12.

55 Although the European Union has not developed indicators on women and the environment, it is expected that during the Danish Presidency, in the first half of 2012, the indicators will be proposed and a report will be published by the EIGE in February 2012". (consulted in March 21th 2012): http://eige.europa.eu/internal/bpfa/results#/124/indicatorsinfo.

- Strategic objective K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development.

- Strategic objective K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

Polluting and emitting GHG have a monetary value in the context of the **EU Emissions Trading System (ETS),** where agents can sell and buy rights to emit GHG. These rights are allocated by the national authorities through the National Allocation Plans (2005-2007 and 2008-2012 periods).[56] In order to introduce the potential differences in how men and women access and use environmental resources, it would be useful to analyse how GHG emissions have been allocated to date, and how they are expected to be allocated in the future. Given that there is a specific gender distribution of the labour force among sectors (economic activities), some gendered sectors would gain advantage by emitting GHG "for free"[57]. Accordingly, the reduction of GHG emissions would be supported by certain economic sectors. It is important from a gender perspective to know not only the current levels of greenhouse emissions by sector but also how the rights are distributed in order not to reproduce asymmetries in the fair allocations of emissions rights among sectors.

However, as yet, there is no common EU-wide register on allocations, and national information on how these scarce resources are being allocated among sectors is not recorded and processed. It is consequently not possible to summarize and assess the effects of the allocation of GHG from a gender perspective. In this regard, **effective emissions broken down by economic sectors and compared to the gendered workforces of those sectors** might be a first – though imperfect - approximation of the potential gender imbalance in the policy's implementation.

In 2008 the European Commission proposed changes to the GHG scheme[58] which included a centralized allocation carried out by an EU authority instead of the current national allocation plans, and the auctioning of permits rather than their allocation for free. These changes will become effective from January 2013 onwards, when the **3rd Trading Period** starts. This new structure could be used to improve data registration and the design and assessment of the EU climate action policy.

The core and complementary indicators proposed (see Table 14 and Table 15) are inspired by the BPfA objectives relative to gender and environment, and by the above-described relationship between GHG emissions and gender.

[56] Decision No 280/2004/EC of the European Parliament and of the Council of 11 February 2004 concerning a mechanism for monitoring Community greenhouse gas emissions and for implementing the Kyoto Protocol. http://ec.europa.eu/clima/policies/ets/allocation/index_en.htm.

[57] For example, transport has an overwhelming male workforce and is very polluting. If it is assigned more GHG emission rights than a female dominated sector (e.g. health), then the first one would count with a competitive advantage.

[58] Council of the European Union (2008) Energy and Climate Change (17215/08): http://ec.europa.eu/clima/policies/package/index_en.htm.

4.4.1. EU 2020 energy and environment: core indicators

Given this particular context, which is clearly different from the rest of the EU2020 headline targets, the inclusion of a gender perspective in the EU2020 dashboard implies considering **gender impact indicators** by means of direct and proxy variables[59]. One might consider the following indicators[60]:

- The gender differences in the **consumption of environmental and energy resources** might be evaluated using an indicator that compares energy consumption in each sector, relative to the workforce employed in that activity. It should take account of the sectoral distribution of GHG emissions and the sectoral distribution of employment disaggregated by sex. In this way, the extent to which the **consumption** of a scarce resource (emissions) is gender-neutral may be assessed.

- In turn, the differences in **access to environmental and energy resources** may be approximated by means of an indicator which compares the sectoral distribution of **GHG rights** with the sectoral distribution of employment, broken down by sex. Similarly, the extent to which the **allocation** of a scarce resource (emission rights) is gender-neutral may be assessed.

- **Equality in decision-making:** an adequate gender balance in the composition of governmental bodies concerning climate change and energy policies is key to define and make policy decisions that take into consideration potential different gender impacts of these policies. It would be necessary **to define which decision-making bodies** related to energy, environment and transport policies have to be considered and to count men and women participating in them.

- **Gender equality in external actions:** these indicators would include those selected to monitor the Beijing Platform for Action objectives in relation to its environmental chapter, namely to its objective to strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women. These indicators are expected to be made available by EIGE in February 2012[61].

- **Data on passenger transport by rail, cars, buses, coaches, air and see** could be broken down by sex and thus used to estimate the gendered differential impact of transport, especially between public and private transport. Use and driving patterns present gender differences[62] and this indicator could reflect this issue.

- **Footprint by sex:** This variable measures GHG emissions in a given year per person and can reflect the different use of natural resources made by men and women. Its evolution would therefore measure eventual efficiency gains in the use

[59] Proxy variables are introduced to include the gender perspective in the EU 2020 dashboard, although they do not estimate directly the impact of the economic activities of women and men on the environment.

[60] For further reading on gender and environment indicators, please see UNEP (2009): Consultation: impact of climate change on women and gender relations", Washington DC; and Brady, G. (2010): Gender and environment statistics, UNECE 26-28 April 2010.

[61] See http://eige.europa.eu/internal/bpfa/results#/124/indicatorsinfo.

[62] Clear examples in developing countries have been collected in Gender and Transport Resource Guide (2006), World Bank, see: http://www4.worldbank.org/afr/ssatp/Resources/HTML/Gender-RG/index.html. An example for a developed country can be found in "The effects of transport planning on gender equality in the county of Stockholm" to be found in http://www.vti.se/en/publications/the-effects-of-transport-planning-on-gender-equality-analysis-of-investments-and-measures-in-the-county-of-stockholm-20042006/

of the natural resources made by women and men. The "global footprint" indicator has been proposed within the framework of the 2011 Monitoring Report on the EU Sustainable Development Strategy. Hence, it should be possible to introduce the gender perspective and disaggregate the data by sex.

- Currently, the indicator "gross inland consumption per capita" summarizes **energy consumption by person**, but it does not reflect gender differences. Surveys and tools with which to calculate the footprint by sex could be used to estimate "gross inland consumption per capita" from a gender perspective.
- **The proportion or number of jobs in the renewable energies sector by sex** may provide an approximate idea of the gender impact of policies to support the development of renewable energy. This indicator, although not readily available, may be built if four-digit NACE code (widely used to classify economic activities[63]) is considered in the Labour Force Survey, or if the classification registers differences between the use of renewable and non-renewable energy resources.[64]
- **Horizontal issues:** application of gender mainstreaming in the design and assessment of climate and energy packages. An indicator could be designed to cover the share of EU and national official documents relative to energy and the environment which introduce the gender perspective or the gender equality objective.

4.4.2. EU 2020 energy and environment: complementary indicators

Some indicators are to be developed within the EU's Sustainable Development Strategy[65] in the future, and it may be possible to use them to introduce the gender perspective into the EU2020 dashboard. Five of them are especially relevant here:

- **Differences in electricity prices between households and industry:** although differences in prices do not comprise a gender perspective, they may reflect different impacts because the population participates differently in each activity. For example, women spend more time at home due to their imposed gender roles; and industry is a male dominated economic activity. This may be a first approximation to the potential and actual use of energy and environmental resources by women and men from a micro perspective, as a way complementary to doing so from a macro or aggregated perspective.
- **The gap between the shares of environmental and labour taxes in total tax revenues:** the reasoning behind is that persons –women and men- polluting more should pay more taxes, i.e. that taxes are an instrument to deter pollution and contribute to reach the EU2020 target. However, labour taxes are paid by men and women, regardless how much they pollute, and constitute more than half of total taxes paid; on the other hand, environmental taxes are paid by women and men according, to a certain extent, to the pollution they generate, but make up a marginal share of total taxes.[66] The gender reasoning behind is that men pollute

[63] NACE is the standard classification of economic activities. It has to be revised from time to time to reflect changes in technology and industrial production and structures.

[64] The economic activity classified by NACE as 351 refers to production of energy but does not disaggregate renewable energies.

[65] Eurostat (2011): Sustainable Development in the European Union: 2011 Monitoring Report on the EU Sustainable Development Strategy, pages 217-248.

[66] According to the indicators "Structure of taxes by economic function" and "Environmental tax revenue" provided by Eurostat, the share of labour taxes over total taxes (taxes on consumption, labour and capital)

more than women but, given the small importance of environment taxes, they do not pay accordingly. Certainly, men are more involved in transport, energy, industrial activities than women. Although the gap between the **shares of environmental and labour taxes in total tax revenues** does not reflect directly any gender effect, it can expose the existence of gender-biased impacts of economic activity on the environment that should be considered by the tax system.

- Given the difficulties of estimating the amount of jobs in the renewable energy sector, approximations of the gender-impact of environment and energy policies on labour market opportunities for women may be measured through data on employment in the **environmental goods and services sector**, which is already registered by Eurostat. However, data are only available for some countries and some years, and they should be expanded to include the variable "sex".

- An indicator with which to monitor the **use of public transport** is expected to be developed within the framework of the EU Sustainable Development Strategy.[67] Introducing the gender perspective would require registration of the information by sex. This would yield information on differentiated behaviours helping to design policy measures to increase the use of public transport use by women and men. It would also be important to register the use of private transport by women and men.

- **External costs of energy use:** the consumption patterns of women and men may be analyzed by evaluating their behaviours in terms of the external costs that they incur to use energy, not only as consumers but also as producers. External costs "arise when the social or economic activities of one group of persons have an impact on another group and when that impact is not fully accounted or compensated for, by the first group".[68] These costs are related to the life-cycle use of energy, and they have impacts on health, the environment, the quality of life, etc. They are not included in energy prices and remain hidden. Revealing them and including a gender perspective could be useful in showing the real price that society pays to consume energy. One of the best known examples of external costs not properly included in the product's final price concern modern agricultural food production. The

was 52.1% in the EU27 in 2009 and the share of environmental taxes (composed of transport taxes, taxes on pollution and resources, and energy taxes) was only 6.3% (Structure of taxes by economic function). Moreover, the share of labour taxes has increased since 2007 (49.2%) and the share of environmental taxes has decreased (6.8% in 2007). As a result, the difference between the two percentages has increased from 42.4 percentage points in 2007 to 45.8 in 2009.

67 Eurostat (2011), op.cit.

68 "External costs: research results on socio-environmental damages due to electricity and transport", page 7 (European Commission, 2003).

environmental damage often involved in that activity (in terms, for example, of land degradation or desertification, or future water scarcity) is not fully incorporated to the product's price, or only partially through the use of a fictional accountability that estimates in monetary terms the environmental impact. As men and women have different behaviours as energy consumers and producers, the external costs they generate are also different.

Table 14. Energy and environment: core indicators (data not provided by the Eurostat database)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Differences in the consumption of environmental and energy resources	Greenhouse gas emissions consumed by particular sectors compared to labour market participation, by sex.										
Differences in the access to environmental and energy resources	Greenhouse gas emissions allocated to particular sectors compared to labour market participation, by sex.										
Gender equality in energy and environment decision making	Percentage of men and women in decision-making bodies related to environment, energy and transport policies.										
Gender equality in external actions	Indicators selected to monitor the Beijing Platform for Action objectives	Expected February 2012									

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Horizontal issues	Share of EU and national official documents related to energy and environment that introduce the gender perspective.										
Transport of passengers by rail, cars, buses and coaches, air and sea	Passenger transport by rail, cars, buses and coaches, air and sea, by sex	rail_pa_total road_pa_mov avia_paoc mar_pa_aa	Yearly, 2010								
Footprint by sex	Greenhouse gas emissions in a year by person	Global footprint to be developed.									
Energy consumption by sex	Gross inland consumption per capita (this indicator does not introduce the gender perspective)										

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Gender impact of the support to renewable energies	Total number of male and female workers in renewable energies	LFS	Quarterly								
	Men and women working in renewable energies as % of total employment	LFS	Quarterly								
* Except if otherwise indicated in the column *Availability*											

Source: own elaboration based on Eurostat.
Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

Table 15. Energy and environment: complementary indicator (data not provided by the Eurostat database)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Difference in electricity prices	Electricity prices in households and industry,	nrg_100a and demo_pjan	Yearly, 2010								
Gap between labour and environmental taxes as a share of total tax revenues (in percentage points)		gov_a_tax_str	Yearly, 2009				42.42				45.78
Employment in environmental goods and services sector	Men and women working in environmental goods and services sector as % of total work	env_ac_egss1									
Use of public transport	Use of public transport by sex	Expected to be developed									
External costs of energy use	Estimation of the external costs of consumption and production patters of men and women										

* Except if otherwise indicated in the column *Availability.*

Source: own elaboration based on Eurostat. Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

4.5. Education target

Investing intensively and efficiently in training and education is essential in order to meet the rapidly changing needs of modern labour markets and the increasing challenges of knowledge-based societies. Such investment has been established as the most effective response to the challenges of globalization. Upskilling is the best way to improve integration into the labour market, although this process works differently for women and men. Consequently, ensuring the acquisition of skills and supporting persons with greater difficulties in upskilling and participating in lifelong learning programmes should be a cross-cutting policy designed to achieve all the EU 2020 Strategy targets. In this regard, the reduction of early school leaving and the increase in the proportion of the population with tertiary degrees constitute the specific headline indicators.

Gender has not been included in the list of education headline indicators, although significant gender differences exist. Women's education attainment has reached parity with men's concerning some indicators, but this has not led to gender equality in other fields, such as the labour market. Moreover, country differences in the achievement of the EU 2020 education targets are still important. As in the previous cases, gender-sensitive indicators have been classified into two broad groups:

- Those relative to the headline indicators and concerning the links between the education system and the labour market (core indicators).
- Those complementary indicators linked with the outcomes of the education system itself (complementary indicators).

4.5.1. Education: core indicators

As proposed in the previous cases, analysis of the headline indicators from a gender perspective should be a compulsory exercise. Accordingly, breaking down indicators is a first step towards including the gender perspective as an efficient instrument with which to monitor the EU 2020 Strategy. Table 16 shows the headline indicators broken down by sex.

However, the introduction of a gender perspective into the analysis of education targets cannot be achieved merely by breaking down the headline target indicators by sex. Additional information is necessary: although women perform better than men with respect to the two headline indicators, as the Strategy for Equality between Women and Men (2010-2015) recognises, “there is a gap between women's educational attainment and professional development, thus special attention should be paid to the transition between education and the labour market”.

As a consequence, sufficiently comprehensive indicators should be determined in order to follow the European Union’s trajectory configuring modern education systems. Hence, the core indicators are the following:

- As it has been mentioned, the headline targets should be broken down by sex. Therefore, two indicators should be considered:
    - Early leavers from education and training by sex. This would estimate the proportion of women and men (18-24) having attained at most lower secondary education and not being involved in further education or training.

  - Tertiary educational attainment (aged 30-34) by sex. This would expose the proportion of women and men (aged 30-34) having attained to tertiary education level.

- An essential component for the evaluation of the European labour force's up-skilling from a gender perspective can be identified by studying the composition of low-skilled workers by sex. Low qualifications are related to a low employment rate, and also to low wages, instability, dissatisfaction and the poor quality of jobs, among others. As a result, identification of low-skilled women and men will enable the devising of better plans to prevent these negative consequences. Accordingly, two different indicators are suggested:

  - **Proportion of employed men and women broken down by sex and education level**. Specifically, it is important to measure the proportion of low-skilled workers in the total labour force broken down by sex. This is directly linked with achievement of the employment target, since the low-skilled have lower employment rates.

  - **Inactivity rates by sex and education level** as indicative of the diverse effects of low skills on activity rates. These may constitute a key indicator because women are more likely to become inactive when they are low skilled. However, the category of "inactive" people has been less deeply analysed than other labour-market features (e.g. employment, unemployment, or activity) examined in section 4.2. This fact is evidenced by the limited information provided by Eurostat on inactive people[69].

- Analysis of the scope and the quality of training provision for adults through lifelong learning is fundamental for achieving modern, flexible, and competitive labour markets while providing their participants with a minimum income support. According to the "Strategic framework for European cooperation in education and training (2020)", continuous training should reach the benchmark of 15% of all adults participating in lifelong learning. As mentioned, improving skills has gender-diverse impacts on activity and inactivity, so that two indicators can be taken into account:

  - Proportion of female and male workers who participate in lifelong learning programmes.

  - Proportion of unemployed women and men who participate in training activities within national active labour-market policies.

- Finally, detailed characterization of young people (aged 15-34) who are **not in employment and not in any education or training (NEET)** could contribute to identifying public policies that would improve their prospects. A gender-sensitive analysis could reveal different motivations between girls and boys around the circumstances that induce them to remain outside the education system and the

[69] For example, training participation among English inactive people was analyzed by Newton et alia (2005). See also differences among six EU countries and the united States in "Economic inactivity - a comparative analysis in Europe and the US", in Equal opportunities review, nº123, (2003).

labour market. As a consequence, indicators broken down by sex and a new survey to study the main reasons for not being in education, employment or training may be essential for achieving both the education and the employment targets.

Table 16. EU 2020 education target indicators (core indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Early leavers from education and training by sex	Proportion of women and men (18-24) having attained at most lower secondary education and not being involved in further education or training.	edat_lfse	Yearly, 2010	**-4,1**	17,1%	13,0%	15,1%	**-3,8**	16,0%	12,2%	14,1%
Tertiary educational attainment (30-34) by sex	Proportion of women and men (30-34) having attained to tertiary education level.	edat_lfse	Yearly, 2010	**5,7**	27,2%	32,9%	30,0%	**7,2**	30,0%	37,2%	33,6%
Employment by education level	Proportion of employed men and women with low education level (ISCED 0-2)	lfsa_egaed	Yearly, 2010	**-3,2**	24,6%	21,4%	23,2%	**-3,3**	22,2%	18,9%	20,7%
Inactivity rate by education level	Proportion of inactive men and women over total population (ISCED level 0-2)	lfsa_igaed	Quarterly	**25,6**	23,2%	48,8%	36,5%	**24,9**	24,1%	49,0%	36,9%
People participating in lifelong learning	People participating in lifelong learning	trng_lfse	Yearly, 2010	**1,7**	8,5%	10,2%	9,4%	**1,7**	8,3%	10,0%	9,1%

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
LMP participants in training	Proportion of women and men participating in training LMP over women and men wanting to work	lmp_ind_actsup	Yearly, 2010	**-3,5**	9,8%	6,3%	9,4%	**-2,3**	8,6%	6,3%	8,6%
People not in employment, education or training (NEET)	Proportion of women and men not in employment, education or training (NEET)	edat_lfse	Yearly, 2010	**8,8**	9,9%	18,7%	14,3%	**6,8**	13,1%	19,9%	15,4%

Source: own elaboration based on Eurostat.

Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

4.5.2. Education: complementary indicators

Additional five indicators might be included in the monitoring of the EU 2020 Strategy from a gender agenda for the following reasons:

- **Gender-based segregation within the education system** arises when there is a gender-unbalanced distribution of students and graduates due to gender-based traditions, ideas and representations, so that women and men continue to choose gender-typical fields of study[70]. This limits, at least to some extent, the professional development of women and men. Two different indicators, relative to tertiary students and graduates segregation, are suggested:

  - Student segregation: proportion of female and male tertiary students by field of education

  - Graduate segregation: proportion of female and male graduates by field of education

- Moreover, **language learning and skills** are a challenge for European countries. Languages are related to geographical mobility. In particular, language skills enhance the employability of workers and increase the possibilities of successful transitions among different labour markets. Language skills show gender differences.[71] Hence, the analysis could include two indicators:

  - **Language learning**: this indicator would show the proportion of young individuals currently learning two or more languages. It is important to note that the figures on languages are not currently broken down by sex in the official statistics (Eurostat).

  - **Language skills**: this indicator shows the proportion of young individuals with basic skills in a second language (English, French or German). In this case, not only are the figures not disaggregated by sex but there are no global figures for the EU-27. It would also be advisable to analyze the penetration of non-European languages, such as Chinese, Hindi or Japanese.

- It would be important to develop indicators that measure basic IT learning and skills. However, such information does not currently exist.

- Lastly, the education statistics should be able to identify students who do not attain a certain performance level and their difficulties and contexts. A gender-sensitive

[70] Reimer and Steinmetz (2007): Gender differentiation in higher education: education specialization and labour market risks in Spain and Germany, University of Mannheim, Working Papers nº 99, page 22.

[71] As Kane (2007) stated, gender role stereotypes on children and the use of infant directed speech by mothers are the most important factors underlying the advantages that women have on general language acquisition. However, for instance, Soderman and Oshio (2008) examined the social behavior and competence of children aged 3-6 as they progress in a second language acquisition in a dual-immersion programme in English and Mandarin. Results suggested that girls had more social adjustment difficulties than boys.

analysis could be useful for implementing a broad strategy against low achievement and, thus, early school-leaving. These statistics are not currently available at EU-27 level, although they are recorded by the OECD through the PISA (Programme for International Student Assessment). A gender analysis could detect differences between women and men in several fields of education (three in particular: reading, mathematics and science).

Table 17. EU 2020 education target indicators (complementary indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Education segregation among students	Proportion of women and men tertiary students on science, mathematics and computing fields of education	educ_enrl	Yearly, 2009	**-7,5**	14,70%	7,20%	10,50%	**-7,3**	14,10%	6,80%	10,00%
	Proportion of women and men tertiary students on engineering, manufacturing and construction fields of education		Yearly, 2009	**-17,3**	23,60%	6,30%	14,00%	**-17,5**	23,80%	6,30%	14,10%
	Proportion of women and men tertiary students on health and welfare fields of education		Yearly, 2009	**9,3**	7,40%	16,70%	12,60%	**10,3**	8,10%	18,40%	13,80%
	Proportion of women and men tertiary students on teacher, training and education science fields of education		Yearly, 2009	**6,9**	4,70%	11,60%	8,50%	**7,0**	4,20%	11,20%	8,10%
	Proportion of women and men tertiary students on humanities and arts science fields of education		Yearly, 2009	**5,7**	9,90%	15,60%	13,10%	**4,9**	9,60%	14,50%	12,30%
	Proportion of women and men tertiary students on social science, business and law		Yearly, 2009	**4,1**	31,60%	35,70%	33,90%	**3,8**	32,40%	36,20%	34,50%

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Education segregation among graduates	Proportion of women and men tertiary graduates on science, mathematics and computing fields of education	educ_grad	Yearly, 2009	**-7,4**	13,90%	6,50%	9,60%	**-7,2**	13,40%	6,20%	9,10%
	Proportion of women and men tertiary graduates on engineering, manufacturing and construction fields of education		Yearly, 2009	**-17,2**	22,60%	5,40%	12,50%	**-17,5**	23,20%	5,70%	12,80%
	Proportion of women and men tertiary graduates on health and welfare fields of education		Yearly, 2009	**9,7**	8,80%	18,50%	14,50%	**10,7**	9,00%	19,70%	15,40%
	Proportion of women and men tertiary graduates on teacher, training and education science fields of education		Yearly, 2009	**8,2**	5,30%	13,50%	10,10%	**7,6**	4,90%	12,50%	9,40%
	Proportion of women and men tertiary graduates on humanities and arts science fields of education		Yearly, 2009	**4,9**	9,10%	14,00%	12,00%	**4,5**	8,90%	13,40%	11,60%
	Proportion of women and men tertiary graduates on social science, business and law		Yearly, 2009	**4,0**	32,20%	36,20%	34,60%	**3,7**	33,20%	36,90%	35,40%
Language learning by sex	Proportion of women and men in ISCED 3 level studying 2 or more foreign languages	educ_thfrlan	Yearly, 2009				63,60%				64,70%

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Language skills by sex**	Proportion of women and men who speak English, French or German fluently as a second language	edat_aes_l									
Low achievers by sex (15 years old)**	Reading: % of students that get a score below a certain threshold in reading										
	Mathematics: % of students that get a score below a certain threshold in mathematics										
	Science: % of students that get a score below a certain threshold in science										
Student mobility	Students studying in another UE27 country	educ_thmob					2,70%				2,70%
* Except if otherwise indicated in the column *Availability*											
**Data is not provided by Eurostat database											

Source: own elaboration based on Eurostat. Legend: Green: readily available, Yellow: rather easy to get, Red: not existent.

