



**COUNCIL OF  
THE EUROPEAN UNION**

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from: Secretary-General of the European Commission,  
signed by Mr Jordi AYET PUIGARNAU, Director

date of receipt: 21 December 2009

to: Mr Pierre de BOISSIEU, Secretary-General of the Council of the European  
Union

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Subject: Commission Staff Working Document *accompanying document to the Report*  
from the Commission to the Council, the European Parliament, the European  
Economic and Social Committee and the Committee of the Regions  
- Equality between women and men — 2010

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Delegations will find attached Commission document SEC(2009) 1706 final.

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EUROPEAN COMMISSION

Brussels, 18.12.2009  
SEC(2009) 1706

**COMMISSION STAFF WORKING DOCUMENT**

**accompanying document to the**

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

**Equality between women and men — 2010**

**{COM(2009) 694 final}**

## STATISTICAL ANNEX TO THE ANNUAL REPORT ON EQUALITY BETWEEN WOMEN AND MEN 2010

This statistical annex provides an overview of the situation of women and men in the EU, its evolution over time and remaining gender gaps in various fields such as the labour market, work-life balance, social inclusion, education and presence in decision-making positions. Most of these indicators have already been presented in previous reports in order to facilitate the follow-up from one year to another.

### **Female participation in the labour market and gender gaps**

The European Strategy for Jobs and Growth set the target of reaching an employment rate for women of 60% by 2010. Over the last few years, female employment has increased steadily, at a rate that was consistently higher than for men. The employment rate of women rose by 4.2 percentage points (p.p.) between 2003 and 2008, from 54.9% to 59.1%, whereas over the same period the employment rate of men increased by 2.5 p.p., from 70.3% to 72.8%. As a result, the gap between women's and men's employment rates decreased from 15.4 p.p. in 2003 to 13.7 p.p. in 2008. At national level, significant differences exist across the EU: in three Member States (Malta, Italy and Greece) less than half of working-age women are in employment, whereas this proportion is above 70% in Denmark (74.3%), Sweden (71.8%) and the Netherlands (71.1%).

The employment rate gap between women and men ranged from less than 5 p.p. in Finland and Sweden to more than 25 p.p. in Greece and Malta. Between 2003 and 2008, it narrowed in all Member States, except in seven (Slovakia, Poland, Sweden, Bulgaria, the Czech Republic, Romania and Finland) where it widened.

In general, the gender gap in employment rate increases with age and is highest among older workers (55 to 64 years). In 2008, it was on average 18.2 p.p., down from 19.5 p.p. in 2003 due to the strong increase in the employment rates of women above 55 years, from 30.7% in 2003 to 36.8% in 2008.

Until the economic and financial crisis (see specific analysis below), the unemployment rates of both women and men had been decreasing, from 2003 to 2008. However, the decline was quicker for women (from 9.8% to 7.5%) than men (from 8.4% to 6.6%) and therefore the gender gap has been reduced, from 1.4 p.p. in 2003 to 0.9 p.p. in 2008. This decrease occurred notably in countries where the gap was the highest in 2003 (Spain, Malta, Italy, Greece and the Czech Republic).

### **Part-time employment and full-time equivalent employment rates**

Women's participation in the labour market is still largely typified by a high and increasing share of part-time work. In 2008, the share of women employees working part-time was 31.1% in the EU-27 while the corresponding figure for men was 7.9%. The share of female part-timers exceeded 35% in Denmark and Luxembourg, 40% in Belgium, Sweden, Austria, the United Kingdom and Germany and even exceeded 75% in the Netherlands. Conversely, the share of part-timers among female workers was very low in Bulgaria, Slovakia, Hungary, Latvia, the Czech Republic and Lithuania.

Because of the high prevalence of part-time employment among female workers, the positive evolution of female labour market participation described above has to be qualified. In particular the employment rates measured in full-time equivalent have increased at a much slower pace than the traditional measure (in headcounts). When measured in full-time equivalent, not only is the gender gap much higher, but it has only slightly reduced over the last five years (from 21.2 p.p. in 2003 to 20.2 p.p. in 2008) and has even widened in nine Member States (Poland, Slovakia, Sweden, Bulgaria, Romania, Lithuania, Finland, the Czech Republic and Hungary).

### **Growth potential of eliminating gender gaps in employment**

Many studies<sup>1</sup> in the last decade have shown the positive impact that gender equality has on economic development. Gender equality can be a productive factor and female participation in the labour market has many economic and social benefits. Several studies have estimated the impact of an increase in female employment (or of a reduction of the gender gaps in employment) on economic growth. One of the most recent studies<sup>2</sup> estimates the potential increase in GDP that would occur following the elimination of gender gaps, i.e. if women's rates were to reach the level of men's rates in terms of employment, part-time work and productivity (measured by wages). It concludes that there could be a gain in GDP of almost 30% for the EU as a whole if gender gaps were eliminated<sup>3</sup>. The gain ranges from less than 20% in Slovenia, Bulgaria, Portugal, Latvia and Finland to 35% or more in Ireland, the United Kingdom, the Netherlands, Greece and Malta. Even if the limitations of these calculations and the risk of overestimation are recognised in this study, these figures show the great economic potential of reducing gender gaps (not only in employment rates but also in part-time working and in pay) in all EU Member States.

### **Recent trends arising from the financial and economic crisis**

The economic and financial crisis is having a strong impact on the labour market situation of both women and men. Initially, the impact on men's employment was greater than on women's employment because the hardest-hit sectors since the crisis began, besides the financial sector, are manufacturing, construction and transport where male workers still account for the largest employment share.

The EU average men's unemployment rate has been rising faster than the women's rate and even exceeded it in recent months. From May 2008 (when unemployment rates started to rise) to September 2009, the men's unemployment rate rose from 6.4% to 9.3% while the female rate rose from 7.4% to 9%. However, women's unemployment rates remain higher than men's rates in half of the Member States. Moreover, on average in the EU, the women's unemployment rate remains higher than the men's rate among persons aged 25 and more,

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<sup>1</sup> For a summary of the existing studies, see e.g. the analysis note by the Network of experts in gender and employment issues : M. Smith and F. Bettio, *The economic case for gender equality*, 2008 (available at : <http://ec.europa.eu/social/main.jsp?catId=748&langId=en>)

<sup>2</sup> A. Löfgren, *Gender equality, economic growth and employment*, 2009. This report was presented at the conference held under the Swedish Presidency 'What does gender equality mean for growth and employment?', Stockholm, 15-16 October 2009, and is available at: <http://ec.europa.eu/social/BlobServlet?docId=3988&langId=en>.

<sup>3</sup> For the EU-27 as a whole, the non-weighted average is 27% but the average weighted with population size of each Member State would be 28% and the average weighted with GDP would be 29%.

reflecting the fact that it is especially among young people that men are more affected by unemployment than women.

It is important to consider not only the evolution of the unemployment rates but also the employment rates, since not every person losing his/her job becomes registered as unemployed and in times of crisis the risk of exiting the labour market is significant. In one year (between second quarter 2008 and second quarter 2009), male employment rates decreased by 2.1 p.p., while female employment rates stagnated (-0.3 p.p.). In most Member States, the male employment rate has decreased faster.

However, it should be noted that the full impact of the crisis on the labour market situation of women and men is not yet known. For instance, public administration is the fourth largest sector in terms of planned net job losses (after manufacturing, transport and the financial sector)<sup>4</sup> and is highly feminised. It is therefore likely that the extension of the crisis to other sectors (i.e. other than the male dominated ones that were first hit by the recession) will have a strong impact on female employment, notably in the public sector, due to the likely reduction of public spending<sup>5</sup>.

### **Reconciliation between work, private and family life**

Parenthood has traditionally a significant long-term impact on women's participation in the labour market. This reflects women's predominant role in the care of children, elderly or disabled persons. In 2008, the employment rate for women aged 25-49 was 67% when they had children under 12, compared to 78.5% when they did not, a negative difference of 11.5 p.p. Interestingly, men with children under 12 had a significantly higher employment rate than those without, 91.6% vs. 84.8%, a positive difference of 6.8 p.p. In the United Kingdom, Estonia and Malta, the negative impact of parenthood on female employment is higher than 15 p.p.; it is higher than 20 p.p. in Ireland and Slovakia and higher than 25 p.p. in Hungary and the Czech Republic. On the contrary, the impact of parenthood on the female employment rate is limited (less than 5 p.p.) in Belgium, Portugal and Slovenia and is even slightly positive in Denmark (women with children having a higher employment rate than women without). There is much less variation in the impact on men, with the positive impact ranging from 3.5 p.p. in Bulgaria to 11.3 p.p. in Luxembourg.

An important factor affecting parents' (and especially the mother's) opportunity to participate in the labour market is the availability of care services for children and other dependent persons. Some progress has been observed in the proportion of children under 3 covered by formal care services, with the share increasing on average from 25% in 2005 to 30% in 2007 (EU-25 average), thus moving towards the Barcelona target of 33%. However, this share varies across countries and these services are not always available on a full-time basis or affordable. In the EU, around 30% of working-age women having care responsibilities are inactive or work part-time (but would like to work more hours) due to the lack of care services for children and other dependent persons. This share is below 10% in the

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<sup>4</sup> Source : European Restructuring Monitor

<sup>5</sup> Concerning the impact of the recession on gender equality, see e.g. the analysis note by the Network of experts in gender and employment issues : M. Smith, *Gender equality and recession*, 2009 (available at : <http://ec.europa.eu/social/main.jsp?catId=748&langId=en>) and the forthcoming report : Smith M. and Villa P. (2009) *Gender equality, employment policies and the crisis in EU Member States*, EGGE

Netherlands, Sweden and Denmark but is higher than 60% in Spain and Greece and even higher than 80% in Latvia and Romania.

## Education and research

While the average educational attainment of women and men is now similar over the entire working-age population, young women (20-24) record a higher level of educational attainment than men in almost all Member States. On average, 81.3% of young women (20-24) reached at least upper secondary school in the EU in 2008, against only 75.6% of young men. Furthermore, women represent as much as 59% of university graduates in the EU. This share is higher than 50% in all Member States and even higher than 65% in Hungary, Lithuania, Estonia and Latvia. While this trend will most probably have a positive impact on women's outcomes on the labour market in the future, it is to be noted that until now the generally high skills levels of women have not been fully reflected in their employment outcomes. Indeed, even if the gender gap in employment rates is lower among women and men having tertiary education (than among women and men having a lower level of education), gender gaps seem also to follow a lifecycle pattern, with the level of education having a limited influence. Gender gaps in employment, part-time work and pay tend to rise between the age of 25 and the age of 35, reflecting the high impact of family responsibilities on female employment.

Finally, although women now outnumber men among university graduates, they are under-represented among researchers and academic staff. Men outnumber women among PhD students and graduates, especially for science, mathematics and computing and for engineering, manufacturing and construction. Furthermore, women represent only 18% of the professors in public universities<sup>6</sup>.

## Gender segregation of the labour market

The choice of study fields certainly impacts on the gender segregation of the labour market, as regards both occupations and economic sectors. There has not been much positive evolution in aggregate levels of segregation in sectors and occupations since 2003. In 2008, Estonia, Slovakia, Lithuania, Latvia and Finland faced high segregation in occupations and the same five countries (though in another order) have the highest levels of segregation in sectors. Consequently, women are under-represented in certain private sectors that are crucial for economic growth. Moreover, it is expected that in the medium run, skill and labour shortages will affect mixed occupations less than male- or female-dominated occupations, which adds to the need for a more balanced distribution of occupations<sup>7</sup>. This concerns for instance the female-dominated occupations of service workers and sales assistants, clerical staff and care workers and home helpers and the male-dominated occupations of engineers, plant and machine operators and assemblers.

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<sup>6</sup> European Commission, *She Figures 2009 – Statistics and Indicators on Gender Equality in Science*, 2009, available at: [http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/she\\_figures\\_2009\\_en.pdf](http://ec.europa.eu/research/science-society/document_library/pdf_06/she_figures_2009_en.pdf)

<sup>7</sup> See the recently published report by the EC's Network of experts on gender and employment issues: F. Bettio and A. Verashchagina, *Gender segregation in the labour market — Root causes, implications and policy responses in the EU*, 2009.

