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

Equality between women and men — 2009

{COM(2009) 77 final}

STATISTICAL ANNEX TO THE ANNUAL REPORT ON EQUALITY BETWEEN WOMEN AND MEN 2009

This statistical annex provides an overview of the situation of women and men in the EU (for the last year available and also compared to the past) and remaining gender gaps in various fields such as the labour market, education and work-life balance. Most of these indicators have already been presented in previous reports, to aid follow-up from one year to another.

Employment and unemployment rates

Over the last few years, female employment has increased regularly, at a rate that was consistently higher than for men. The female employment rate, at 58.3% in 2007, is very close to the 2010 Lisbon objective of 60%. It rose by almost 4 percentage points (p.p.) between 2002 and 2007, from 54.4% to 58.3%, whereas over the same period the employment rate of men increased by only 2.2 p.p., from 70.3% to 72.5%. As a result, the gap between women's and men's employment rates decreased from 15.9 p.p. in 2002 to 14.2 p.p. in 2007. 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 (73.2%) and Sweden (71.8%). 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. In general, the employment rate gap increases with age and is the highest amongst older workers (55 to 64 years). In 2007, it was on average 17.9 p.p., down from 19.3 p.p. in 2002 due to the strong increase of the employment rate of women over 55, from 29.1% in 2002 to 36% in 2007. Unemployment rates of women have therefore fallen from 9.7% in 2002 to 7.8% and the gap between women's and men's unemployment rates is close to 1 p.p. This gap has been decreasing, especially in countries where it was the highest five years earlier (Spain, Italy, Greece, Malta and France), quite independently from their relative cyclical positions. By contrast, the gap has increased by at least 1.5 percentage points in Latvia, Bulgaria and Slovakia.

Part-time work

The increased participation of women in the labour market is largely characterised by a high proportion of part-time work. In 2007, the percentage of women employees working part-time was 31.2% in the EU-27 while the corresponding figure for men was 7.7%. The share of female part-timers exceeded 30% in France, Ireland, Denmark and Luxembourg and 40% in Sweden, Belgium, Austria, United Kingdom and Germany and even reached 75% in the Netherlands. In those countries part-time work is more gender-balanced in Denmark and Sweden than in Austria, Germany, Belgium or Luxembourg. The share of part-timers among female workers (as among male workers) was very low in Bulgaria, Slovakia and Hungary.

Work-life balance, childcare services and sharing of domestic and family work

Parenthood has a significant long-term effect on women's participation in the labour market. This reflects women's predominant role in the care of children, elderly or disabled persons. In 2007, the employment rate for women aged 25-49 was 65.5% when they had children under 12, compared with 77.9% when they did not, a negative difference of 12.4 p.p. Interestingly, men with children under 12 had a significantly *higher* employment rate than those without, 91.7% compared with 84.4%, a positive difference of 7.3 p.p. In Germany, United Kingdom, Estonia, Malta and Ireland, the negative impact of parenthood on female employment is higher than 15 p.p. and higher than 20 p.p. in Slovakia, Hungary and Czech Republic.

An important factor impacting on the parents' (and especially the mother's) opportunity to participate in the labour market is the availability of childcare services for children under 3. In 2006, only five Member States (DK, NL, SE, BE, ES) had exceeded the Barcelona objective of a 33% coverage rate, while five others (PT, UK, FR, LU, SI) were approaching this target. In most of the other countries, much still needs to be done to meet the demand for childcare facilities, especially in eight Member States (EL, HU, MT, SK, LT, AT, CZ, PL) that showed a coverage rate of 10% or less. In addition, attendance hours vary widely from one country to another, and in numerous countries a particularly high proportion of childcare facilities operate on a part-time basis only.

Gender distribution of time devoted to paid work vs unpaid domestic and family work is a crucial indicator of gender equality in a society. It appears that working women are still spending, on average, more time than working men in domestic and family work in all Member States while the opposite is true for paid employment. In addition, it appears that working women have on average more 'constrained time' (sum of hours spent in paid work and in unpaid domestic and family work) than working men. Countries displaying the more balanced distribution of hours spent in domestic and family work are Sweden, Denmark and Finland (with a difference of around 10 hours per week) while in Italy and Cyprus, this difference is higher than 23 hours per week. Both gender differences (in paid employment and in unpaid domestic and family work) would have been even more pronounced if the survey used (Fourth European Working conditions survey) had included non-working persons.

At-risk-of-poverty rate for older people

The disadvantaged position of women on the labour market increases the risk that they will be exposed to poverty. This was particularly true for those aged over 65, amongst whom the proportion living in households at risk of poverty (i.e. having an income below the threshold set at 60% of the national median income) was significantly higher for women than for men in EU-25 in 2006 (21% compared with 16%). This was a pattern in almost all Member States. The gap exceeds 10 p.p. in five countries: Slovenia, Bulgaria, Estonia, Lithuania and Latvia but is zero in Luxembourg and Portugal, and negative in the Netherlands and Malta.

Education, fields of study and gender segregation of the labour market

While the average educational attainment of women and men is now similar over the entire working-age class, young women (20-24) record a higher educational attainment than men in all Member States. On average, 80.8% of young women (20-24) reached at least upper secondary school in the EU in 2007, against only 75.4% of young men. Furthermore, women represent as much as 59% of university graduates. However, study fields continue to be greatly segmented with a low presence of women in computing, engineering and physics. Women represent around 60% of tertiary graduates in law and in business and administration and are highly over-represented in the following fields of study: journalism and information; humanities; health and welfare; education science.

The choice of study fields certainly impacts on the gender segregation of the labour market, as regards both occupations and economic sectors. Estonia, Slovakia, Latvia, Finland, and Bulgaria face high segregation in occupations, whilst segregation in sectors is highest in Estonia, Latvia, Lithuania, Ireland, Slovakia and Finland. Consequently there is an under-representation of women in some 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.

Gender pay gap

As a result of all above mentioned gender inequalities on the labour market, there is a persisting 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) is estimated in 2007 at 17.4% on average in the EU. It exceeds 25% in two countries (EE and AT) and 20% in seven countries (SK, NL, CZ, CY, DE, UK and EL). However, it is below 10% in IT, MT, PL, SI and BE.

Following the communication adopted by the Commission in 2007¹, Eurostat, in collaboration with Member States, improved the methodology used to calculate the gender pay gap in the EU. Instead of a mix of various national sources, it is now an EU harmonised source (Structure of Earnings Survey) which is used, with the support of comparable national sources for the yearly estimates. It is to be noted that the apparent increase (from 15% in 2004, 2005 and 2006 with the old methodology to 17.4% in 2007 with the new one) does not correspond to a real increase of the indicator and is the result of the change in methodology.

Decision-making

The average number of female members of national parliaments (single/lower houses) was 24% in 2008, one p.p. higher than in 2004. The percentage is above 35% in Spain, Belgium, Denmark and the Netherlands and above 40% in Finland and Sweden. However, it was below 15% in Ireland, Slovenia and Hungary and did not exceed 10% in Malta and Romania.

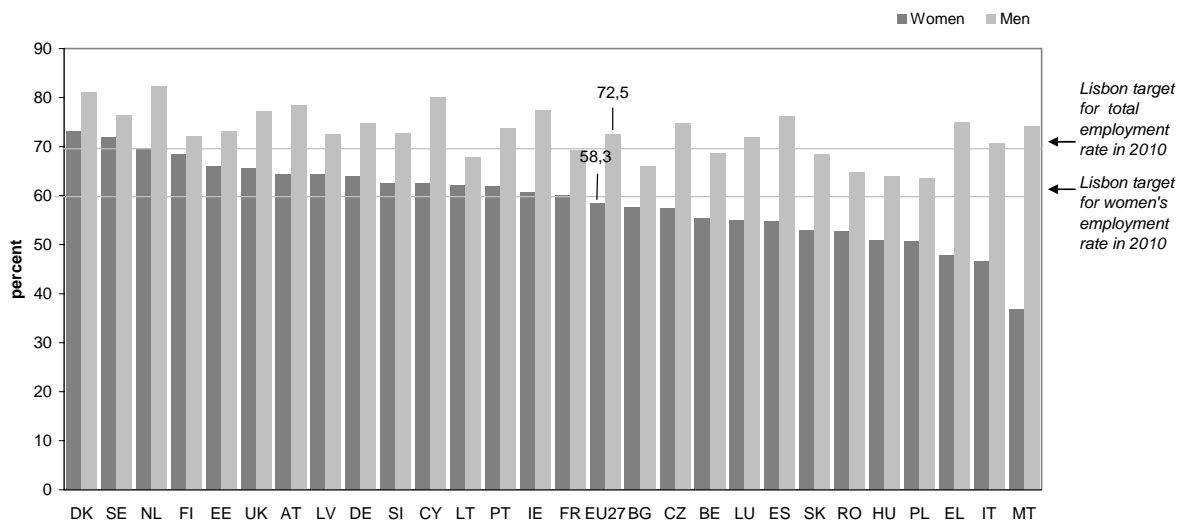
Among senior ministers of national governments (i.e. ministers with a seat in the cabinet), the share of women increased quite substantially from 22% in 2005 to 26% in 2008. Moreover, the increase was higher than 10 p.p. in Poland, Finland and Italy and higher than 15 p.p. in France and Belgium.

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 Luxembourg, Ireland, Finland, Malta and Cyprus but above 35% in Spain, Italy, Poland and France.

