Gender Equality Index: North Macedonia in the EU context

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IMPORTANCE OF GENDER EQUALITY INDEX

• Reflection of existing contributions of men and women in a gender segregated society;
• Provides measurement framework for evidence based on gender equality policy making and monitoring;
• Provision of comparison with the EU;
• Allows regional comparison in the area of gender equality in the Balkans and peer learning;
• Contributes to the EU negotiations, as gender equality being a horizontal issue and is a basic principle on which EU stands upon.
Gender Equality Index

Republic of Serbia
2015, 2018

North Macedonia
2019

Albania

Montenegro
Our work in the region
Development of Gender Equality Index in North Macedonia

Meeting with Minister Carovska, April 2018
Where are we now? (1)

Members of Parliament (both houses)

Gender balance zone

EU-28 figure, 30.6%

Women Men EU-28 figure

HU MT CY EL RO HR SK CZ LU SI IE BG PL UK EE LV DE NL IT DK PT AT FR ES BE FI SE TR BA ME AL XK RS MK

12.6% 14.5% 18.2% 18.3% 19.6% 20.5% 20.7% 21.0% 21.7% 22.3% 24.3% 25.4% 26.1% 28.9% 29.7% 31.0% 31.4% 33.8% 35.3% 36.3% 36.4% 36.5% 37.0% 39.5% 39.5% 41.5% 46.7% 17.4% 21.1% 23.5% 29.3% 31.9% 37.6% 38.3%
Where are we now? (2)

All ministers (senior + junior)

EU-28 figure, 30.2%

Gender balance zone
Where are we now? (3)

Board members of largest listed companies

Gender balance zone

EU-28 figure, 26.7%
Gender Equality Index 2017

ROOM FOR IMPROVEMENT

Scores

2015  2005
Legislative action generally stimulates progress

Domain of power
Legislative action generally stimulates progress

Domain of power  + 9.7

Economic  + 14.5

Political  + 8.9

Social  + 1.3

Most improved
Italy +29.2
France +24.6
Slovenia +24.1

Least improved
Finland -3.1
Slovakia -3.8
Czech Republic -7.0
Share of women on the boards of the largest quoted (%)
Share of women on the boards of the largest quoted (%)

Progress since October 2005:
EU-28: 1.3 pp/year
IPA beneficiaries: 0.7 pp/year

- EU-28: 27.8%
- IPA: 16.7%

Share of women members of parliament (%, 2Q 2019)

Members of Parliament (both houses)

Gender balance zone

EU-28 figure, 30.6%

Countries with legislative quotas
Main findings

Political pressure and legislative actions in the EU improved
gender balance in political and economic decision-making

Progress in gender equality is most pronounced on corporate
boards (in the EU ), **national parliaments and media** (in
North Macedonia)

The progress of gender equality in financial decision-making in
the EU is barely moving, in particular in IPA countries, including
**North Macedonia**

Public debate and policy initiatives on gender equality in
decision-making should be extended to other social domains,
such as research, media, sports, etc
Domain of work

Scores

2015  2005

EU-28

SI

IE

LA

AT

UK

NL

DK

SE
Share of women (%)

Gender balance zone

<table>
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<tr>
<th>Occupation</th>
<th>STEM</th>
<th>ICT</th>
<th>EHW</th>
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Main findings

Although women’s employment rate is gradually increasing, the number of their paid working hours is actually decreasing.

STEM is the fastest growing sector, but the number of women in STEM is declining over the last decade.

Less than 1% of 15 years old girls have an interest in ICT career.

Men’s interest in studying and working in education, health and welfare is decreasing.

Due to unequal share of caring, women will have less time to invest in training and life-long learning.
Domain of time
Daily care depends on gender and family composition

- **Living alone**: 8% women, 4% men
- **Couple without children**: 16% women, 10% men
- **Couple with children**: 85% women, 67% men
- **Lone parents**: 76% women, 38% men
Main findings

Unequal sharing of time for caring duties proves to be the most resistant to change.

In the EU only every third man engages daily in cooking and housework.

The burden of unpaid care work is especially heavy for single mothers (gender gap 38 pp) and women with migrant background. In couples with children the gender gap is 18 pp.

The unequal division of unpaid work is a major obstacle for work-life balance.
Stay tuned!

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