## Pay gap

As a result of all the above mentioned gender inequalities in the labour market (some of them resulting from personal choices by women and men), there is a persistent gender pay gap in the EU. The gender pay gap (defined as the difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings) was estimated in 2007 at 17.6% on average in the EU. It exceeded 25% in two countries (Estonia and Austria) and 20% in seven countries (Slovakia, the Netherlands, the Czech Republic, Cyprus, Germany, the United Kingdom and Greece). However, it was below 10% in Italy, Malta, Poland, Slovenia and Belgium.

## At-risk-of-poverty rates

The disadvantaged position of women on the labour market has consequences in terms of their higher exposure to the risk of poverty. This was particularly true for persons above 65 years, among whom the share of people living in households at risk of poverty (having an income below the threshold set at 60% of the national median income) was significantly higher for women than for men in the EU-27 in 2007 (22% vs. 17%). This was a pattern in almost all Member States. The gap exceeds 10 p.p. in Slovenia and Bulgaria and 15 p.p. in Latvia, Estonia, Lithuania and Romania.

When considering at risk of poverty rates among the working age population (18 to 64), the gender gap is limited (2 p.p., 16% for women compared to 14% for men in the EU-27) and is mainly due to the highest prevalence of poverty among single-parent households (34% on average for the EU-27), headed in majority by women. Indeed, the at-risk-of-poverty rate is calculated at household level and it is assumed that all members of a given household have the same level of poverty. Comparisons between the sexes are based on the assumption of equal sharing of resources within households. However, due to the fact that women are often secondary earners or do not earn any salary<sup>8</sup> and that they devote more time to unpaid domestic and family work, their economic independence is often limited and some of them face a high risk of poverty in the event of break-up, divorce or death of their partner<sup>9</sup>. Therefore, the current figures of at-risk-of-poverty rates at household level cannot fully reflect the individual situation of women and men.

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<sup>8</sup> According to a report by the EC's Network of experts on gender and employment issues (F. Bettio and A. Verashchagina, *Fiscal systems and female employment*, 2009, forthcoming) based on EU-SILC data, the share of couples in which the woman is the secondary earner (brings less than 45% of the household earnings) or does not earn any salary is 63.5% in the EU on average (non weighted). It ranges from 53% in Slovenia to 81% in Austria.

<sup>9</sup> The Belgian Gender and Income Analysis (BGIA) project has calculated individualised at risk of poverty rates (based on individualised income of women and men) which lead to much higher gender gaps between women and men. For Belgium in 2007, this individualised risk of poverty would be 36% for women and 11% for men, compared to 16% for women and 13% for men in the measurement based on households. Although these calculations are based on the strong hypothesis of absence of sharing of resources between household members (instead of the hypothesis of total sharing of resources), they reflect certain gaps in the economic independence of women and men and the risk of poverty women would face in the event of break-up, divorce or death of their partner.

## **Women in decision-making positions**

The average number of female members of national parliaments (single/lower houses) was 24% in 2009, one p.p. higher than in 2005. The percentage is above 35% in Spain, Denmark, Belgium and Finland and above 40% in the Netherlands and Sweden. However, it was below 15% in Ireland, Hungary and Romania and did not exceed 10% in Malta.

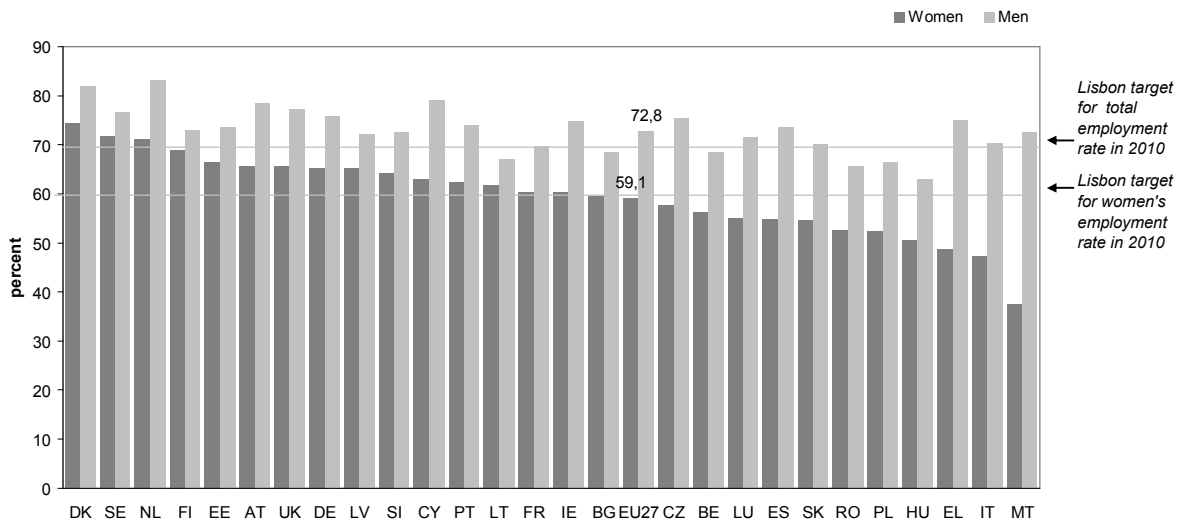
Among senior ministers of national governments (i.e. ministers with a seat in the cabinet), the share of women increased from 22% in 2005 to 26% in 2009. The increase was higher than 10 p.p. in Slovakia, Italy, Finland and Denmark, higher than 15p.p in Poland and Slovenia and even reached 20 p.p. in France.

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

As regards female membership of the boards ('highest decision-making body') of the largest publicly quoted companies, the situation is markedly different. In 2009, women represented, on average, only 11% of these board members at EU level. The percentage exceeded 20% only in Finland (24%) and Sweden (27%); it was below 5% in Malta, Italy, Portugal, Cyprus and Luxembourg.



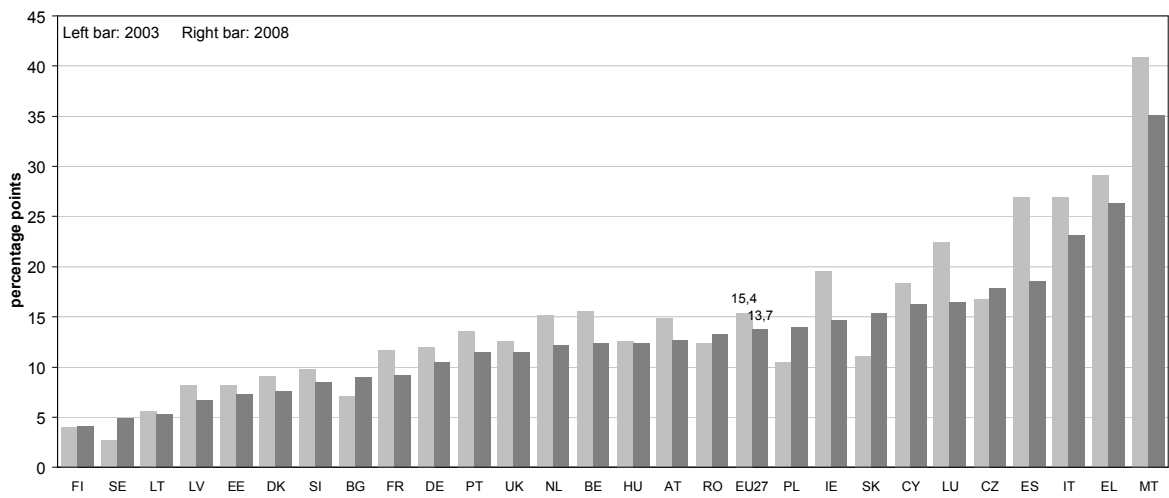
### Employment rates (women and men aged 15 - 64) in EU Member States- 2008



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

### Absolute gender gap in employment rates (women and men aged 15-64) in EU Member States - 2003 and 2008

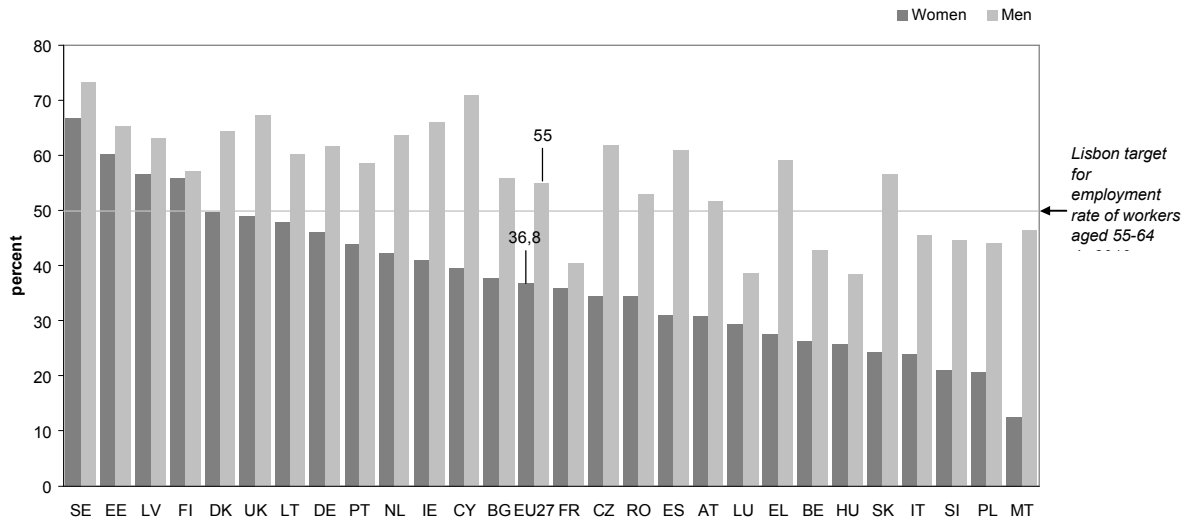
(Difference between men's and women's employment rates)



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

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

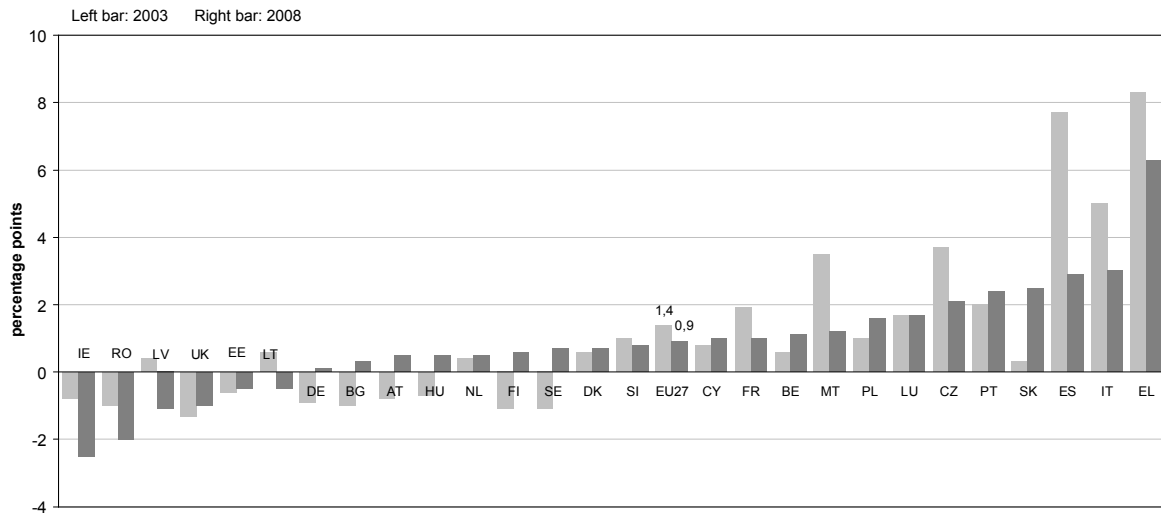
### Employment rates of older workers (women and men aged 55 - 64) in EU Member States- 2008