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

¹ COM(2007)424 final - "Tackling the pay gap between women and men"

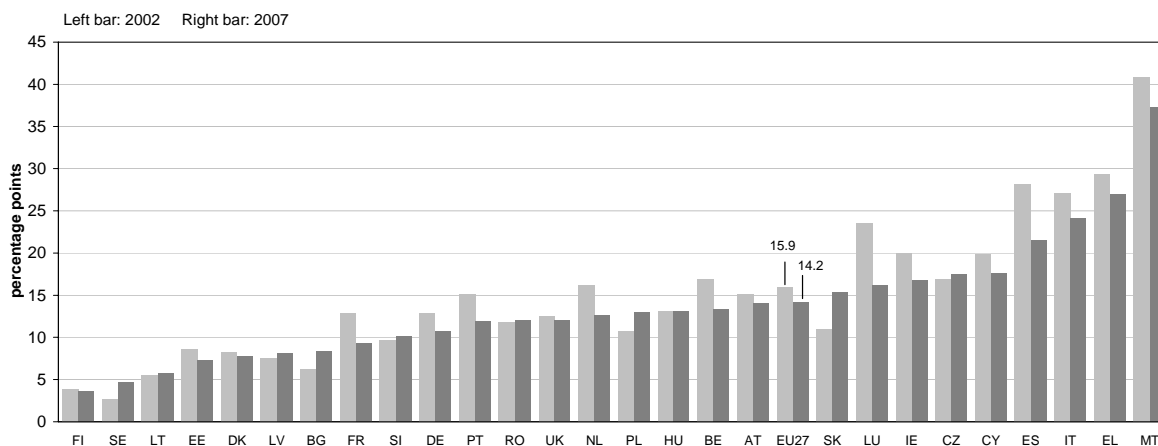
Employment rates (women and men aged 15 - 64) in EU Member States- 2007



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

Absolute gender gap in employment rates (women and men aged 15-64) in EU Member States - 2002 and 2007

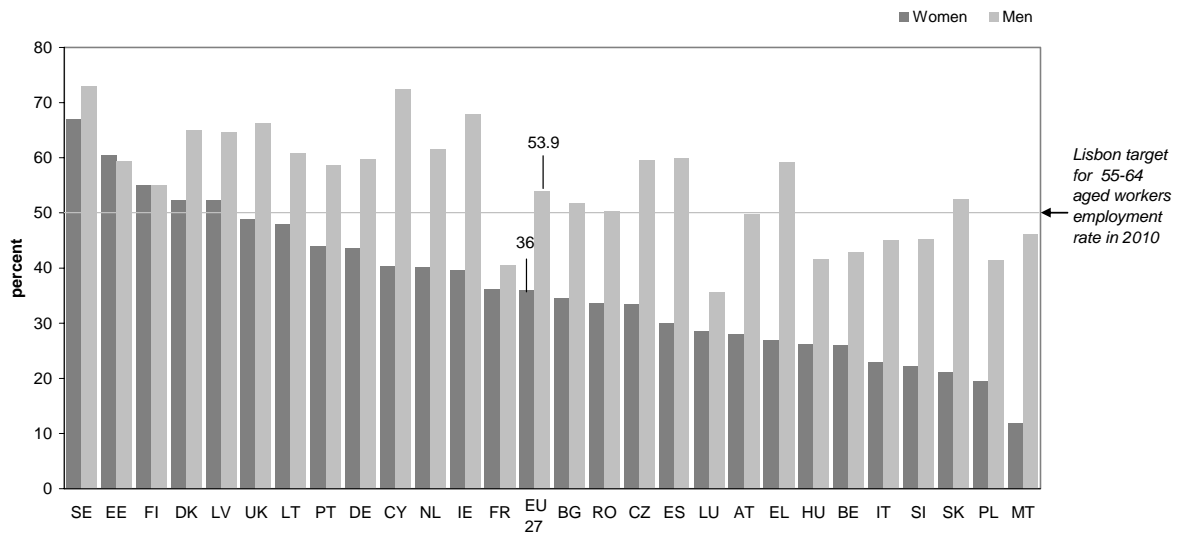
(Difference between men's and women's employment rates)



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.

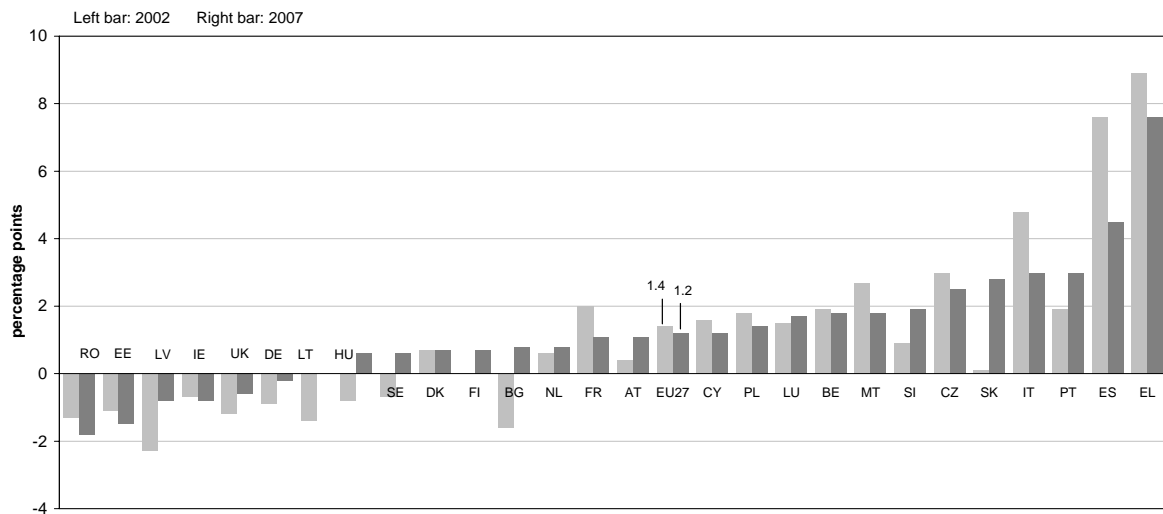
Employment rates of older workers (women and men aged 55 - 64) in EU Member States- 2007



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 - 2002 and 2007

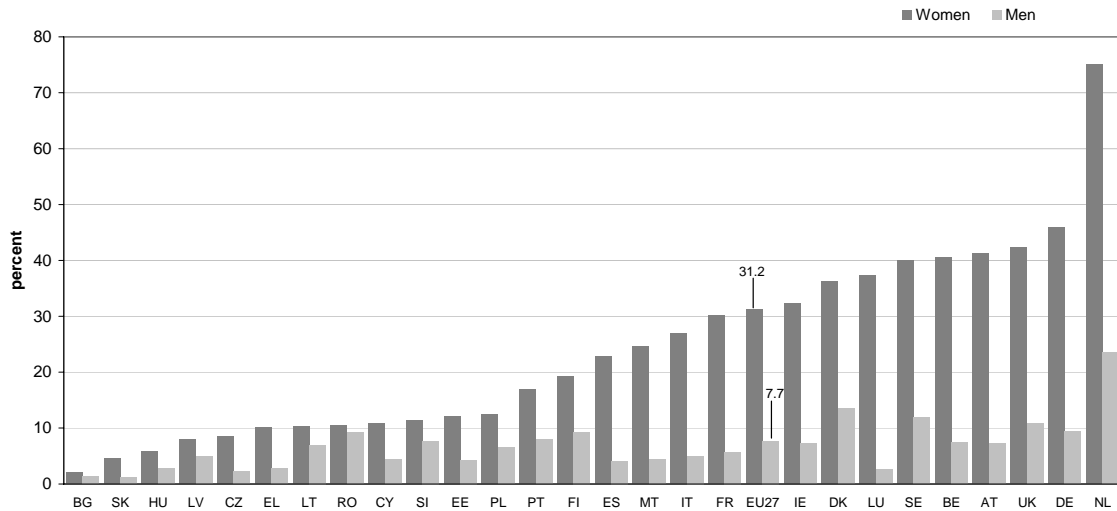
(Difference between women's and men's unemployment rates)



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

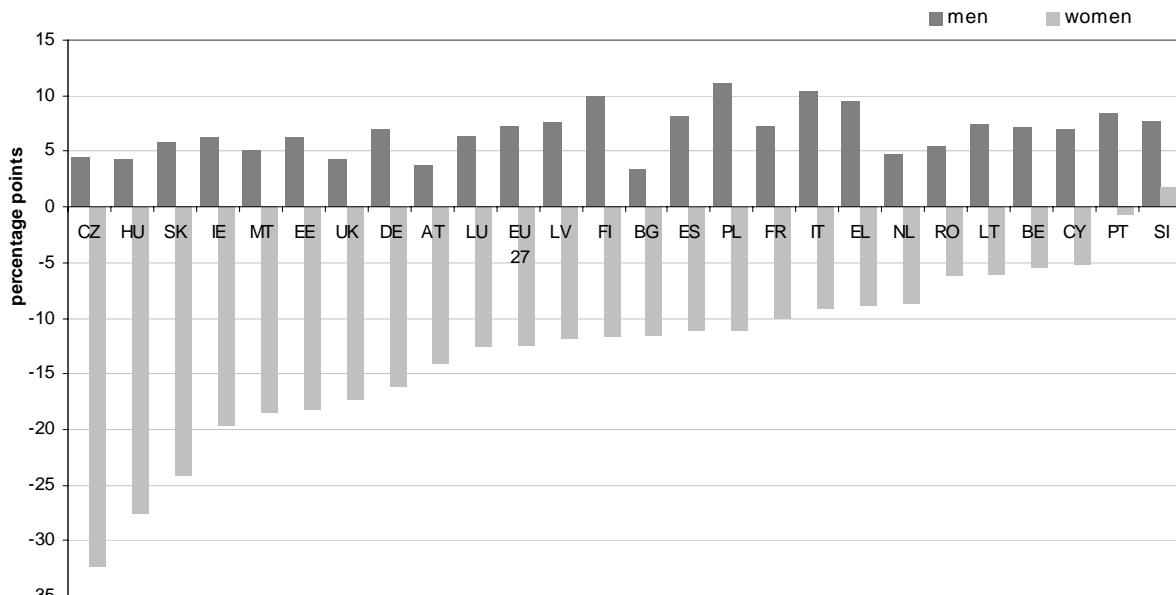
Notes : A positive gap indicates higher unemployment rates for women in comparison with men, while the opposite is true for a negative gap.

**Share of part-time workers in total employment (persons aged 15 and over)
in EU Member States - 2007**

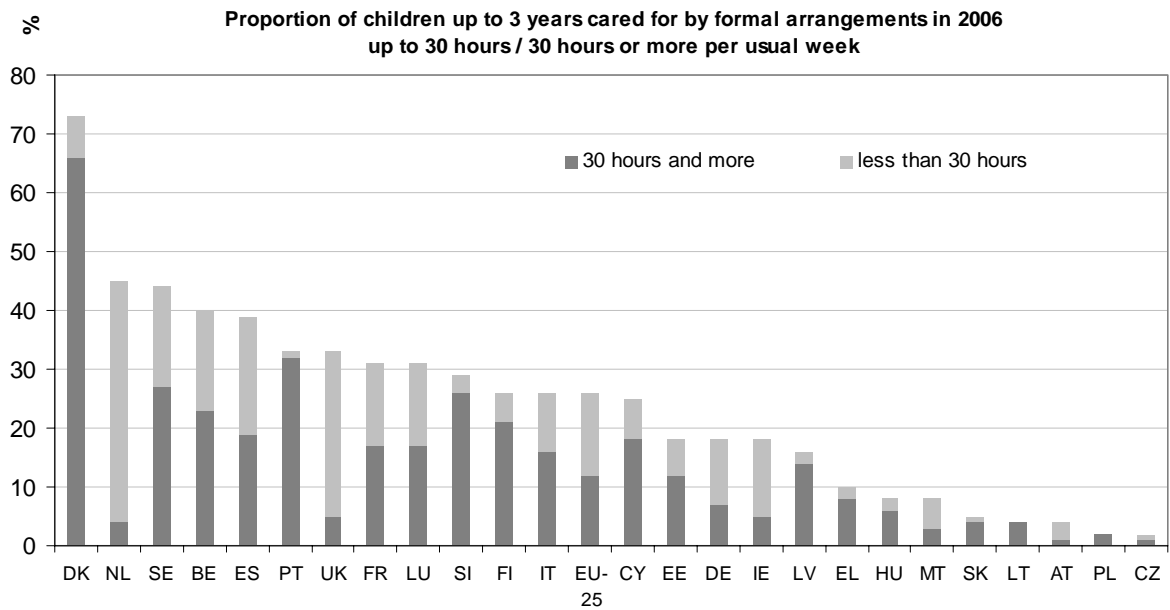


Source: Eurostat, Labour Force Survey (LFS), annual averages
IE : Provisional figures.

