



RESEARCH AND INDICATORS TO MEASURE GENDER EQUALITY

March 16th 2017

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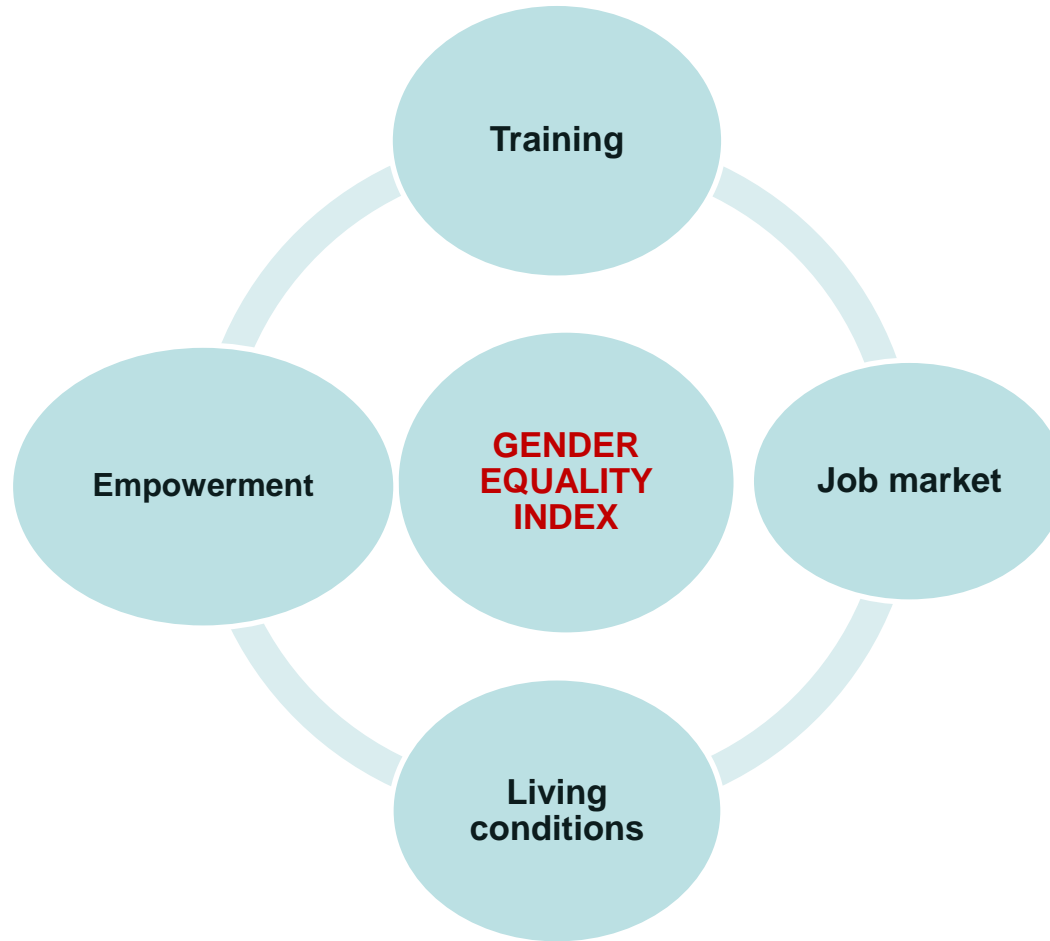




Research no. 1:




CATALONIA GENDER EQUALITY INDEX 2005-2015

CATALONIA GENDER EQUALITY INDEX



CATALONIA GENDER EQUALITY INDICATORS. RESULTS 2015 (COMPARATIVE CHART 2005)