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

### Absolute gender gap in unemployment rates (women and men aged 15 years and over) in EU Member States - 2003 and 2008

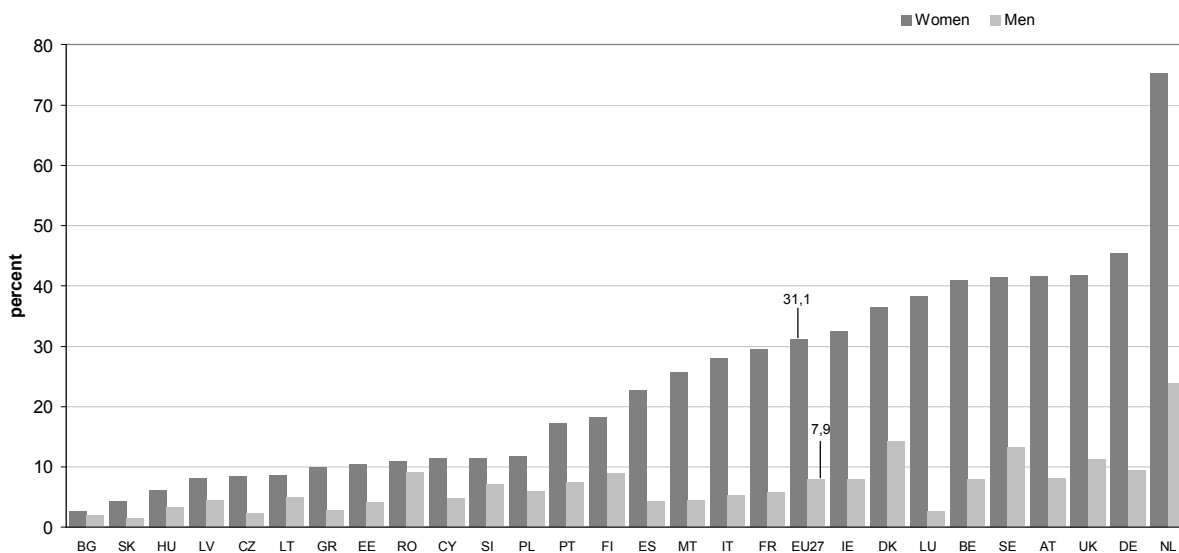
(Difference between women's and men's unemployment rates)



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

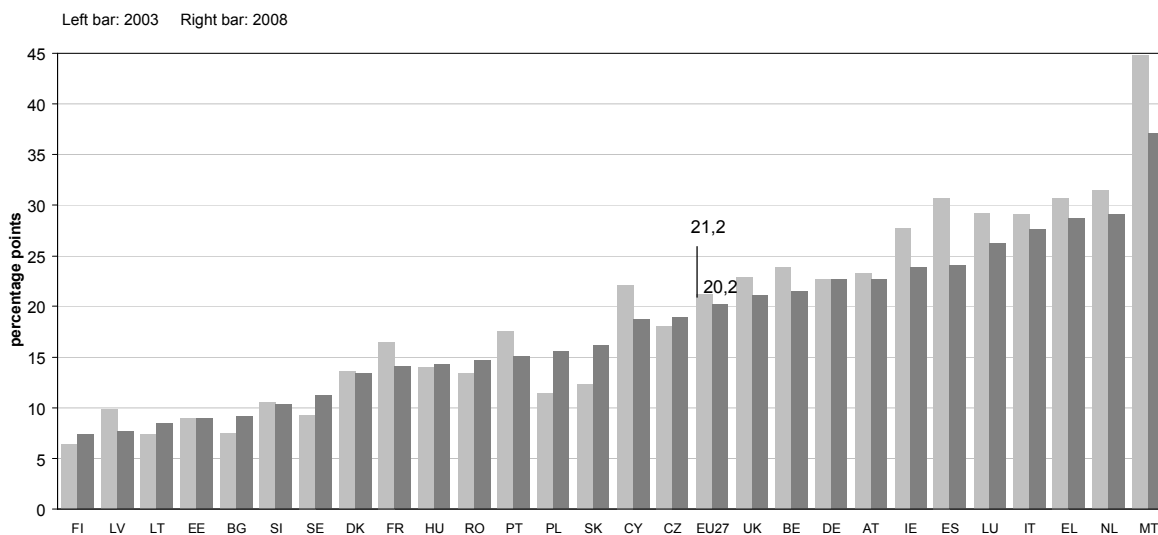
Notes: A positive gap indicates higher unemployment rates for women in comparison with men, while the opposite is true for a negative gap.

**Share of part-time workers in total employment (persons aged 15 and over)  
in EU Member States - 2008**



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

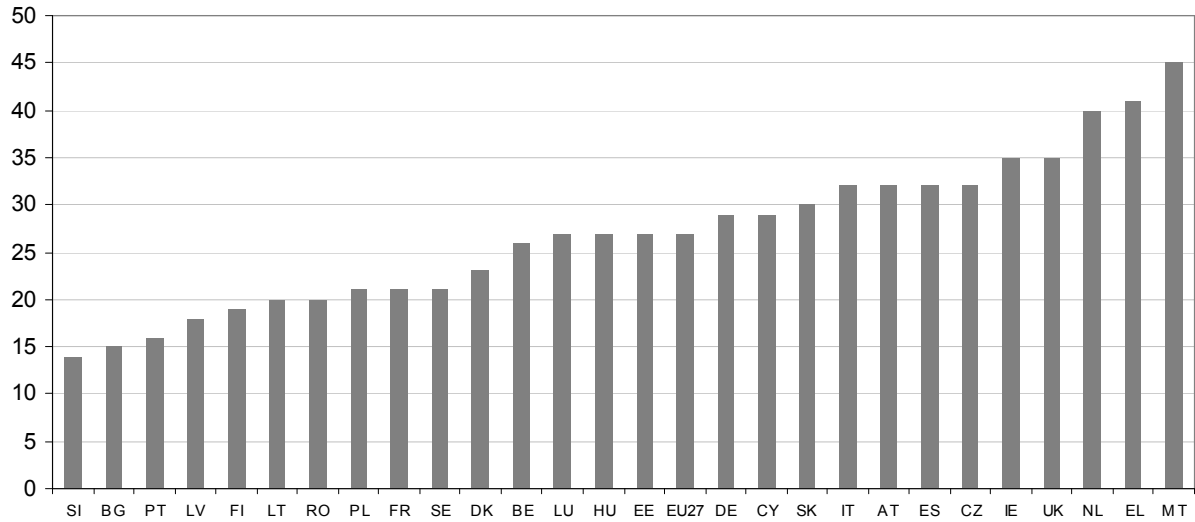
**Absolute gender gap in employment rates, measured in full time equivalent (women and men aged 15-64) in EU  
Member States - 2003 and 2008** (Difference between men's and women's employment rates)



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

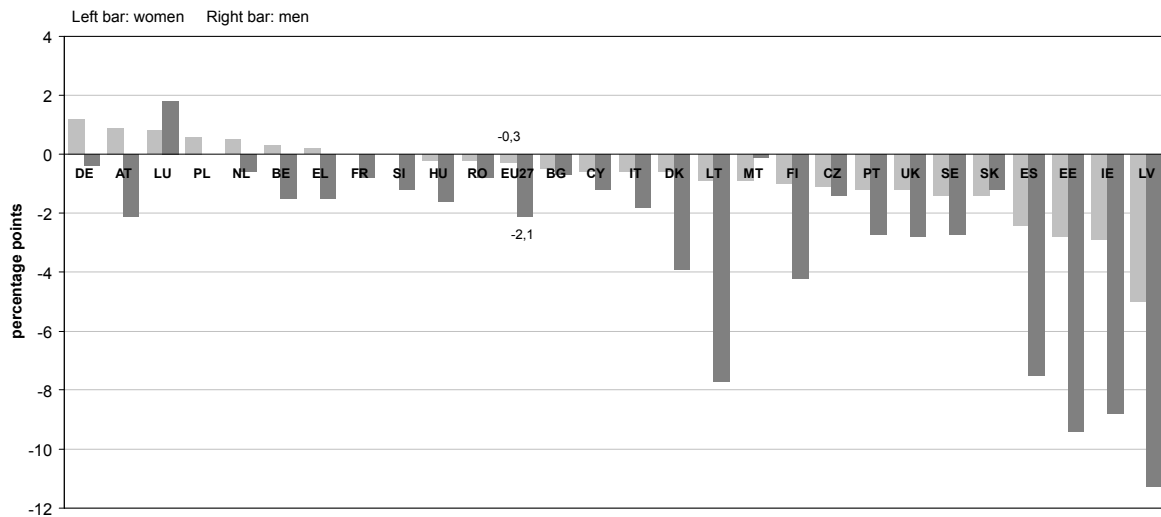
NB: A positive gap indicates higher employment rates for men in comparison with women, while the opposite is true for a negative gap.

**Potential growth in GDP in the EU Member States following a transition to full equality in the labour market, in % of GDP**



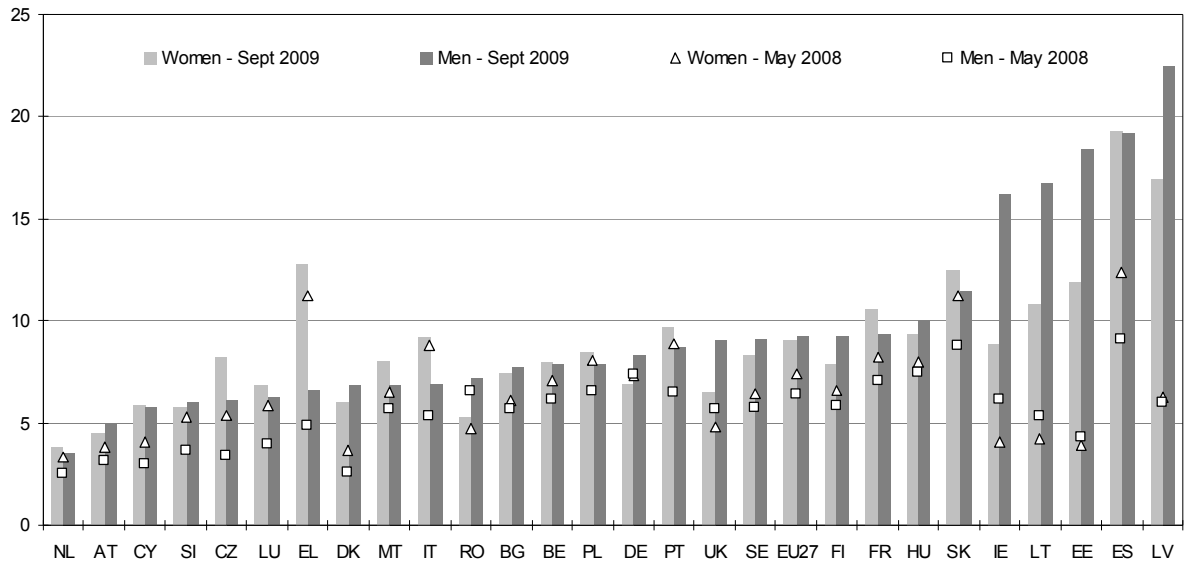
Source: A. Löfgren, Gender equality, economic growth and employment, 2009. This report was presented at the conference held under the Swedish Presidency 'What does gender equality mean for growth and employment?', Stockholm, 15-16 October 2009. These figures are an estimation of the potential increase in GDP that would occur following the elimination of gender gaps, i.e. if women's rates were to reach the level of men's rates in terms of employment, part-time work and productivity (measured by wages).