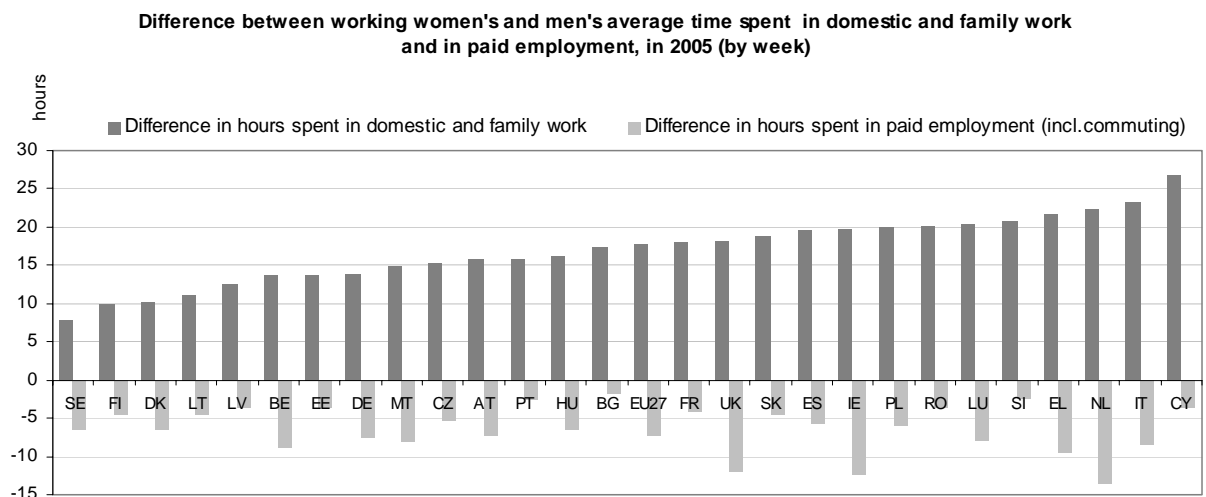
Employment impact of parenthood for women and men (aged 25-49) in 2007
difference in percentage points in employment rates with presence of a child under 12 and without the
presence of any children



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

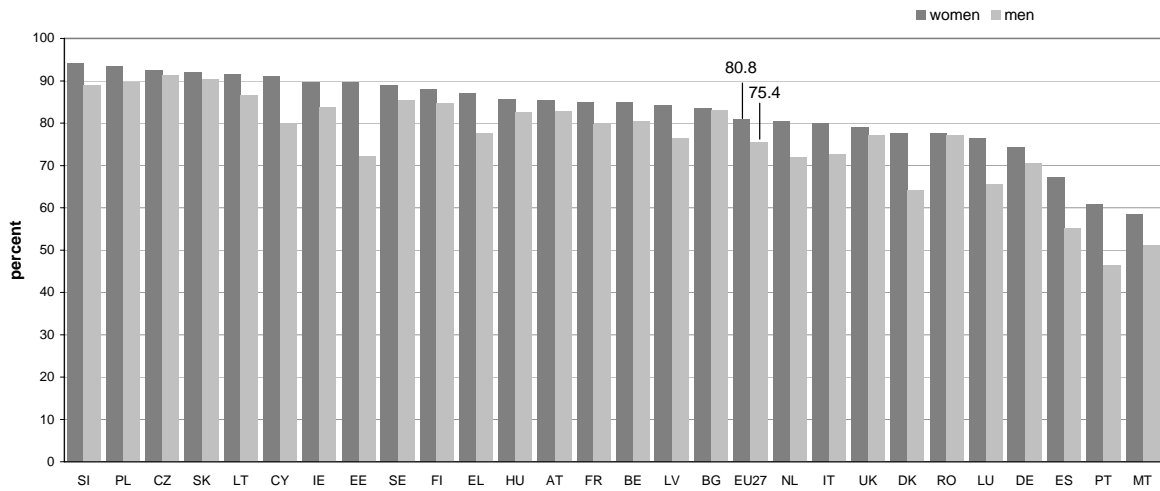


Source: Eurostat, EU-SILC 2006. Provisional data for BE, DE, EL, FR, IE, LT, LU, LV, MT, NL, PL, PT, SE, SK and UK. BG and Ro : no data available for 2006. "Formal arrangements" means EU-SILC reply categories 1 to 4 (pre-school or equivalent, compulsory education, centre-based services outside school hours, a collective crèche or another day-care centre, including family day-care, professional certified childminders).



Source: Fourth EWCS, 2005. A positive value indicates that more time is spent on average by women than by men (for the related activity), while the opposite is true for a negative value. It has to be noted that the sample used only includes people who were in paid employment in the reference week of the survey. Due to this limitation, caution should be exercised in interpreting the differences between women and men's average time spent for both paid employment and unpaid domestic and family work. For instance, as regards paid employment, gender differences mainly reflect different patterns in the gender distribution of part-time among EU Member States and not in the gender distribution of participation in employment in general. If all working age persons were included (and not only those in paid employment) one would expect that both differences in time-use between women and men would be more pronounced.

Educational attainment (at least upper secondary school) of women and men aged 20 - 24, in EU Member States - 2007

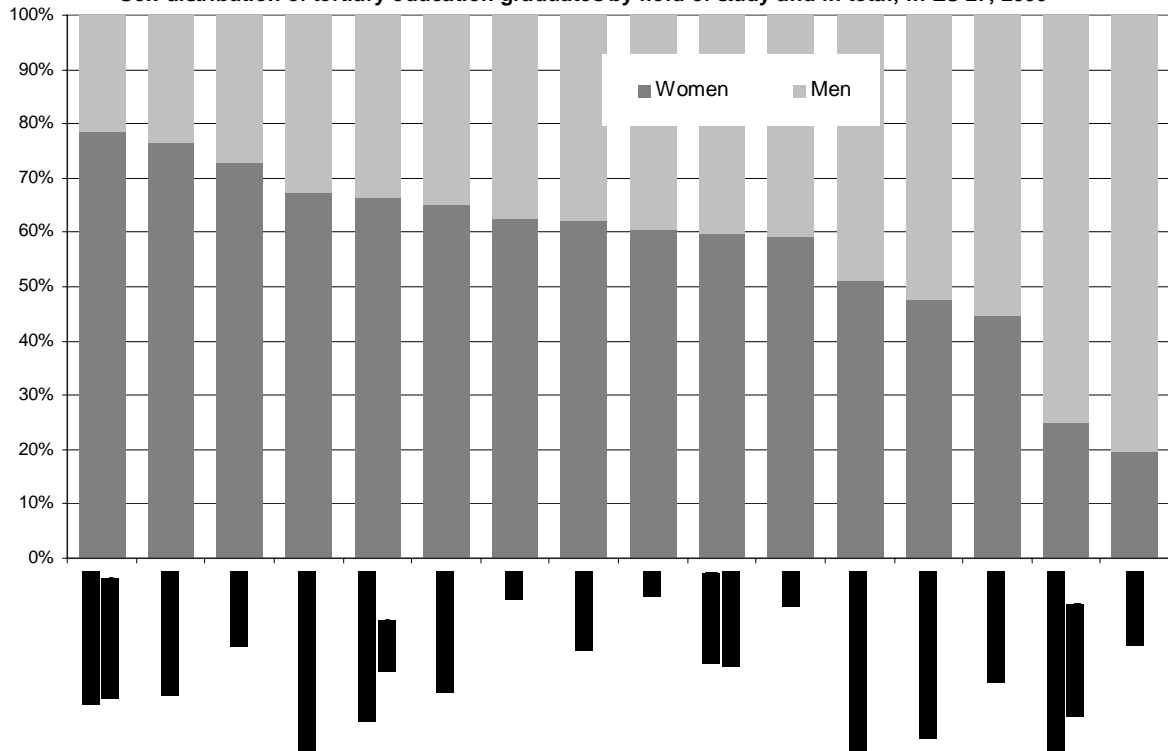


Source : Eurostat, Labour Force Survey (LFS), annual averages.

NB: DK : Break in series

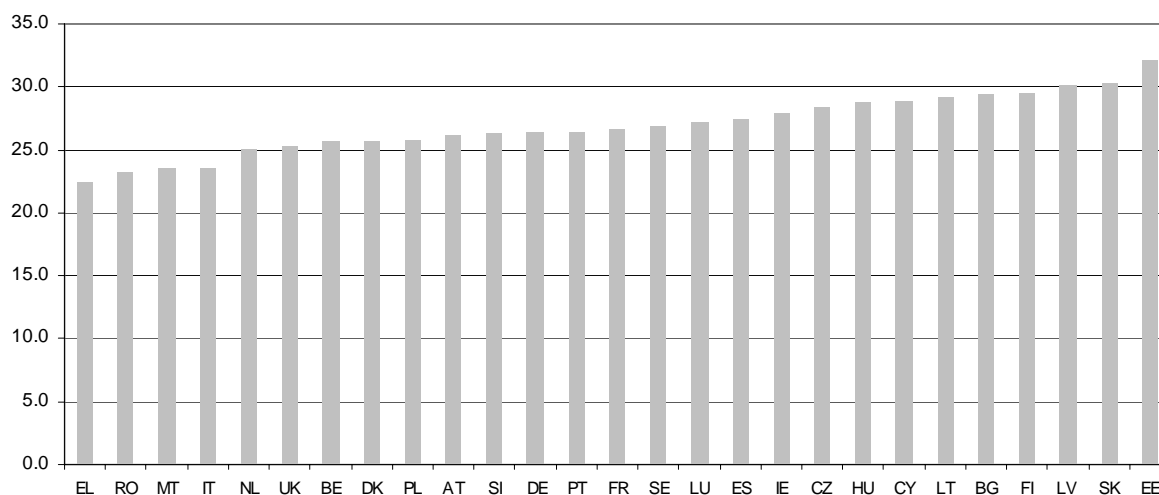
Students living abroad for one year or more and conscripts on compulsory military service are not covered by the EU Labour Force Survey, which may imply lower rates than those available at national level. This is especially relevant for CY.

