Integrating an intersectional perspective into the Gender Equality Index

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Workshop “Intersectional Research: How to Do It?”
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Gender Equality Index

- Work
  - Participation
  - Segregation and Quality of work

- Money
  - Financial resources
  - Economic situation

- Health
  - Status
  - Behaviour
  - Access

- Power
  - Political
  - Social
  - Economic

- Knowledge
  - Attainment
  - Segregation

- Time
  - Care activities
  - Social activities

- Violence against women

- Intersecting inequalities
• Focus on **individual** and **outcome** variables

• **Reliable, comparable** and **harmonised** data for the 28 EU Member States

• No more than **10% missing** data points

• **Available** for all the 28 Member States
THE RATIONALE: Intersecting inequalities as a satellite domain of the Index

• Acknowledges that gender intersects with other axes of power
• Highlights the complexity of gender inequalities

• The term intersectionality has been used to make visible the interaction between gender, race, ethnicity, age and other axes of power in individual lives, social practices, institutional arrangements, and cultural ideologies (Davis 2008).
THE RATIONALE: Intersecting inequalities as a satellite domain of the Index

• To provide further and more in-depth analysis of the Index
• To assist with identification and crafting of effective, quality and non-exclusive policy measures and social interventions
Methodological challenges

- Composite nature of the Index and its characteristics
- Individual-based variables – reliance on statistically developed and available categories
- Big data set - potentially large number of variables and groups/intersections for comparison and analysis
How are we planning to do it?

Core Index

Intersectional analysis

Gender gaps adjusted for levels of achievement

Gaps between intersecting groups
Data availability – or rather a lack thereof

- Data does not allow covering all the key groups identified in the literature and policy review (e.g. sexuality, gender identity, race and ethnicity, urban-rural)
- Data does not allow covering all variables and domains of the core index
- In most cases, data does not allow investigating more than intersection of two dimensions (e.g. age and gender; (dis)ability and gender)
# Categories

<table>
<thead>
<tr>
<th>Conceptual</th>
<th>Measurement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>Age group 15/16-24 by gender</td>
</tr>
<tr>
<td></td>
<td>Age group 25-49 by gender</td>
</tr>
<tr>
<td></td>
<td>Age group 50-64 by gender</td>
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<td></td>
<td>Age group 65+ by gender</td>
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<tr>
<td>Country of birth</td>
<td>Born in the reporting country</td>
</tr>
<tr>
<td></td>
<td>Not born in the reporting country</td>
</tr>
<tr>
<td></td>
<td>a) Born in a foreign country within EU</td>
</tr>
<tr>
<td></td>
<td>b) Born in a foreign country outside of EU</td>
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<tr>
<td>(Dis)ability</td>
<td>Health related restrictions in everyday life</td>
</tr>
<tr>
<td></td>
<td>No health related restrictions in everyday life</td>
</tr>
<tr>
<td>Family status</td>
<td>Single person by gender</td>
</tr>
<tr>
<td></td>
<td>Lone parents by gender</td>
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<tr>
<td></td>
<td>Couple with children by gender</td>
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<tr>
<td></td>
<td>Couple with no children by gender</td>
</tr>
<tr>
<td>Level of education</td>
<td>Low educated</td>
</tr>
<tr>
<td></td>
<td>Medium educated</td>
</tr>
<tr>
<td></td>
<td>High educated</td>
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</tbody>
</table>
Challenges for analysis

• Are the selected intersecting categories justifiable?
• How to adequately integrate both gender gaps and levels of achievement into analysis?
• How to avoid ‘the Olympics of oppression’?
• How to avoid generalizations about different groups?
• How to communicate intersectionality?
Gender Equality Index

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