4.6. Poverty target

Fighting poverty is the fifth broad target of the EU 2020 Strategy and has been developed in the 10th Integrated Guideline, and in one of the Flagship Initiatives (as showed in Table 4 and Table 5). As the EU2020 recognises, not everyone has benefited equally from past economic growth. The importance of considering inequalities in several fields and social exclusion should not be underestimated. The poverty target refers to the reduction of the number of people living in poverty by 25%, which means that 20 million should be lifted out of poverty by 2020. As said, a specific Flagship Initiative has been launched called "European Platform against Poverty" with the purpose of combating poverty and promoting social inclusion.

Although no reference has been made to gender differences, the use of gender sensitive indicators can reveal them. This is necessary for targeted policy design as set out in chapter 3. Accordingly, and similar to the other targets, they have been classified into two broad groups:

- Core indicators: those result of the disaggregation by sex of the headline target or directly related to its outcomes.
- Complementary indicators: related to the headline target and to some topics especially mentioned through the documents in the context of the EU 2020 Strategy.

4.6.1. The poverty target: core indicators

Fighting poverty has to be analyzed from a gender perspective and broken down by sex. The at-risk-of-poverty or social-exclusion indicator (known as the AROPE indicator) is the usual instrument used to measure the risk of poverty and social exclusion. It is an indicator based on the European Survey on Income and Living Conditions (EU-SILC) and it is composed of three sub-indicators referring to people living in households where:

1. the equivalent income per capita is below 60% of the median income of the country; and/or
2. the members of the household experience severe material deprivation, i.e. they cannot afford 4 out of a list of 9 goods or services[72]; and/or
3. the intensity of work in the household is very low or zero.

The AROPE indicator is measured both in absolute numbers (number of people living in, at least, one of the three categories) or in rates (share of people living in these conditions). Accordingly, the disaggregation by sex of the three sub-indicators is proposed in Table 18 both in absolute terms and in percentages.

Additionally, other indicators that further examine poverty and social exclusion reflect gender-based differences. Other three indicators included are:

[72] The nine goods and services are: to pay the rent, mortgage or utility bills; to keep their home adequately warm; to face unexpected expenses; to eat meat or proteins regularly; to go on holiday; a TV set; a refrigerator; a car; and, a telephone. More information at: http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary:Material_deprivation.

- **The situation of the elderly regarding poverty and social exclusion** is one of the most relevant issues related to the EU 2020 strategy against poverty. Vulnerability of older people is significant when health and social services are not universalized or when their incomes are below minimum standards. This age group, with a high weight in the total population, registers not only higher AROPE rates but also higher gender gaps, due to the fact that women are the overwhelming majority of lone elder people and that their pension coverage and amounts are lower than men's[73]. Taking this fact into account is key to evaluate how to lift people out of poverty. Consequently, there should be an **indicator that reveals gender differences across the whole life cycle** and, particularly, in this specific cohort.

- It is important to assess the effects of social policies and **social transfers** on the reduction of poverty and social exclusion. At EU level, the reduction of the AROPE rate (difference between the rate before and after social transfers) in 2010 was 20 percentage points. In his context, the influence of public anti-poverty policies is especially important for women evidenced in the reduction of the gender gap that takes place after social transfers (OECD, 2009)[74].

- Social cohesion depends especially on the extent of inequalities among different and specific **vulnerable groups**. In this regards, migrants and members of ethnic minorities are not always fully integrated and experience clear disadvantages. As a consequence, they record above-average poverty or social exclusion rates, and their situation questions how much inequality the European Union should tolerate[75]. These groups are, in fact, the ones most vulnerable to unemployment, bad housing, poor health standards and discrimination. The inter-generational transmission of poverty among migrants due to the links between poverty and discrimination accounts for this phenomenon, and it is a major issue to tackle.[76]. Among such groups, women face higher poverty and social exclusion risks. The fight against poverty, as promoted by the EU2020, will not be successful if the specificities of the more vulnerable groups are not taken into account. The inclusion of an indicator reflecting their specific at risk of poverty rate is coherent with this idea.

Finally, the EU-SILC difficulties in adequately reflecting intra-household income differences and, as a consequence, in correctly estimating poverty rates from a gender

[73] European Centre for Social Welfare Policy and Research (2006), pages 6-8.

[74] For further reading, Economic Commission on Latin America and the Caribbean (ECLAC) has a wide experience in developing the gender perspective on poverty and the gender influence of the anti-poverty policies (see, for example, ECLAC, 2004). European Anti-Poverty Network (EAPN) has also introduced the gender perspective in their analysis.

[75] According to European Antipoverty Network (EAPN), fighting against poverty and social exclusion should include "addressing the systemic link between discrimination and poverty and ensuring the mainstreaming of anti-discrimination concerns across all policy areas" (EAPN, 2010), page 6.

[76] Jenkins and Siedler (2007), pages 6-20.

perspective, will be set out in 4.6.2. A new indicator, called "economic autonomy", will thus be suggested.

Table 18. EU 2020 poverty target indicators (core indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
People at risk of poverty or social exclusion by sex, AROPE	Proportion of men and women who live in poor households (incomes < 60% median) and/or experience severe material deprivation and/or live in households with low work intensity	ilc_pe	Yearly, 2010	**3,0**	22,9%	25,9%	24,4%	**2,2**	22,3%	24,5%	23,4%
	Number of men and women who live in poor households (incomes < 60% median) and/or experience severe material deprivation and/or live in households with low work intensity (in thousands)		Yearly, 2010		54.704	64.612	119.316		53.742	61.737	115.479
People at risk of poverty by sex	Proportion of men and women who live in poor households (incomes < 60% median)	ilc_li	Yearly, 2010	**1,7**	15,8%	17,5%	16,7%	**1,4**	15,7%	17,1%	16,4%
	Number of men and women who live in poor households (incomes < 60% median) (in millions of people)		Yearly, 2010		37.787	43.633	81.419	**5.296**	37.361	42.657	80.418
People (0-59) living in households with very low work intensity by sex	Proportion of men and women who live in households with low work intensity	ilc_lvhl11	Yearly, 2010	**1,9**	8,7%	10,6%	9,7%	**1,4**	9,2%	10,6%	9,9%
	Number of men and women who live in households with low work intensity (in millions of people)		Yearly, 2010		16.689	20.063	36.752		17.470	19.907	37.377

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Severely material deprived people by sex	Proportion of men and women who live in households without 4 out of 9 material elements of welfare	ilc_mdd	Yearly, 2010	**0,8**	8,7%	9,5%	9,1%	**0,4**	7,9%	8,3%	8,1%
	Number of men and women who live in households without 4 out of 9 material elements of welfare (in millions of people)		Yearly, 2010		20.660	23.714	44.374		19.116	20.980	40.096
People at risk of poverty before social transfers by sex	Proportion of men and women who live in poor households (incomes < 60% median) before social transfers	ilc_li	Yearly, 2010	**5,1**	40,0%	45,1%	42,6%	**4,7**	41,0%	45,7%	43,4%
People at risk of poverty or social exclusion (AROPE) by age group and sex	Proportion of men and women with 65 or more who live in poor households (incomes < 60% median)	ilc_peps	Yearly, 2010	**6,7**	20,7%	27,4%	24,5%	**6,4**	16,2%	22,6%	19,8%
People at risk of poverty or social exclusion (AROPE) by country of birth and sex	Proportion of men and women belonging to non-UE27 countries who live in poor households (incomes < 60% median)	ilc_peps	Yearly, 2010	**2,6**	33,8%	36,4%	35,1%	**1,7**	34,3%	36,0%	35,2%
* Except if otherwise indicated in the column *Availability*											

Source: own elaboration based on Eurostat. Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

4.6.2. The poverty target: complementary indicators

Additionally, some complementary indicators in the context of the EU 2020 Strategy are suggested. They are included in Table 19 and are described as follows:

- A new phenomenon that increasingly affects postmodern societies is constituted by **in work poverty**. Although participating in the labour market is the fastest route to lift out of poverty as the European Commission has often remarked, new arrangements such as part-time or temporary contracts result in interrupted and instable careers; furthermore, the emergence of low paid jobs challenges the work-poverty relationship. Accordingly, having a job does not necessarily guarantee enough resources to live. Two indicators are suggested that include the gender perspective:

    - **In-work poverty rates by sex**. "Poverty and exclusion from the labour market go hand in hand, and this is particularly visible for women and younger people".[77] Both the first headline target (achieve an employment rate of 75%) and the fifth one (reduce poverty by 25%) are challenged by this reality, which is based on shorter, unstable and badly-paid career paths of women and young people.

      However, as said, the EU-SILC does not properly measure gender differences, so that the figures on in-work poverty of men and women are not consistent with women's lower wages and worse labour conditions, as proven by other statistics.[78] Calculation of in-work poverty is of great importance, but it should be re-examined so that it reflects the reality more closely and reveals gender differences.

    - **In-work poverty rates by type of household**. As the European Commission remarks, "lone parents and single-wage families face the highest risk of in-work poverty".[79] Accordingly, it is of importance further to break down the analysis to household types subject to this type of social vulnerability.

- As the European Commission (2010) states, "the last decade has seen the persistence of groups of people who remain outside or on the margin of the labour market"[80]. In this context, **persistent poverty** is slowly consolidating. Despite economic growth, many persons remain outside the labour market and are vulnerable to poverty. Among them, women are specially affected, owing, among others, to the gender pay gap or their concentration on precarious employment (European Commission, 2011)[81]. Policies to tackle the most persistent forms of poverty require a combination of universal and targeted approaches. In this context, including the gender perspective in the analysis of persistent at-risk-of-poverty rate within the EU 2020 Strategy is a key issue as gender differences are becoming increasingly high. The achievement of the poverty target cannot forget persistent poverty among women and men.

- Fighting **poverty and social exclusion among the elderly** plays a major role in the prevention of poverty and material deprivation. Among older people, women

[77] The European Platform against Poverty and Social Exclusion (European Commission, 2010), page 4.
[78] See section 4.2, especially data on gender pay gap, part-time work, temporary work, etc.
[79] "The European Platform against Poverty and Social Exclusion (European Commission, 2010), page 5.
[80] "Joint Report in Social Protection and Social Inclusion 2010" (European Commission, 2010), page 35.
[81] "The social dimension of the Europe 2020 Strategy: a report of the Social Protection Committee (2011), (European Commission, 2011), page 20.

are specially vulnerable because of their former irregular work careers, low wages, concentration on part-time work, sector and occupational segregation and the impact of career breaks on their pensions entitlements (European Commission, 2011)[82], as well as their inactivity rates. Ensuring an adequate pension system should encompass a gender-balanced scheme whereby men and women have a minimum income base after the age of 65 irrespective of their labour career. This is specially important in a context where the persistence of gender inequalities in the labour market spells danger in terms of contributions to future pensions[83]. It is for this reason that the monitoring of the EU 2020 Strategy from a gender equality perspective should encompass two new indicators:

- **Average pension gender gap** is one of the most significant characteristics of the situation of elderly people.

- Moreover, the **pension system coverage** may constitute another source of gender inequalities as it is fundamental to lift out people of poverty by ensuring elder people an adequate income.

- In the context of the economic recession and active inclusion approaches, **unemployment benefits** (UB) are safety nets that help people avoid poverty when unemployed. Nonetheless, the risk of poverty is highest among the unemployed, and women are usually worse off because of their lower wages or interrupted careers, which result in lower unemployment benefits and coverage. Three indicators are proposed:

  - **Average UB** measured in euros perceived by women and men is a useful indicator with which to calculate gender differences in access to social protection against unemployment.

  - Additionally, **UB coverage** may constitute a source of gender inequalities as the labour legislation usually takes into account the previous individual working career to define the level of coverage, especially in the contributory regime. In this context, workers with fragmented pathways can be discriminated. As it has been mentioned, atypical forms of work and impact of parenthood are the reasons behind, which affect women more than men. Improving UB coverage for the most at risk of unemployment can help progress towards the EU 2020 fifth target.

- Furthermore, a consideration on the EU-SILC concerns its capacity to measure differences among persons living in the same household, particularly between women and men. As mentioned, the survey is conducted on individuals within a household; however, the three sub-indicators only take account of the sum of the incomes of all members of the household, the work intensity of all its members, and the material deprivation. This means that all the members of a household are placed at the same risk of poverty, irrespective of sex, age or education. Hence, the figures do not reflect differences within the household because they may hide potential poverty situations, such as when one of the members of the household entirely depends on the others' incomes. Including the registration of the data of individuals in a household in the EU-SILC is important for correct analysis of the differences

[82] "The social dimension of the Europe 2020 Strategy: a report of the Social Protection Committee (2011), (European Commission, 2011), page 20.

[83] "Annual Growth Survey 2012 (Draft Joint Employment Report) COM (2011) 815 final (European Commission, 2011), page 5.

observed. Therefore, rethinking this survey would be important in revealing potential poverty situations from an individual perspective which would enable more targeted policy solutions. With the aim of better revealing gender differences, a new indicator is suggested, that may be called "**economic autonomy**". It is based on the methodology of the EU SILC and its construction is feasible, although it must identify men's and women's individual incomes. By so doing, it will shed light on the limited autonomy experienced by people (women, in general) who depend economically on their partner. The indicator may anticipate situations of poverty or social exclusion and give hints on the causes and potential strategies.

- Furthermore, the increasing proportion of **households without any income** is another increasing feature of European societies in the last decade[84]. Accordingly, their identification is important to design adequate social inclusion policies and find solutions to their essential needs. The gender perspective is thus basic, as this phenomenon heavily affects lone-parent (mostly female-headed) households; it also affects households where all adults are not active in the labour market and therefore rely on social protection mechanisms. Therefore, statistics should be broken down by sex to ensure transparency regarding gender inequalities.

- A less studied question that reveals new forms of poverty is the fact that many **individuals in their thirties remain in their parent's home**. Given that this is quite common in some European countries (Eastern Europe and Mediterranean), it should be better understood as what it may express in terms of potential poverty and social exclusion[85]. This phenomenon is directly linked with in-work poverty, the increasing extension of atypical forms of work, unemployment and low skills within the labour market, the high real estate prices and lack of housing policies. It could thus be interesting to focus on people aged 30-39 who still live with their parents including the gender perspective. This exercise could reveal gender-typical patterns and their consequences on the labour market, economic independence, and poverty.

Extreme poverty relates to **housing exclusion**, among other important aspects. The housing cost overburden has become a major issue for families affected by the economic crisis, particularly in countries that have experienced a housing bubble. As a result, poverty or social exclusion rates have been profoundly affected by high housing prices and mortgages,[86] particularly among monoparental/monomarental families or those with more than two children aged under six. The **estimation of households with heavy financial housing overburden by type of household** should be improved by further breaking down the types of households already included in the official data.

[84] They could be defined as those households without any reported income, including social transfers.
[85] Choroszewicz and Wolff (2010), page 7-8.
[86] Rybkowska and Schneider (2011), pages 6-9.

Table 19. EU 2020 poverty target indicators (complementary indicators)

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
In-work poverty by sex	Proportion of employed men and women who live in poor households	ilc_iw	Yearly, 2010	**-1,4**	9,10%	7,70%	8,50%	**-1,1**	9,00%	7,90%	8,50%
In work poverty by sex and household type**	Proportion of employed single men and women who live in poor households	ilc_iw									
Persistent at-risk-of-poverty rate	Proportion of women and men with an income below the risk-of-poverty threshold in the current year and in at least two of the preceding three years.	ilc_li	Yearly, 2009	**1,1**	8,10%	9,20%	8,60%	**1,2**	8,10%	9,30%	8,70%
Average pension gender gap**	Average earnings of female pensioners over male pensioners' earnings										
Gender gap in the pension system coverage **	Difference in the proportion of men and women covered by the contributive pension system										
Average unemployment benefit gender gap**	Proportion of earnings of female unemployment beneficiaries over male beneficiaries										
Gender gap in the unemployment benefit system coverage**	Difference in the proportion of unemployed women and men covered by unemployment benefits										
Economic autonomy by sex**	Proportion of men and women whose individual earnings represent 60% of median earnings or less										

Indicator	Description (example)	Code Eurostat	Availability	2007				2010*			
				Gender gap (W-M, percentage points)	Men	Women	Total	Gender gap (W-M, percentage points)	Men	Women	Total
Households with no income by type of household**	Single females and males with no incomes by number of children										
Adults living with their parents	Proportion of young women and men (25-34) living with their parents by sex	ilc_lvps	Yearly, 2010	**-12,7**	33,90%	21,20%	27,60%	**-13,6**	34,40%	20,80%	27,60%
Housing overburden by type of household and sex	Households with heavy financial burden due to the housing costs (single males and females)	ilc_mded	Yearly, 2010	**7,0**	24,00%	31,00%	28,10%	**8,3**	24,30%	32,60%	29,10%
* Except if otherwise indicated in the column *Availability*											
**Data is not provided by Eurostat database											

Source: own elaboration based on Eurostat.
Legend: Green: readily available, Yellow: rather easy to obtain, Red: not existent.

5. CONCLUSIONS AND RECOMMENDATIONS

This section sets out the main conclusions from the previous chapters and puts forward recommendations concerning the indicators selected - some of which exist while others must be constructed - for monitoring **the EU2020 strategy and the European Semester from a gender perspective**. As a result of the analysis performed, 83 indicators have been identified and classified into core and complementary indicators according to their capacity to reveal gender differences. The (sometimes limited) existing literature and the size of the gender gaps identified have contributed to this classification. The convenience of a limited and manageable number of indicators has also been taken into account.

However, not all the indicators proposed are readily available in the European Official Statistics, i.e., Eurostat. In some cases, the specific gender-sensitive indicator proposed can be calculated simply by summing or calculating percentages on existing figures. In other cases, the operation is more difficult, and it requires new definitions and statistical operations, as in the case of poverty at individual level. In yet other cases, finally, the information simply does not exist or is not recorded as the gender perspective would require, as in the case of the energy-related indicators. The table below shows that the targets of employment, education and poverty are those with more readily available indicators, so that their inclusion in the monitoring process can be immediate; however, only 5 of the 20 gender-sensitive indicators proposed for monitoring the R&D target are available, and none of those related to the energy target.

Table 20. Summary of indicators by target

		Readily available	Easily or not at all available	Total
Employment	Core	5	4	9
	Complementary	7	2	9
	Total	**12**	**6**	**18**
R&D	Core	3	9	12
	Complementary	2	6	8
	Total	**5**	**15**	**20**
Energy	Core	0	9	9
	Complementary	0	5	5
	Total	**0**	**14**	**14**
Education	Core	5	2	7
	Complementary	2	4	6
	Total	**7**	**6**	**13**
Poverty	Core	7	0	7
	Complementary	3	8	11
	Total	**10**	**8**	**18**
Total	Core	20	24	44
	Complementary	14	25	39
	Total	**34**	**49**	**83**

This section is organized into two subsections which contain the main conclusions and recommendations on, respectively, the readily-available indicators and the indicators that should be newly calculated. The objective is to facilitate the immediate incorporation of the readily-available indicators into the monitoring of the EU2020 Strategy, the European Semester and the National Reform Programmes. Also to be borne in mind is the need for further development of the additional indicators proposed.

5.1. Conclusions and recommendations for the readily available indicators

The rationale behind this process is to enable the rapid incorporation of gender-sensitive indicators into the monitoring of the EU 2020 Strategy within the European Semester. To this end, a set of readily-available indicators has been constructed for each headline target, with the exception of the energy target, for which no gender-sensitive indicators are readily available. In general, the information provided by Eurostat is sufficient to build and implement these indicators. Table 21 summarizes them: their availability is mostly yearly, with the exception of those based on the Labour Force Survey, which are usually quarterly.

Hence, 34 readily or quasi-readily available indicators have been selected to show gender differences in the achievement of the EU 2020 Strategy and the impact of this process on equality between women and men. As described in Chapter 4, these indicators have been classified into **core** and **complementary** indicators according to their capacity to reveal gender disparities. The (sometimes limited) existing literature and the size of the gender gaps identified have contributed to this classification. The convenience of a limited and manageable number of indicators has also been emphasised:

- **The core indicators** are closely related to the follow-up of the headline targets and to the implementation of the gender perspective in their monitoring. The readily available core indicators total 20 for the 5 headline targets, including each and every target.

- **The complementary indicators** have a significant relation with the achievement of each target and they also embrace the gender perspective. There are 14 readily-available complementary indicators.

Table 21. Readily available indicators' dashboard to monitor the EU 2020 Strategy from a gender perspective

	CORE INDICATORS	COMPLEMENTARY INDICATORS
Employment	Employment rate (20-64) by sex	Inactivity rates by sex
	Employment rate by level of education and sex	Inactivity: main reason for not seeking employment by sex
	Employment rate by nationality and sex	Unemployment rate (20-64) by sex
	Gender pay gap	Part-time work by sex and age of the youngest child
	Part-time work by sex	Temporary work by sex
		Self-employed workers by sex
R&D	Total R&D personnel by sex	Labour mobility by sex (% workers from other UE country)
	Researchers by sex	Human Resources in Science and technology (HRST) by sex
	HRST 'core' (people within science and technology occupations who possess a tertiary level education) by sex	Scientists and Engineers by sex
Education	Early leavers from education and training by sex	Education segregation among students
	Tertiary educational attainment (30-34) by sex	Education segregation among graduates
	Employment by education level and by sex	
	People participating in lifelong learning by sex	
	LMP participants in training by sex	
	People not in employment, education or training (NEET) by sex	
Poverty	People at risk of poverty or social exclusion by sex (AROPE)	In work poverty by sex
	People at risk of poverty by sex	Persistent at-risk-of-poverty rate by sex
	People (0-59) living in households with very low work: intensity by sex	Housing cost overburden by type of household and sex
	Severely material deprived people by sex	
	People at risk of poverty before social transfers by sex	
	People at risk of poverty or social exclusion by country of birth and sex (AROPE)	
	People at risk of poverty or social exclusion by country of age of group and sex (AROPE)	

Please find below explanatory remarks regarding these indicators.