Sex distribution of tertiary education graduates by field of study and in total, in EU-27, 2006



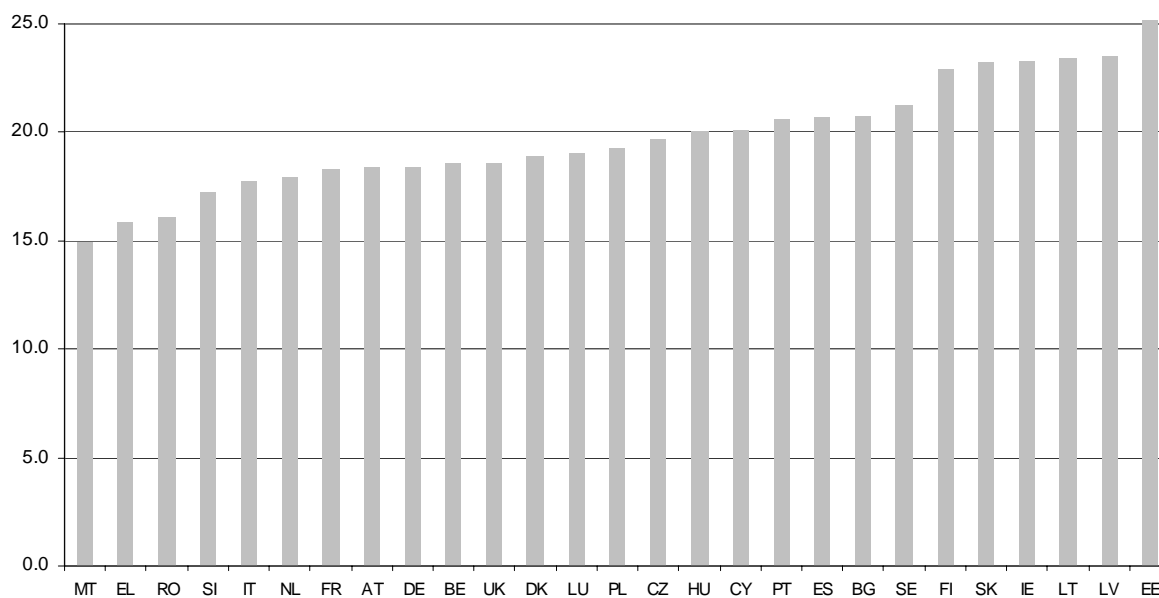
Source : Eurostat - Tertiary education graduates include all graduates of levels ISCED 5 and 6.

Gender segregation in occupations in EU Member States, in 2007

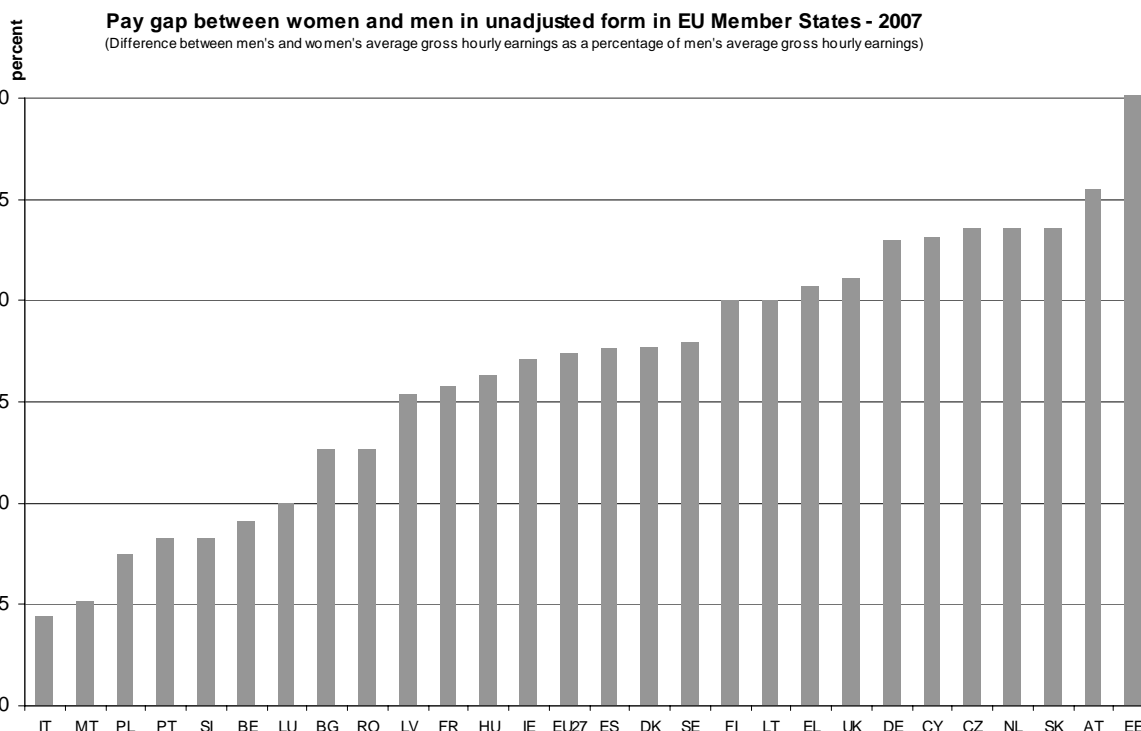


Source: Eurostat - LFS, Spring data. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (ISCO classification).

Gender segregation in economic sectors in EU Member States, in 2007

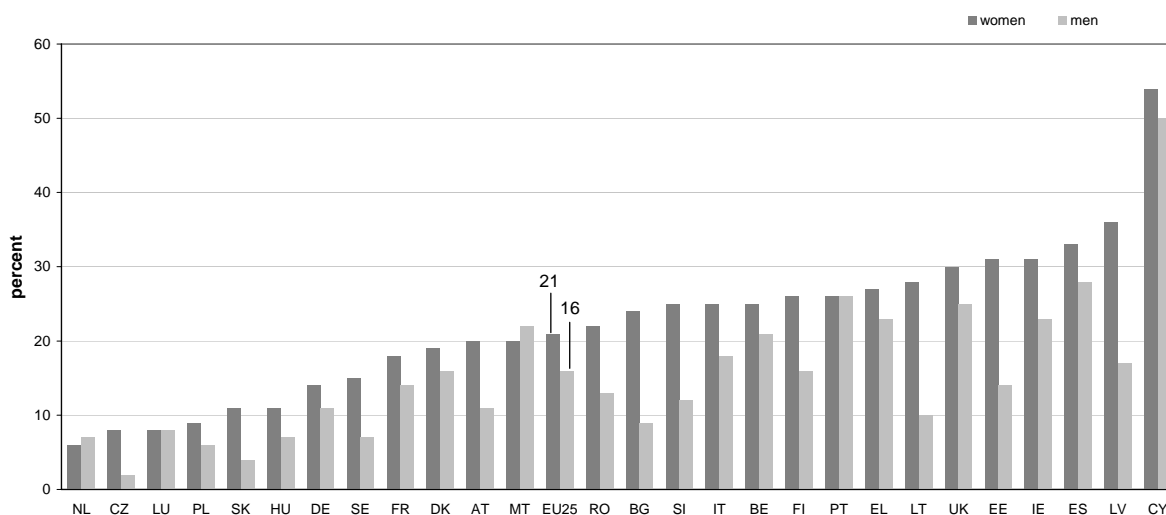


Source: Eurostat - LFS, Spring data. Gender segregation in sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (NACE classification).



Source: Eurostat. Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates. Provisional data for EU-27, BE, BG, EE, EL, ES, FI, FR, IT, MT and UK. See introductory text of the statistical annex for detailed information.

At-risk-of-poverty rate after social transfers¹ for older people (women and men aged 65 years and over), in EU Member states, 2006

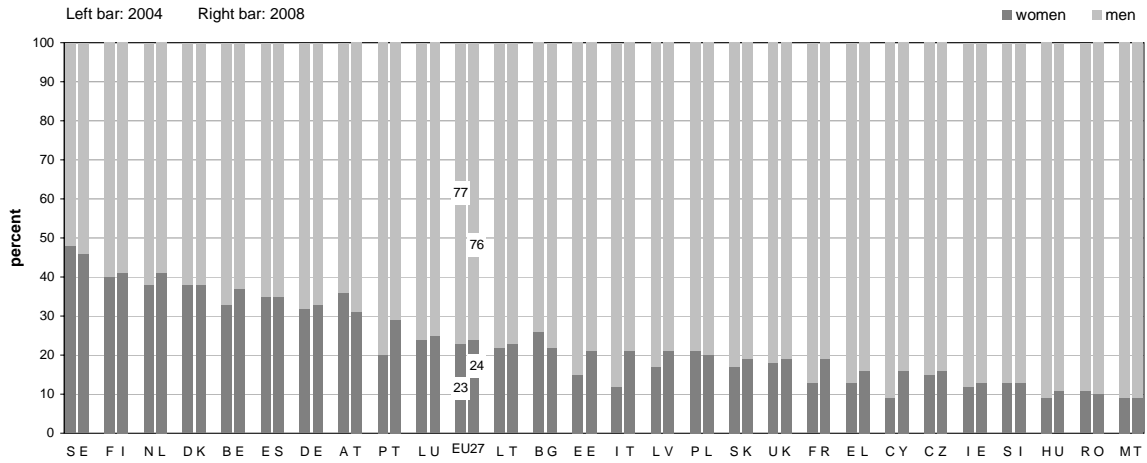


Source: Eurostat. SILC and national sources.

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 genders are based on the assumption of equal sharing of resources within households.