**Evolution of employment rates between 2008 and 2009 (second quarter) for women and men (aged 15-64) in EU Member States**



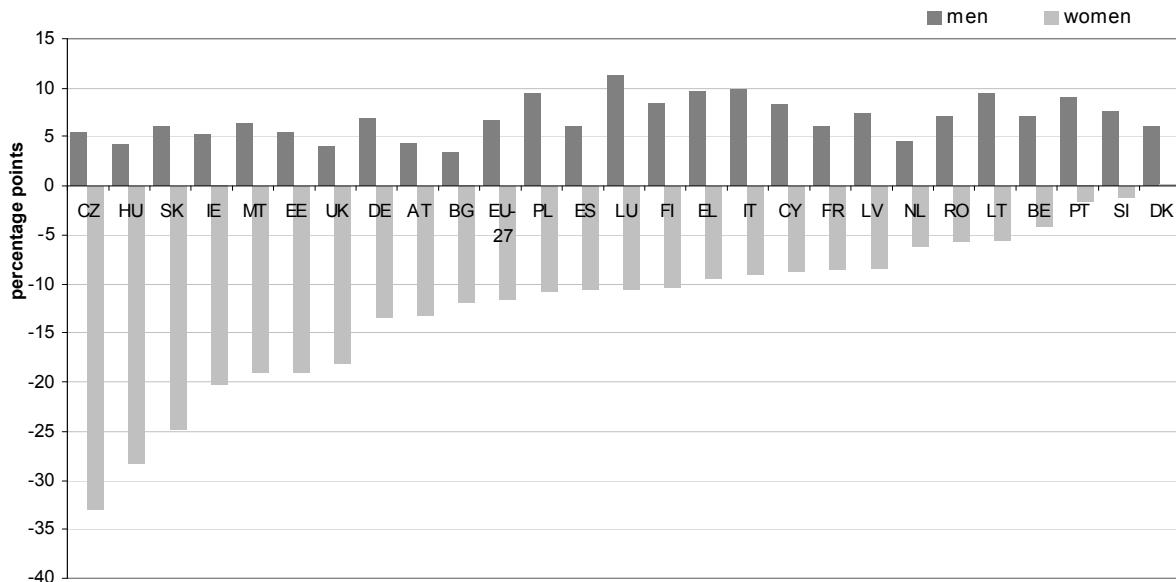
Source: Eurostat, Labour Force Survey (LFS), quarterly data.

**Unemployment rates among women and men in EU Member States, in May 2008 and September 2009(1), seasonally adjusted, in %**



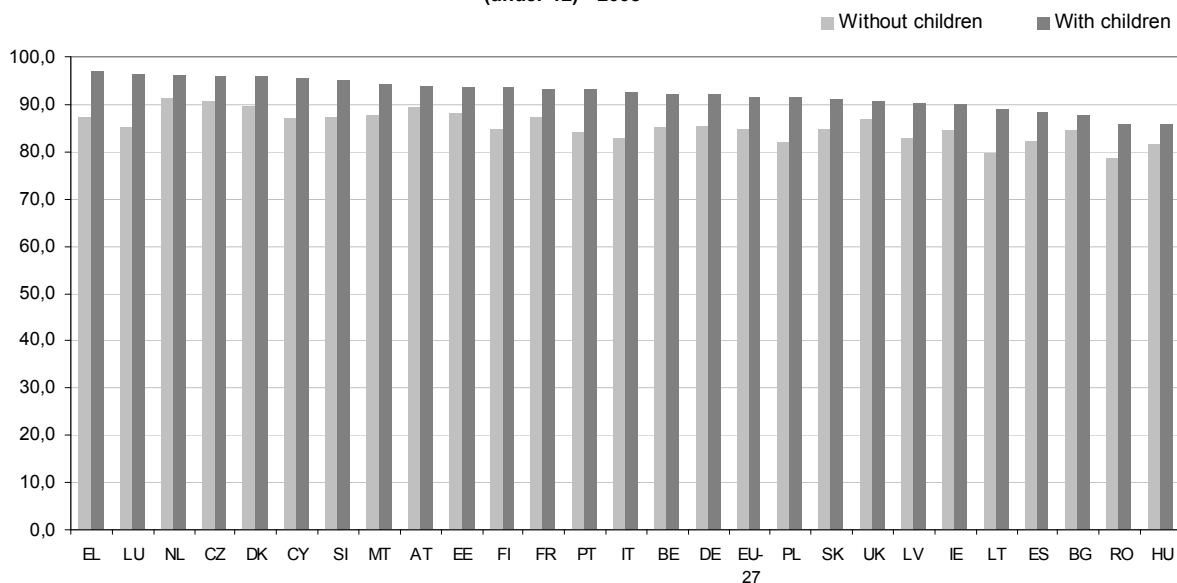
Notes: Eurostat, Labour Force Survey. (1) Exception to the reference period : UK : July 2009; EL, LT, RO : 2nd quarter 2009; EE : 3rd quarter.

**Employment impact of parenthood for women and men (aged 25-49) in 2008  
Difference in percentage points in employment rates with presence of a child under 12 and without the presence of any children**



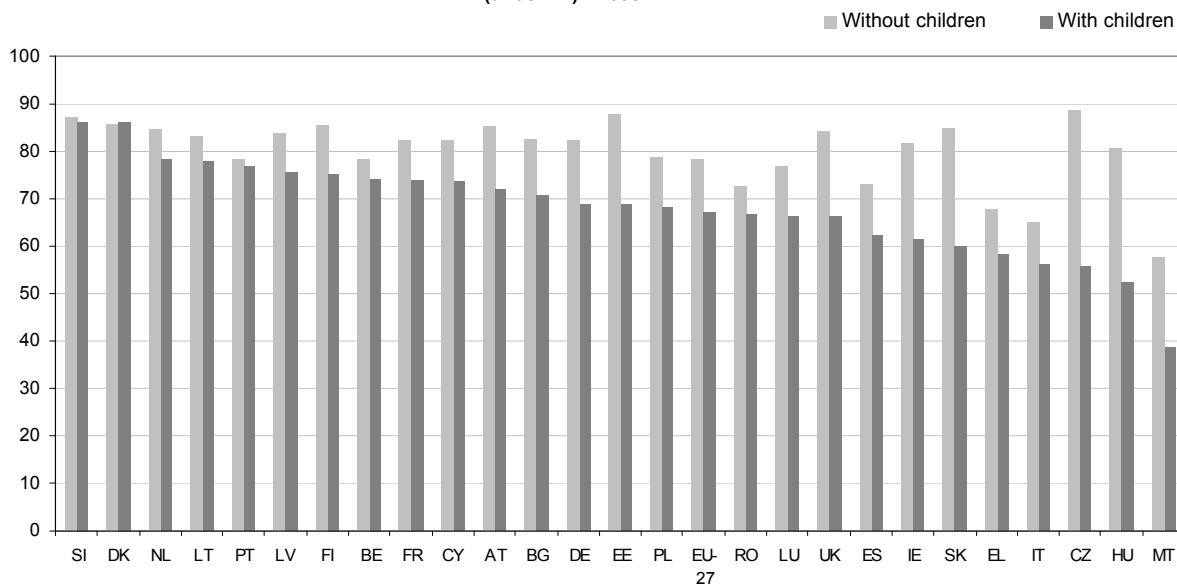
Source : Eurostat, Labour Force Survey (LFS), annual average.  
Notes : no data available for SE.

**Employment rates of men aged 25-49, depending on whether they have children  
(under 12) - 2008**



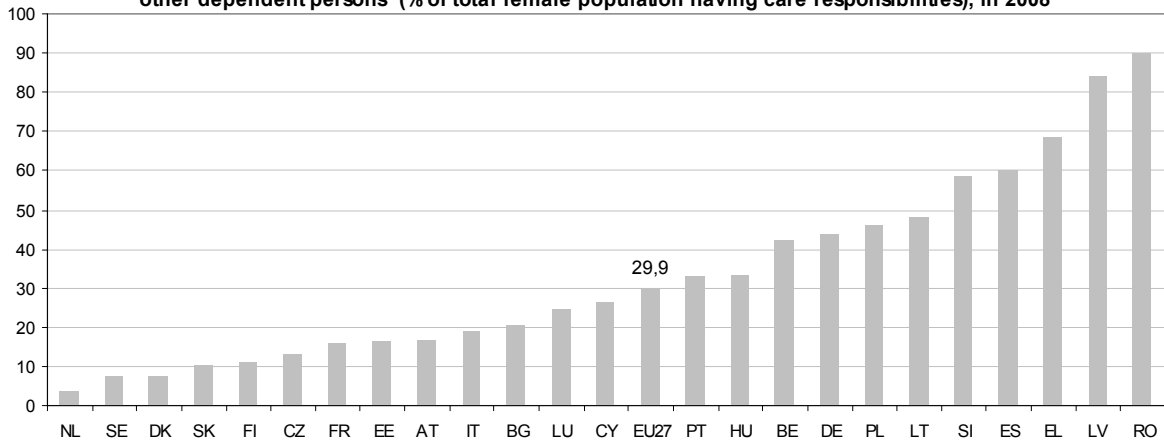
Source : Eurostat, European Labour Force Survey, annual averages.  
Notes : No data available for SE

**Employment rates of women aged 25-49, depending on whether they have children  
(under 12) - 2008**



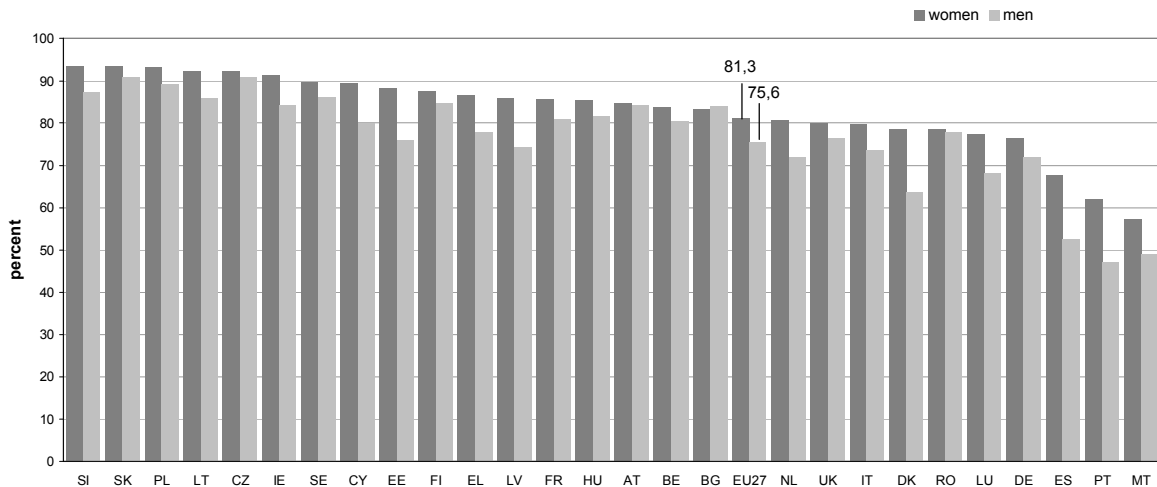
Source : Eurostat, European Labour Force Survey, annual averages.  
Notes : No data available for SE

**Inactivity and part-time work among women due to the lack of care services for children and other dependent persons (% of total female population having care responsibilities), in 2008**



Source: Eurostat - Labour Force Survey. E, MT, UK: data not available.

**Educational attainment (at least upper secondary school) of women and men aged 20 - 24, in EU Member States - 2008**

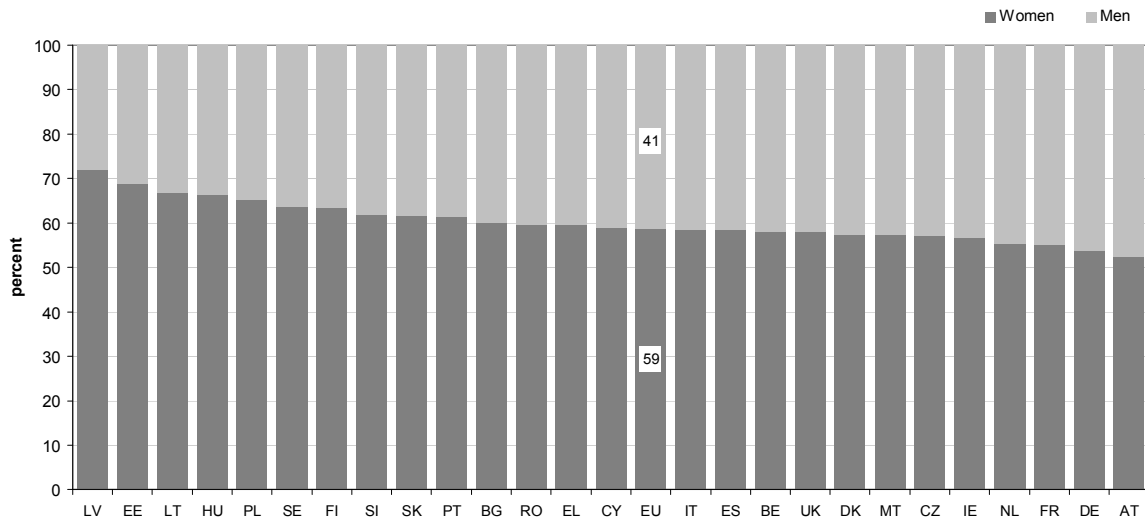


Source: Eurostat, Labour Force Survey (LFS), annual averages.