5.1.1. Employment target

- **Employment rates** should be broken down by sex whatever cross-analysis is conducted, i.e. employment rate by education level and sex, by nationality and sex, by age and sex, etc.

- In the context of the economic crisis, which has differential impacts on women and men in the labour market, analysis based on **gender gaps may be misleading** and should be complemented with the original data. For example, the employment rate gap has noticeably diminished, but it has not done so because of an improvement in the situation of women, but because of the stronger initial negative impact of the crisis on men.

- Influence of the **presence of children aged less than six years old** on employment rates could be further broken down by age groups: 0-3 and 3-6. This would enable identification of needs for childcare facilities and the effects on employment rates,[87] especially of women.

- The official indicator for the **gender pay gap** is usually outdated (the most recent figure dates to 2009). Greater effort should be made to furnish updated information on gender pay inequalities, also with the presentation of data in hourly terms.[88]

- **Inactivity** should be analysed in more detail, and the already-existing information should be developed further. Inactivity mostly affects women, and the basic indicators (inactivity rates by sex, education, age, previous experience, etc.) are not readily available, although they are very easily calculated. The reasons for inactivity are insufficiently addressed in the Labour Force Survey (LFS), and changes in the questionnaire could improve the information obtained. The EU2020 requires inactive people, particularly women, to enter the labour market in order to reach the employment target.

5.1.2. R&D target

- Exhaustive estimation should be made of **total R&D personnel, core HRST and researchers by sex** in absolute numbers.

5.1.3. Education target

- **Education segregation** indicators (among students and graduates) are not directly provided by Eurostat, although they could be easily calculated with the information available.

- Apart from breaking down the data on **early school leaving** by sex, the difficulties and reasons which induce women and men to quit school early should be analysed in order to shed light on gender inequalities. This analysis could also be conducted with people not in employment, education and training (NEET). Introducing new questions into the LFS questionnaires could help in this regard.

[87] European Commission's Expert Group on Gender and Employment Issues (2009), pages 21-24.
[88] Del Río et alia (2004),page 6.

5.1.4. Poverty target

- As regards the **poverty target**, the only comment to make on the readily-available indicators broken down by sex is that they exist but are not taken into account by the EU2020 dashboard. And yet their inclusion is essential.

5.2. Conclusions and recommendations for the not readily available indicators

Calculating new indicators and, in some cases, adding new information to the current surveys is indispensable if the monitoring of the EU2020 and European Semester is to be improved from a gender perspective. A set of 47 indicators has been selected in the light of the review of the literature and gender gaps (see Table 22). Like the readily-available information, these indicators have been classified into core and complementary indicators according to their capacity to reveal gender differences.

Table 22. Not readily available indicators to monitor the EU 2020 Strategy from a gender perspective

	Core indicators	Complementary indicators
Employment	Employment rate by age group (30-39) and sex	Employment in terms of full-time equivalent rates by sex
	Impact of parenthood on labour market participation	Average time temporary contracts by sex
	Horizontal segregation	
	Vertical segregation	
R & D and Internet	Public capital invested in personnel R&D	Potential scientific in science, mathematics and engineering
	Private capital invested in personnel R&D	Effective use of researchers
	Share of R&D personnel over total population in working age	R&D personnel employed over total employed people
	Share of researchers over total population in working age	Media and digital literacy
	Good governance in research institutions and universities	Access to digital information and services
	Creativity, innovation and entrepreneurship	Use of e-government, e-signature, e-identity, e-payment
	Individuals having access to the Internet, by sex	
	Individuals regularly using the Internet, by sex	
	Persons employed connected to the Internet	
Energy	Differences in the consumption of environmental and energy resources by sex	Difference in electricity prices
	Differences in the access to environmental and energy resources by sex	Shares of environmental and labour taxes in total tax revenues
	Gender equality in energy and environment decision making	Employment in environmental goods and services sector by sex
	Gender equality in external actions	Use of public transport by sex
	Horizontal issues	External costs of energy use
	Transport of passengers by rail, cars, buses and coaches, air and sea, by sex	
	Footprint by sex	
	Energy consumption by sex	
	Gender impact of the support to renewable energies	
Education	Employment by education level and by sex	Language and learning by sex
	Inactivity rate by education level and by sex	Language and skills by sex
		Low achievers by sex
		Student mobility by sex
Poverty		In work poverty by sex and household type
		Average pension gender gap
		Gender gap in the pensions system coverage
		Average unemployment benefit gender gap
		Gender gap in the unemployment benefit system coverage
		Economic autonomy by sex
		Households with no income by type of household
		Adults living with their parents

There follow some explanatory remarks regarding these indicators per headline target:

5.2.1. Employment target

In regard to the employment headline target, the main suggestions are:

- Employment rates by age group should include the cohort of 30-39 years old.
- **The impact of parenthood** on employment rates should be included in order to measure one of the main factors responsible for gender inequalities within the labour market. Moreover, the current Harmonized European Time Use Survey (HETUS) could be improved/enhanced in order to enable analysis of the factors that most influence employment: the different uses of time among inactive, unemployed and employed women and men, taking account of education level, the presence of children, or age, for example, would help to identify the factors that underlie behind the different participation into the labour market of men and women.
- **Atypical forms of work**, mainly part-time, temporary work or self-employment, are increasing, but the current statistics do not capture their effects over the individual careers. This has among other things gender implications. For example, the extent of **temporary work** could be measured by estimating the median and/or average duration of contracts.

Table 23. Recommendations on employment indicators

	Indicator	Recommendation
Employment	Employment rate by age group and sex	Include the age group 30-39
	Impact of parenthood on labour market participation	Labour Force Survey should provide the male and female employment rates with and without children
	Horizontal segregation	They should be directly obtained though are easily derived from Eurostat data
	Vertical segregation	
	Employment in terms of full-time equivalent rates by sex	Include this new indicator through the Labour Force Survey
	Average time temporary contracts by sex	Include this new indicator through the Labour Force Survey

5.2.2. R&D target

Research and development have slowly incorporated gender into their quantitative assessments. However, additional items of information should be introduced with the purpose of reinforcing this trend within the EU 2020 Strategy:

- The **public and private capital invested in R&D personnel**, as a proportion of GDP, should be broken down by sex. The extent to which human capital benefits from public and private support should be clearly analysed from a gender perspective in order to prevent the reproduction of inequalities between women and men within these issues.

- **Equality in decision-making** processes should also be considered by means of an indicator that measures gendered positions and the glass ceiling in research centres, universities, innovation companies, etc.

- **Internet access and use** is not broken down by sex. The timely availability of this data could be improved, given the amount of information available concerning the use of the Internet.

- The wastage of resources in terms of human capital can be addressed by calculating the **effective use of researchers** from a gender perspective.

- In regard to **Internet use, media and digital literacy, access to information and services and e-processes**, a gendered analysis could itemize the differences in access to and use of these resources and services between women and men.

Table 24. Recommendations on R&D indicators

	Indicator	Recommendation
R & D	Public capital invested in personnel R&D	There are information on public expenditure by type of costs. Labour costs are registered. This information may be registered broken down by sex. There are no data aggregated for the UE.
	Private capital invested in personnel R&D	
	Share of R&D personnel over total population in working age	It could be calculated over total population or over active population, as HRST, considering the age group 20-64 as in employment or the considered most relevant.
	Share of researchers over total population in working age	
	Good governance in research institutions and universities	It would consist of introducing a particular demand of information which allow calculating the percentage of men and women in decision-making positions in R&D institutions.
	Creativity, innovation and entrepreneurship	It would show the budget allocated to support entrepreneurship (% of GDP) and the distribution of that budget when directing to entrepreneurs (women and men).
	Individuals having access to the Internet, by sex	Statistics on use of internet and computer are under development. Statistics are annually. They are based on households and not on individuals.
	Individuals regularly using the Internet, by sex	Data is not broken down by sex
	Persons employed connecting to the Internet	It is not broken down by sex. The questionnaire do not ask for sex variable. 2010 data not available, 2009 data used.
	Potential scientific in science, mathematics and engineering	There is not information on PH.D. to estimate this potential
	Effective use of researchers	Full time equivalent divided by head count researchers or other relevant indicator which reflect if this capital is not been fully used and the gender-based asymmetries.
	R&D personnel employed over total employed people	Accordingly to the metadata statistic information, this indicator may be calculated, but it is not ready available. The % of total R&D personnel employed over total employed people may be easily calculated by sex.
	Media and digital literacy	All these groups of indicators are registered in the IT Scoreboard, but without considering the gender perspective. It is necessary to break down this information by sex.
	Access to digital information and services	
	Use of e-government, e-signature, e-identity, e-payment	

5.2.3. Energy target

The **relationship between gender and energy** has usually been overlooked by traditional approaches. However, connections between gender and environmental protection, climate change, and sustainability have been emphasised in the past twenty years (UNDP, 2009). Besides the specific comments with regard to indicators which might be built relatively easily, the following more general recommendations can be made:

- Firstly, the second headline target, the explanations, and the indicators proposed to monitor **energy and environment policies are the least developed**, both in general and in relation to the gender perspective. To be stressed in particular is that the positive influence of a gender-balanced approach has been little debated and analysed. Although environmental policies are known to have an influence on gender equality, deeper analyses are required. The literature review has not yielded clear identification of the mechanisms behind this relationship, even less ways to measure them. However, the experience of gender mainstreaming in other fields and the clear evidence shown in developing countries assures the existence of this relationship. In short, the EIGE will be able to present a set of indicators on environment and gender.

- Thus, promoting further analysis and fostering data-gathering is crucial in the medium and long term. A stronger commitment to building indicators which improve monitoring of the environment and the use of energy from a gender perspective is essential. This development should consider gender equality in the design itself of the data-gathering method and the indicators.

- Finally, given the various initiatives relative to energy and climate change supported not only by the EU but also by the international community, it is important to **take advantage of potential synergies** in terms of data-gathering and analysis. Examination of the behaviour of individuals (polluting patterns) and the economic activities in which women and men work can be considered a way to include gender in the analysis. Gender differences in the use of and access to environmental resources may yield insights for the better monitoring of the EU 2020 target relative to this particular headline.

Finally, some comments follow on specific indicators included in the Table 25:

- Some indicators concerning **equality in decision-making by** institutions in relation to climate change and ecological conservation should be introduced with consideration made of men and women participating in them.

- **Horizontal issues** relative to the implementation of **gender mainstreaming** in climate and energy packages could be addressed by estimating the importance given to the gender perspective in these issues (share of EU and national official documents and decisions relative to energy and the environment which introduce the gender perspective or the gender-equality objective compared with the total of official documents and decisions relative to energy and environment).

- Indicators on **energy consumption and the global footprint** may be developed by means of a new survey that takes account of energy and material consumption according to the way of life. Gender may be a variable

essential for estimating differences in the impact of our societies on the environment.

- A shared definition of the "**environmental goods and service sector**" should be clearly established among all stakeholders linked with environmental issues and public and private institutions.

- Estimating the **difference in electricity prices in households and industry** would assist estimation of gender differences in terms of access to, and potential and actual use of, energy and environmental resources from a micro perspective.

Table 25. Recommendations on energy indicators

	Indicator	Recommendation
Energy	Differences in the consumption of environmental and energy resources	Greenhouse gas emissions (GHG) consumed by particular sectors compared to labour market participation, by sex, could be included. This indicator approximates the idea of environmental resources consumed by each sector in comparison to the workforce employed and it may assess whether the actual use of resources is gender-biased.
	Differences in the access to environmental and energy resources	GHG allocated to particular sectors compared to labour market participation, by sex, could be included. This indicator approximates the idea of environmental resources allocated to each sector in comparison to the workforce employed. In comparison to the level of gender segregation, it may assess whether the policy is gender-neutral or not and if the GHG allowance considers a gender perspective.
	Gender equality in energy and environment decision making	It is necessary to define which decision making bodies related to energy, environmental and transport policies have to be considered
	Gender equality in external actions	Beijing Platform for Action indicators should inspire European indicators on environmental and gender issues
	Horizontal issues	Indicators related to the number and quality of documents relating to energy and environmental issues that include gender perspective could be developed.
	Transport of passengers by rail, cars, buses and coaches, air and sea, by sex	Information should be broken down by sex
	Footprint by sex (Greenhouse gas emissions in a year by person)	Global footprint is expected to be developed. It would be necessary a EU survey, taking into account consumption, way of living, age group, sex, etc.
	Energy consumption by sex (introducing gender perspective in the "gross inland consumption per capita")	It should be broken down by sex
	Gender impact of the support to renewable energies	Men and women working in renewable energies as % of total work should be introduced. For that purpose, a homogeneous definition of renewable energies in the NACE should also be available.
	Difference in electricity prices	A micro-analysis of consumption within households and companies should be introduced
	Shares of environmental and labour taxes in total tax revenues	A gender accountability on consumptions should be included.
	Employment in environmental goods and services sector	Data on men and women working in environmental goods and services sector as % of total work should be introduced in the official statistics.
	Use of public transport by sex	The use of public transport indicator is already expected to be developed. It is essential to include the gender perspective.
	Reduction of energy intensity ratio, by sex	Percentage of change of energy consumption per person, by sex, should be introduced in the official statistics.
	External costs of energy use	Indicator already expected to be developed. The gender perspective should be introduced in its definition, configuration, data gathering and analysis

5.2.4. Education target

Improving the data available to monitor the **education headline targets** from the gender perspective is essential for tackling gender inequalities. The main changes required to the current statistic dashboard relative to the education headline target encompass:

- Besides breaking down headline targets by sex, in the specific case of **early school leaving**, a new survey could be conducted to obtain information about the difficulties faced by young women and men and their reasons for leaving formal education.

- **Language skills** should be further examined. Like **geographical mobility**, this issue seems underdeveloped in terms of the formulation of indicators. Establishing gender-sensitive indicators could assist implementation of national and European plans to foster mobility.

- There are no specific EU statistics on **low achievement**. The PISA system could be used or replicated in a specific European methodology. Gender differences could be useful in identifying the factors which affect students' outcomes and which are overlooked at present.

Table 26. Recommendations on education indicators

	Indicator	Recommendation
Education	Inactivity rate by education level	Include this indicator in the context of improving the attention to inactivity
	Language and learning	Improve the estimation of language learning and skills through a new survey which includes gender perspective
	Language and skills	Improve the estimation of language skills through a new survey which includes gender perspective
	Low achievers	Improve the estimation of low achievers students of 15 years old through a new survey which includes gender perspective taking PISA as a reference
	Student mobility	Improve the estimation of student mobility through a new survey which includes gender perspective

Source: prepared by author.

5.2.5. Poverty target

Poverty issues have been highly receptive to incorporating gender-sensitive indicators because multidimensional and holistic views have been extensively employed in their analysis.[89] However, new indicators are required to capture and measure gender inequalities.

- Although the harmonized EU Survey on Income and Living Conditions (EU-SILC) is useful for calculation of poverty rates and their comparison, it does not capture individual differences within a household. The definitions of poverty or social exclusion are based on the family unit, so that all the members of a household have the same rates regardless their sex or age. The definitions (and possibly the survey's entire methodology) should be re-examined so that intra-household differences, including gender-based ones, can be estimated. A new indicator, which may be called "**economic autonomy**" and based on the estimation of individual incomes within families, could be introduced.

- Differences in at-risk-of-poverty or social-exclusion rates **before and after social transfers** should be included in the official data provided by Eurostat, broken down by sex.

- Studying **social protection** can improve assessment of the diverse impacts of public policies on women and men. The social protection mechanisms to be examined could include pension transfers and unemployment benefits. Information on these could be collected through the national data of social security systems.

- New and growing phenomena associated with poverty and social exclusion requires special attention. These phenomena include households with no incomes, in-work poverty, or young adults living with their parents. In the cases of in-work poverty and households with no incomes, it is difficult to estimate gender implications because of the poor disaggregation of types of households. Moreover, households with no incomes are not broken down by sex. In the case of young adults living with their parents, the analysis covering age groups could be improved by adding further cohorts, such as 20-29 and 30-39, and asking respondents for the reasons inducing them to remain in the parental home.

[89] Chant (2003), page 11.

Table 27. Recommendations on poverty indicators

	Indicator	Recommendation
Poverty	Differences in the at risk of poverty or social exclusion rate before and after social transfers (pensions excluded)	EU SILC may provide direct information about poverty or social exclusion before and after social transfers
	In work poverty by sex and household type	Household type should be further break down so as to study in work poverty rates over lone parents with a gender perspective
	Average pension gender gap	New figures related to the average pension gender gap should be introduced based on national statistics
	Gender gap in the pensions system coverage	New figures related to the pension coverage gender gap should be introduced based on national statistics
	Average unemployment benefit (UB) gender gap	New figures related to the average UB gender gap should be introduced based on national statistics
	Gender gap in the unemployment benefit (UB) system coverage	New figures related to the UB coverage gender gap should be introduced based on national statistics
	Economic autonomy by sex	EU SILC may break down family incomes so as to reveal gender differences
	Households with no income by type of household	It should be break down by sex and further include other types of households
	Adults living with their parents	It should include other age groups such as 30-39 and 35-44 and further examine the reasons

6. PROPOSAL FOR THE MODEL OF A WIKI EU SEMESTER & GENDER EQUALITY WEB PLATFORM

KEY FINDINGS

1. In order to enable civil society to follow up on implementation of the EU2020 targets, with a focus on gender equality, an option would be the creation of a WIKI EU Semester & Gender Equality Web Platform.

2. This Platform should support the participation of NGOs in the evaluation of the advancement of gender equality in the European Semester process and should be implemented and managed in the future by stakeholders of the civil society.

3. It should be a tool with which to share, organise, disseminate and exchange information, allowing direct participation and encouraging active content development by participants. It should provide information about core and complementary indicators of gender related variables as well as gender related words/definitions in the institutional and procedural language. It should also contain a forum, a virtual place where stakeholders can meet and exchange knowledge and opinions, as well as work on recommendations for the European Commission/the Member States. The Platform should aim to create the basis for the real participation of civil society in the EU Semester process, and to foster interaction among different actors.

For the continuous and regular follow-up of the implementation of the EU2020 targets in the European Semester process, the previous chapters were dedicated to the development of indicators which could be used to evaluate the progress of gender equality in the EU in accordance with the Lisbon Treaty provisions and the particular objectives of existing EU gender equality strategies.

In the following, another approach to creating greater transparency in the European Semester process regarding gender equality is put in the spotlight: participation and follow-up by civil society organisations. One option to reach this important aim would be the creation of a **WIKI EU Semester & Gender Equality Web Platform.** This chapter sets out how the Platform should work and should support the participation of NGOs in the evaluation of the advancement of gender equality in the European Semester process.

Should there be a future interest in setting up and managing such a Platform, modifications and extensions will be possible. In accordance with this proposal, the **WIKI EU Semester & Gender Equality Web Platform** provides the methodology and the technology that allows easily sharing, organising, diffusing and exchanging information. It is not an expensive solution; it is easy to use, open and able to manage complexity for all participating actors. The suggested Platform has three main features:

- It **does not require any particular IT skill** in order to be involved, given that it is powered by a software that enables the creation and editing of new pages within the website and topic associations through interlinked web pages. Registered users can thus develop new contents collaboratively using a simple mark-up language and a web browser.

  The software *Drupal* may be selected as a back-end system to develop the site. Drupal is a free and open-source content management system (CMS) and content

management framework (CMF) written in PHP (a common programming language and distributed under the GNU General Public License. It can be freely downloaded from the Internet. It is used as a back-end system for a high number of websites worldwide ranging from personal blogs to corporate, political, and government sites including whitehouse.gov and data.gov.uk[90].

- It allows **direct participation** because it is a cooperative tool designed to encourage active content development by participants, adding new items and suggesting discussion topics.

- It is **cost-effective**.

WIKI EU Semester & Gender Equality Web Platform as proposed is organized in 8 sections and provides information about the core and complementary indicators of gender related variables that were elaborated in the first part of this study, gender related words/definitions of the institutional and procedural language, an updated sample of EU semester documents, its calendar and the EU institutions involved in it. Most documents will be available at least in English, French and German. The translation into other languages is for the time being left open for further developments of the proposal. Finally, the Platform contains a forum, a virtual place where stakeholders can meet and exchange knowledge and opinion, as well as working on recommendations for the European Commission/the Member States.

The set up of the **WIKI EU Semester & Gender Equality Web Platform** should be accompanied by the delivery of the Users' Manual, describing the main features and functions of the Platform's sections and by some training that the Platform implementing bodies shall organise. The training session shall have the objective to explain users how the Platform works. Given the user friendly characteristics of the Platform, the training session is expected to last one /two day(s) and it may also be conducted through distance learning.