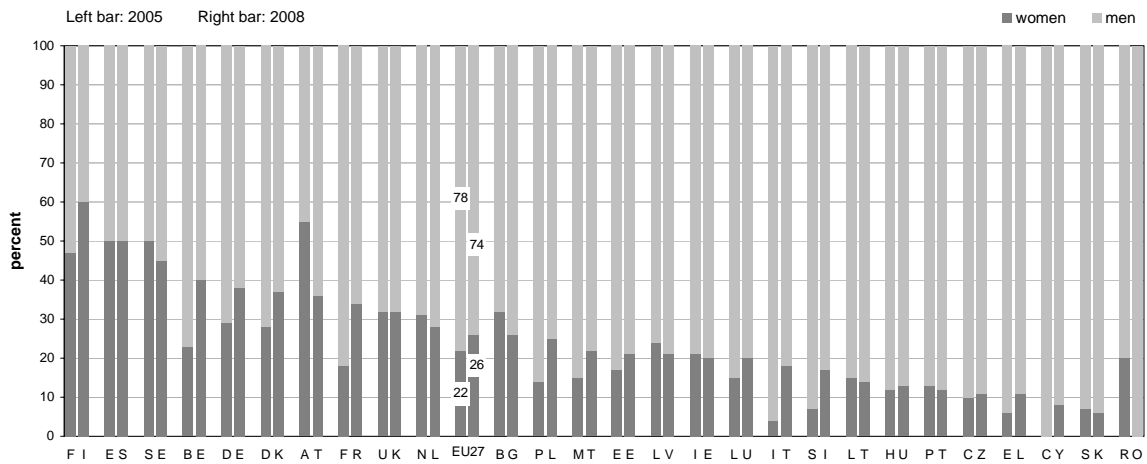
Source: EU-25: SILC(2006) Income data 2005. BG: National HBS 2006, income data 2006 and RO National HBS 2006, income data 2006. Exception to the income reference period UK: income year 2006 and IE: moving income reference period (2005-2006). EU aggregates are Eurostat estimates and computed as population weighted averages of national values.

Sex distribution of members of single/lower houses of national parliaments in EU Member States - in 2004 and 2008 (1)



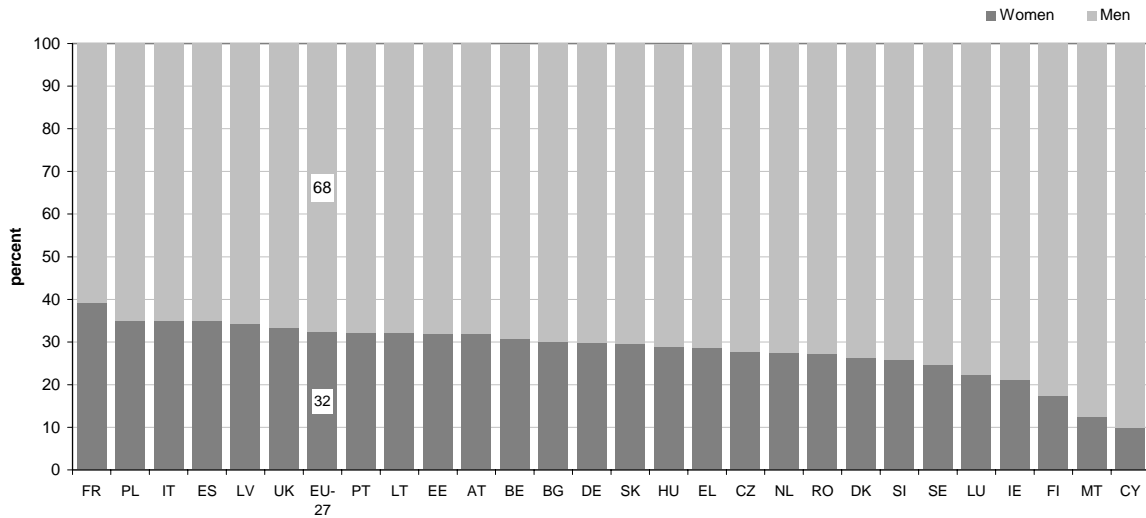
Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decisionmaking
 NB: (1) Data for 2008 have been collected in October 2008. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. BG and RO : data for 2004 are extracted from the IPU database (collected in Sept. 2004) EU aggregate : for 2004, the value is for EU-25 and not EU-27.

Sex distribution of senior ministers in national governments in EU Member States - in 2005 and 2008 (1)



Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decisionmaking
 NB: (1) Data for 2005 have been collected in December 2005 and data for 2008 have been collected in October 2008. The indicator has been developed within the framework 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 that has a seat in the cabinet.

Sex distribution of leaders of businesses, in 2007

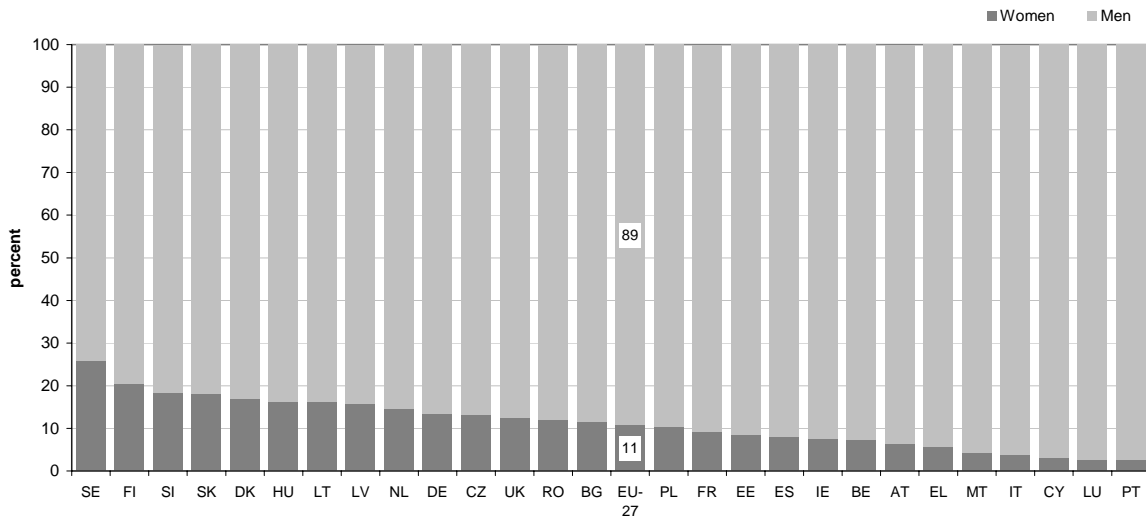


Source: Eurostat, Labour Force Survey (LFS).

NB: Leaders of businesses covers ISCO (International Standard Classification of Occupations) categories 121 (Directors and chief executives) and 13 (Managers of small enterprises).

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 2008



Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on women and men in decision-making. Data have been collected in October 2008. 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 — 2002 and 2007

| | Women | | Men | | Gender gap | |
|----------------|-------|------|------|------|------------|------|
| | 2002 | 2007 | 2002 | 2007 | 2002 | 2007 |
| EU-27 | 54.4 | 58.3 | 70.4 | 72.5 | 16 | 14.2 |
| Belgium | 51.4 | 55.3 | 68.3 | 68.7 | 16.9 | 13.4 |
| Bulgaria | 47.5 | 57.6 | 53.7 | 66 | 6.2 | 8.4 |
| Czech Republic | 57 | 57.3 | 73.9 | 74.8 | 16.9 | 17.5 |
| Denmark | 71.7 | 73.2 | 80 | 81 | 8.3 | 7.8 |
| Germany | 58.9 | 64 | 71.8 | 74.7 | 12.9 | 10.7 |
| Estonia | 57.9 | 65.9 | 66.5 | 73.2 | 8.6 | 7.3 |
| Ireland | 55.4 | 60.6 | 75.4 | 77.4 | 20 | 16.8 |
| Greece | 42.9 | 47.9 | 72.2 | 74.9 | 29.3 | 27 |
| Spain | 44.4 | 54.7 | 72.6 | 76.2 | 28.2 | 21.5 |
| France | 56.7 | 60 | 69.5 | 69.3 | 12.8 | 9.3 |
| Italy | 42 | 46.6 | 69.1 | 70.7 | 27.1 | 24.1 |
| Cyprus | 59.1 | 62.4 | 78.9 | 80 | 19.8 | 17.6 |
| Latvia | 56.8 | 64.4 | 64.3 | 72.5 | 7.5 | 8.1 |
| Lithuania | 57.2 | 62.2 | 62.7 | 67.9 | 5.5 | 5.7 |
| Luxembourg | 51.6 | 56.1 | 75.1 | 72.3 | 23.5 | 16.2 |
| Hungary | 49.8 | 50.9 | 62.9 | 64 | 13.1 | 13.1 |
| Malta | 33.9 | 35.7 | 74.7 | 72.9 | 40.8 | 37.2 |
| Netherlands | 66.2 | 69.6 | 82.4 | 82.2 | 16.2 | 12.6 |
| Austria | 61.3 | 64.4 | 76.4 | 78.4 | 15.1 | 14 |
| Poland | 46.2 | 50.6 | 56.9 | 63.6 | 10.7 | 13 |
| Portugal | 61.4 | 61.9 | 76.5 | 73.8 | 15.1 | 11.9 |
| Romania | 51.8 | 52.8 | 63.6 | 64.8 | 11.8 | 12 |
| Slovenia | 58.6 | 62.6 | 68.2 | 72.7 | 9.6 | 10.1 |
| Slovakia | 51.4 | 53 | 62.4 | 68.4 | 11 | 15.4 |
| Finland | 66.2 | 68.5 | 70 | 72.1 | 3.8 | 3.6 |
| Sweden | 72.2 | 71.8 | 74.9 | 76.5 | 2.7 | 4.7 |
| United Kingdom | 65.2 | 65.5 | 77.7 | 77.5 | 12.5 | 12 |