NB: FI: provisional values.

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

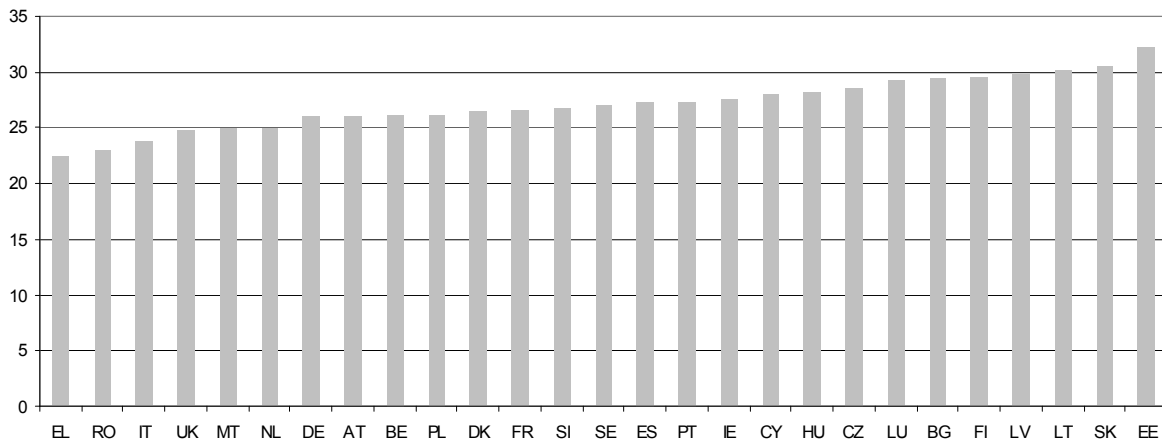
### Sex distribution of tertiary education graduates, for EU Member States, in 2007



Source: Eurostat, Education statistics.

Note: LU: no data available. The EU-27 value is calculated on the basis of all countries except LU.

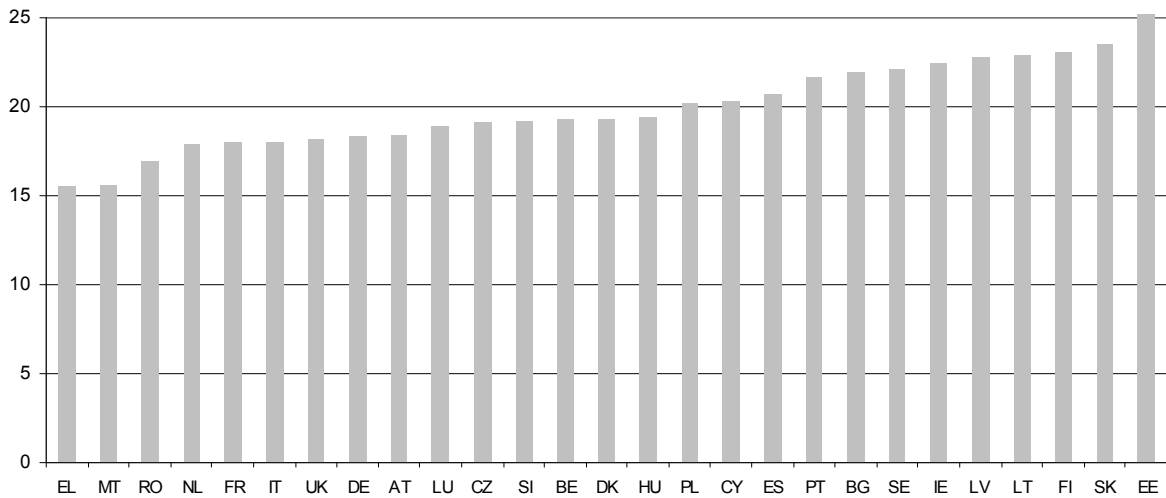
### Gender segregation in occupations in EU Member States, in 2008



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



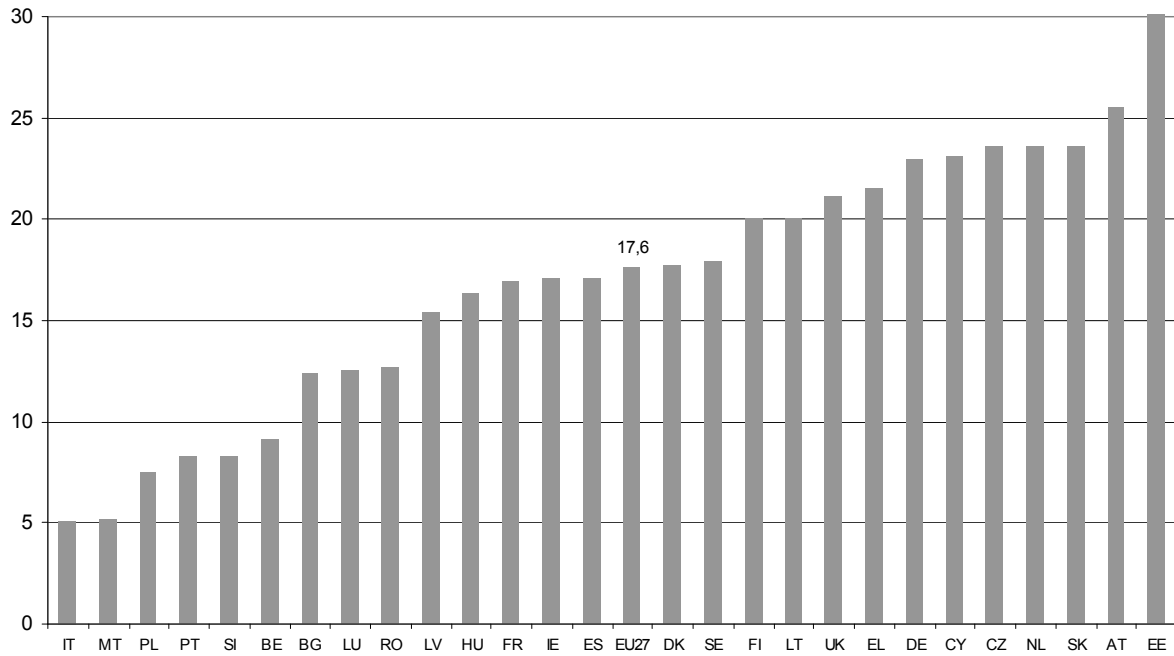
### Gender segregation in economic sectors in EU Member States, in 2008



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

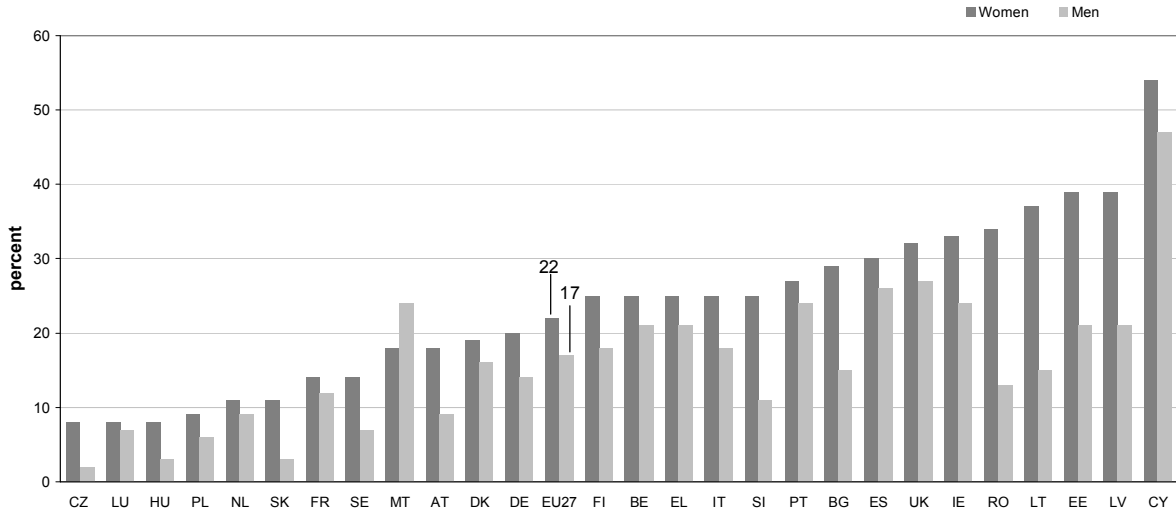
### Pay gap between women and men in unadjusted form in EU Member States - 2007

(Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)



Source: Eurostat. Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates.

**At-risk-of-poverty rate after social transfers<sup>1</sup> for older people (women and men aged 65 years and over), in EU Member States, 2007**

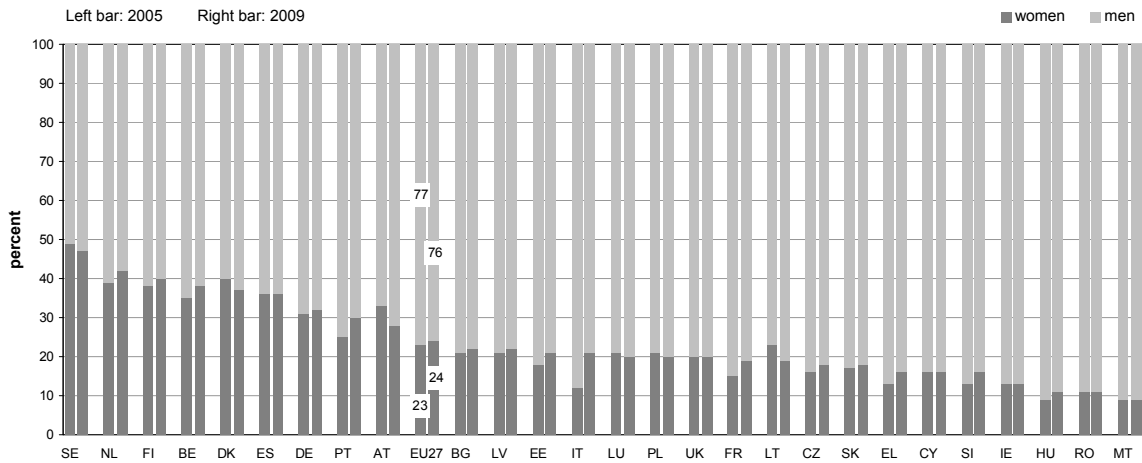


Source: Eurostat, SILC.

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

Source: EU-27: SILC 2007, Income data 2006; except for UK, income year 2007 and for IE moving income reference period (2006-2007). EU aggregates are Eurostat estimates and computed as population weighted averages of national values.