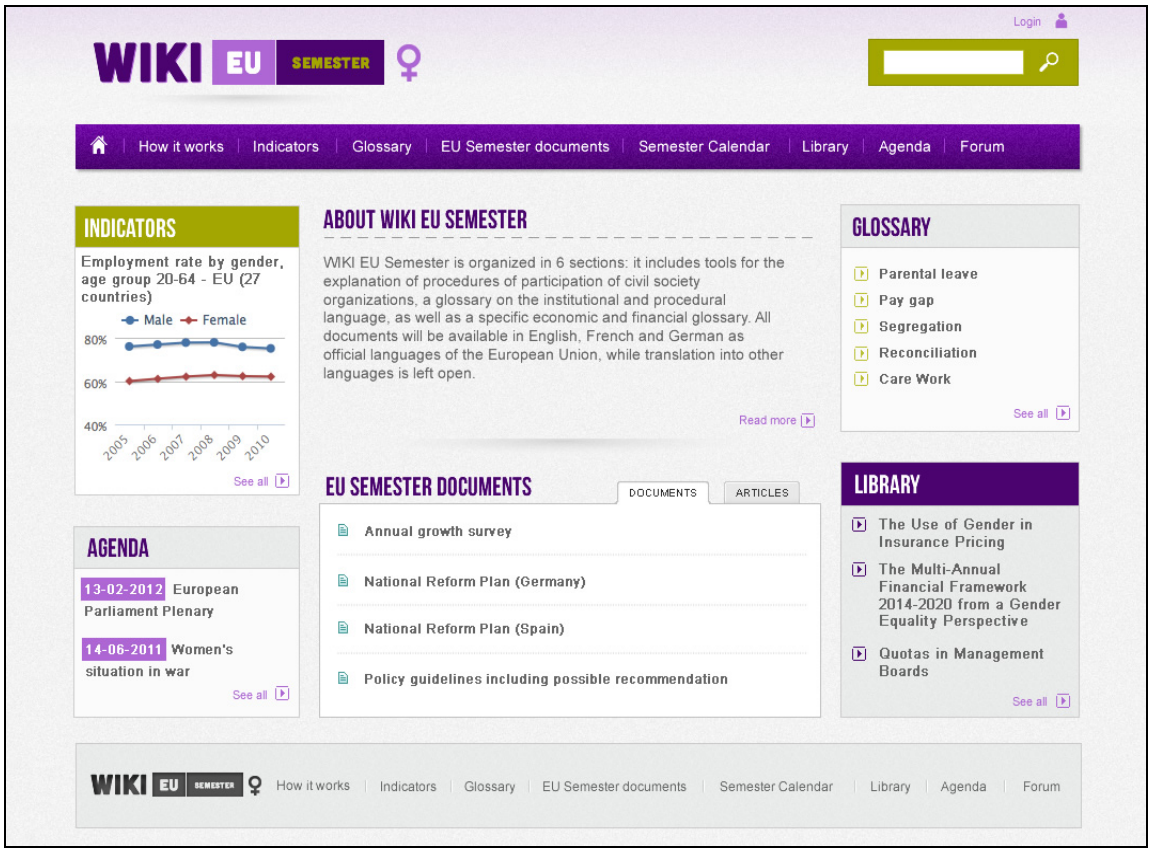
Some features and characteristics of WIKI EU Semester & Gender Equality Web Platform proposed hereunder should be evaluated and approved by Platform implementing bodies because they require particular ICT solutions and specific agreements. These parts are marked with an asterisk (*) throughout the text that follows.

[90] Drupal runs on any computing Platform that supports both a web server capable of running PHP (including Apache, IIS, Lighttpd) and a database (such as MySQL, MariaDB, PostgreSQL) to store content and settings.

The WIKI EU Semester & Gender Equality Web Platform is organised into the following 8 sections:

1. How it works
2. Indicators
3. Glossary
4. EU Semester documents
5. Institutions and EU Semester Calendar
6. Library
7. Agenda
8. Forum

Screenshot of the possible home page:



TARGET, USERS AND DEFINITIONS

First of all, **there is a need to define the target** of the proposed Platform **clearly**, namely the **users/developers and the final users**. In this example, Civil Society Organisation's (CSOs), in particular women's organisations, are the main target group of the Platform because they should be part of the process of scrutiny ensuring that economic policies are shared by wide sectors of the European societies and that policy measures are more responsive to European women's needs. The wider population will be the final users.

The initiators of the Platform will have to set up a **team of editors/content managers,** who attends to the core content of the Platform and is responsible for the animation and moderation of the Forum.

The administrator – that may be one person as well as a team, depending on the Platform's features and on the will of the implementing body **-** shall be appointed and shall be responsible for maintaining the Platform; in particular the Administrator will:

- ensure that the web servers, hardware and software are operating correctly;
- supervise the design of the website, generating and revising web pages, replying to user comments, and examining traffic through the Platform.
- regulate and manage the access rights to the Platform by different users, the appearance and setting up of website navigation.

Different user levels will have to be created:

Users' level 1: CSOs registered users: through the creation of an account secured by a password, these users can:

- **Comment on the indicators presented in Section 2, advising on further indicators that might be necessary;**
- Upload documents in Section 4 and commenting on documents in the Section 6;
- **Actively participate in the discussions in the section 8 Forum, modifying documents and posting papers and opinions**;
- Optional in case of further developments: Eventually translate the terms included in Section 3 into EU language.

Users' level 2: Wider public registered users, who have lower access rights and will be able to:

- Browse through all documents published;
- Add new words to the Glossary;
- Follow and participate in the discussion in the Forum.

All users will have to register with the WIKI EU Semester & Gender Equality Platform in order to actively to contribute to its development. All users will be able to browse the Platform and leave comments.

STRUCTURE

In the following, the details about the possible content of each section, the languages available, the different actions that can be implemented depending on the type of users are presented.

1. How it works

The WIKI EU Semester & Gender Equality is a Platform that allows users to easily share, organise, edit and exchange information about the indicators used by the European Commission for the evaluation of the National Reform Programmes (NRP), in particular in relation to the implementation of the headline targets of the EU2020 Strategy, regarding the improvement of gender equality in the Union.

The section 'How it works' shall provide visitors with information about the genesis of the Platform (when it has been set up and why), and of its functioning in particular about how to get registered and maintain the account. Furthermore, it would be advisable that users can download a pdf file of the Users' Guide, to easily understand how to move between sections, how to add new documents, how to actively take part in the forum.

Therefore, users should be able to find:

- Brief description and history of the Platform, indicating the *ratio* behind its creation;
- Information about the members of the team of editors, the administrator and the webmaster;
- Log in window with username and password for both level of users as defined above;
- Instructions about how to register, to log in, to log out and to recover the password;
- Link for the download of the Users' Guide;
- FAQ and related answers to the Platform function (how to upload a new document, how to write an article and upload it in the Forum, how to consult indicators etc.).

What users should be able to do:

- All potential users will be able to register and log in (both users level 1 and users level 2);
- All users will get information about the functions of the Platform and how to deal with it.

2. Indicators and other tools

The section 'Indicators' contains tools that users can consult and combine in order to create specific statistics and be informed on particular aspects of the progress in gender equality. The set of gender-sensitive indicators (core and complementary indicators) can be used in

the evaluation process; users can consult the tables illustrating the indicators, while sources of indicators could be made available as well as corresponding animated graphs.

It is recommended to be divided at least into three subsections.

Accordingly, users should be able to find:

2.1 Available indicators for measuring gender equality progress (gender gap):

- Presently, as set out in the previous chapters, 34 indicators (20 core indicators + 24 complementary indicators) are available. They should be provided on the Platform. They could be browsed by indicator/country/EU15/EU27;
- Sources of indicators (links to Eurostat and OECD, for instance);
- Graphs (animated).

2.2 Readily available statistics:

- Tables illustrating 34 indicators (20 core indicators+14 complementary indicators) that can be browsed by indicator/country/EU15/EU27;
- Sources of indicators (links to Eurostat and OECD, for instance);
- Graphs (animated).

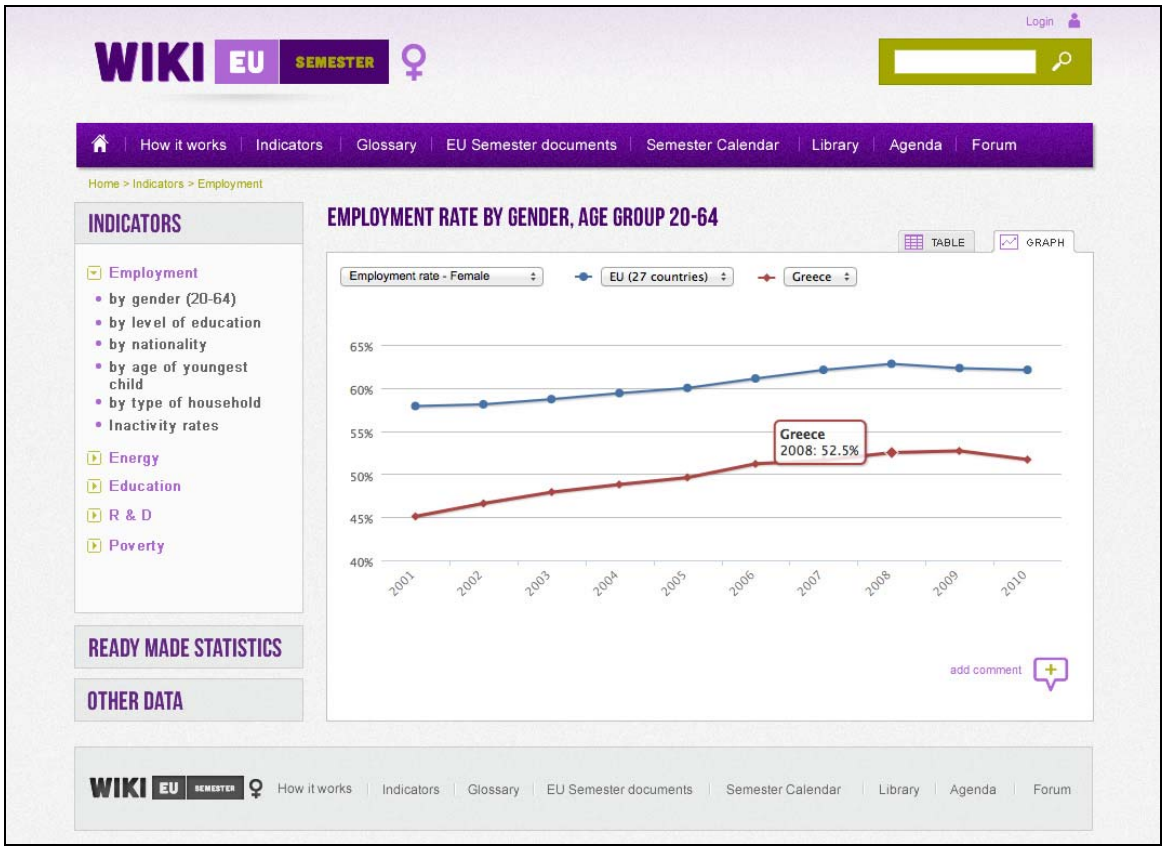
2.3 Other data:

- Any data deemed useful could be included in agreement with the team of editors/content managers

What users should be able to do:

- All users can browse the section by indicator;
- All users can browse the section by country;
- All users can rank a country/indicator against the benchmark of EU 27 and EU 25;
- All users can comment on indicators, graphs etc.;
- Users of level 1 (CSOs) can make proposals on how to measure indicators etc.

Screenshot of the potential section 2 "Indicators"



3. Glossary

The Glossary should provide detailed information about gender-related words/definitions. It is recommended to provide translation of English, French and German but there is the possibility of other or more translations.

What users should be able to find:

- Glossary of gender related words/definitions in English (to be edited by the team of editors);
- Translation of the Glossary into other languages by the users and supervised by the team of editors.

What users should be able to do:

- Adding new words: user level 1 and 2 (CSO and wider public) are allowed to add new words; the team of editors/content managers checks and validates the suggested words/definitions before editing them.

4. EU semester documents

The proposal foresees that users can consult EU semester documents in the respective folder. This session contains primary operational documents edited by the EU and the Members States respectively. It is therefore divided into 2 subsections.

What users should be able to find

4.1 EU Documents

- Relevant documents regarding the EU Semester process, e.g. the Annual Growth Survey;
- Documents related to the EU2020 strategy;
- Documents related to European gender equality strategies;
- Relevant legislation;
- Articles.

4.2 Member States Documents

- Primary operational documents as the National Reform Plans;
- Relevant legislation;
- National gender equality strategies

  Documents are uploaded in a way users can comment on them after they are published.

Languages

- English, German and French.

What users should be able to do

It is proposed that all users have the chance of browsing through the documents and uploading new documents. It is recommended, however, that the latter should be subject to approval by the team of editors.

5. Institutions and EU Semester Calendar

This section describes the tasks/role of the main institutions involved in the EU Semester and provides regular updates about the implementation progress of the European Semester Calendar.

As comments on gender equality issues in relation to the European Semester process are not only depending on knowledge and experiences within these two areas but also from the understanding of the functioning of decision-making in the European Union, it seems to be important to have also a section that sets out "the bigger picture" and provides for information on the European institutions, their functioning and links to further information.

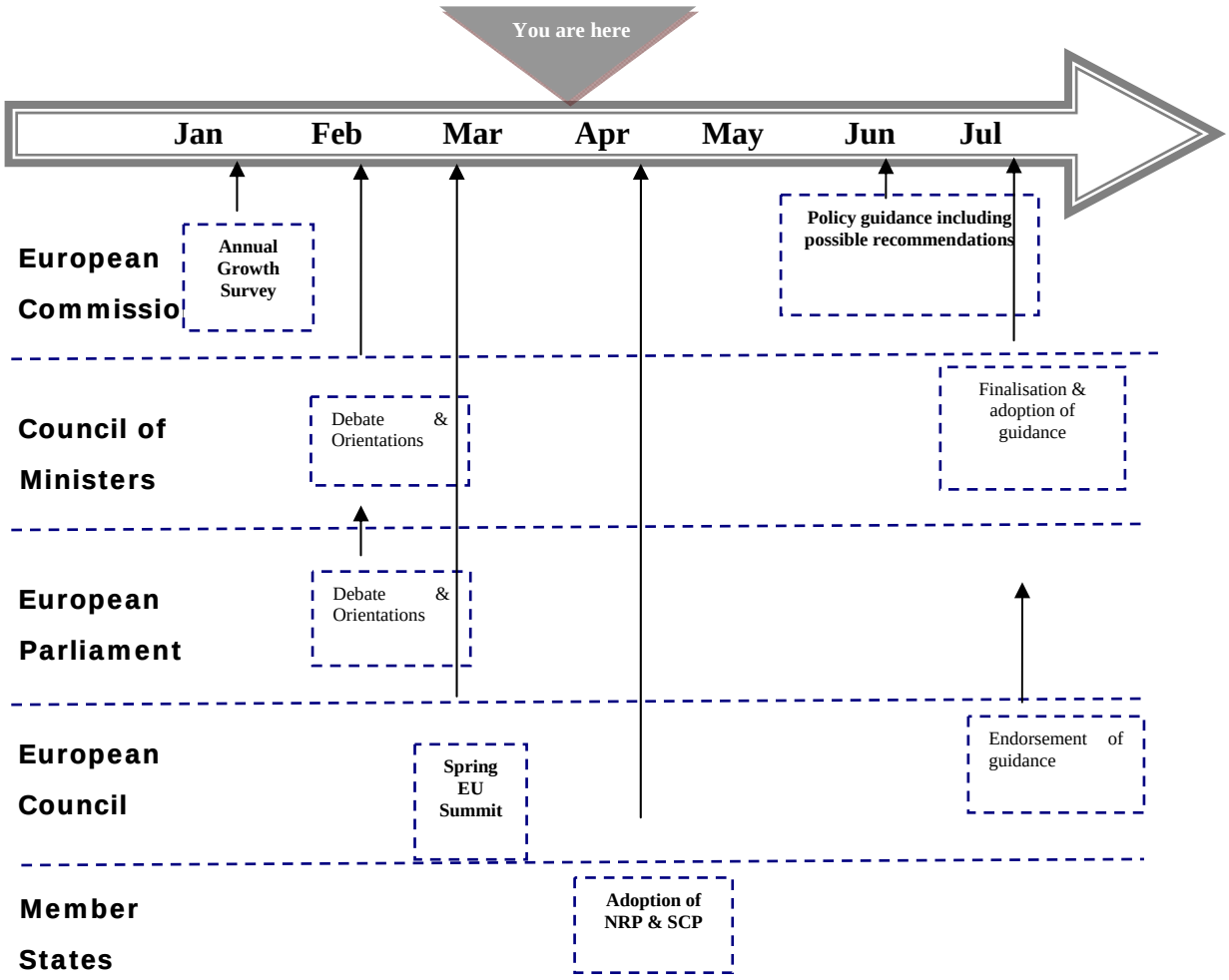
What users should be able to find

- Descriptions of tasks and roles of the main institutions involved in the activity of the EU semester. For a better overview, each institution should have a dedicated subsection and include a link to the official webpage. Institutions to be included are: European Commission, Council of Ministers, European Parliament, European

Council, Social and Economic Committee, Committee of the Regions and the Member States. It could be evaluated whether the inclusion of official candidate countries would be useful;

- As the European Semester is a concise coordination exercises, a constantly updated calendar describing the implementation progress of the EU semester would be indispensable for users who want to get involved in the scrutiny;

The European Semester Calendar



Source: European Commission COM (2010) 367.

- The Status is constantly updated and the corresponding documents indicated in the graphs (with comments where appropriate) could be linked with section 4 "Documents" and eventually with above mentioned European Institutions' official web sites in a way that makes them integrally visible with a simple mouse-click.

<u>What users should be able to do</u>:

- All users can browse into the sections by institution;
- All users can consult the EU Semester Calendar and have access through links to documents and comments.

6. Library

The Library presents literature, academic articles and speeches of the main institutional actors, which users can comment on, and it is a useful tool as a historic database for documents related to the European Semester process and for providing a broad range of background information of primary and secondary literature.

What users should be able to find

- Documents, literature and academic articles linked to sources;
- Speeches of institutional actors - Speeches shall be automatically imported from the official web page/press release of the Institutions that actively participate in the EU Semester*.

What users should be able to do

- All users have the chance of uploading documents, scientific literature and articles; it is recommended that the team of Editors/content manager validates them before publication;
- All users have the chance of commenting on the documents in a dedicated section; the team of editors/content managers/content manager can check and validate the comments before they are published.

Screenshot of the possible section 6 "Library"

7. Agenda

This section provides information about seminars, workshops, meeting and relevant events. Users should have the possibility to share dates of national and European events related to the subjects addressed by the Platform.

Therefore, users should be able to find

- Agenda of seminars, workshops, meeting and relevant events.

What users should be able to do

- Users level 1 (CSO) can advice on events to be validated by the Team of Editors/content manager before being published;
- All users can browse through documentations, papers etc of an event. The documents referring to old events (conference papers, training materials, etc) are saved in section 6 "Library".

8. Forum

The proposal provides for a Forum that aims at creating the basis for the real participation of civil society in the EU Semester process and at fostering interaction among different actors – which is the primary tool for innovative approaches and improvements. It is the core of the Platform because it envisages the real influence by NGOs on the process by providing an open space for the preparation of comments addressed to EU institutions regarding the evaluating of the progresses in gender equality.

This section is regarded as the heart of the WIKI Platform as it shall be the stage for concrete participation of the civil society in the EU Semester process and the interaction among different stakeholders to this end.

How it could possibly work

The Forum shall be animated and moderated by the team of editors/content managers. In line with democratic and transparency principles, their advice on a specific topic should be discussed until a fixed deadline, for example during a month, among the users of the Forum. The proposal foresees sending emails to all registered users and promoting the discussion on the Platform itself through an advertisement.

In the meantime, the team of editors will collect and publish up-dated material on the selected topic as well as interesting starting points to launch the debate. All users can publish articles, papers or comments on other stakeholders' interventions. One possibility to formulate a common official statement could be that, after the deadline, the team of editors/content managers prepares a synthesis report of the relevant discussion points, outcomes, recommendations to the European Commission and to Member States Government and publishes it on the Platform.

What users should be able to find

- Relevant documents and material on a given and selected topic changing each month, published by the team of editors;
- Discussion papers, critical issues and articles published by stakeholder from civil society;
- Synthesis of the relevant discussion's output published each month.

What users should be able to do

- All users can publish articles, papers, can comment on other stakeholders interventions;
- All users can browse through documentations and follow the discussion.

WIKI EU Semester & Gender Equality Web Platform estimation of costs

The following cost estimation has been obtained on the basis of expertise and previous experiences in similar Wiki solutions. Obviously, some features and characteristics of the WIKI EU Semester & Gender Equality, that need to be discussed with and approved by the future owner of the Platform may require particular ICT solutions impacting on the cost estimation. Whilst the implementation of the overall software architecture may not require more than 2 months, the development of the WIKI EU Semester and Gender Equality Web Platform content over a 3 year period will need more human resources, in particular at the beginning. The envisaged human resources (expressed in working days) will deal with translations, content development, coordination, inputs supervision, access management.