Eurostat, Labour Force Survey (LFS), annual averages

Employment rates of older workers (women and men aged 55-64) in EU Member States — 2002 and 2007

| | Women | | Men | | Gender gap | |
|----------------|-------|------|------|------|------------|------|
| | 2002 | 2007 | 2002 | 2007 | 2002 | 2007 |
| EU-27 | 29.1 | 36 | 48.4 | 53.9 | 19.3 | 17.9 |
| Belgium | 17.5 | 26 | 36 | 42.9 | 18.5 | 16.9 |
| Bulgaria | 18.2 | 34.5 | 37 | 51.8 | 18.8 | 17.3 |
| Czech Republic | 25.9 | 33.5 | 57.2 | 59.6 | 31.3 | 26.1 |
| Denmark | 50.4 | 52.4 | 64.5 | 64.9 | 14.1 | 12.5 |
| Germany | 30.6 | 43.6 | 47.3 | 59.7 | 16.7 | 16.1 |
| Estonia | 46.5 | 60.5 | 58.4 | 59.4 | 11.9 | -1.1 |
| Ireland | 30.8 | 39.6 | 65 | 67.9 | 34.2 | 28.3 |
| Greece | 24 | 26.9 | 55.9 | 59.1 | 31.9 | 32.2 |
| Spain | 21.9 | 30 | 58.4 | 60 | 36.5 | 30 |
| France | 30.8 | 36.2 | 38.7 | 40.5 | 7.9 | 4.3 |
| Italy | 17.3 | 23 | 41.3 | 45.1 | 24 | 22.1 |
| Cyprus | 32.2 | 40.3 | 67.3 | 72.5 | 35.1 | 32.2 |
| Latvia | 35.2 | 52.4 | 50.5 | 64.6 | 15.3 | 12.2 |
| Lithuania | 34.1 | 47.9 | 51.5 | 60.8 | 17.4 | 12.9 |
| Luxembourg | 18.4 | 28.6 | 37.7 | 35.6 | 19.3 | 7 |
| Hungary | 17.6 | 26.2 | 35.5 | 41.7 | 17.9 | 15.5 |
| Malta | 10.9 | 11.6 | 50.8 | 45.9 | 39.9 | 34.3 |
| Netherlands | 29.9 | 40.1 | 54.6 | 61.5 | 24.7 | 21.4 |
| Austria | 19.3 | 28 | 39.6 | 49.8 | 20.3 | 21.8 |
| Poland | 18.9 | 19.4 | 34.5 | 41.4 | 15.6 | 22 |
| Portugal | 42.2 | 44 | 61.9 | 58.6 | 19.7 | 14.6 |
| Romania | 32.6 | 33.6 | 42.7 | 50.3 | 10.1 | 16.7 |
| Slovenia | 14.2 | 22.2 | 35.4 | 45.3 | 21.2 | 23.1 |
| Slovakia | 9.5 | 21.2 | 39.1 | 52.5 | 29.6 | 31.3 |
| Finland | 47.2 | 55 | 48.5 | 55.1 | 1.3 | 0.1 |
| Sweden | 65.6 | 67 | 70.4 | 72.9 | 4.8 | 5.9 |
| United Kingdom | 44.5 | 48.9 | 62.6 | 66.3 | 18.1 | 17.4 |

Eurostat, Labour Force Survey (LFS), annual averages

Unemployment rates (women and men aged 15 and over) in EU Member States — 2002 and 2007

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

| | Women | | Men | | Gender gap | |
|----------------|-------|------|------|------|------------|------|
| | 2002 | 2007 | 2002 | 2007 | 2002 | 2007 |
| EU-27 | 9.7 | 7.8 | 8.3 | 6.6 | 1.4 | 1.2 |
| Belgium | 8.6 | 8.5 | 6.7 | 6.7 | 1.9 | 1.8 |
| Bulgaria | 17.3 | 7.3 | 18.9 | 6.5 | -1.6 | 0.8 |
| Czech Republic | 9 | 6.7 | 6 | 4.2 | 3 | 2.5 |
| Denmark | 5 | 4.2 | 4.3 | 3.5 | 0.7 | 0.7 |
| Germany | 7.9 | 8.3 | 8.8 | 8.5 | -0.9 | -0.2 |
| Estonia | 9.7 | 3.9 | 10.8 | 5.4 | -1.1 | -1.5 |
| Ireland | 4.1 | 4.2 | 4.8 | 5 | -0.7 | -0.8 |
| Greece | 15.7 | 12.8 | 6.8 | 5.2 | 8.9 | 7.6 |
| Spain | 15.7 | 10.9 | 8.1 | 6.4 | 7.6 | 4.5 |
| France | 9.7 | 8.9 | 7.7 | 7.8 | 2 | 1.1 |
| Italy | 11.5 | 7.9 | 6.7 | 4.9 | 4.8 | 3 |
| Cyprus | 4.5 | 4.6 | 2.9 | 3.4 | 1.6 | 1.2 |
| Latvia | 11 | 5.6 | 13.3 | 6.4 | -2.3 | -0.8 |
| Lithuania | 12.8 | 4.3 | 14.2 | 4.3 | -1.4 | 0 |
| Luxembourg | 3.5 | 5.1 | 2 | 3.4 | 1.5 | 1.7 |
| Hungary | 5.4 | 7.7 | 6.2 | 7.1 | -0.8 | 0.6 |
| Malta | 9.3 | 7.6 | 6.6 | 5.8 | 2.7 | 1.8 |
| Netherlands | 3.1 | 3.6 | 2.5 | 2.8 | 0.6 | 0.8 |
| Austria | 4.4 | 5 | 4 | 3.9 | 0.4 | 1.1 |
| Poland | 21 | 10.4 | 19.2 | 9 | 1.8 | 1.4 |
| Portugal | 6.1 | 9.7 | 4.2 | 6.7 | 1.9 | 3 |
| Romania | 7.9 | 5.4 | 9.2 | 7.2 | -1.3 | -1.8 |
| Slovenia | 6.8 | 5.9 | 5.9 | 4 | 0.9 | 1.9 |
| Slovakia | 18.7 | 12.7 | 18.6 | 9.9 | 0.1 | 2.8 |
| Finland | 9.1 | 7.2 | 9.1 | 6.5 | 0 | 0.7 |
| Sweden | 4.6 | 6.4 | 5.3 | 5.8 | -0.7 | 0.6 |
| United Kingdom | 4.5 | 5 | 5.7 | 5.6 | -1.2 | -0.6 |

Eurostat, Labour Force Survey (LFS), annual averages

Share of part-time workers in total employment (persons aged 15 and over), in EU Member States — 2002 and 2007

| | Women | | Men | |
|----------------|-------|--------|------|-------|
| | 2002 | 2007 | 2002 | 2007 |
| EU-27 | 28.5 | 31.2 | 6.6 | 7.7 |
| Belgium | 37.4 | 40.6 | 5.6 | 7.5 |
| Bulgaria | 3 | 2.1 | 2.1 | 1.3 |
| Czech Republic | 8.3 | 8.5 | 2.2 | 2.3 |
| Denmark | 30.3 | 36.2 | 11.1 | 13.5 |
| Germany | 39.5 | 45.8 | 5.8 | 9.4 |
| Estonia | 10.7 | 12.1 | 4.8 | 4.3 |
| Ireland | 30.6 | (32.3) | 6.5 | (7.2) |
| Greece | 8 | 10.1 | 2.3 | 2.7 |
| Spain | 16.8 | 22.8 | 2.6 | 4.1 |
| France | 29.8 | 30.2 | 5.2 | 5.7 |
| Italy | 16.9 | 26.9 | 3.5 | 5 |
| Cyprus | 11.3 | 10.9 | 4 | 4.4 |
| Latvia | 12 | 8 | 7.6 | 4.9 |
| Lithuania | 12.3 | 10.2 | 9.4 | 7 |
| Luxembourg | 25.3 | 37.2 | 1.8 | 2.6 |
| Hungary | 5.1 | 5.8 | 2.3 | 2.8 |
| Malta | 18.3 | 24.6 | 3.9 | 4.4 |
| Netherlands | 73.1 | 75 | 21.2 | 23.6 |
| Austria | 35.9 | 41.2 | 5.1 | 7.2 |
| Poland | 13.4 | 12.5 | 8.5 | 6.6 |
| Portugal | 16.4 | 16.9 | 7 | 8 |
| Romania | 13 | 10.4 | 10.9 | 9.2 |
| Slovenia | 7.5 | 11.3 | 4.9 | 7.7 |
| Slovakia | 2.7 | 4.5 | 1.1 | 1.1 |
| Finland | 17.5 | 19.3 | 8.3 | 9.3 |
| Sweden | 33.1 | 40 | 11.1 | 11.8 |
| United Kingdom | 43.8 | 42.2 | 9.6 | 10.8 |

Eurostat, Labour Force Survey (LFS) – annual averages. Provisional data for IE in 2007.

Employment impact of parenthood for women and men (aged 25-49) in 2007

Difference in percentage points in employment rates with presence of a child under 12 and without any children

| | Women | Men |
|----------------|-------|------|
| EU-27 | -12.4 | 7.3 |
| Belgium | -5.5 | 7.1 |
| Bulgaria | -11.5 | 3.5 |
| Czech Republic | -32.3 | 4.5 |
| Germany | -16.2 | 7.1 |
| Estonia | -18.2 | 6.2 |
| Ireland | -19.7 | 6.2 |
| Greece | -8.9 | 9.6 |
| Spain | -11.2 | 8.1 |
| France | -10.1 | 7.3 |
| Italy | -9.2 | 10.3 |
| Cyprus | -5.2 | 7.1 |
| Latvia | -11.8 | 7.6 |
| Lithuania | -6.0 | 7.5 |
| Luxembourg | -12.6 | 6.4 |
| Hungary | -27.5 | 4.3 |
| Malta | -18.6 | 5.1 |
| Netherlands | -8.7 | 4.8 |
| Austria | -14.1 | 3.8 |
| Poland | -11.1 | 11.2 |
| Portugal | -0.8 | 8.4 |
| Romania | -6.2 | 5.5 |
| Slovenia | 1.9 | 7.7 |
| Slovakia | -24.2 | 5.9 |
| Finland | -11.7 | 10.0 |
| United Kingdom | -17.4 | 4.4 |

Source: Eurostat, labour force survey (LFS), Annual average. Notes: no data available for DK and SE

Proportion of children up to 3 years cared for by formal arrangements in 2006 (up to 30 hours / 30 hours or more per usual week) in 2006

| | Up to 30 hours | 30 hours and more | Total |
|----------------|----------------|-------------------|-------|
| EU-25 | 14 | 12 | 26 |
| Belgium | 17 | 23 | 40 |
| Czech Republic | 1 | 1 | 2 |
| Denmark | 7 | 66 | 73 |
| Germany | 11 | 7 | 18 |
| Estonia | 6 | 12 | 18 |
| Ireland | 13 | 5 | 18 |
| Greece | 2 | 8 | 10 |
| Spain | 20 | 19 | 39 |
| France | 14 | 17 | 31 |
| Italy | 10 | 16 | 26 |
| Cyprus | 7 | 18 | 25 |
| Latvia | 2 | 14 | 16 |
| Lithuania | 0 | 4 | 4 |
| Luxembourg | 14 | 17 | 31 |
| Hungary | 2 | 6 | 8 |
| Malta | 5 | 3 | 8 |
| Netherlands | 41 | 4 | 45 |
| Austria | 3 | 1 | 4 |
| Poland | 0 | 2 | 2 |
| Portugal | 1 | 32 | 33 |
| Slovenia | 3 | 26 | 29 |
| Slovakia | 1 | 4 | 5 |
| Finland | 5 | 21 | 26 |
| Sweden | 17 | 27 | 44 |
| United Kingdom | 28 | 5 | 33 |

Source: Eurostat, EU-SILC 2006. Provisional data for BE, DE, EL, FR, IE, LT, LU, LV, MT, NL, PL, PT, SE, SK and UK. BG and RO : no data available for 2006. "Formal arrangements" means EU-SILC reply categories 1 to 4 (pre-school or equivalent, compulsory education, centre-based services outside school hours, a collective crèche or another day-care centre, including family day-care, professional certified childminders).