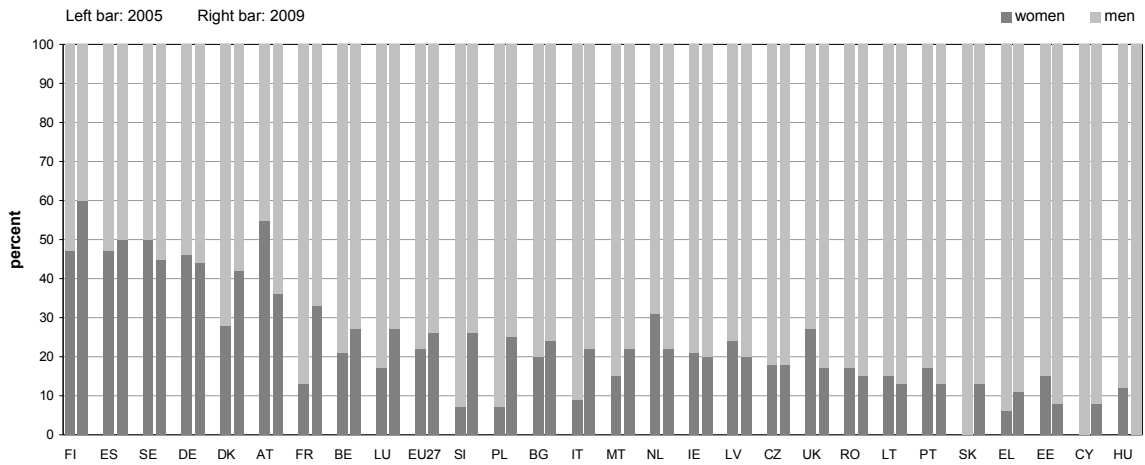
**Sex distribution of members of single/lower houses of national parliaments in EU Member States in 2005 and 2009 (1)**



Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision-making

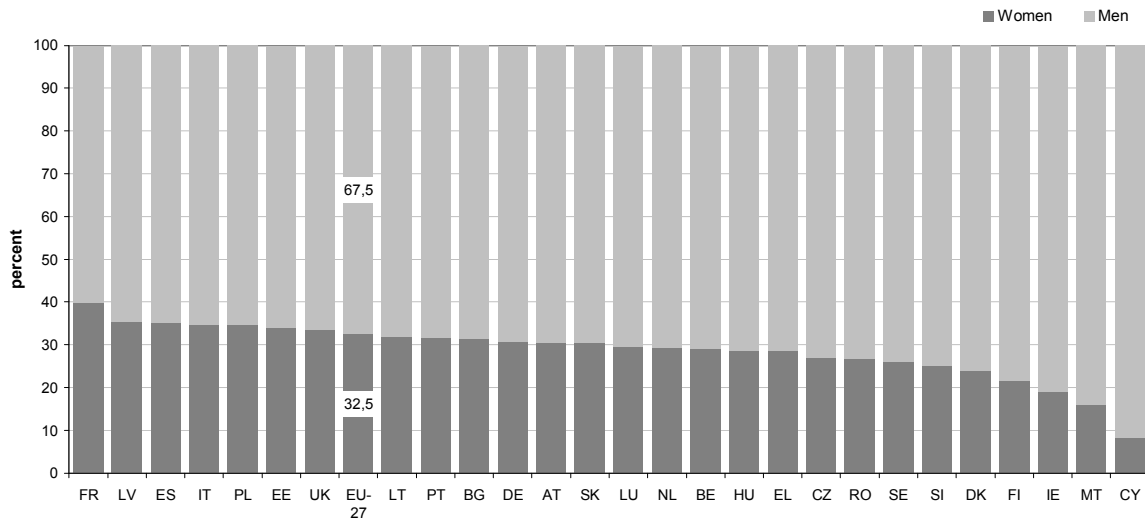
NB: (1) Data for 2009 were collected in August 2009. The indicator was developed as part of the follow-up of the Beijing Platform for Action in the EU Council of Ministers.

### Sex distribution of senior ministers in national governments in EU Member States - in 2005 and 2009 (1)



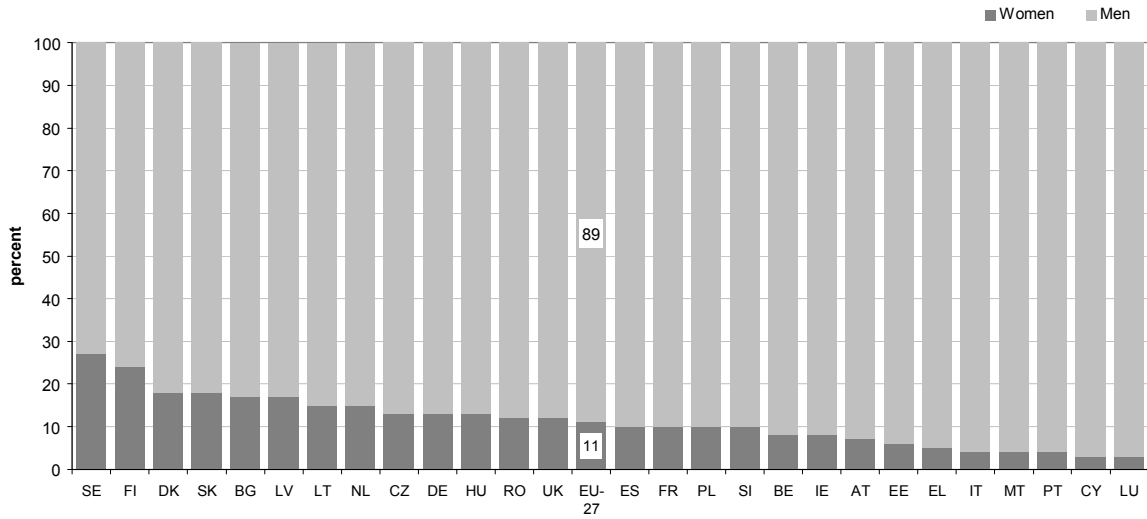
Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision-making  
 NB: (1) Data for 2005 were collected in December 2005 and data for 2009 were collected in August 2009. The indicator has been developed as part of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. A senior minister is a minister in the national government who has a seat in the cabinet.

### Sex distribution of leaders of businesses, in 2008



Source: Eurostat, Labour Force Survey (LFS). NB: leaders of businesses covers ISCO (International Standard Classification of Occupations) categories 121 (Directors and chief executives) and 13 (Managers of small enterprises).  
 For MT and CY: data lack reliability due to small sample size.  
 FR: the figures exclude Directors and CEOs, for which data are not available

**Sex distribution of members of the highest decision making body of largest publicly quoted companies in 2009**



Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision-making. Data were collected in August 2009. The list of the largest publicly quoted companies is based for each country on current membership of blue-chip index. In countries for which the blue-chip index includes a small number of companies (for instance LU, SK), at least the 10 largest companies were covered.

**Employment rates (women and men aged 15-64) in EU Member States — 2003 and 2008**

	Women		Men		Gender gap	
	2003	2008	2003	2008	2003	2008
EU-27	54.9	59.1	70.3	72.8	15.4	13.7
Belgium	51.8	56.2	67.3	68.6	15.5	12.4
Bulgaria	49	59.5	56	68.5	7	9
Czech Republic	56.3	57.6	73.1	75.4	16.8	17.8
Denmark	70.5	74.3	79.6	81.9	9.1	7.6
Germany	58.9	65.4	70.9	75.9	12	10.5
Estonia	59	66.3	67.2	73.6	8.2	7.3
Ireland	55.7	60.2	75.2	74.9	19.5	14.7
Greece	44.3	48.7	73.4	75	29.1	26.3
Spain	46.3	54.9	73.2	73.5	26.9	18.6
France	58.2	60.4	69.9	69.6	11.7	9.2
Italy	42.7	47.2	69.6	70.3	26.9	23.1
Cyprus	60.4	62.9	78.8	79.2	18.4	16.3
Latvia	57.9	65.4	66.1	72.1	8.2	6.7
Lithuania	58.4	61.8	64	67.1	5.6	5.3
Luxembourg	50.9	55.1	73.3	71.5	22.4	16.4
Hungary	50.9	50.6	63.5	63	12.6	12.4
Malta	33.6	37.4	74.5	72.5	40.9	35.1
Netherlands	66	71.1	81.1	83.2	15.1	12.1
Austria	61.6	65.8	76.4	78.5	14.8	12.7
Poland	46	52.4	56.5	66.3	10.5	13.9
Portugal	61.4	62.5	75	74	13.6	11.5
Romania	51.5	52.5	63.8	65.7	12.3	13.2
Slovenia	57.6	64.2	67.4	72.7	9.8	8.5
Slovakia	52.2	54.6	63.3	70	11.1	15.4
Finland	65.7	69	69.7	73.1	4	4.1
Sweden	71.5	71.8	74.2	76.7	2.7	4.9
United Kingdom	65.3	65.8	77.8	77.3	12.5	11.5

Eurostat, Labour Force Survey (LFS), annual averages

**Employment rates of older workers (women and men aged 55-64) in EU Member States — 2003 and 2008**

	Women		Men		Gender gap	
	2003	2008	2003	2008	2003	2008
EU-27	30.7	36.8	49.9	55	19.2	18.2
Belgium	18.7	26.3	37.8	42.8	19.1	16.5
Bulgaria	21	37.7	40.5	55.8	19.5	18.1
Czech Republic	28.4	34.4	57.5	61.9	29.1	27.5
Denmark	52.9	49.8	67.3	64.3	14.4	14.5
Germany	31.6	46.1	48.2	61.8	16.6	15.7
Estonia	47.3	60.3	58.9	65.2	11.6	4.9
Ireland	33.1	41.1	64.6	66.1	31.5	25
Greece	25.5	27.5	58.7	59.1	33.2	31.6
Spain	23.3	31.1	59.2	60.9	35.9	29.8
France	33.3	36.0	40.8	40.5	7.5	4.5
Italy	18.5	24	42.8	45.5	24.3	21.5
Cyprus	32.7	39.4	68.9	70.9	36.2	31.5
Latvia	38.8	56.7	51.3	63.1	12.5	6.4
Lithuania	36.7	47.8	55.3	60.2	18.6	12.4
Luxembourg	20.6	29.3	39.7	38.7	19.1	9.4
Hungary	21.8	25.7	37.8	38.5	16	12.8
Malta	13	12.5	53.8	46.4	40.8	33.9
Netherlands	31.8	42.2	56.7	63.7	24.9	21.5
Austria	20.8	30.8	40.4	51.8	19.6	21
Poland	19.8	20.7	35.2	44.1	15.4	23.4
Portugal	42.4	43.9	62.1	58.5	19.7	14.6
Romania	33.3	34.4	43.5	53	10.2	18.6
Slovenia	14.6	21.1	33.2	44.7	18.6	23.6
Slovakia	11.2	24.2	41	56.7	29.8	32.5
Finland	48.3	55.8	51	57.1	2.7	1.3
Sweden	66.3	66.7	70.8	73.4	4.5	6.7
United Kingdom	46.3	49	64.8	67.3	18.5	18.3

Eurostat, Labour Force Survey (LFS), annual averages

**Unemployment rates (women and men aged 15 and over) in EU Member States — 2003 and 2008**

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

	Women		Men		Gender gap	
	2003	2008	2003	2008	2003	2008
EU-27	9.8	7.5	8.4	6.6	1.4	0.9
Belgium	8	7.6	7.4	6.5	0.6	1.1
Bulgaria	13.2	5.8	14.2	5.5	-1	0.3
Czech Republic	9.6	5.6	5.9	3.5	3.7	2.1
Denmark	5.7	3.7	5.1	3	0.6	0.7
Germany	9.3	7.5	10.2	7.4	-0.9	0.1
Estonia	10.4	5.3	11	5.8	-0.6	-0.5
Ireland	4	4.6	4.8	7.1	-0.8	-2.5
Greece	14.3	11.4	6	5.1	8.3	6.3
Spain	15.9	13	8.2	10.1	7.7	2.9
France	9.6	7.9	7.7	6.9	1.9	1
Italy	11.9	8.5	6.9	5.5	5	3
Cyprus	4.6	4.2	3.8	3.2	0.8	1
Latvia	10.8	6.9	10.4	8	0.4	-1.1
Lithuania	13.2	5.6	12.6	6.1	0.6	-0.5
Luxembourg	4.7	6	3	4.3	1.7	1.7
Hungary	5.4	8.1	6.1	7.6	-0.7	0.5
Malta	9.9	6.8	6.4	5.6	3.5	1.2
Netherlands	3.8	3	3.4	2.5	0.4	0.5
Austria	4.3	4.1	5.1	3.6	-0.8	0.5
Poland	19.9	8	18.9	6.4	1	1.6
Portugal	7.2	9	5.2	6.6	2	2.4
Romania	6.4	4.7	7.4	6.7	-1	-2
Slovenia	7	4.8	6	4	1	0.8
Slovakia	17.3	10.9	17	8.4	0.3	2.5
Finland	9.9	6.7	11	6.1	-1.1	0.6
Sweden	5	6.6	6.1	5.9	-1.1	0.7
United Kingdom	4.1	5.1	5.4	6.1	-1.3	-1