WIKI EU Semester & Gender Equality Web Platform estimation of costs				
Cost category	**Working days**		**Price**	**Total**
Human resources				
Web site developer team (4 persons)	40		€ 400,00	€ 16.000,00
WIKI EU Semester & Gender Equality Web Platform staff (translation, content development, coordination, inputs supervision, access management) over a 3 year period	1st year	325	€ 400,00	€ 130.000,00
	2nd year	175	€ 400,00	€ 70.000,00
	3rd year	100	€ 400,00	€ 40.000,00
Technical cost including training	lump sum		€ 4.000,00	€ 4.000,00
Total costs for development				**€ 260.000,00**

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8. ANNEX 1: MAIN STATISTICAL SOURCES AND EUROSTAT CODES

Table 28. Main statistical sources

Targets	Eurostat category associated with surveys or databases	Periodicity
Employment	Labour Force Survey (LFSA)	Quarter
	Structure of Earnings Survey (EARN)	Annual
Energy	Railway transport measurement (RAIL)	Annual
	Enargy statistics: prices (NRG)	Annual
	Structure of taxes by economic function (GOV)	Annual
	Employment in environmental goods and services (ENV)	Annual
R&D	Statistics on research and development (RD)	Annual
	Stocks on HRST on national and regional levels (HRST)	Annual
	Computers and internet in households and enterprises (ISOC and ESTAT)	Annual
Education	Education statistics domain (EDUC)	Annual
	Educational attainment, outcomes and returns of education (EDAT)	Annual
	Labour market policy database (LMP)	Annual
Poverty	Income and Living Conditions Survey (ILC)	Annual

Table 29. Eurostat codes and indicators

Target	Eurostat code	Indicator	Eurostat code	Indicator
Employment	lfsa_emprt	Employment rate (20-64) by sex	lfsa_ipga	Inactivity rates
	lfsa_egan	Employment rate by age group and sex	lfsa_igar	Inactivity: main reason for not seeking employment by sex
	lfsa_ergaed	Employment rate by level of education and sex	lfsa_urgan	Unemployment rate (20-64) by sex
	lfst_hheredch	Employment rate by age of youngest child	lfsa_eppga	Part-time work by sex and age of the youngest child
	lfst_hheredty	Employment rate by type of household	lfsa_etpga	Temporary work by sex
	earn_grgpg	Gender pay gap	lfsa_esgaed	Self-employed workers by sex
	lfsa_eppga	Part-time work by sex	lfsa_egan	Labour mobility by sex (% workers from other UE country)
	lfsa_egan2	Horizontal segregation		
	lfsa_egais	Vertical segregation		
Energy	rail_pa_total road_pa_mov avia_paoc mar_pa_aa	Transport of passengers by rail, cars, buses and coaches, air and sea	nrg_100a and demo_pjan	Difference in electricity prices
	lfsa	Gender impact of the support to renewable energies	gov_a_tax_str	Shares of environmental and labour taxes in total tax revenues
			env_ac_egss1	Employment in environmental goods and services sector
R&D	rd_e_gerdcost	Public capital invested in personnel R&D	ESTAT HH-IND	Media and digital literacy
	rd_p_persocc	Total R&D personnel by sex		Access to and participation in creation of knowledge
	hrst_st_ncat	HRST 'core' (people within science and technology occupations who possess a tertiary level education)		Use of e-government, e-signature, e-identity, e-payment
	isoc_ci_ifp_fu	Individuals regularly using the Internet		
	isoc_ci_id_p	Persons employed connected to the Internet		
	isoc_ci_it_p P_DSL	Percentage of employed persons using internet at work via DSL, broken down by sex		
Education	edat_lfse	Proportion of women and men (18-24) having attained at most lower secondary education and not being involved in further education or training.	educ_enrl	Education segregation among students
	lfsa_egaed	Proportion of employed men and women with low education level (ISCED 0-2)	educ_grad	Education segregation among graduates
	lfsa_igaed	Proportion of inactive men and women over total population (ISCED level 0-2)	educ_thfrlan	Language and IT learning by sex
	trng_lfse	People participating in lifelong learning	edat_aes_l	Language and IT skills by sex
	lmp_ind_actsup	Proportion of women and men participating in training LMP over women and men wanting to work	educ_thmob	Student mobility
Poverty	ilc_pe	People at risk of poverty or social exclusion by sex	ilc_iw	In-work poverty by sex
	ilc_li	People at risk of poverty by sex	ilc_li	Persistent at-risk-of-poverty rate
	ilc_lvhl11	People (0-59) living in households with very low work intensity by sex	ilc_lvps	Adults living with their parents
	ilc_mdd	Severely material deprived people by sex	ilc_mded	Housing overburden by type of household and sex
	ilc_peps	People at risk of poverty or social exclusion by age group and sex		

9. STATISTICAL APPENDIX

***Readily Available Core Indicators:* Employment**

Employment rate by sex (population from 20 to 64 years)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	77.9	75.8	75.1		62.8	62.3	62.1
EU15	78.9	76.7	76.1		63.7	63.3	63.1
Belgium	74.7	73.2	73.5		61.3	61.0	61.6
Bulgaria	76.1	73.8	69.1		65.4	64.0	61.7
Czech Republic	82.0	80.2	79.6		62.5	61.4	60.9
Denmark	84.2	80.8	79.0		75.4	74.8	73.1
Germany	80.1	79.6	80.1		67.8	68.7	69.6
Estonia	81.7	71.0	67.7		72.8	68.8	65.7
Ireland	80.4	71.8	69.4		64.1	61.7	60.4
Greece	80.4	78.8	76.2		52.5	52.7	51.7
Spain	78.1	71.0	69.1		58.3	56.3	55.8
France	75.5	74.1	73.7		65.5	64.9	64.7
Italy	75.4	73.8	72.8		50.6	49.7	49.5
Cyprus	85.2	83.5	82.5		68.2	68.1	68.5
Latvia	79.7	67.4	65.1		72.1	66.8	64.9
Lithuania	75.5	66.9	63.6		68.8	67.5	65.1
Luxembourg	77.2	79.0	79.2		60.1	61.5	62.0
Hungary	69.0	67.0	66.0		55.1	54.4	55.0
Malta	78.2	77.1	77.8		39.3	39.8	41.6
Netherlands	85.5	84.9	82.8		72.2	72.7	70.8
Austria	81.7	80.1	80.2		68.6	69.4	69.6
Poland	73.0	72.6	71.6		57.3	57.6	57.7
Portugal	79.4	76.5	75.4		67.0	66.1	65.6
Romania	71.6	70.7	70.8		57.3	56.3	55.9
Slovenia	77.4	75.6	74.0		68.5	67.9	66.5
Slovakia	77.4	74.6	71.9		60.3	58.2	57.4
Finland	78.4	74.7	74.5		73.1	72.4	71.5
Sweden	83.5	80.9	81.7		77.2	75.7	75.7
United Kingdom	81.8	79.6	79.3		68.8	68.2	67.9

Source: EUROSTAT (lfsa_ergan data series).

Employment rate by level of education and sex (population from 20 to 64 years)

Educational attainment: Pre-primary, primary and lower secondary education (levels 0-2)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	69.1	65.8	64.1		44.7	43.7	43.2
EU15	70.7	67.1	65.5		45.8	44.7	44.1
Belgium	60.0	58.1	58.3		38.0	36.8	38.0
Bulgaria	55.6	53.8	46.5		37.7	36.5	33.5
Czech Republic	54.1	50.7	50.2		39.9	38.0	36.9
Denmark	75.4	71.5	69.2		59.8	59.5	56.2
Germany	66.1	64.9	65.3		48.3	48.7	48.9
Estonia	66.6	51.7	46.1		48.6	40.0	40.8
Ireland	68.9	58.6	54.7		40.6	37.7	35.2
Greece	79.9	77.9	74.2		39.3	39.9	39.6
Spain	73.4	64.5	62.0		44.3	41.9	41.9
France	64.7	62.6	61.3		49.6	48.7	48.6
Italy	70.3	68.5	67.0		33.7	32.9	32.5
Cyprus	80.3	78.9	77.0		49.5	52.5	57.7
Latvia	65.0	49.3	49.2		46.1	42.3	41.7
Lithuania	49.2	38.6	32.8		33.5	34.3	27.0
Luxembourg	72.6	70.8	68.2		48.9	49.3	50.5
Hungary	46.5	43.8	43.4		31.9	30.9	31.9
Malta	74.0	73.2	74.1		27.1	26.5	28.4
Netherlands	78.4	77.4	74.2		52.0	52.0	50.1
Austria	67.1	64.2	64.3		51.7	50.9	51.4
Poland	53.8	52.6	48.3		31.7	30.2	30.1
Portugal	79.6	76.0	74.9		63.4	61.1	60.2
Romania	65.5	65.5	66.1		45.2	45.0	45.0
Slovenia	63.1	61.2	59.0		47.6	46.1	43.0
Slovakia	37.1	37.2	35.9		27.3	23.8	23.6
Finland	63.4	59.1	57.9		52.9	51.4	48.6
Sweden	72.9	69.3	70.4		59.2	57.0	55.2
United Kingdom	70.0	67.3	65.6		50.4	49.2	47.5

Source: EUROSTAT (lfsa_ergaed data series).

Employment rate by level of education and sex (population from 20 to 64 years)

Educational attainment: Upper secondary and post-secondary non-tertiary education (levels 3 and 4)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	78.3	76.2	75.6		65.0	64.2	63.7
EU15	79.9	77.7	77.4		67.4	66.9	66.6
Belgium	77.0	75.2	75.9		62.4	61.8	61.7
Bulgaria	79.6	76.4	71.9		68.2	66.0	62.5
Czech Republic	82.8	80.8	79.8		63.8	62.4	61.8
Denmark	85.2	81.0	79.4		78.7	75.8	75.9
Germany	79.2	78.4	79.0		69.2	69.9	70.9
Estonia	81.6	69.3	68.1		70.8	65.4	60.3
Ireland	83.1	72.0	68.8		64.0	61.0	58.0
Greece	77.4	75.5	73.7		51.1	50.9	49.3
Spain	78.2	71.1	69.5		62.5	59.7	57.7
France	77.2	75.7	75.2		67.3	66.6	66.0
Italy	78.5	76.8	75.9		59.9	58.7	58.2
Cyprus	84.3	82.5	81.5		66.8	66.2	65.2
Latvia	81.2	67.7	64.4		70.8	63.9	60.8
Lithuania	74.8	65.0	60.4		64.0	61.2	57.2
Luxembourg	73.5	75.0	76.0		58.6	58.0	58.9
Hungary	71.0	68.7	67.5		57.2	55.9	56.1
Malta	85.1	82.9	83.6		64.2	67.2	63.9
Netherlands	86.1	85.6	83.7		76.4	77.1	75.1
Austria	82.5	80.5	80.7		71.9	72.9	73.1
Poland	73.0	72.2	71.5		54.7	54.3	53.6
Portugal	73.2	73.0	72.8		66.2	67.4	67.3
Romania	70.7	69.8	69.9		57.7	56.0	55.5
Slovenia	77.9	75.1	73.3		67.5	66.2	65.2
Slovakia	79.2	75.9	73.0		62.2	59.5	58.2
Finland	78.6	73.9	73.6		71.7	70.6	69.5
Sweden	85.0	81.9	82.5		77.9	75.9	75.6
United Kingdom	83.2	80.3	80.0		71.7	70.3	69.6

Source: EUROSTAT (lfsa_ergaed data series).

Employment rate by level of education and sex (population from 20 to 64 years)

Educational attainment: First and second stage of tertiary education (levels 5 and 6)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	87.6	86.4	85.9		80.3	79.7	79.1
EU15	87.5	86.3	85.9		80.1	79.6	79.1
Belgium	86.3	84.7	84.6		80.1	79.5	79.5
Bulgaria	89.8	89.6	85.8		83.7	82.9	81.8
Czech Republic	90.1	88.9	89.1		75.7	74.7	72.6
Denmark	91.3	89.0	87.6		87.3	85.9	84.4
Germany	89.3	89.5	89.9		81.0	82.1	82.6
Estonia	91.3	87.1	80.3		81.8	79.4	77.6
Ireland	89.1	84.3	82.8		80.6	77.7	77.3
Greece	87.0	86.6	84.1		77.2	76.6	73.9
Spain	86.2	82.6	81.1		77.4	75.7	74.4
France	84.3	83.6	83.8		78.9	78.2	78.2
Italy	84.3	82.9	82.3		73.8	72.3	71.7
Cyprus	90.2	88.4	87.8		83.3	81.7	79.1
Latvia	90.2	84.6	82.1		85.1	81.1	79.7
Lithuania	90.0	85.5	85.4		86.2	86.2	85.4
Luxembourg	88.0	89.1	89.4		78.5	77.6	77.1
Hungary	84.7	83.1	82.1		75.5	74.4	74.6
Malta	90.1	88.8	87.7		79.7	78.8	80.8
Netherlands	90.2	89.7	88.6		85.6	85.5	84.5
Austria	89.4	89.0	88.9		81.9	82.6	80.5
Poland	88.2	88.5	86.9		80.6	80.4	79.8
Portugal	88.2	84.8	82.9		82.4	83.9	82.8
Romania	86.8	85.2	83.6		84.6	83.1	81.2
Slovenia	88.3	90.0	89.1		86.8	86.8	84.8
Slovakia	89.8	86.2	83.4		78.4	75.3	73.7
Finland	88.8	86.9	86.8		83.3	82.5	82.0
Sweden	89.2	88.0	87.9		87.4	86.3	86.4
United Kingdom	88.7	87.3	87.3		82.2	81.4	81.1

Source: EUROSTAT (lfsa_ergaed data series).

Employment rate by nationality and sex (population from 20 to 64 years)

Nationality: declaring country							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	78.0	76.1	75.3		63.4	62.9	62.8
EU15	79.1	77.1	76.5		64.5	64.2	64.1
Belgium	75.4	74.1	74.4		62.8	62.7	63.1
Bulgaria	76.1	73.8	69.1		65.4	64.0	61.8
Czech Republic	82.0	80.1	79.5		62.5	61.4	60.9
Denmark	84.8	81.1	79.5		76.7	75.6	74.3
Germany	81.1	80.7	81.1		70.0	70.9	71.9
Estonia	82.1	72.7	69.7		73.4	69.7	67.6
Ireland	80.1	71.8	69.4		64.1	62.1	60.9
Greece	79.5	78.0	75.6		52.5	52.6	51.5
Spain	78.3	72.2	70.2		57.8	56.1	55.7
France	75.9	74.8	74.2		66.7	66.3	66.2
Italy	74.6	73.1	72.0		50.2	49.3	49.1
Cyprus	87.1	86.1	84.4		66.4	66.6	66.7
Latvia	80.4	68.6	66.9		73.1	68.5	66.8
Lithuania	75.4	67.0	63.7		68.8	67.5	65.2
Luxembourg	75.7	76.9	77.0		57.0	59.5	59.8
Hungary	68.9	66.9	66.0		55.1	54.3	55.0
Malta	78.3	77.4	78.0		39.3	39.7	41.2
Netherlands	85.8	85.3	83.3		73.0	73.6	71.7
Austria	82.3	80.8	81.0		70.4	71.2	71.2
Poland	73.0	72.6	71.6		57.3	57.6	57.7
Portugal	79.2	76.4	75.3		66.8	66.1	65.8
Romania	71.5	70.7	70.8		57.3	56.3	55.9
Slovenia	77.1	75.5	73.9		68.8	68.4	66.8
Slovakia	77.4	74.6	71.9		60.3	58.2	57.5
Finland	78.5	74.8	74.7		73.5	72.8	72.1
Sweden	84.2	81.7	82.6		78.3	77.1	77.5
United Kingdom	81.9	79.8	79.4		69.6	68.9	68.6

Source: EUROSTAT (lfsa_ergan data series).

Employment rate by nationality and sex (population from 20 to 64 years)

Nationality: EU27-countries except declaring country							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	81.4	78.0	77.7		63.4	63.0	63.0
EU15	81.4	77.9	77.6		63.4	63.0	62.9
Belgium	74.0	70.1	71.2		56.0	53.9	58.4
Bulgaria	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Czech Republic	87.6	87.1	91.4		63.2	66.5	63.7
Denmark	87.7	84.7	79.2		74.2	74.5	74.1
Germany	80.1	78.3	78.7		61.9	62.5	62.8
Estonia	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Ireland	83.9	73.0	71.5		67.1	61.9	60.3
Greece	80.4	79.0	81.4		53.9	57.8	59.6
Spain	78.5	68.4	65.7		58.3	58.0	55.1
France	74.1	73.2	76.1		61.3	59.2	61.3
Italy	88.4	86.0	83.6		62.0	62.3	61.5
Cyprus	84.5	82.0	83.2		68.4	67.5	66.8
Latvia	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Lithuania	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Luxembourg	81.6	82.2	82.2		66.4	66.3	66.7
Hungary	82.8	79.9	76.1		51.9	58.2	66.7
Malta	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Netherlands	85.2	83.8	81.9		74.5	73.2	69.6
Austria	84.3	81.1	80.7		66.3	64.7	67.3
Poland	89.7	82.0	n.a.		n.a.	n.a.	n.a.
Portugal	94.4	89.7	78.9		73.7	62.6	61.9
Romania	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Slovenia	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Slovakia	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Finland	82.5	74.6	76.5		74.1	72.3	69.1
Sweden	79.7	80.4	81.5		72.2	72.9	70.4
United Kingdom	87.8	86.0	85.5		70.4	70.3	70.5

Source: EUROSTAT (lfsa_ergan data series).

Employment rate by nationality and sex (population from 20 to 64 years)

Nationality: extra EU-27							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	74.5	68.6	68.8		51.1	49.5	48.5
EU15	74.3	68.8	69.1		50.5	49.1	48.2
Belgium	57.0	54.6	53.5		27.5	27.6	28.1
Bulgaria	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Czech Republic	86.9	83.2	88.4		64.5	61.0	61.2
Denmark	69.1	69.5	66.3		52.2	58.0	50.6
Germany	66.4	66.2	67.4		42.3	43.5	44.3
Estonia	79.7	64.5	59.5		69.5	64.3	55.8
Ireland	76.0	67.1	63.6		56.8	52.1	49.4
Greece	93.8	88.1	82.6		51.2	53.2	52.8
Spain	76.0	61.9	61.3		63.1	56.7	56.9
France	65.5	59.5	62.7		38.9	37.3	34.4
Italy	87.1	82.2	81.0		53.2	51.5	49.5
Cyprus	60.3	50.9	56.3		82.4	80.3	82.3
Latvia	76.8	62.2	57.2		66.9	57.8	54.5
Lithuania	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Luxembourg	47.4	74.3	77.3		31.9	43.2	45.2
Hungary	82.4	77.1	59.0		65.2	55.1	40.4
Malta	n.a.	73.8	n.a.		n.a.	n.a.	n.a.
Netherlands	76.8	71.5	65.5		43.0	43.1	41.4
Austria	74.1	70.3	71.2		48.4	51.5	52.7
Poland	70.2	70.5	78.1		62.4	60.4	51.8
Portugal	83.8	76.8	77.8		72.8	66.5	62.5
Romania	78.0	n.a.	n.a.		n.a.	n.a.	n.a.
Slovenia	91.5	81.3	76.3		31.6	26.4	40.0
Slovakia	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Finland	66.5	65.8	61.3		45.0	45.7	39.0
Sweden	63.1	58.3	58.7		44.6	41.9	37.4
United Kingdom	77.3	72.9	74.8		53.2	53.3	52.9

Source: EUROSTAT (lfsa_ergan data series).

Gender pay gap in unadjusted form (NACE Rev. 2)

	2008	2009	2010
EU27	17.5	17.1	n.a.
EU15	n.a.	n.a.	n.a.
Belgium	9.0	8.8	n.a.
Bulgaria	13.6	15.3	15.7
Czech Republic	26.2	25.9	25.5
Denmark	17.1	16.8	16.0
Germany	23.2	23.2	23.1
Estonia	27.6	n.a.	n.a.
Ireland	12.6	12.6	n.a.
Greece	22	n.a.	n.a.
Spain	16.1	16.7	16.7
France	17.9	16	n.a.
Italy	4.9	5.5	n.a.
Cyprus	21.6	21.0	21
Latvia	13.4	14.9	17.6
Lithuania	21.6	15.3	14.6
Luxembourg	12.4	12.5	12.0
Hungary	17.5	17.1	17.6
Malta	8.6	6.9	6.1
Netherlands	19.6	19.2	18.5
Austria	25.5	25.4	25.5
Poland	9.8	9.8	n.a.
Portugal	9.2	10.0	12.8
Romania	9.0	8.1	12.5
Slovenia	8.5	3.2	4.4
Slovakia	20.9	21.9	20.7
Finland	20.0	20.1	19.4
Sweden	17.1	16.0	15.8
United Kingdom	21.4	20.6	19.5

Source: EUROSTAT (earn_gr_gpgr2 data series).

Part-time employment as a percentage of total employment by sex (population from 20 to 64 years)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	6.3	6.7	7.2		30.0	30.4	30.8
EU15	6.8	7.3	7.7		35.6	36.0	36.4
Belgium	7.2	7.9	8.1		40.7	41.2	41.9
Bulgaria	1.6	1.8	1.9		2.3	2.4	2.4
Czech Republic	1.5	1.9	2.1		7.8	8.4	9.0
Denmark	9.4	10.2	10.0		31.8	33.6	34.6
Germany	7.9	8.3	8.4		45.8	45.5	45.6
Estonia	3.5	5.9	6.0		9.0	12.2	12.9
Ireland	6.1	8.9	10.1		30.7	32.4	33.4
Greece	2.3	2.7	3.3		9.6	10.0	10.1
Spain	3.7	4.4	5.0		22.2	22.7	22.9
France	5.3	5.6	6.2		29.3	29.7	29.9
Italy	4.7	4.6	5.0		27.7	27.8	28.9
Cyprus	3.2	3.6	4.7		10.5	11.3	11.5
Latvia	3.7	6.7	7.3		6.8	9.3	10.9
Lithuania	4.7	6.6	6.3		8.1	9.0	8.9
Luxembourg	2.5	4.3	3.2		38.3	34.8	35.8
Hungary	3.0	3.5	3.6		5.7	7.1	7.6
Malta	3.4	3.8	4.4		24.5	22.5	23.3
Netherlands	18.3	19.2	20.1		73.6	74.1	74.7
Austria	6.7	7.3	7.7		42.2	43.6	44.2
Poland	4.7	4.6	4.5		10.7	10.6	10.6
Portugal	3.9	4.1	4.8		13.9	12.9	12.2
Romania	7.6	7.6	9.2		9.0	8.9	9.6
Slovenia	5.3	6.5	6.4		9.5	11.0	12.4
Slovakia	1.3	2.5	2.5		4.0	4.5	5.1
Finland	6.8	7.3	8.0		15.9	16.7	17.4
Sweden	10.8	11.4	11.1		39.4	39.0	38.3
United Kingdom	7.9	8.7	9.3		39.5	40.2	41.0

Source: EUROSTAT ([lfsa_eppga data series).

Part-time employment as a percentage of total employment by sex (population from 20 to 64 years)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	6.3	6.7	7.2		30.0	30.4	30.8
EU15	6.8	7.3	7.7		35.6	36.0	36.4
Belgium	7.2	7.9	8.1		40.7	41.2	41.9
Bulgaria	1.6	1.8	1.9		2.3	2.4	2.4
Czech Republic	1.5	1.9	2.1		7.8	8.4	9.0
Denmark	9.4	10.2	10.0		31.8	33.6	34.6
Germany	7.9	8.3	8.4		45.8	45.5	45.6
Estonia	3.5	5.9	6.0		9.0	12.2	12.9
Ireland	6.1	8.9	10.1		30.7	32.4	33.4
Greece	2.3	2.7	3.3		9.6	10.0	10.1
Spain	3.7	4.4	5.0		22.2	22.7	22.9
France	5.3	5.6	6.2		29.3	29.7	29.9
Italy	4.7	4.6	5.0		27.7	27.8	28.9
Cyprus	3.2	3.6	4.7		10.5	11.3	11.5
Latvia	3.7	6.7	7.3		6.8	9.3	10.9
Lithuania	4.7	6.6	6.3		8.1	9.0	8.9
Luxembourg	2.5	4.3	3.2		38.3	34.8	35.8
Hungary	3.0	3.5	3.6		5.7	7.1	7.6
Malta	3.4	3.8	4.4		24.5	22.5	23.3
Netherlands	18.3	19.2	20.1		73.6	74.1	74.7
Austria	6.7	7.3	7.7		42.2	43.6	44.2
Poland	4.7	4.6	4.5		10.7	10.6	10.6
Portugal	3.9	4.1	4.8		13.9	12.9	12.2
Romania	7.6	7.6	9.2		9.0	8.9	9.6
Slovenia	5.3	6.5	6.4		9.5	11.0	12.4
Slovakia	1.3	2.5	2.5		4.0	4.5	5.1
Finland	6.8	7.3	8.0		15.9	16.7	17.4
Sweden	10.8	11.4	11.1		39.4	39.0	38.3
United Kingdom	7.9	8.7	9.3		39.5	40.2	41.0

Source: EUROSTAT ([lfsa_eppga data series).