Average time spent per week in domestic and family work and in paid employment, in 2005 (by sex)

| | Women | | Men | | Gender gap | |
|----------------|--------------------------|-----------------|--------------------------|-----------------|--------------------------|-----------------|
| | Domestic and family work | Paid employment | Domestic and family work | Paid employment | Domestic and family work | Paid employment |
| EU-27 | 25.5 | 38.1 | 7.8 | 45.5 | 17.7 | -7.4 |
| Belgium | 22.9 | 35.9 | 9.3 | 44.7 | 13.6 | -8.9 |
| Bulgaria | 24.4 | 46.9 | 7.0 | 48.7 | 17.5 | -1.8 |
| Czech Republic | 20.8 | 41.8 | 5.5 | 47.0 | 15.4 | -5.3 |
| Denmark | 20.9 | 36.4 | 10.8 | 42.9 | 10.1 | -6.5 |
| Germany | 18.7 | 37.4 | 4.8 | 44.9 | 13.9 | -7.5 |
| Estonia | 25.3 | 42.5 | 11.6 | 46.1 | 13.6 | -3.6 |
| Ireland | 27.2 | 34.3 | 7.5 | 46.7 | 19.7 | -12.4 |
| Greece | 28.8 | 43.6 | 7.1 | 53.1 | 21.7 | -9.5 |
| Spain | 24.4 | 40.3 | 4.8 | 46.1 | 19.5 | -5.7 |
| France | 26.2 | 36.2 | 8.2 | 40.5 | 18.1 | -4.3 |
| Italy | 31.0 | 36.3 | 7.7 | 44.8 | 23.3 | -8.5 |
| Cyprus | 33.1 | 40.7 | 6.3 | 44.2 | 26.8 | -3.5 |
| Latvia | 24.0 | 44.2 | 11.6 | 47.8 | 12.4 | -3.6 |
| Lithuania | 16.6 | 42.2 | 5.3 | 46.7 | 11.2 | -4.5 |
| Luxembourg | 32.9 | 36.9 | 12.5 | 44.8 | 20.4 | -8.0 |
| Hungary | 26.3 | 43.1 | 10.0 | 49.6 | 16.2 | -6.5 |
| Malta | 22.6 | 38.5 | 7.7 | 46.7 | 14.9 | -8.2 |
| Netherlands | 36.6 | 29.5 | 14.3 | 43.2 | 22.3 | -13.7 |
| Austria | 20.6 | 38.6 | 4.8 | 46.0 | 15.8 | -7.4 |
| Poland | 28.0 | 44.4 | 8.1 | 50.4 | 19.9 | -6.0 |
| Portugal | 25.4 | 43.6 | 9.5 | 46.3 | 15.9 | -2.6 |
| Romania | 29.0 | 49.5 | 9.0 | 53.1 | 20.1 | -3.5 |
| Slovenia | 30.9 | 43.7 | 10.1 | 46.1 | 20.7 | -2.4 |
| Slovakia | 26.6 | 44.4 | 7.7 | 49.0 | 18.9 | -4.6 |
| Finland | 18.8 | 38.6 | 8.8 | 43.1 | 10.0 | -4.5 |
| Sweden | 17.4 | 38.2 | 9.6 | 44.8 | 7.8 | -6.6 |
| United Kingdom | 28.7 | 32.0 | 10.5 | 44.1 | 18.2 | -12.0 |

Source: Fourth EWCS, 2005. For the columns "gender gap", a positive value indicates that more time is spent on average by women than by men (for the related activity), while the opposite is true for a negative value. It has to be noted that the sample used only includes people who were in paid employment in the reference week of the survey. Due to this limitation, caution should be exercised in interpreting the differences between women and men's average time spent for both paid employment and unpaid domestic and family work. For instance, as regards paid employment, gender differences mainly reflect different patterns in the gender distribution of part-time among EU Member States and not in the gender distribution of participation in employment in general. If all working age persons were included (and not only those in paid employment) one would expect that both differences in time-use between women and men would be more pronounced.

Educational attainment (at least upper secondary school) of women and men aged 20 – 24, in EU Member States — 2002 and 2007

| | Women | | Men | |
|----------------|-------|------|------|------|
| | 2002 | 2007 | 2002 | 2007 |
| EU-27 | 79.3 | 80.8 | 74 | 75.5 |
| Belgium | 84.8 | 84.9 | 78.5 | 80.4 |
| Bulgaria | 79.5 | 83.6 | 75.2 | 83 |
| Czech Republic | 92 | 92.4 | 92.4 | 91.3 |
| Denmark | 82.6 | 77.7 | 74.3 | 64.2 |
| Germany | 73.8 | 74.4 | 72.6 | 70.6 |
| Estonia | 85.8 | 89.6 | 77.1 | 72.2 |
| Ireland | 87.3 | 89.7 | 80.7 | 83.7 |
| Greece | 86 | 87 | 76.1 | 77.5 |
| Spain | 70.3 | 67.3 | 57.4 | 55.1 |
| France | 82.8 | 85 | 80.5 | 79.8 |
| Italy | 74.3 | 80 | 64.8 | 72.7 |
| Cyprus | 89.5 | 91 | 76.7 | 79.8 |
| Latvia | 84.3 | 84.1 | 70 | 76.4 |
| Lithuania | 83.2 | 91.5 | 79.4 | 86.5 |
| Luxembourg | 65.5 | 76.4 | 74 | 65.6 |
| Hungary | 86.3 | 85.6 | 85.5 | 82.5 |
| Malta | 42.2 | 59.6 | 36.1 | 51.8 |
| Netherlands | 77.4 | 80.5 | 68.8 | 71.9 |
| Austria | 84.6 | 85.4 | 86.1 | 82.7 |
| Poland | 91.9 | 93.4 | 86.5 | 89.7 |
| Portugal | 52.9 | 60.8 | 36.1 | 46.3 |
| Romania | 77.7 | 77.7 | 74.8 | 77.1 |
| Slovenia | 93.3 | 94.3 | 88.3 | 89 |
| Slovakia | 95.4 | 92.1 | 93.5 | 90.5 |
| Finland | 89 | 88 | 82.6 | 84.8 |
| Sweden | 88.3 | 89 | 85.2 | 85.4 |
| United Kingdom | 77.6 | 79 | 76.6 | 77.2 |

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

NB: DK: 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 imply lower rates than those available at national level. This is especially relevant for CY.

Gender segregation in occupations and in economic sectors in EU Member States, in 2002 and 2007

| | Gender segregation in occupations | | Gender segregation in economic sectors | |
|----------------|-----------------------------------|------|--|------|
| | 2002 | 2007 | 2002 | 2007 |
| Belgium | 25.3 | 25.7 | 18.2 | 18.6 |
| Bulgaria | 27.1 | 29.4 | 18.1 | 20.8 |
| Czech Republic | 29.6 | 28.5 | 19.3 | 19.7 |
| Denmark | 28.3 | 25.7 | 18.5 | 18.9 |
| Germany | 26.9 | 26.5 | 18.1 | 18.4 |
| Estonia | 30.4 | 32.2 | 22.5 | 26.1 |
| Ireland | 26.9 | 27.9 | 21.0 | 23.3 |
| Greece | 21.6 | 22.4 | 15.4 | 15.9 |
| Spain | 25.3 | 27.4 | 19.5 | 20.7 |
| France | 26.3 | 26.7 | 17.5 | 18.3 |
| Italy | 21.8 | 23.6 | 15.4 | 17.8 |
| Cyprus | 28.8 | 28.9 | 18.1 | 20.1 |
| Latvia | 28.6 | 30.2 | 21.7 | 23.5 |
| Lithuania | 27.3 | 29.2 | 21.5 | 23.4 |
| Luxembourg | 27.1 | 27.2 | 19.7 | 19.0 |
| Hungary | 28.1 | 28.8 | 19.5 | 20.1 |
| Malta | 24.5 | 23.6 | 18.0 | 14.9 |
| Netherlands | 24.5 | 25.0 | 16.7 | 17.9 |
| Austria | 27.8 | 26.2 | 20.4 | 18.3 |
| Poland | 25.3 | 25.8 | 13.7 | 19.2 |
| Portugal | 27.6 | 26.5 | 22.2 | 20.6 |
| Romania | 11.9 | 23.2 | 14.6 | 16.1 |
| Slovenia | 27.1 | 26.3 | 17.6 | 17.2 |
| Slovakia | 30.8 | 30.3 | 22.5 | 23.2 |
| Finland | 29.4 | 29.5 | 21.6 | 22.9 |
| Sweden | 27.8 | 26.9 | 21.5 | 21.3 |
| United Kingdom | 26.5 | 25.3 | 18.9 | 18.6 |

Eurostat, Labour Force Survey (LFS) — Spring 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 FR, LU, 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 (Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)

| | 2007 |
|----------------|------|
| EU-27 | 17.4 |
| Belgium | 9.1 |
| Bulgaria | 12.7 |
| Czech Republic | 23.6 |
| Denmark | 17.7 |
| Germany | 23.0 |
| Estonia | 30.3 |
| Ireland | 17.1 |
| Greece | 20.7 |
| Spain | 17.6 |
| France | 15.8 |
| Italy | 4.4 |
| Cyprus | 23.1 |
| Latvia | 15.4 |
| Lithuania | 20.0 |
| Luxembourg | 10.0 |
| Hungary | 16.3 |
| Malta | 5.2 |
| Netherlands | 23.6 |
| Austria | 25.5 |
| Poland | 7.5 |
| Portugal | 8.3 |
| Romania | 12.7 |
| Slovenia | 8.3 |
| Slovakia | 23.6 |
| Finland | 20.0 |
| Sweden | 17.9 |
| United Kingdom | 21.1 |

Source: Eurostat, Structure of Earnings Survey 2006 and national sources (2007) for yearly SES-comparable estimates. Provisional data for EU-27, BE, BG, EE, EL, ES, FI, FR, IT, MT and UK. See introductory text of the statistical annex for detailed information.