Eurostat, Labour Force Survey (LFS), annual averages

**Share of part-time workers in total employment (persons aged 15 and over), in EU Member States — 2003 and 2008**

	Women		Men	
	2003	2008	2003	2008
EU-27	29.1	31.1	6.8	7.9
Belgium	39.7	40.9	6.3	7.9
Bulgaria	2.9	2.7	2	2
Czech Republic	8.5	8.5	2.3	2.2
Denmark	32.0	36.5	11.4	14.2
Germany	40.8	45.4	6.1	9.4
Estonia	10.6	10.4	5.5	4.1
Ireland	31.3	32.4	6.7	7.8
Greece	7.4	9.9	2.1	2.8
Spain	17.4	22.7	2.7	4.2
France	29.7	29.4	5.6	5.8
Italy	17.2	27.9	3.3	5.3
Cyprus	13.2	11.4	5.5	4.8
Latvia	13.7	8.1	6.5	4.5
Lithuania	11.2	8.6	7	4.9
Luxembourg	30.7	38.3	1.6	2.7
Hungary	6.1	6.2	2.8	3.3
Malta	21.0	25.6	4.2	4.5
Netherlands	74.2	75.3	22	23.9
Austria	35.4	41.5	4.8	8.1
Poland	13.1	11.7	7.9	5.9
Portugal	17.3	17.2	7.1	7.4
Romania	13.0	10.8	11.1	9.1
Slovenia	8.5	11.4	4.9	7.1
Slovakia	3.7	4.2	1.3	1.4
Finland	17.8	18.2	8.3	8.9
Sweden	35.4	41.4	11.3	13.3
United Kingdom	44.2	41.8	10.4	11.3

Eurostat, Labour Force Survey (LFS), annual averages

**Employment rates (women and men aged 15-64) measured in full-time equivalent rates, in EU Member States — 2003 and 2008**

	Women		Men		Gender gap	
	2003	2008	2003	2008	2003	2008
EU-27	47.7	50.7	68.9	70.9	21.2	20.2
Belgium	42.9	46.9	66.7	68.4	23.8	21.5
Bulgaria	48.8	59	56.3	68.2	7.5	9.2
Czech Republic	55.1	56.1	73.2	75.1	18.1	19
Denmark	61.8	63.8	75.4	77.2	13.6	13.4
Germany	46.2	49.5	68.9	72.2	22.7	22.7
Estonia	57	64.3	66	73.3	9	9
Ireland	46.7	51.1	74.4	74.9	27.7	23.8
Greece	43.2	47	73.9	75.7	30.7	28.7
Spain	41.9	49.1	72.6	73.1	30.7	24
France	51.8	53.7	68.3	67.8	16.5	14.1
Italy	39.9	41.8	69	69.4	29.1	27.6
Cyprus	57.2	60.3	79.3	79.1	22.1	18.8
Latvia	56.5	66	66.3	73.7	9.8	7.7
Lithuania	58.4	60.3	65.8	68.8	7.4	8.5
Luxembourg	43.7	47.7	72.9	73.9	29.2	26.2
Hungary	50	49.2	64	63.5	14	14.3
Malta	30.6	34.5	75.3	71.6	44.7	37.1
Netherlands	41.7	45.4	73.2	74.5	31.5	29.1
Austria	51.6	52.1	74.9	74.8	23.3	22.7
Poland	44.7	50.6	56.1	66.2	11.4	15.6
Portugal	57.9	59.3	75.5	74.4	17.6	15.1
Romania	51.8	51.6	65.2	66.3	13.4	14.7
Slovenia	55.5	60.8	66.1	71.2	10.6	10.4
Slovakia	50.9	52.9	63.2	69	12.3	16.1
Finland	62	65	68.4	72.4	6.4	7.4
Sweden	63	62.5	72.3	73.7	9.3	11.2
United Kingdom	50.7	52.2	73.6	73.3	22.9	21.1

Eurostat, Labour Force Survey (LFS), annual averages

**Potential growth in GDP in the EU Member States following a transition to full equality in the labour market, in % of GDP**

EU-27 (non weighted average)	27
Belgium	26
Bulgaria	15
Czech Republic	32
Denmark	23
Germany	29
Estonia	27
Ireland	35
Greece	41
Spain	32
France	21
Italy	32
Cyprus	29
Latvia	18
Lithuania	20
Luxembourg	27
Hungary	27
Malta	45
Netherlands	40
Austria	32
Poland	21
Portugal	16
Romania	20
Slovenia	14
Slovakia	30
Finland	19
Sweden	21
United Kingdom	35

Source: A. Löfgren, Gender equality, economic growth and employment, 2009. This report was presented at the conference held under the Swedish Presidency 'What does gender equality mean for growth and employment?', Stockholm, 15-16 October 2009. These figures are an estimation of the potential increase in GDP that would occur following the elimination of gender gaps, i.e. if women's rates were to reach the level of men's rates in terms of employment, part-time work and productivity (measured by wages).

**Evolution of employment rates between 2008 and 2009 (second quarter) for women and men (aged 15-64) in EU Member States**

	Women		Men	
	2008-II	2009-II	2008-II	2009-II
EU-27	59.1	58.8	73.0	70.9
Belgium	55.7	56	68.3	66.8
Bulgaria	59.5	59	68.4	67.7
Czech Republic	57.8	56.7	75.3	73.9
Denmark	74.4	73.8	82.4	78.5
Germany	65	66.2	75.6	75.2
Estonia	66.1	63.3	73.8	64.4
Ireland	60.5	57.6	75.6	66.8
Greece	49	49.2	75.4	73.9
Spain	55.2	52.8	74.4	66.9
France	60.6	60.6	69.7	68.9
Italy	47.5	46.9	70.8	69
Cyprus	63.3	62.7	79.3	78.1
Latvia	66.2	61.2	72.9	61.6
Lithuania	61.3	60.4	68	60.3
Luxembourg	55.8	56.6	72.8	74.6
Hungary	50.1	49.9	63.1	61.5
Malta	38.5	37.6	71.6	71.5
Netherlands	70.9	71.4	83.3	82.7
Austria	65.7	66.6	79	76.9
Poland	52.1	52.7	66	66
Portugal	63.1	61.9	74.3	71.6
Romania	53.1	52.9	66.4	65.6
Slovenia	63.7	63.7	72.6	71.4
Slovakia	54.2	52.8	69.2	68
Finland	70	69	74.7	70.5
Sweden	72.3	70.9	77.2	74.5
United Kingdom	65.9	64.7	77.4	74.6

Source: Eurostat, Labour Force Survey (LFS), quarterly data.

**Unemployment rates among women and men in EU Member States, in May 2008 and September 2009 (1), seasonally adjusted, in % (In this table, the gender gap is calculated as women's unemployment rate minus men's unemployment rate)**

	Women		Men		Gender gap	
	May 2008	Sept. 2009	May 2008	Sept. 2009	May 2008	Sept. 2009
EU-27	7.4	9	6.4	9.3	1	-0.3
Belgium	7.1	8	6.2	7.9	0.9	0.1
Bulgaria	6.1	7.4	5.7	7.7	0.4	-0.3
Czech Republic	5.4	8.2	3.4	6.1	2	2.1
Denmark	3.7	6	2.6	6.8	1.1	-0.8
Germany	7.3	6.9	7.4	8.3	-0.1	-1.4
Estonia	3.9	11.9	4.3	18.4	-0.4	-6.4
Ireland	4.1	8.9	6.2	16.2	-2.1	-7.3
Greece	11.2	12.8	4.9	6.6	6.3	6.2
Spain	12.4	19.3	9.1	19.2	3.3	0.1
France	8.2	10.6	7.1	9.4	1.1	1.2
Italy	8.8	9.2	5.4	6.9	3.4	2.5
Cyprus	4.1	5.9	3	5.8	1.1	0.1
Latvia	6.3	16.9	6	22.5	0.3	-5.6
Lithuania	4.2	10.8	5.4	16.8	-1.2	-6.1
Luxembourg	5.9	6.8	4	6.3	1.9	0.5
Hungary	8	9.4	7.5	10	0.5	-0.6
Malta	6.5	8.1	5.7	6.8	0.8	1.3
Netherlands	3.3	3.8	2.5	3.5	0.8	0.4
Austria	3.8	4.5	3.2	5	0.6	-0.5
Poland	8.1	8.5	6.6	7.9	1.5	0.6
Portugal	8.9	9.7	6.5	8.7	2.4	1
Romania	4.7	5.3	6.6	7.2	-1.9	-1.9
Slovenia	5.3	5.8	3.7	6	1.6	-0.2
Slovakia	11.2	12.5	8.8	11.5	2.4	1
Finland	6.6	7.9	5.9	9.3	0.7	-1.6
Sweden	6.4	8.3	5.8	9.1	0.6	-0.9
United Kingdom	4.8	6.5	5.7	9	-0.9	-2.5

Notes: Eurostat, Labour Force Survey. (1) Exception to the reference period: UK: July 2009; EE, EL, IT, LT, RO: 2<sup>nd</sup> quarter 2009; EE: 3rd quarter.



**Employment rates of women and men (aged 25-49), with or without children (under 12) in 2008**

	With children		Without children		Difference (in p.p.)	
	Women	Men	Women	Men	Women	Men
EU-27	67.0	91.6	78.5	84.8	-11.5	6.8
Belgium	74.3	92.3	78.5	85.2	-4.2	7.2
Bulgaria	70.7	87.8	82.6	84.3	-11.9	3.5
Czech Republic	56.0	95.9	88.8	90.6	-32.9	5.3
Denmark	86.0	95.8	85.8	89.7	0.2	6.1
Germany	68.9	92.3	82.3	85.3	-13.4	7.0
Estonia	68.8	93.5	87.8	88.1	-19.0	5.4
Ireland	61.2	89.9	81.5	84.6	-20.3	5.3
Greece	58.4	97.0	67.8	87.5	-9.4	9.6
Spain	62.3	88.2	72.9	82.1	-10.6	6.2
France	73.8	93.3	82.4	87.3	-8.6	6.0
Italy	56.1	92.5	65.1	82.8	-9.0	9.7
Cyprus	73.6	95.6	82.2	87.2	-8.7	8.3
Latvia	75.6	90.4	83.9	82.9	-8.3	7.5
Lithuania	77.8	88.9	83.4	79.5	-5.6	9.4
Luxembourg	66.2	96.5	76.9	85.2	-10.6	11.3
Hungary	52.2	85.7	80.5	81.4	-28.3	4.2
Malta	38.8	94.1	57.8	87.6	-19.1	6.5
Netherlands	78.5	96.0	84.6	91.4	-6.1	4.6
Austria	71.9	93.9	85.2	89.5	-13.3	4.4
Poland	68.0	91.5	78.8	82.0	-10.8	9.5
Portugal	76.7	93.1	78.4	84.0	-1.7	9.1
Romania	66.8	85.8	72.5	78.6	-5.7	7.2
Slovenia	86.1	95.1	87.2	87.5	-1.1	7.6
Slovakia	59.9	91.0	84.8	84.9	-24.9	6.1
Finland	75.1	93.5	85.5	84.9	-10.4	8.5
United Kingdom	66.2	90.7	84.3	86.6	-18.1	4.1

Source: Eurostat, Labour Force Survey (LFS), annual average. Note: no data available for SE

**Inactivity and part-time work among women due to the lack of care services for children and other dependent persons (% of total female population having care responsibilities), in 2008**

	2008
EU-27	29.9
Belgium	42.4
Bulgaria	20.8
Czech Republic	13.3
Denmark	7.5
Germany	43.8
Estonia	16.3
Greece	68.5
Spain	60.1
France	15.9
Italy	19.1
Cyprus	26.2
Latvia	84
Lithuania	48.4
Luxembourg	24.9
Hungary	33.4
Netherlands	3.7
Austria	16.9
Poland	46.4
Portugal	33
Romania	90.2
Slovenia	58.4
Slovakia	10.2
Finland	11
Sweden	7.5

Source: Eurostat, Labour Force Survey. IE, MT, UK: data not available.