Research and Development: Total R&D personnel by sex

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	3,587,219	3,643,115	n.a.		1,256,559	1,290,554	n.a.
EU15	3,196,195	3,245,413	n.a.		1,090,625	1,123,534	n.a.
Belgium	86,746	88,770	n.a.		30,739	31,698	n.a.
Bulgaria	20,097	21,971	n.a.		10,104	11,248	n.a.
Czech Republic	74,508	75,788	77,903		24,721	25,273	25,421
Denmark	83,883	81,610	n.a.		:	29,505	n.a.
Germany	n.a.	774,271	n.a.		:	237,878	n.a.
Estonia	9,621	9,904	n.a.		4,403	4,565	n.a.
Ireland	32,649	32,855	n.a.		11,690	11,489	n.a.
Greece	n.a.	:	n.a.		n.a.	n.a.	n.a.
Spain	352,611	358,803	n.a.		137,125	142,935	n.a.
France	472,226	480,250	n.a.		149,434	151,031	n.a.
Italy	n.a.	354,513	n.a.		:	126,936	n.a.
Cyprus	2,475	2,591	n.a.		951	1,052	n.a.
Latvia	10,688	9,155	n.a.		5,986	4,921	n.a.
Lithuania	18,598	18,428	n.a.		10,081	10,067	n.a.
Luxembourg	n.a.	5,749	n.a.		:	1,633	n.a.
Hungary	50,279	52,522	n.a.		21,653	21,885	n.a.
Malta	1,690	1,567	n.a.		499	479	n.a.
Netherlands	117,372	105,217	n.a.		:	31,273	n.a.
Austria	n.a.	96,502	n.a.		:	29,979	n.a.
Poland	119,682	120,923	n.a.		50,890	50,501	n.a.
Portugal	87,565	99,695	n.a.		36,715	44,682	n.a.
Romania	43,502	42,420	n.a.		19,988	19,373	n.a.
Slovenia	16,243	17,045	n.a.		6,191	6,436	n.a.
Slovakia	23,641	25,388	28,128		10,467	11,220	12,303
Finland	79,289	79,475	n.a.		27,073	27,037	n.a.
Sweden	n.a.	114,641	n.a.		n.a.	41,259	n.a.
United Kingdom	n.a.	507,524	n.a.		n.a.	189,006	n.a.

Source: EUROSTAT (rd_p_persocc data series).

Total number of researchers by sex

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	2,256,282	2,318,518	n.a.		726,143	761,934	n.a.
EU15	1,975,768	2,034,129	n.a.		616,960	651,283	n.a.
Belgium	54,624	55,858	n.a.		17,597	18,270	n.a.
Bulgaria	13,416	14,699	n.a.		6,310	7,000	n.a.
Czech Republic	44,240	43,092	43,418		12,613	12,437	12,198
Denmark	48,442	52,568	n.a.		n.a.	16,747	n.a.
Germany	n.a.	484,566	n.a.		n.a.	120,511	n.a.
Estonia	7,226	7,453	n.a.		3,013	3,166	n.a.
Ireland	21,080	21,393	n.a.		6,819	7,122	n.a.
Greece	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Spain	217,716	221,314	n.a.		81,599	84,352	n.a.
France	289,292	295,696	n.a.		79,161	79,557	n.a.
Italy	n.a.	149,314	n.a.		n.a.	50,525	n.a.
Cyprus	1,565	1,696	n.a.		522	603	n.a.
Latvia	7,447	6,324	n.a.		4,071	3,312	n.a.
Lithuania	13,518	13,827	n.a.		6,954	7,035	n.a.
Luxembourg	n.a.	2,951	n.a.		n.a.	626	n.a.
Hungary	33,739	35,267	n.a.		11,139	11,323	n.a.
Malta	1,087	945	n.a.		301	278	n.a.
Netherlands	60,969	54,505	n.a.		n.a.	14,104	n.a.
Austria	n.a.	59,341	n.a.		n.a.	16,877	n.a.
Poland	97,474	98,165	n.a.		38,509	38,794	n.a.
Portugal	75,073	86,369	n.a.		32,301	39,563	n.a.
Romania	30,864	30,645	n.a.		13,817	13,707	n.a.
Slovenia	10,124	10,444	n.a.		3,551	3,724	n.a.
Slovakia	19,814	21,832	24,049		8,383	9,272	10,192
Finland	55,195	55,797	n.a.		n.a.	17,530	n.a.
Sweden	n.a.	72,692	n.a.		n.a.	25,984	n.a.
United Kingdom	n.a.	385,489	n.a.		n.a.	146,211	n.a.

Source: EUROSTAT (rd_p_persocc data series).

Human Resources in Science and Technology – CORE – by sex (percentage of total population from 15 to 74 years)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	10.0	10.2	10.3		10.6	11.0	11.2
EU15	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Belgium	11.8	12.3	12.9		13.7	13.9	14.7
Bulgaria	6.3	6.8	5.9		11.5	11.8	11.9
Czech Republic	7.5	8.4	9.1		6.8	7.4	7.9
Denmark	13.7	13.8	14.4		17.7	18.7	18.2
Germany	12.2	12.7	12.6		9.8	10.3	10.7
Estonia	6.8	6.8	7.2		15.2	16.8	16.5
Ireland	10.3	10.8	11.0		13.0	13.0	13.6
Greece	10.1	9.8	9.9		9.8	10.0	10.3
Spain	10.8	10.9	10.4		11.8	11.8	12.0
France	11.1	11.2	11.9		12.1	12.4	12.7
Italy	6.6	6.4	6.5		6.9	6.9	6.8
Cyprus	14.4	13.4	14.4		14.2	13.6	14.1
Latvia	7.3	7.2	6.7		13.9	13.9	13.8
Lithuania	7.9	7.4	8.1		15.3	16.0	17.2
Luxembourg	17.5	21.9	21.7		14.1	17.1	16.2
Hungary	7.3	7.4	7.6		9.1	9.4	9.5
Malta	7.1	6.9	6.5		6.9	7.3	7.5
Netherlands	16.1	16.0	16.0		14.7	15.1	14.7
Austria	8.1	8.5	8.7		7.0	7.8	7.7
Poland	7.2	7.8	8.3		10.4	11.5	12.2
Portugal	5.7	5.9	5.9		8.7	8.8	9.3
Romania	6.2	6.2	6.6		6.7	7.0	7.2
Slovenia	8.7	8.7	8.7		13.2	13.6	13.3
Slovakia	6.5	6.8	7.1		7.5	8.1	9.0
Finland	13.3	12.6	12.3		17.9	18.0	17.9
Sweden	13.5	13.8	14.0		19.2	19.3	19.9
United Kingdom	11.5	12.0	12.0		11.9	12.5	12.2

Source: EUROSTAT (hrst_st_ncat data series).

Education

Early leavers from education and training by sex (percentage of the population aged 18-24 with at most lower secondary education and not in further education or training)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	16.9	16.2	16.0		12.8	12.5	12.1
EU15	19.0	18.1	17.6		14.2	13.6	13.2
Belgium	13.4	12.8	13.8		10.6	9.3	10.0
Bulgaria	14.1	13.7	13.2		15.5	15.8	14.5
Czech Republic	5.8	5.5	4.9		5.4	5.2	4.8
Denmark	13.6	13.2	13.6		9.0	7.7	7.5
Germany	12.4	11.5	12.7		11.2	10.7	11.0
Estonia	19.8	18.4	15.2		8.2	9.3	n.a.
Ireland	14.6	14.4	12.6		8.0	8.2	8.4
Greece	18.5	18.3	16.5		10.9	10.6	10.8
Spain	38.0	37.4	33.5		25.7	24.7	23.1
France	13.5	14.3	15.2		9.5	10.1	10.0
Italy	22.6	22.0	22.0		16.7	16.3	15.4
Cyprus	19.0	15.2	16.2		9.5	8.8	9.8
Latvia	20.2	17.5	17.2		10.7	10.4	9.4
Lithuania	10.0	11.5	9.9		4.7	5.7	6.2
Luxembourg	15.8	8.9	8.0		10.9	6.6	6.0
Hungary	12.5	12.0	11.5		10.9	10.4	9.5
Malta	40.5	40.1	40.9		35.5	33.2	32.3
Netherlands	14.0	13.1	12.2		8.8	8.6	7.9
Austria	10.4	8.5	8.4		9.8	8.9	8.2
Poland	6.1	6.6	7.2		3.9	3.9	3.5
Portugal	41.9	36.1	32.7		28.6	26.1	24.6
Romania	15.9	16.1	18.6		16.0	17.2	18.2
Slovenia	7.2	7.2	6.4		2.6	3.2	3.3
Slovakia	7.1	5.7	4.6		4.9	4.1	4.9
Finland	12.1	10.7	11.6		7.7	9.0	9.0
Sweden	13.5	11.9	10.9		10.9	9.5	8.5
United Kingdom	18.3	16.9	15.8		15.6	14.5	14.0

Source: EUROSTAT (edat_lfse_14 data series).

Tertiary educational attainment by sex (share of the population aged 30-34 years who have successfully completed university or university-like (tertiary-level) education)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	28.0	28.9	30.0		34.3	35.6	37.2
EU15	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Belgium	37.4	36.4	39.0		48.6	47.7	50.0
Bulgaria	19.7	20.4	20.7		34.5	35.6	35.5
Czech Republic	14.8	16.4	18.6		15.9	18.7	22.3
Denmark	42.3	41.8	42.2		48.7	54.4	52.1
Germany	28.3	29.6	29.9		27.0	29.2	29.7
Estonia	28.6	29.8	32.2		39.6	41.9	47.7
Ireland	39.8	43.0	44.4		52.4	54.8	55.3
Greece	23.4	24.0	25.7		27.9	29.1	31.4
Spain	35.3	34.3	35.7		44.7	44.9	45.9
France	37.1	39.0	39.3		45.2	47.4	47.6
Italy	14.9	15.0	15.5		23.5	23.0	24.2
Cyprus	41.3	40.2	41.3		52.9	49.3	48.9
Latvia	19.3	20.0	23.4		34.9	40.5	41.4
Lithuania	31.0	32.9	36.3		48.6	48.5	51.2
Luxembourg	36.9	48.4	44.8		42.7	44.9	47.4
Hungary	18.6	19.0	21.0		26.3	28.8	30.7
Malta	20.5	19.2	18.5		21.4	22.9	24.5
Netherlands	38.5	38.4	38.4		41.8	42.6	44.4
Austria	21.9	23.0	22.5		22.4	24.0	24.5
Poland	24.4	27.3	29.8		35.0	38.4	40.8
Portugal	17.0	17.5	17.7		26.4	24.8	29.4
Romania	14.9	15.2	16.7		17.1	18.5	19.6
Slovenia	24.3	24.6	26.4		38.4	39.3	44.0
Slovakia	14.0	15.5	18.2		17.6	19.8	26.2
Finland	35.0	36.6	37.7		56.6	55.5	54.0
Sweden	36.6	38.0	39.8		47.6	50.0	52.1
United Kingdom	38.3	40.7	40.9		41.0	42.3	45.1

Source: EUROSTAT (t2020_41 data series).

Employment rate by level of education and sex (population from 20 to 64 years)

Educational attainment: Pre-primary, primary and lower secondary education (levels 0-2)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	69.1	65.8	64.1		44.7	43.7	43.2
EU15	70.7	67.1	65.5		45.8	44.7	44.1
Belgium	60.0	58.1	58.3		38.0	36.8	38.0
Bulgaria	55.6	53.8	46.5		37.7	36.5	33.5
Czech Republic	54.1	50.7	50.2		39.9	38.0	36.9
Denmark	75.4	71.5	69.2		59.8	59.5	56.2
Germany	66.1	64.9	65.3		48.3	48.7	48.9
Estonia	66.6	51.7	46.1		48.6	40.0	40.8
Ireland	68.9	58.6	54.7		40.6	37.7	35.2
Greece	79.9	77.9	74.2		39.3	39.9	39.6
Spain	73.4	64.5	62.0		44.3	41.9	41.9
France	64.7	62.6	61.3		49.6	48.7	48.6
Italy	70.3	68.5	67.0		33.7	32.9	32.5
Cyprus	80.3	78.9	77.0		49.5	52.5	57.7
Latvia	65.0	49.3	49.2		46.1	42.3	41.7
Lithuania	49.2	38.6	32.8		33.5	34.3	27.0
Luxembourg	72.6	70.8	68.2		48.9	49.3	50.5
Hungary	46.5	43.8	43.4		31.9	30.9	31.9
Malta	74.0	73.2	74.1		27.1	26.5	28.4
Netherlands	78.4	77.4	74.2		52.0	52.0	50.1
Austria	67.1	64.2	64.3		51.7	50.9	51.4
Poland	53.8	52.6	48.3		31.7	30.2	30.1
Portugal	79.6	76.0	74.9		63.4	61.1	60.2
Romania	65.5	65.5	66.1		45.2	45.0	45.0
Slovenia	63.1	61.2	59.0		47.6	46.1	43.0
Slovakia	37.1	37.2	35.9		27.3	23.8	23.6
Finland	63.4	59.1	57.9		52.9	51.4	48.6
Sweden	72.9	69.3	70.4		59.2	57.0	55.2
United Kingdom	70.0	67.3	65.6		50.4	49.2	47.5

Source: EUROSTAT (lfsa_ergaed data series).

Employment rate by level of education and sex (population from 20 to 64 years)

Educational attainment: Upper secondary and post-secondary non-tertiary education (levels 3 and 4)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	78.3	76.2	75.6		65.0	64.2	63.7
EU15	79.9	77.7	77.4		67.4	66.9	66.6
Belgium	77.0	75.2	75.9		62.4	61.8	61.7
Bulgaria	79.6	76.4	71.9		68.2	66.0	62.5
Czech Republic	82.8	80.8	79.8		63.8	62.4	61.8
Denmark	85.2	81.0	79.4		78.7	75.8	75.9
Germany	79.2	78.4	79.0		69.2	69.9	70.9
Estonia	81.6	69.3	68.1		70.8	65.4	60.3
Ireland	83.1	72.0	68.8		64.0	61.0	58.0
Greece	77.4	75.5	73.7		51.1	50.9	49.3
Spain	78.2	71.1	69.5		62.5	59.7	57.7
France	77.2	75.7	75.2		67.3	66.6	66.0
Italy	78.5	76.8	75.9		59.9	58.7	58.2
Cyprus	84.3	82.5	81.5		66.8	66.2	65.2
Latvia	81.2	67.7	64.4		70.8	63.9	60.8
Lithuania	74.8	65.0	60.4		64.0	61.2	57.2
Luxembourg	73.5	75.0	76.0		58.6	58.0	58.9
Hungary	71.0	68.7	67.5		57.2	55.9	56.1
Malta	85.1	82.9	83.6		64.2	67.2	63.9
Netherlands	86.1	85.6	83.7		76.4	77.1	75.1
Austria	82.5	80.5	80.7		71.9	72.9	73.1
Poland	73.0	72.2	71.5		54.7	54.3	53.6
Portugal	73.2	73.0	72.8		66.2	67.4	67.3
Romania	70.7	69.8	69.9		57.7	56.0	55.5
Slovenia	77.9	75.1	73.3		67.5	66.2	65.2
Slovakia	79.2	75.9	73.0		62.2	59.5	58.2
Finland	78.6	73.9	73.6		71.7	70.6	69.5
Sweden	85.0	81.9	82.5		77.9	75.9	75.6
United Kingdom	83.2	80.3	80.0		71.7	70.3	69.6

Source: EUROSTAT (lfsa_ergaed data series).

Employment rate by level of education and sex (population from 20 to 64 years)

Educational attainment: First and second stage of tertiary education (levels 5 and 6)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	87.6	86.4	85.9		80.3	79.7	79.1
EU15	87.5	86.3	85.9		80.1	79.6	79.1
Belgium	86.3	84.7	84.6		80.1	79.5	79.5
Bulgaria	89.8	89.6	85.8		83.7	82.9	81.8
Czech Republic	90.1	88.9	89.1		75.7	74.7	72.6
Denmark	91.3	89.0	87.6		87.3	85.9	84.4
Germany	89.3	89.5	89.9		81.0	82.1	82.6
Estonia	91.3	87.1	80.3		81.8	79.4	77.6
Ireland	89.1	84.3	82.8		80.6	77.7	77.3
Greece	87.0	86.6	84.1		77.2	76.6	73.9
Spain	86.2	82.6	81.1		77.4	75.7	74.4
France	84.3	83.6	83.8		78.9	78.2	78.2
Italy	84.3	82.9	82.3		73.8	72.3	71.7
Cyprus	90.2	88.4	87.8		83.3	81.7	79.1
Latvia	90.2	84.6	82.1		85.1	81.1	79.7
Lithuania	90.0	85.5	85.4		86.2	86.2	85.4
Luxembourg	88.0	89.1	89.4		78.5	77.6	77.1
Hungary	84.7	83.1	82.1		75.5	74.4	74.6
Malta	90.1	88.8	87.7		79.7	78.8	80.8
Netherlands	90.2	89.7	88.6		85.6	85.5	84.5
Austria	89.4	89.0	88.9		81.9	82.6	80.5
Poland	88.2	88.5	86.9		80.6	80.4	79.8
Portugal	88.2	84.8	82.9		82.4	83.9	82.8
Romania	86.8	85.2	83.6		84.6	83.1	81.2
Slovenia	88.3	90.0	89.1		86.8	86.8	84.8
Slovakia	89.8	86.2	83.4		78.4	75.3	73.7
Finland	88.8	86.9	86.8		83.3	82.5	82.0
Sweden	89.2	88.0	87.9		87.4	86.3	86.4
United Kingdom	88.7	87.3	87.3		82.2	81.4	81.1

Source: EUROSTAT (lfsa_ergaed data series).

Participation in education and training by sex (percentage of the population from 25 to 64 years)

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	8.5	8.4	8.3		10.2	10.2	10.0
EU15	9.7	9.7	9.4		11.7	11.7	11.4
Belgium	6.4	6.4	7.0		7.2	7.2	7.4
Bulgaria	1.3	1.3	1.1		1.5	1.5	1.3
Czech Republic	7.7	6.5	7.3		7.9	7.0	7.7
Denmark	24.8	25.6	26.3		35.2	37.6	39.3
Germany	8.0	7.8	7.7		7.8	7.7	7.6
Estonia	6.6	7.6	8.6		12.6	13.2	13.0
Ireland	6.0	5.7	6.3		8.1	7.0	7.2
Greece	2.8	3.2	3.1		3.1	3.3	2.9
Spain	9.5	9.6	10.0		11.3	11.3	11.6
France	5.6	5.3	4.6		6.4	6.1	5.4
Italy	6.1	5.6	5.9		6.6	6.4	6.5
Cyprus	8.1	7.8	7.5		8.9	7.8	7.9
Latvia	4.3	3.6	3.4		9.0	6.9	6.5
Lithuania	3.7	3.6	3.2		6.1	5.4	4.8
Luxembourg	7.6	13.4	12.8		9.5	13.5	14.0
Hungary	2.7	2.5	2.6		3.5	3.0	2.9
Malta	6.3	5.9	6.0		6.4	6.3	6.4
Netherlands	16.8	16.5	15.9		17.2	17.5	17.1
Austria	12.2	12.8	12.7		14.2	14.7	14.7
Poland	4.2	4.3	4.8		5.2	5.1	5.9
Portugal	5.0	6.2	5.8		5.6	6.8	5.7
Romania	1.3	1.3	1.2		1.6	1.6	1.4
Slovenia	12.5	12.9	14.1		15.4	16.4	18.3
Slovakia	2.6	2.2	2.2		4.0	3.3	3.3
Finland	19.3	18.5	18.9		26.9	25.9	27.1
Sweden	16.1	16.1	18.0		28.4	28.5	31.1
United Kingdom	16.6	16.8	16.4		23.2	23.3	22.4

Source: EUROSTAT (trng_lfse_01 data series).

LMP participants in training per 100 persons wanting to work

	Men				Women		
	2007	2008	2009		2007	2008	2009
EU27	9.8	10.7	8.6		6.3	7.5	6.3
EU15	12.4	13.0	10.5		7.4	8.6	7.7
Belgium	20.2	25.7	22.8		13.1	17.2	18.2
Bulgaria	1.0	1.1	1.3		2.0	2.6	1.1
Czech Republic	1.1	0.8	0.7		1.7	1.4	1.0
Denmark	19.7	26.8	19.1		20.0	26.4	21.7
Germany	15.2	16.5	16.9		10.8	11.4	12.6
Estonia	1.1	1.0	1.3		1.8	1.6	2.5
Ireland	13.3	12.3	10.4		20.2	20.6	19.8
Greece	2.0	2.4	0.2		3.1	3.3	0.3
Spain	9.0	5.5	5.5		5.6	4.4	6.3
France	n.a.	28.5	n.a.		n.a.	17.6	n.a.
Italy	n.a.	17.0	15.1		n.a.	8.5	8.6
Cyprus	2.2	0.8	1.3		4.4	1.4	0.9
Latvia	0.5	0.4	1.0		1.6	1.0	1.9
Lithuania	4.0	1.7	1.3		6.3	2.2	2.2
Luxembourg	24.9	6.3	3.5		15.3	3.9	1.6
Hungary	1.7	2.2	1.7		2.2	2.4	1.9
Malta	n.a.	2.8	3.0		n.a.	1.0	1.1
Netherlands	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Austria	20.0	20.8	20.0		15.7	16.6	17.5
Poland	1.3	1.7	0.1		3.3	4.2	0.1
Portugal	9.1	9.6	12.2		7.7	9.3	13.6
Romania	1.2	1.6	0.7		1.2	2.4	0.8
Slovenia	3.4	2.8	32.0		4.4	4.3	22.6
Slovakia	0.1	0.3	0.2		0.2	0.4	0.3
Finland	12.7	13.1	11.7		15.2	15.1	13.5
Sweden	6.1	2.4	1.9		4.9	1.6	1.2
United Kingdom	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.

Source: EUROSTAT (lmp_ind_actsup data series).