At-risk-of-poverty rate after social transfers for older people (women and men aged 65 years and over) in EU Member States — 2006

| | Women | Men |
|----------------|-------|-----|
| EU-25 | 21 | 16 |
| Belgium | 25 | 21 |
| Bulgaria | 24 | 9 |
| Czech Republic | 8 | 2 |
| Denmark | 19 | 16 |
| Germany | 14 | 11 |
| Estonia | 31 | 14 |
| Ireland | 31 | 23 |
| Greece | 27 | 23 |
| Spain | 33 | 28 |
| France | 18 | 14 |
| Italy | 25 | 18 |
| Cyprus | 54 | 50 |
| Latvia | 36 | 17 |
| Lithuania | 28 | 10 |
| Luxembourg | 8 | 8 |
| Hungary | 11 | 7 |
| Malta | 20 | 22 |
| Netherlands | 6 | 7 |
| Austria | 20 | 11 |
| Poland | 9 | 6 |
| Portugal | 26 | 26 |
| Romania | 22 | 13 |
| Slovenia | 25 | 12 |
| Slovakia | 11 | 4 |
| Finland | 26 | 16 |
| Sweden | 15 | 7 |
| United Kingdom | 30 | 25 |

Source: Eurostat. SILC and national sources.

NB: 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 genders are based on the assumption of equal sharing of resources within households.

Source: EU-25: SILC(2006) Income data 2005. BG: National HBS 2006, income data 2006 and RO National HBS 2006, income data 2006. Exception to the income reference period UK: income year 2006 and IE: moving income reference period (2005-2006). EU aggregates are Eurostat estimates and computed as population weighted averages of national values.

Members of single/lower houses of national parliaments in EU Member States — Distribution by sex 2004 and 2008 (1)

| | 2004 | | 2008 | |
|----------------|-------|-----|-------|-----|
| | Women | Men | Women | Men |
| EU-27 | 23 | 77 | 24 | 76 |
| Belgium | 33 | 67 | 37 | 63 |
| Bulgaria | 26 | 74 | 22 | 78 |
| Czech Republic | 15 | 85 | 16 | 84 |
| Denmark | 38 | 62 | 38 | 62 |
| Germany | 32 | 68 | 33 | 67 |
| Estonia | 15 | 85 | 21 | 79 |
| Ireland | 12 | 88 | 13 | 87 |
| Greece | 13 | 87 | 16 | 84 |
| Spain | 35 | 65 | 35 | 65 |
| France | 13 | 87 | 19 | 81 |
| Italy | 12 | 88 | 21 | 79 |
| Cyprus | 9 | 91 | 16 | 84 |
| Latvia | 17 | 83 | 21 | 79 |
| Lithuania | 22 | 78 | 23 | 77 |
| Luxembourg | 24 | 76 | 25 | 75 |
| Hungary | 9 | 91 | 11 | 89 |
| Malta | 9 | 91 | 9 | 91 |
| Netherlands | 38 | 62 | 41 | 59 |
| Austria | 36 | 64 | 31 | 69 |
| Poland | 21 | 79 | 20 | 80 |
| Portugal | 20 | 80 | 29 | 71 |
| Romania | 11 | 89 | 10 | 90 |
| Slovenia | 13 | 87 | 13 | 87 |
| Slovakia | 17 | 83 | 19 | 81 |
| Finland | 40 | 60 | 41 | 59 |
| Sweden | 48 | 52 | 46 | 54 |
| United Kingdom | 18 | 82 | 19 | 81 |

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making

NB: (1) Data for 2008 have been collected in October 2008. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. BG and RO: data for 2004 are extracted from the IPU database (collected in Sept. 2004). EU aggregate: for 2004, the value is for EU-25 and not EU-27.

Sex distribution of senior ministers in national governments in EU Member States — in 2005 and 2008 (1)

| | 2005 | | 2008 | |
|----------------|-------|-----|-------|-----|
| | Women | Men | Women | Men |
| EU-27 | 22 | 78 | 26 | 74 |
| Belgium | 23 | 77 | 40 | 60 |
| Bulgaria | 32 | 68 | 26 | 74 |
| Czech Republic | 10 | 90 | 11 | 89 |
| Denmark | 28 | 72 | 37 | 63 |
| Germany | 29 | 71 | 38 | 62 |
| Estonia | 17 | 83 | 21 | 79 |
| Ireland | 21 | 79 | 20 | 80 |
| Greece | 6 | 94 | 11 | 89 |
| Spain | 50 | 50 | 50 | 50 |
| France | 18 | 82 | 34 | 66 |
| Italy | 4 | 96 | 18 | 82 |
| Cyprus | 0 | 100 | 8 | 92 |
| Latvia | 24 | 76 | 21 | 79 |
| Lithuania | 15 | 85 | 14 | 86 |
| Luxembourg | 15 | 85 | 20 | 80 |
| Hungary | 12 | 88 | 13 | 87 |
| Malta | 15 | 85 | 22 | 78 |
| Netherlands | 31 | 69 | 28 | 72 |
| Austria | 55 | 45 | 36 | 64 |
| Poland | 14 | 86 | 25 | 75 |
| Portugal | 13 | 87 | 12 | 88 |
| Romania | 20 | 80 | 0 | 100 |
| Slovenia | 7 | 93 | 17 | 83 |
| Slovakia | 7 | 93 | 6 | 94 |
| Finland | 47 | 53 | 60 | 40 |
| Sweden | 50 | 50 | 45 | 55 |
| United Kingdom | 32 | 68 | 32 | 68 |

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making.

NB: (1) Data for 2005 have been collected in December 2005 and data for 2008 have been collected in October 2008. The indicator has been developed within the framework 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 that has a seat in the cabinet.

Sex distribution of leaders of businesses, in 2007

| | 2007 | |
|----------------|-------|------|
| | Women | Men |
| EU-27 | 32.3 | 67.7 |
| Belgium | 30.8 | 69.2 |
| Bulgaria | 30.1 | 69.9 |
| Czech Republic | 27.6 | 72.4 |
| Denmark | 26.2 | 73.8 |
| Germany | 29.8 | 70.2 |
| Estonia | 31.9 | 68.1 |
| Ireland | 21.1 | 78.9 |
| Greece | 28.7 | 71.3 |
| Spain | 34.9 | 65.1 |
| France | 39.2 | 60.8 |
| Italy | 35.0 | 65.0 |
| Cyprus | 9.7 | 90.3 |
| Latvia | 34.2 | 65.8 |
| Lithuania | 32.1 | 67.9 |
| Luxembourg | 22.3 | 77.7 |
| Hungary | 28.9 | 71.1 |
| Malta | 12.3 | 87.7 |
| Netherlands | 27.5 | 72.5 |
| Austria | 31.9 | 68.1 |
| Poland | 35.0 | 65.0 |
| Portugal | 32.1 | 67.9 |
| Romania | 27.1 | 72.9 |
| Slovenia | 25.7 | 74.3 |
| Slovakia | 29.5 | 70.5 |
| Finland | 17.4 | 82.6 |
| Sweden | 24.5 | 75.5 |
| United Kingdom | 33.2 | 66.8 |

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 2008

| | 2008 | |
|----------------|-------|-----|
| | Women | Men |
| EU-27 | 11 | 89 |
| Belgium | 7 | 93 |
| Bulgaria | 12 | 88 |
| Czech Republic | 13 | 87 |
| Denmark | 17 | 83 |
| Germany | 13 | 87 |
| Estonia | 8 | 92 |
| Ireland | 8 | 92 |
| Greece | 6 | 94 |
| Spain | 8 | 92 |
| France | 9 | 91 |
| Italy | 4 | 96 |
| Cyprus | 3 | 97 |
| Latvia | 16 | 84 |
| Lithuania | 16 | 84 |
| Luxembourg | 3 | 97 |
| Hungary | 16 | 84 |
| Malta | 4 | 96 |
| Netherlands | 14 | 86 |
| Austria | 6 | 94 |
| Poland | 10 | 90 |
| Portugal | 3 | 97 |
| Romania | 12 | 88 |
| Slovenia | 18 | 82 |
| Slovakia | 18 | 82 |
| Finland | 20 | 80 |
| Sweden | 26 | 74 |
| United Kingdom | 12 | 88 |

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on women and men in decision-making. Data have been collected in October 2008. 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.

Indicators for the candidate countries in 2007

| | Turkey | | | Croatia | | | FYROM | | |
|---|--------|------|-------|---------|------|------|-------|------|------|
| | Women | Men | Gap | Women | Men | Gap | Women | Men | Gap |
| Activity rate (15-64) | 26.1 | 74.4 | 48.3 | 56.4 | 70.4 | 14 | 50 | 75.4 | 25.4 |
| Employment rate (15-64) | 23.8 | 68 | 44.2 | 50 | 64.4 | 14.4 | 32.1 | 49.1 | 17 |
| Employment rate of older workers (55-64) (1) | 16.5 | 43 | 26.5 | 24.2 | 48.4 | 24.2 | 28.3 | 47.8 | 19.5 |
| Unemployment rate 25-74 (2) | 6.1 | 6.9 | 0.8 | 9.4 | 6.8 | -2.6 | 35.7 | 34.9 | -0.8 |
| Unemployment on population aged 15-24 | 3.9 | 8.5 | 4.6 | 8.4 | 8.3 | -0.1 | 54.9 | 56.4 | 1.5 |
| Share of part-time workers | 19.7 | 4.9 | -14.8 | 11.3 | 6.4 | -4.9 | : | : | : |
| Share of employees with temporary contracts | 12.4 | 12.6 | 0.2 | 13.2 | 12.2 | -1 | : | : | : |
| Educational attainment (upper secondary school, 20-24) | 40 | 54.2 | 14.2 | 96.1 | 94.6 | -1.5 | : | : | : |
| Share of members of national parliaments (3) | 9 | 91 | - | 22 | 78 | - | 31 | 69 | - |
| Share of members of senior ministers of national governments(3) | 4 | 96 | - | 22 | 78 | - | 9 | 91 | - |
| Share among members of boards of top quoted companies(3) | 9 | 91 | - | 12 | 88 | - | 9 | 91 | - |

Source: Eurostat, LFS 2007 except for FYROM for which the source is Labour force survey 2007 (2nd quarter) – Republic of Macedonia – State Statistical office (News release September 2008, n°2.1.8.29).

The gender gap is always calculated as the value for men minus the value for women.

(1) For FYROM, the employment rate is calculated among persons 50-64 (and not 55-64).

(2) For FYROM, the unemployment rate is calculated among persons 15-64 (and not 25-74).

(3) Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making. Data collected in October 2008.