**Educational attainment (at least upper secondary school) of women and men aged 20 – 24, in EU Member States — 2003 and 2008**

EU-27	Women		Men	
	2003	2008	2003	2008
EU-27	79.4	81.3	74.4	75.6
Belgium	84.6	83.9	77.9	80.5
Bulgaria	77.3	83.4	75.4	84.0
Czech Republic	91.5	92.2	92.8	91.0
Denmark	78.5	78.6	73.8	63.6
Germany	73.4	76.4	71.6	71.9
Estonia	85.1	88.3	77.9	76.0
Ireland	88.5	91.3	81.6	84.1
Greece	86.8	86.6	76.6	78.0
Spain	69.2	67.6	55.5	52.7
France	83.0	85.7	79.7	81.0
Italy	75.1	79.7	66.8	73.5
Cyprus	87.0	89.5	71.3	80.1
Latvia	80.9	86.0	70.1	74.3
Lithuania	87.9	92.3	80.6	85.9
Luxembourg	75.6	77.4	69.7	68.3
Hungary	86.1	85.5	83.4	81.7
Malta	48.8	57.3	41.3	49.1
Netherlands	78.0	80.6	72.0	71.9
Austria	83.4	84.8	85.1	84.2
Poland	92.8	93.3	87.9	89.3
Portugal	55.5	61.9	40.4	47.1
Romania	75.7	78.6	74.3	77.9
Slovenia	94.0	93.6	87.7	87.4
Slovakia	94.5	93.6	93.7	91.0
Finland	87.6	87.6	83.0	84.6
Sweden	87.2	89.7	84.3	86.2
United Kingdom	78.9	80.0	78.4	76.4

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

NB: FI: provisional values for 2008. DK, FR, HU, LU and MT: break in series.

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

**Sex distribution of tertiary education graduates, for EU Member States, in 2007**

EU	2007	
	Women	Men
EU	59	41
Belgium	58	42
Bulgaria	60	40
Czech Republic	57	43
Denmark	57	43
Germany	54	46
Estonia	69	31
Ireland	57	43
Greece	59	41
Spain	58	42
France	55	45
Italy	59	41
Cyprus	59	41
Latvia	72	28
Lithuania	67	33
Hungary	66	34
Malta	57	43
Netherlands	55	45
Austria	52	48
Poland	65	35
Portugal	61	39
Romania	60	40
Slovenia	62	38
Slovakia	62	38
Finland	63	37
Sweden	64	36
United Kingdom	58	42

Source: Eurostat, Education statistics.

Note: LU: no data available. The EU-27 value is calculated on the basis of all countries except LU.

**Gender segregation in occupations and in economic sectors in EU Member States, in 2003 and 2008**

	Gender segregation in occupations		Gender segregation in economic sectors	
	2003	2008	2003	2008
Belgium	26.3	26.2	19.2	19.3
Bulgaria	27.8	29.4	19.3	21.9
Czech Republic	29.4	28.5	19.5	19.1
Denmark	27.4	26.5	18.3	19.3
Germany	26.7	26.1	18.2	18.3
Estonia	32.1	32.2	24	25.8
Ireland	27.1	27.6	21.1	22.5
Greece	21.7	22.4	15.9	15.5
Spain	26.4	27.3	20.2	20.7
France	26.3	26.6	17.2	18
Italy	22.3	23.8	15.7	18
Cyprus	28.6	28	18.1	20.3
Latvia	27.8	29.8	20.9	22.8
Lithuania	27.5	30.1	21.9	22.9
Luxembourg	24.7	29.2	18.6	18.9
Hungary	28.8	28.2	19.7	19.4
Malta	23.8	24.9	15.9	15.6
Netherlands	25.3	24.9	18	17.9
Austria	27.7	26.1	20.8	18.4
Poland	25.2	26.2	14.1	20.2
Portugal	27.4	27.3	22	21.7
Romania	11.8	22.9	14.3	16.9
Slovenia	27.2	26.7	17.8	19.2
Slovakia	30.5	30.5	22.7	23.5
Finland	29.5	29.5	21.9	23.1
Sweden	27.7	27	21.6	22.1
United Kingdom	26.5	24.8	18.9	18.2

Eurostat, Labour Force Survey (LFS) — Spring data (except for LU in 2003: annual average data). Data lack comparability due to changes in certain survey characteristics: for occupations, RO: based until 2004 on ISCO 1 digit. Break in series for IT, AT, DE, ES and SE.

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

**Pay gap between women and men in unadjusted form in EU Member States — 2007 and 2008 (Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)**

	2007	2008
EU-27	17.6	:
Belgium	9.1	:
Bulgaria	12.4	:
Czech Republic	23.6	26.2
Denmark	17.7	:
Germany	23.0	23.2
Estonia	30.3	:
Ireland	17.1	:
Greece	21.5	22.0
Spain	17.1	17.1
France	16.9	19.2
Italy	5.1	4.9
Cyprus	23.1	21.6
Latvia	15.4	13.4
Lithuania	20.0	21.6
Luxembourg	12.5	12.4
Hungary	16.3	17.5
Malta	5.2	:
Netherlands	23.6	:
Austria	25.5	25.5
Poland	7.5	14.3
Portugal	8.3	:
Romania	12.7	9.0
Slovenia	8.3	8.5
Slovakia	23.6	20.9
Finland	20.0	20.0
Sweden	17.9	17.1
United Kingdom	21.1	21.4

Source: Eurostat. Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates. 2008: Provisional data for ES, CY, FR and FI.

***At-risk-of-poverty rate after social transfers for older people (women and men aged 65 years and over) in EU Member States —2007***

	Women	Men
EU-27	22	17
Belgium	25	21
Bulgaria	29	15
Czech Republic	8	2
Denmark	19	16
Germany	20	14
Estonia	39	21
Ireland	33	24
Greece	25	21
Spain	30	26
France	14	12
Italy	25	18
Cyprus	54	47
-Latvia	39	21
Lithuania	37	15
Luxembourg	8	7
Hungary	8	3
Malta	18	24
Netherlands	11	9
Austria	18	9
Poland	9	6
Portugal	27	24
Romania	34	13
Slovenia	25	11
Slovakia	11	3
Finland	25	18
Sweden	14	7
United Kingdom	32	27

Source: Eurostat. EU-27: SILC 2007, Income data 2006; except for UK, income year 2007 and for IE moving income reference period (2006-2007). EU aggregates are Eurostat estimates and computed as population weighted averages of national values. At-risk-of-poverty rate for elderly persons: the share of persons aged 65+ with an income below the risk-of-poverty threshold, which is set at 60% of the national median income. Income must be understood as equivalised disposable income (sum from all sources, adjusted for household size and composition). It should be noted that the risk-of-poverty indicator is computed using an income definition which does not yet include imputed rent of owner-occupiers. Comparisons between sexes are based on the assumption of equal sharing of resources within households.

***Members of single/lower houses of national parliaments in EU Member States — distribution by sex 2005 and 2009***

	2005		2009	
	Women	Men	Women	Men
EU-27	23	77	24	76
Belgium	35	65	38	62
Bulgaria	21	79	22	78
Czech Republic	16	84	18	82
Denmark	40	60	37	63
Germany	31	69	32	68
Estonia	18	82	21	79
Ireland	13	87	13	87
Greece	13	87	16	84
Spain	36	64	36	64
France	15	85	19	81
Italy	12	88	21	79
Cyprus	16	84	16	84
Latvia	21	79	22	78
Lithuania	23	77	19	81
Luxembourg	21	79	20	80
Hungary	9	91	11	89
Malta	9	91	9	91
Netherlands	39	61	42	58
Austria	33	67	28	72
Poland	21	79	20	80
Portugal	25	75	30	70
Romania	11	89	11	89
Slovenia	13	87	16	84
Slovakia	17	83	18	82
Finland	38	62	40	60
Sweden	49	51	47	53
United Kingdom	20	80	20	80

Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision making. NB: Data for 2009 were collected in August 2009. The indicator was developed as part of the follow-up of the Beijing Platform for Action in the EU Council of Ministers.

**Sex distribution of senior ministers in national governments in EU Member States — in 2005 and 2009**

	2005		2009	
	Women	Men	Women	Men
EU-27	22	78	26	74
Belgium	21	79	27	73
Bulgaria	20	80	24	76
Czech Republic	18	82	18	82
Denmark	28	72	42	58
Germany	46	54	44	56
Estonia	15	85	8	92
Ireland	21	79	20	80
Greece	6	94	11	89
Spain	47	53	50	50
France	13	87	33	67
Italy	9	91	22	78
Cyprus	0	100	8	92
Latvia	24	76	20	80
Lithuania	15	85	13	87
Luxembourg	17	83	27	73
Hungary	12	88	0	100
Malta	15	85	22	78
Netherlands	31	69	22	78
Austria	55	45	36	64
Poland	7	93	25	75
Portugal	17	83	13	87
Romania	17	83	15	85
Slovenia	7	93	26	74
Slovakia	0	100	13	87
Finland	47	53	60	40
Sweden	50	50	45	55
United Kingdom	27	73	17	83

Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision making. NB: Data for 2005 were collected in December 2005 and data for 2009 were collected in August 2009. The indicator was developed as part of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. A senior minister is a minister in the national government who has a seat in the cabinet.

**Sex distribution of leaders of businesses, in 2008**

	2008	
	Women	Men
EU-27	32.5	67.5
Belgium	29.2	70.8
Bulgaria	31.4	68.6
Czech Republic	26.9	73.1
Denmark	24.0	76.0
Germany	30.8	69.2
Estonia	34.0	66.0
Ireland	19.2	80.8
Greece	28.5	71.5
Spain	35.1	64.9
France	40.0	60.0
Italy	34.7	65.3
Cyprus	8.2	91.8
Latvia	35.3	64.7
Lithuania	31.8	68.2
Luxembourg	29.6	70.4
Hungary	28.6	71.4
Malta	16.0	84.0
Netherlands	29.3	70.7
Austria	30.5	69.5
Poland	34.7	65.3
Portugal	31.7	68.3
Romania	26.7	73.3
Slovenia	25.2	74.8
Slovakia	30.5	69.5
Finland	21.6	78.4
Sweden	26.0	74.0
United Kingdom	33.4	66.6

Source: Eurostat, Labour Force Survey (LFS). NB: leaders of businesses covers ISCO (International Standard Classification of Occupations) categories 121 (Directors and chief executives) and 13 (Managers of small enterprises).

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

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

**Sex distribution of members of the highest decision making body of largest publicly quoted companies in 2009**

	2009	
	Women	Men
EU-27	11	89
Belgium	8	92
Bulgaria	17	83
Czech Republic	13	87
Denmark	18	82
Germany	13	87
Estonia	6	94
Ireland	8	92
Greece	5	95
Spain	10	90
France	10	90
Italy	4	96
Cyprus	3	97
Latvia	17	83
Lithuania	15	85
Luxembourg	3	97
Hungary	13	87
Malta	4	96
Netherlands	15	85
Austria	7	93
Poland	10	90
Portugal	4	96
Romania	12	88
Slovenia	10	90
Slovakia	18	82
Finland	24	76
Sweden	27	73
United Kingdom	12	88

Source: European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision making. Data were collected in August 2009. The list of the largest publicly quoted companies is based for each country on current membership of the blue-chip index. In countries for which the blue-chip index includes a small number of companies (for instance LU, SK), at least the 10 largest companies were covered.

**Indicators for the candidate countries in 2008**

	Turkey			Croatia			FYROM		
	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Activity rate (15-64)	26.9	74.8	47.9	56.6	70	13.4	50.2	76.6	26.4
Employment rate (15-64)	24.3	67.7	43.4	50.7	65	14.3	32.9	50.7	17.8
Employment rate of older workers (55-64)	16.5	43	26.5	25.5	49	23.5	21.1	43	21.9
Unemployment rate 25-74	7.0	7.8	0.8	8.4	5.5	-2.9	30.9	30.3	-0.6
Unemployment in population aged 15-24	4.4	9.2	4.8	7.7	7.5	-0.2	16.1	24.1	8
Share of part-time workers	20.8	5.6	-15.2	11.5	6.7	-4.8	7.6	4.7	-2.9
Share of employees with temporary contracts	12.5	11.6	-0.9	12.3	11.9	-0.4	12.4	16.2	3.8
Educational attainment (upper secondary school, 20-24)	40.9	56.4	15.5	96.3	94.6	-1.7	77.6	81.7	4.1
Sex distribution of members of national parliaments (1)	9	91	-	24	76	-	32	68	-
Sex distribution of senior ministers in national governments(1)	7	93	-	20	80	-	9	91	-
Sex distribution of leaders of businesses	7	93	-	23.5	76.5	-	27.8	72.2	-
Share among members of boards of top quoted companies(1)	9	91	-	15	85	-	16	84	-

Source: Eurostat, LFS 2008, except (1), for which the source is European Commission, Employment, Social Affairs and Equal Opportunities DG, Database on women and men in decision making (data collected in August 2009). The gender gap is always calculated as the value for men minus the value for women.