Percentage of people aged between 15 and 24 not in employment and not in any education and training (NEET) by sex

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	9.7	12.0	12.3		12.1	12.9	13.2
EU15	10.1	12.2	12.3		12.0	12.8	13.0
Belgium	9.2	10.5	10.8		11.1	11.7	10.9
Bulgaria	15.6	18.1	20.7		19.3	20.9	23.0
Czech Republic	4.8	7.2	7.5		8.7	9.9	10.3
Denmark	4.0	5.5	6.4		4.2	4.9	5.3
Germany	7.5	8.2	7.7		9.5	9.4	9.0
Estonia	8.2	14.9	15.0		9.4	14.8	14.0
Ireland	15.4	20.4	20.2		14.3	16.6	17.7
Greece	8.9	9.6	12.7		14.4	15.5	17.2
Spain	13.9	19.5	18.9		15.0	17.1	17.1
France	10.0	12.9	12.4		10.4	12.0	12.5
Italy	15.2	17.1	19.0		18.0	18.3	19.2
Cyprus	8.2	8.6	10.3		10.9	11.3	12.9
Latvia	9.8	18.9	18.5		13.2	15.8	17.1
Lithuania	8.6	14.1	15.0		9.3	10.7	11.9
Luxembourg	4.6	6.0	5.6		7.8	5.5	4.7
Hungary	10.1	12.7	11.8		13.0	14.2	13.0
Malta	8.2	9.4	8.0		10.9	10.3	11.4
Netherlands	3.1	4.1	4.5		3.8	4.1	4.3
Austria	6.4	7.4	6.9		7.8	8.3	7.4
Poland	7.3	9.4	10.5		10.8	10.8	11.1
Portugal	8.9	10.6	10.4		11.7	11.8	12.7
Romania	8.8	11.2	14.0		14.5	16.8	18.9
Slovenia	6.7	7.9	8.1		6.2	6.9	6.0
Slovakia	9.6	12.2	13.8		12.5	12.9	14.4
Finland	7.7	10.5	9.4		7.9	9.2	8.6
Sweden	7.5	9.8	8.0		8.2	9.5	7.5
United Kingdom	10.2	12.1	12.2		14.1	14.6	15.2

Source: EUROSTAT (edat_lfse_21 data series).

Poverty - Percentage of people at risk of poverty or social exclusion by sex[91]

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	22.1	21.8	22.3		25.0	24.3	24.5
EU15	20.0	19.9	20.6		22.9	22.3	22.8
Belgium	19.1	18.5	20.0		22.4	21.8	21.7
Bulgaria	43.0	44.1	39.8		46.4	48.1	43.3
Czech Republic	13.3	12.3	12.7		17.2	15.7	16.0
Denmark	15.7	17.0	17.7		17.0	18.2	19.0
Germany	18.5	18.8	18.6		21.6	21.2	20.9
Estonia	18.9	21.1	21.5		24.3	25.5	22.0
Ireland	22.7	25.0	29.3		24.7	26.4	30.5
Greece	26.3	26.1	26.0		29.8	29.0	29.3
Spain	21.6	22.3	24.9		24.2	24.4	26.1
France	17.5	17.2	18.5		19.7	19.5	20.0
Italy	23.2	22.8	22.6		27.2	26.4	26.3
Cyprus	19.7	20.2	n.a.		24.6	24.2	n.a.
Latvia	31.0	35.9	37.6		36.2	38.7	38.5
Lithuania	25.3	27.3	32.9		29.7	31.4	33.8
Luxembourg	14.2	16.0	16.5		16.7	19.6	17.7
Hungary	27.3	29.1	29.4		29.0	30.0	30.3
Malta	18.2	19.0	19.7		21.0	21.4	21.5
Netherlands	14.3	14.3	14.1		15.5	15.9	16.0
Austria	16.8	15.0	14.7		20.3	18.9	18.4
Poland	29.9	27.0	27.0		31.2	28.6	28.5
Portugal	25.0	24.0	24.8		26.8	25.8	25.8
Romania	43.0	41.9	40.8		45.3	44.2	42.1
Slovenia	16.6	15.1	16.5		20.3	19.1	20.1
Slovakia	18.9	18.0	19.6		22.0	21.1	21.6
Finland	15.9	15.8	16.0		18.9	17.9	17.7
Sweden	13.7	14.4	13.4		16.1	17.5	16.6
United Kingdom	21.7	21.1	22.1		24.7	22.8	24.2

Source: EUROSTAT ([ilc_peps01 data series).

[91] This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators.

Percentage of people at risk of poverty by sex[92]

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	15.5	15.4	15.7		17.4	17.1	17.1
EU15	15.2	15.2	15.4		17.2	16.9	17.0
Belgium	13.6	13.4	13.9		15.9	15.7	15.2
Bulgaria	19.8	19.8	19.0		22.9	23.7	22.3
Czech Republic	8.0	7.5	8.0		10.1	9.5	10.0
Denmark	11.7	12.8	13.1		12.0	13.4	13.4
Germany	14.2	14.7	14.9		16.2	16.3	16.4
Estonia	16.5	17.5	15.4		22.0	21.6	16.2
Ireland	14.5	14.9	15.9		16.4	15.1	16.2
Greece	19.6	19.1	19.3		20.7	20.2	20.9
Spain	18.3	18.3	20.1		21.0	20.6	21.3
France	11.9	12.0	12.8		13.4	13.7	14.1
Italy	17.1	17.0	16.8		20.1	19.8	19.5
Cyprus	14.0	14.4	n.a.		18.3	17.9	n.a.
Latvia	23.1	24.2	21.7		27.7	27.0	21.0
Lithuania	17.6	19.1	20.7		22.0	21.9	19.8
Luxembourg	12.5	13.8	14.6		14.3	16.0	14.4
Hungary	12.4	12.8	12.6		12.4	12.1	12.0
Malta	13.6	14.7	15.0		16.4	15.9	16.0
Netherlands	10.5	10.8	9.7		10.4	11.3	10.8
Austria	11.2	10.7	10.7		13.5	13.2	13.5
Poland	17.0	16.9	17.4		16.7	17.4	17.7
Portugal	17.9	17.3	17.3		19.1	18.4	18.4
Romania	22.4	21.4	20.7		24.3	23.4	21.4
Slovenia	11.0	9.8	11.3		13.6	12.8	14.1
Slovakia	10.1	10.1	11.7		11.5	11.8	12.2
Finland	12.7	12.9	12.4		14.5	14.7	13.8
Sweden	11.3	12.0	11.4		13.0	14.5	14.3
United Kingdom	17.4	16.7	16.4		20.0	17.8	17.8

Source: EUROSTAT (ilc_li02).

[92] At risk-of-poverty are persons with an disposable income below the risk-of-poverty threshold, which is set at 60 % of the national median disposable income after social transfers.

Percentage of people living in households with very low work intensity by sex (population aged less than 60)[93]

	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	8.2	8.3	9.3		9.8	9.8	10.7
EU15	8.5	8.7	9.9		10.2	10.3	11.3
Belgium	10.2	11.0	11.8		13.2	13.6	13.5
Bulgaria	7.8	7.0	7.7		8.3	6.8	8.1
Czech Republic	6.2	4.8	5.2		8.2	7.1	7.6
Denmark	8.2	8.0	9.4		8.3	9.1	11.1
Germany	10.8	10.4	10.7		12.3	11.2	11.6
Estonia	5.9	6.4	9.6		4.7	4.7	8.2
Ireland	13.0	18.6	21.5		14.3	21.0	24.4
Greece	6.0	5.2	6.4		8.8	7.8	8.5
Spain	5.7	6.5	9.5		6.7	7.5	10.1
France	8.0	7.6	9.2		9.5	9.1	10.5
Italy	8.3	7.4	8.8		11.3	10.3	11.6
Cyprus	3.5	3.4	n.a.		4.7	4.5	n.a.
Latvia	5.5	7.2	13.4		4.8	6.2	11.0
Lithuania	5.1	7.3	9.6		5.0	6.6	8.7
Luxembourg	3.8	4.9	4.8		5.5	7.8	6.3
Hungary	11.1	10.6	11.2		12.8	11.9	12.5
Malta	6.5	6.5	6.7		9.9	10.3	10.2
Netherlands	6.9	7.5	7.3		9.3	9.2	9.1
Austria	6.6	5.6	6.7		9.0	8.7	8.8
Poland	7.3	6.4	6.7		8.6	7.4	8.0
Portugal	5.8	6.6	8.4		6.8	7.3	8.8
Romania	7.2	6.5	6.0		9.2	8.9	7.7
Slovenia	6.2	4.8	6.0		7.3	6.5	8.0
Slovakia	4.5	5.1	7.4		5.9	6.0	8.4
Finland	7.2	8.5	9.4		7.5	7.9	8.8
Sweden	5.0	5.9	5.7		5.8	6.6	6.1
United Kingdom	9.7	12.0	12.4		11.1	13.3	13.9

Source: EUROSTAT (ilc_lvhl11).

[93] People living in households with very low work intensity are those aged 0-59 living in households where the adults (aged 18-59) work less than 20% of their total work potential during the past year.

Percentage of severely materially deprived people by sex[94]

Educational attainment: First and second stage of tertiary education (levels 5 and 6)							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	8.1	7.8	7.9		8.8	8.3	8.3
EU15	5.0	4.9	5.1		5.5	5.2	5.4
Belgium	5.2	4.9	5.7		6.0	5.5	6.0
Bulgaria	39.6	40.1	33.8		42.8	43.5	36.0
Czech Republic	6.3	5.8	5.8		7.3	6.5	6.5
Denmark	1.5	2.2	2.8		2.4	2.4	2.5
Germany	5.3	5.3	4.4		5.6	5.4	4.7
Estonia	4.8	6.2	9.3		4.9	6.3	8.7
Ireland	5.3	5.5	7.1		5.8	6.8	8.0
Greece	10.1	10.2	10.9		12.2	11.7	12.2
Spain	2.6	3.5	3.8		2.5	3.4	4.1
France	5.1	5.2	5.7		5.7	5.9	5.8
Italy	7.2	6.7	6.7		7.8	7.3	7.1
Cyprus	8.0	7.8	n.a.		8.4	7.9	n.a.
Latvia	17.3	21.3	26.8		20.4	22.5	27.9
Lithuania	11.7	14.3	19.5		12.9	15.7	19.5
Luxembourg	0.6	0.9	0.4		0.7	1.3	0.7
Hungary	17.3	20.2	21.5		18.4	20.4	21.6
Malta	3.8	4.5	5.6		4.2	4.9	5.8
Netherlands	1.5	1.4	2.3		1.6	1.5	2.2
Austria	6.0	4.4	3.9		6.7	5.1	4.6
Poland	17.6	14.6	14.1		17.9	15.3	14.4
Portugal	9.5	8.9	9.2		9.9	9.2	8.8
Romania	32.4	31.8	30.7		33.4	32.6	31.2
Slovenia	6.4	5.9	5.6		6.9	6.3	6.3
Slovakia	11.1	10.5	11.1		12.3	11.6	11.8
Finland	3.2	2.9	2.6		3.8	2.7	3.1
Sweden	1.3	1.5	1.2		1.6	1.6	1.4
United Kingdom	4.3	3.4	4.8		4.8	3.2	4.9

Source: EUROSTAT (ilc_mddd11 data series).

[94] Material deprivation covers indicators relating to economic strain and durables. Severely materially deprived persons have living conditions severely constrained by a lack of resources, they experience at least 4 out of 9 following deprivations items: cannot afford i) to pay rent or utility bills, ii) keep home adequately warm, iii) face unexpected expenses, iv) eat meat, fish or a protein equivalent every second day, v) a week holiday away from home, vi) a car, vii) a washing machine, viii) a colour TV, or ix) a telephone.

Percentage of people at risk of poverty before social transfers by sex[95] *1/2*

Pensions included in social transfers							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	39.3	39.8	41.0		44.3	44.7	45.8
EU15	38.8	39.6	40.8		43.9	44.6	45.8
Belgium	39.1	38.0	38.5		44.1	43.3	44.1
Bulgaria	38.7	36.8	38.6		41.2	40.6	42.8
Czech Republic	34.2	33.1	34.4		40.8	38.8	39.8
Denmark	34.4	37.3	36.8		40.0	42.2	41.8
Germany	41.4	41.4	41.7		45.6	45.6	46.0
Estonia	32.6	34.1	38.0		39.4	40.4	43.2
Ireland	39.7	44.4	49.3		43.9	48.0	52.4
Greece	39.1	39.6	40.8		43.9	44.3	44.9
Spain	36.0	37.0	41.2		40.4	40.9	44.6
France	39.5	40.6	42.1		44.5	45.9	47.0
Italy	39.7	39.4	40.0		46.0	45.8	46.7
Cyprus	26.9	28.3	n.a.		31.6	32.9	n.a.
Latvia	34.4	36.1	42.5		39.4	39.6	44.8
Lithuania	35.5	39.8	45.1		41.0	44.0	50.6
Luxembourg	37.7	41.8	43.3		42.6	46.2	46.8
Hungary	49.8	48.8	49.0		54.2	53.6	53.6
Malta	32.2	33.2	33.7		37.2	38.1	38.9
Netherlands	32.2	33.3	34.3		38.0	38.4	39.6
Austria	39.3	39.7	39.6		45.3	45.9	45.8
Poland	41.8	40.2	41.3		46.2	44.8	45.2
Portugal	39.8	39.8	42.0		43.2	43.1	44.7
Romania	45.9	46.6	46.2		49.6	49.7	48.6
Slovenia	35.9	35.0	37.6		41.1	40.5	42.1
Slovakia	33.8	32.6	35.4		40.7	39.1	40.9
Finland	36.8	36.2	38.3		42.1	40.9	43.1
Sweden	39.6	37.6	38.6		44.7	43.3	44.5
United Kingdom	37.7	40.5	41.3		43.6	45.9	46.8

Source: EUROSTAT (ilc_li09 data series).

[95] This indicator refers to persons with an disposable income below the risk-of-poverty threshold, which is set at 60 % of the national median disposable income, before social transfers.

Percentage of people at risk of poverty before social transfers by sex[96] 2 / 2

Pensions excluded from social transfers							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	24.0	24.1	25.1		26.1	26.1	26.7
EU15	23.5	24.1	25.1		26.0	26.2	27.0
Belgium	26.0	25.9	25.8		28.0	27.5	27.5
Bulgaria	25.5	24.5	25.4		28.5	28.2	28.8
Czech Republic	18.8	16.9	17.0		21.2	18.9	19.1
Denmark	26.1	29.6	28.0		29.4	32.8	30.1
Germany	23.1	23.2	23.4		25.2	25.0	25.1
Estonia	21.8	23.6	25.1		27.2	27.7	24.8
Ireland	32.2	35.7	39.6		35.7	39.2	41.3
Greece	22.3	21.6	22.7		24.3	23.7	24.9
Spain	22.9	23.4	27.7		25.3	25.4	28.5
France	22.0	22.9	24.4		23.6	24.6	25.6
Italy	21.9	21.8	21.9		24.8	24.5	24.7
Cyprus	19.5	21.1	:		23.5	24.4	:
Latvia	28.0	28.9	29.2		32.1	31.6	29.0
Lithuania	25.4	28.6	32.1		28.8	30.2	31.6
Luxembourg	23.1	26.6	29.2		24.0	27.4	28.9
Hungary	31.1	29.4	28.9		29.7	28.4	28.0
Malta	21.5	22.2	22.0		23.9	23.9	23.7
Netherlands	19.1	20.1	20.5		20.7	20.9	21.7
Austria	23.4	23.1	23.1		25.5	25.0	25.0
Poland	25.4	23.4	24.6		24.8	23.7	24.3
Portugal	24.2	23.9	26.1		25.5	24.8	26.7
Romania	29.9	28.5	27.5		31.6	29.6	27.5
Slovenia	21.4	20.3	23.0		24.5	23.7	25.4
Slovakia	17.7	16.3	19.9		18.9	17.8	19.7
Finland	25.8	24.8	26.0		28.6	27.6	28.0
Sweden	26.6	24.4	24.6		30.3	28.7	28.7
United Kingdom	27.0	28.9	29.4		30.7	31.9	32.7

Source: EUROSTAT (ilc_li09 data series).

[96] This indicator refers to persons with an disposable income below the risk-of-poverty threshold, which is set at 60 % of the national median disposable income, before social transfers.

Percentage of people at risk of poverty or social exclusion by nationality and sex[97]

Nationality: declaring country							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	20.5	20.2	20.5		24.1	23.3	23.3
EU15	18.0	18.0	18.4		21.7	21.0	21.3
Belgium	15.3	15.6	16.0		19.8	19.4	17.9
Bulgaria	42.4	43.0	38.7		46.9	48.5	43.0
Czech Republic	11.6	10.7	11.0		16.6	15.1	15.0
Denmark	15.6	16.7	17.2		17.0	18.5	18.7
Germany	17.7	18.0	17.7		21.8	21.5	20.4
Estonia	18.8	20.7	21.3		23.1	24.1	20.4
Ireland	21.2	22.5	25.8		23.8	24.8	26.8
Greece	23.8	23.5	23.3		28.6	27.2	26.8
Spain	19.6	20.8	23.2		22.9	23.0	24.3
France	14.7	14.5	15.8		17.2	16.8	18.0
Italy	21.3	20.4	20.5		25.9	24.8	25.1
Cyprus	19.0	19.1	n.a.		25.0	25.6	n.a.
Latvia	28.9	34.7	36.3		35.0	37.4	36.4
Lithuania	23.4	26.5	33.2		30.0	31.0	32.8
Luxembourg	8.0	9.4	10.0		10.1	14.1	12.8
Hungary	25.9	27.1	27.0		28.2	28.5	28.7
Malta	16.6	16.9	18.0		20.5	20.6	20.9
Netherlands	13.0	12.4	11.6		14.4	14.5	14.1
Austria	13.1	12.3	11.2		17.3	16.6	15.3
Poland	29.4	26.3	26.2		31.0	28.5	28.3
Portugal	23.0	22.4	23.0		26.6	25.0	26.0
Romania	41.2	39.7	39.2		43.6	42.1	40.4
Slovenia	16.6	14.3	15.6		20.6	19.2	20.5
Slovakia	17.7	17.1	18.6		21.4	20.1	20.6
Finland	15.6	15.7	15.9		19.0	18.3	17.4
Sweden	10.8	12.0	11.5		14.0	16.0	15.0
United Kingdom	18.6	18.4	18.5		23.1	20.6	22.2

Source: EUROSTAT (ilc_peps06 data series).

[97] (This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators).

Percentage of people at risk of poverty or social exclusion by nationality and sex[98]

Nationality: EU27-countries except declaring country							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	18.8	19.6	17.9		21.3	22.8	22.6
EU15	18.6	19.6	17.9		21.0	22.5	22.5
Belgium	26.7	23.0	26.6		28.5	25.4	26.4
Bulgaria	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Czech Republic	17.2	17.8	19.2		28.0	26.9	28.8
Denmark	33.5	33.5	28.7		20.2	25.3	33.4
Germany	15.7	13.2	12.3		16.2	17.5	19.7
Estonia	12.7	15.1	15.7		29.0	29.7	43.8
Ireland	19.9	21.2	26.5		24.2	21.1	26.1
Greece	41.1	47.1	41.1		39.3	37.7	42.2
Spain	25.2	27.0	27.3		26.5	29.7	26.7
France	16.6	17.5	19.5		19.1	22.2	20.3
Italy	21.7	30.7	24.5		31.9	34.4	32.4
Cyprus	13.7	19.1	n.a.		20.8	23.8	n.a.
Latvia	58.3	44.8	45.2		48.0	51.1	51.1
Lithuania	28.8	19.1	35.1		26.9	44.0	12.6
Luxembourg	17.0	16.7	17.1		18.3	19.8	16.5
Hungary	24.1	22.0	22.5		16.7	22.4	22.6
Malta	17.4	15.6	28.4		20.4	28.7	34.1
Netherlands	12.8	10.8	18.5		18.9	15.7	17.8
Austria	16.2	18.0	15.4		17.9	23.8	20.3
Poland	21.4	20.0	7.7		23.6	25.4	19.4
Portugal	21.8	29.2	17.5		17.7	18.1	18.7
Romania	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Slovenia	19.3	13.5	16.1		19.7	21.8	14.8
Slovakia	24.4	14.8	16.1		21.4	33.1	25.8
Finland	5.5	10.4	16.6		24.8	22.6	24.0
Sweden	17.4	20.9	15.0		25.3	25.8	24.0
United Kingdom	18.7	22.4	14.0		18.9	18.4	19.2

Source: EUROSTAT (ilc_peps06 data series).

[98] (This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators).

Percentage of people at risk of poverty or social exclusion by nationality and sex[99]

Nationality: Non EU27-countries nor declaring country							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	34.0	33.4	34.4		38.5	36.6	36.0
EU15	34.5	33.8	34.8		38.7	36.6	36.0
Belgium	56.2	47.2	50.3		56.1	51.6	51.4
Bulgaria	53.9	n.a.	n.a.		56.6	43.7	43.0
Czech Republic	29.8	22.3	10.6		27.6	17.6	12.7
Denmark	34.9	38.5	40.9		40.3	33.1	40.6
Germany	31.7	27.9	31.9		34.7	32.5	34.1
Estonia	18.6	15.9	17.0		35.0	33.3	26.8
Ireland	27.0	30.4	43.0		26.7	31.9	41.7
Greece	46.1	45.9	53.0		46.7	45.1	51.5
Spain	37.5	36.2	39.3		36.1	36.9	40.3
France	34.5	33.1	32.5		43.4	40.3	35.8
Italy	33.5	37.0	35.0		39.8	39.7	34.7
Cyprus	39.8	40.2	n.a.		39.2	36.3	n.a.
Latvia	33.4	36.2	34.8		47.2	47.3	45.5
Lithuania	26.9	27.7	34.9		32.2	37.8	40.0
Luxembourg	34.9	35.5	32.9		39.3	39.0	39.5
Hungary	13.3	13.7	n.a.		19.7	17.5	n.a.
Malta	23.2	18.0	17.8		14.8	20.3	20.5
Netherlands	23.8	32.2	25.6		31.6	31.3	30.3
Austria	40.0	31.6	32.6		39.9	35.3	39.3
Poland	20.2	21.5	23.2		35.7	38.5	42.1
Portugal	31.9	25.7	26.3		29.4	31.7	25.0
Romania	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Slovenia	23.0	22.1	25.5		26.0	26.3	29.1
Slovakia	n.a.	n.a.	n.a.		n.a.	n.a.	n.a.
Finland	52.9	43.0	52.6		49.2	45.0	52.7
Sweden	38.8	34.0	29.7		35.2	35.5	35.0
United Kingdom	29.4	31.8	33.7		35.9	31.1	32.3

Source: EUROSTAT (ilc_peps06 data series).

[99] (This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators).

Percentage of people at risk of poverty or social exclusion by age and sex[100]

Age group: less than 18 years							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	26.1	25.7	26.9		26.3	26.3	27.2
EU15	24.0	23.5	25.2		24.0	23.9	25.1
Belgium	21.3	19.9	22.4		21.4	21.0	24.1
Bulgaria	45.2	48.9	44.5		43.1	45.7	44.6
Czech Republic	19.1	17.7	18.8		18.0	16.7	18.9
Denmark	12.4	13.7	14.9		13.1	14.3	15.4
Germany	20.7	22.1	21.9		19.5	18.3	21.4
Estonia	19.8	25.3	24.5		19.1	23.7	23.5
Ireland	26.6	31.4	36.3		26.7	31.4	39.0
Greece	28.4	29.2	26.5		29.1	30.8	31.0
Spain	25.7	25.4	28.9		26.9	27.1	30.7
France	21.6	20.8	23.3		21.9	22.3	22.7
Italy	28.6	28.4	28.1		29.7	29.3	29.6
Cyprus	18.8	19.2	n.a.		18.8	15.8	n.a.
Latvia	34.0	39.5	42.9		32.3	36.5	41.0
Lithuania	31.0	30.4	31.9		27.7	31.6	36.9
Luxembourg	19.4	22.8	23.5		22.5	24.6	21.1
Hungary	33.0	36.8	39.4		33.9	37.5	37.9
Malta	23.6	26.9	25.6		23.4	24.0	23.2
Netherlands	15.6	16.8	17.6		15.4	18.2	16.2
Austria	18.9	16.3	18.8		22.1	18.7	18.8
Poland	32.6	30.7	30.4		33.2	31.3	31.1
Portugal	31.2	28.8	31.7		27.8	28.7	25.4
Romania	49.8	50.3	47.3		52.7	53.8	50.1
Slovenia	14.2	14.9	15.7		16.5	15.3	14.7
Slovakia	23.5	22.0	23.9		25.2	25.8	27.0
Finland	14.9	14.5	13.5		15.3	13.6	15.0
Sweden	14.4	14.9	14.1		14.9	15.2	14.9
United Kingdom	30.0	26.3	30.4		29.1	28.6	28.9

Source: EUROSTAT (ilc_peps01 data series).

[100] (This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators).

Percentage of people at risk of poverty or social exclusion by age and sex[101]

Age group: from 18 to 64 years							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	21.4	21.4	22.4		24.3	23.8	24.4
EU15	19.2	19.5	20.6		22.4	22.1	22.8
Belgium	17.9	17.5	19.1		22.2	21.2	20.9
Bulgaria	38.0	39.0	36.3		40.9	42.2	37.6
Czech Republic	12.7	11.8	12.4		17.3	15.5	15.8
Denmark	16.6	17.7	18.7		17.6	18.5	20.3
Germany	19.7	19.3	19.4		23.1	22.8	22.1
Estonia	17.4	19.8	22.5		17.6	20.0	21.2
Ireland	21.6	23.8	28.9		23.6	25.8	30.5
Greece	26.1	25.5	26.6		29.6	28.7	28.8
Spain	19.6	21.1	24.7		21.8	22.7	25.5
France	17.4	17.3	18.7		20.5	20.4	21.1
Italy	22.5	22.4	23.0		26.4	25.9	26.3
Cyprus	15.7	16.2	n.a.		20.2	20.7	n.a.
Latvia	26.6	32.8	37.3		29.4	32.8	36.7
Lithuania	23.3	27.0	34.6		25.7	28.0	33.4
Luxembourg	14.3	15.8	16.0		17.3	20.6	19.1
Hungary	27.8	29.4	29.5		30.3	30.9	31.3
Malta	15.1	15.7	17.3		19.0	20.3	21.0
Netherlands	14.6	14.6	14.6		17.1	17.2	18.4
Austria	16.9	15.4	14.3		19.9	18.7	17.9
Poland	30.3	26.9	27.3		30.9	27.8	28.0
Portugal	23.3	22.9	23.4		25.6	24.1	24.8
Romania	40.4	40.1	39.9		41.5	40.9	39.6
Slovenia	17.6	15.2	17.3		18.4	17.3	19.0
Slovakia	18.2	17.5	19.5		20.3	19.5	20.9
Finland	16.3	16.8	17.6		16.7	15.6	16.5
Sweden	14.4	15.2	14.5		15.2	16.1	15.4
United Kingdom	17.8	19.2	20.0		21.6	20.4	22.3

Source: EUROSTAT (ilc_peps01 data series).

[101] (This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators).

Percentage of people at risk of poverty or social exclusion by age and sex[102]

Age group: 65 years or over							
	Men				Women		
	2008	2009	2010		2008	2009	2010
EU27	19.6	18.3	16.1		26.0	24.2	22.5
EU15	17.8	16.7	14.9		23.4	21.7	20.4
Belgium	21.3	21.2	20.1		24.1	24.6	21.6
Bulgaria	63.7	61.9	50.0		66.8	68.8	60.0
Czech Republic	7.5	6.7	5.3		16.1	15.3	13.7
Denmark	17.2	18.9	17.6		19.6	21.9	19.1
Germany	12.6	13.8	12.6		18.2	18.0	16.8
Estonia	26.0	20.7	10.5		48.3	42.9	23.1
Ireland	18.6	16.0	13.2		25.7	19.5	12.7
Greece	24.6	24.9	22.9		30.9	28.4	29.8
Spain	25.5	23.5	20.5		30.2	28.0	24.1
France	11.5	10.8	10.1		14.5	13.4	13.4
Italy	20.1	18.5	15.5		27.5	25.9	23.7
Cyprus	44.5	44.8	n.a.		56.0	54.6	n.a.
Latvia	52.3	48.5	29.5		60.9	58.7	41.6
Lithuania	25.8	23.4	24.7		44.4	42.2	32.6
Luxembourg	4.6	4.2	5.5		6.0	7.7	6.5
Hungary	13.8	13.9	12.1		19.5	19.6	19.5
Malta	26.5	23.7	22.7		26.4	22.9	21.4
Netherlands	10.1	8.3	5.6		9.5	7.9	6.7
Austria	13.7	11.6	11.0		19.9	19.9	19.4
Poland	21.8	20.6	18.4		29.9	28.9	28.0
Portugal	24.6	22.5	22.3		29.9	28.5	28.9
Romania	45.7	37.9	35.2		51.6	46.7	43.1
Slovenia	15.0	14.9	12.5		30.5	28.7	29.5
Slovakia	15.7	13.5	12.3		25.6	23.7	19.5
Finland	15.9	13.5	12.7		29.5	29.8	24.3
Sweden	9.0	10.4	8.2		20.4	24.0	22.1
United Kingdom	25.4	20.9	18.5		30.9	24.9	25.5

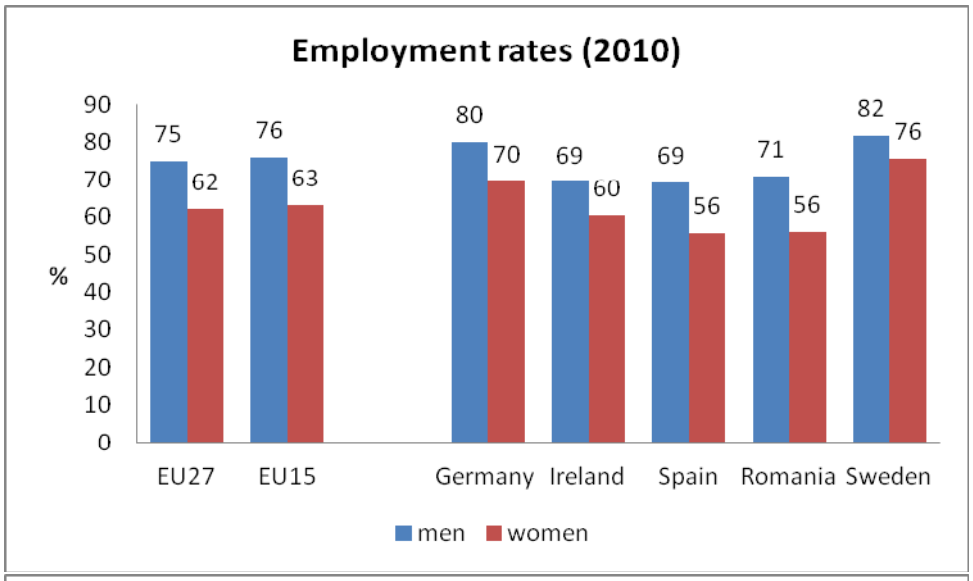
Source: EUROSTAT (ilc_peps01 data series).

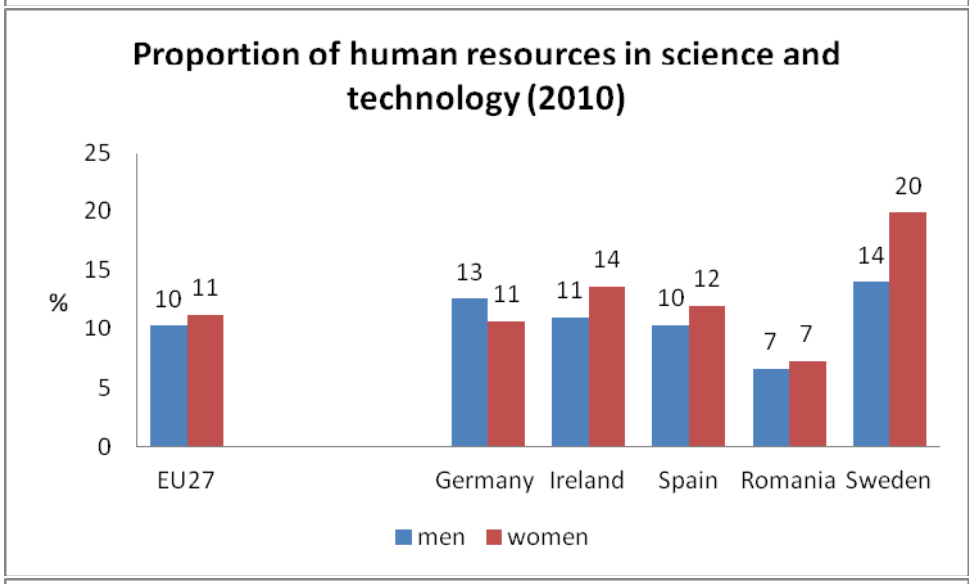
[102] (This indicator corresponds to the sum of persons who are: at risk of poverty or severely materially deprived or living in households with very low work intensity. Persons are only counted once even if they are present in several sub-indicators).

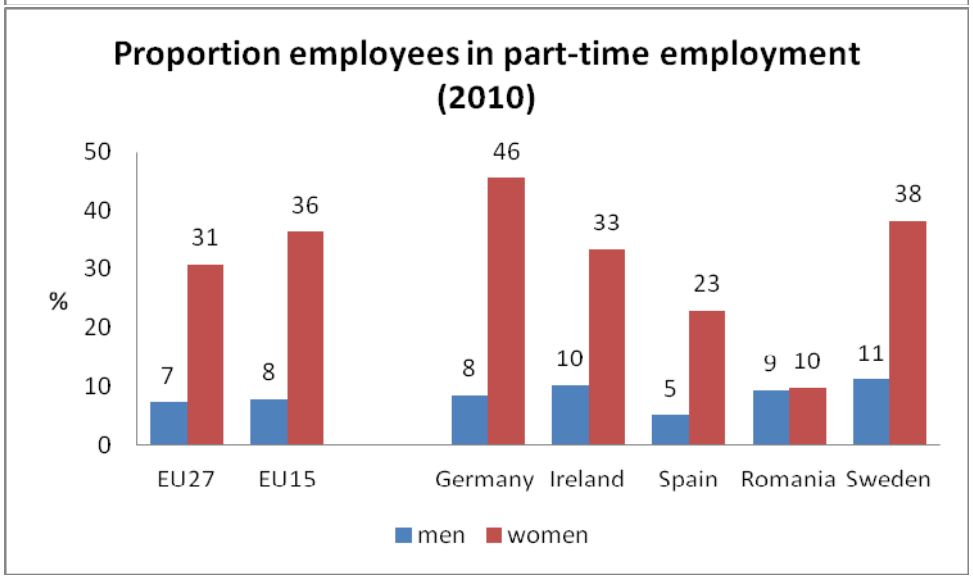
Assorted tables and graphs for a reduced number of indicators and countries (summary of previous tables)

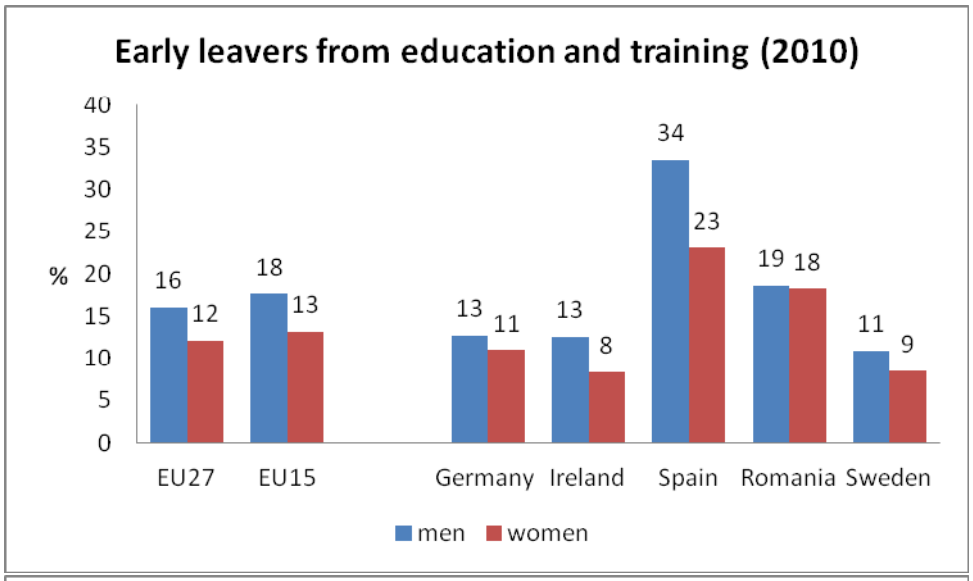
			Gender gap (women - men)			Gender gap (women - men)			Gender gap (women - men)
				Percentage of employees in part-time employment (2010)			Percentage of human resources in science and technology (2010)		
EU27	75.1	62.1	-13.0	7.2	30.8	23.6	10.3	11.2	0.9
EU15	76.1	63.1	-13.0	7.7	36.4	28.7	N.a.	N.a.	N.a.
Germany	80.1	69.6	-10.5	8.4	45.6	37.2	12.6	10.7	-1.9
Ireland	69.4	60.4	-9.0	10.1	33.4	23.3	11.0	13.6	2.6
Spain	69.1	55.8	-13.3	5.0	22.9	17.9	10.4	12.0	1.6
Romania	70.8	55.9	-14.9	9.2	9.6	0.4	6.6	7.2	0.6
Sweden	81.7	75.7	-6.0	11.1	38.3	27.2	14.0	19.9	5.9
	Early leavers from education and training (2010)			LMP participants in training per 100 persons wanting to work (2009)			Percentage of people at risk of poverty or social exclusion (2010)		
EU27	16.0	12.1	8.6	8.6	6.3	-2.3	22.3	24.5	2.2
EU15	17.6	13.2	10.5	10.5	7.7	-2.8	20.6	22.8	2.2
Germany	12.7	11	16.9	16.9	12.6	-4.3	18.6	20.9	2.3
Ireland	12.6	8.4	10.4	10.4	19.8	9.4	29.3	30.5	1.2
Spain	33.5	23.1	5.5	5.5	6.3	0.8	24.9	26.1	1.2
Romania	18.6	18.2	0.7	0.7	0.8	0.1	40.8	42.1	1.3
Sweden	10.9	8.5	1.9	1.9	1.2	-0.7	13.4	16.6	3.2

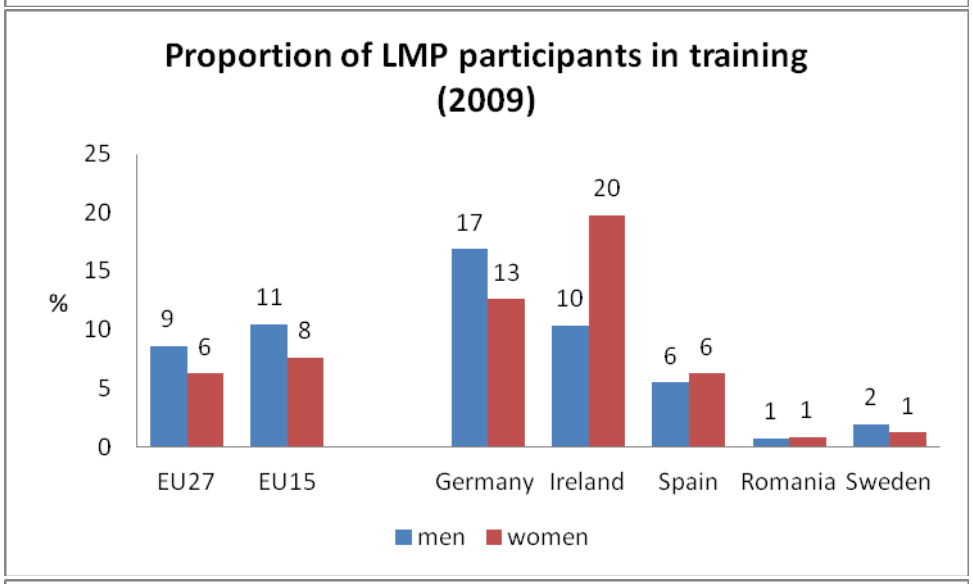
Source: Eurostat.

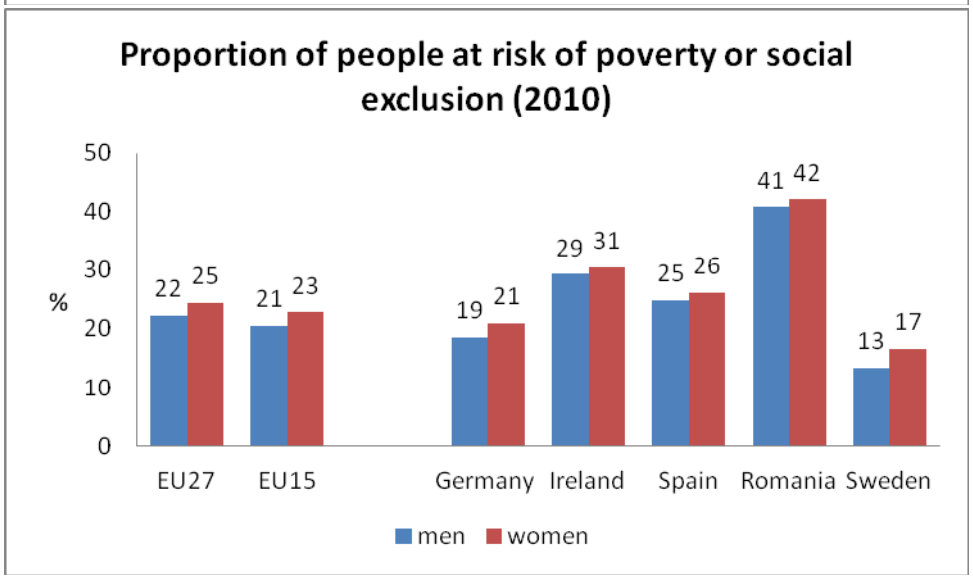

Employment rates (2010)
%
90
80
70
60
50
40
30
20
10
0
75
62
76
63
80
70
69
60
69
56
71
56
82
76
EU27
EU15
Germany
Ireland
Spain
Romania
Sweden
men
women


Proportion of human resources in science and technology (2010)
%
25
20
15
10
5
0
10
11
13
11
11
14
10
12
7
7
14
20
EU27
Germany
Ireland
Spain
Romania
Sweden
men
women

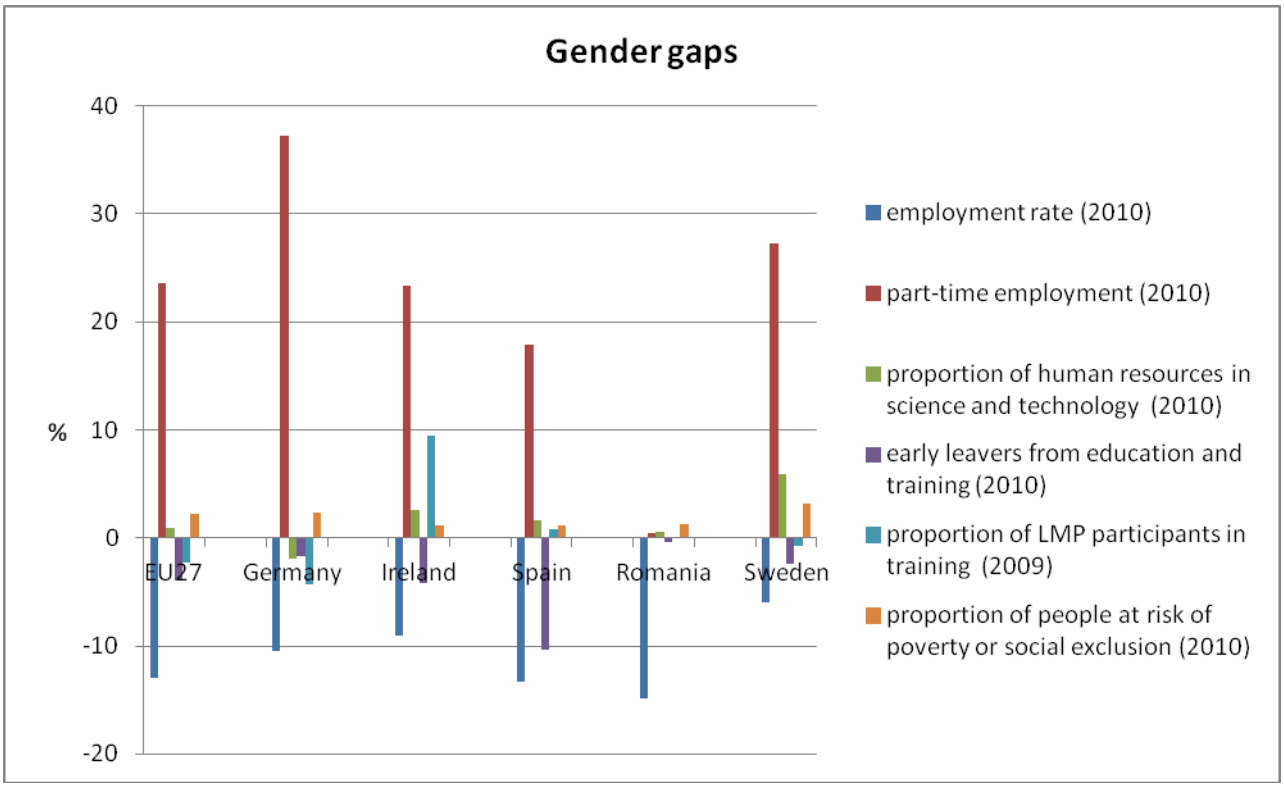

Proportion employees in part-time employment (2010)
%
50
40
30
20
10
0
7
31
8
36
8
46
10
33
5
23
9
10
11
38
EU27
EU15
Germany
Ireland
Spain
Romania
Sweden
men
women







Source: Eurostat.



Source: Eurostat.

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Data for the evaluation of the European semester process from a gender equality perspective