| | | 2015 | | | 2005 |
|----------------------------------|--|--|---|---|----------------|
| | |  |  |  % | Evol. |
| EDUCATION | Employees with university qualification | 631,300 | 721,700 | 14% | ↑ |
| | University degrees | 18,581 | 25,453 | 37% | ↓ |
| | Doctoral thesis | 1,139 | 1,142 | 0% | ↔ |
| | Early leavers from education and training | 27% | 18% | 34% | ↓ |
| INDICATOR | | | | | 0.24 ↔ |
| LABOUR MARKET | Occupation (thousands) | 1,643 | 1,435 | -13% | ↑ |
| | Employees with indefinite contract (thousands) | 1,032 | 1,015 | -2% | ↑ |
| | Employees with full-time contract (thousands) | 1,527 | 1,124 | -26% | ↑ |
| | Earnings per hour (euros / hour) | 17.2 | 13.9 | -19% | ↑ |
| | Director earnings per hour (euros / hour) | 34.5 | 30.2 | -13% | ↑ |
| | Average pension (euros) | 16,296 | 11,270 | -31% | ↔ |
| | Average unemployment benefit (euros) | 3,952 | 3,481 | -12% | ↔ |
| INDICATOR | | | | | -0.16 ↑ |
| LIVING CONDITIONS | At-risk-of-poverty rate (after transfers) | 20.2 | 21.6 | -7% | ↑ |
| | In-work at-risk-of-poverty rate | 10.5 | 13.1 | -25% | ↓ |
| | Average time dedicated to household and family (hours and minutes) | 2.02 | 3.54 | -192% | ↑ |
| INDICADOR | | | | | -0.33 ↓ |
| EMPOWERMENT | Politics | | | | |
| | Mayoralties | 772 | 174 | -77% | ↑ |
| | Elected city councilmen/women | 5,880 | 3,194 | -46% | ↑ |
| | Parliament members | 83 | 52 | -37% | ↑ |
| | Firm | | | | |
| | Directors and managers | 104,025 | 57,675 | -45% | ↔ |
| | Scientific and intellectual technicians and professionals | 243,800 | 313,875 | 29% | ↑ |
| | Board members | 83% | 17% | -80% | ↑ |
| | Universities | | | | |
| | University chairs | 1,239 | 329 | -73% | ↔ |
| | Institutions | | | | |
| | Presidencies and board members | 366 | 109 | -70% | |
| INDICATOR | | | | | -0.50 ↑ |
| Gender Equality Indicator | | | | | -0.19 ↑ |

- ❖ 22 indicators classified in 4 blocs
- ❖ Indicators to be updated annually
- ❖ Evolution 2005-2015

(1) TRAINING






| | | 2015 | | | 2005 |
|------------------|---|---|---|---|-------|
| | |  |  |  % | Evol. |
| EDUCATION | Employees with university qualification | 631,300 | 721,700 | 14% | ↑ |
| | University degrees | 18,581 | 25,453 | 37% | ↓ |
| | Doctoral thesis | 1,139 | 1,142 | 0% | ↔ |
| | Early leavers from education and training | 27% | 18% | 34% | ↓ |
| INDICATOR | | | | 0.24 | ↔ |



These 4 indicators show how women are more trained and qualified than men. Furthermore, this situation has not changed since 2005.

(2) JOB MARKET






| | | 2015 | | | 2005 |
|------------------|--|---|---|---|----------|
| | |  |  |  | Evol. |
| LABOUR MARKET | Occupation (thousands) | 1,643 | 1,435 | -13% | ↑ |
| | Employees with indefinite contract (thousands) | 1,032 | 1,015 | -2% | ↑ |
| | Employees with full-time contract (thousands) | 1,527 | 1,124 | -26% | ↑ |
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| | Average pension (euros) | 16,296 | 11,270 | -31% | ↔ |
| | Average unemployment benefit (euros) | 3,952 | 3,481 | -12% | ↔ |
| INDICATOR | | | | -0.16 | ↑ |



The 7 indicators analyzed show how women suffer discrimination in the job market. We can only observe a small improvement with regards to the situation 10 years ago.

(3) QUALITY OF LIFE






| | | 2015 | | | 2005 |
|----------------------|--|---|---|---|----------------|
| | |  |  |  | Evol. |
| LIVING CONDITIONS | At-risk-of-poverty rate (once transfers are made) | 20.2 | 21.6 | -7% | ↑ |
| | In-work at-risk-of-poverty rate | 10.5 | 13.1 | -25% | ↓ |
| | Average time dedicated to household and family (hours and minutes) | 2.02 | 3.54 | -192% | ↑ |
| INDICATOR | | | | | -0.33 ↓ |



These 3 indicators point out that women have worse living conditions than men. There is a concern about the increase in the rate of poverty risk among working women in recent years.

(4) EMPOWERMENT

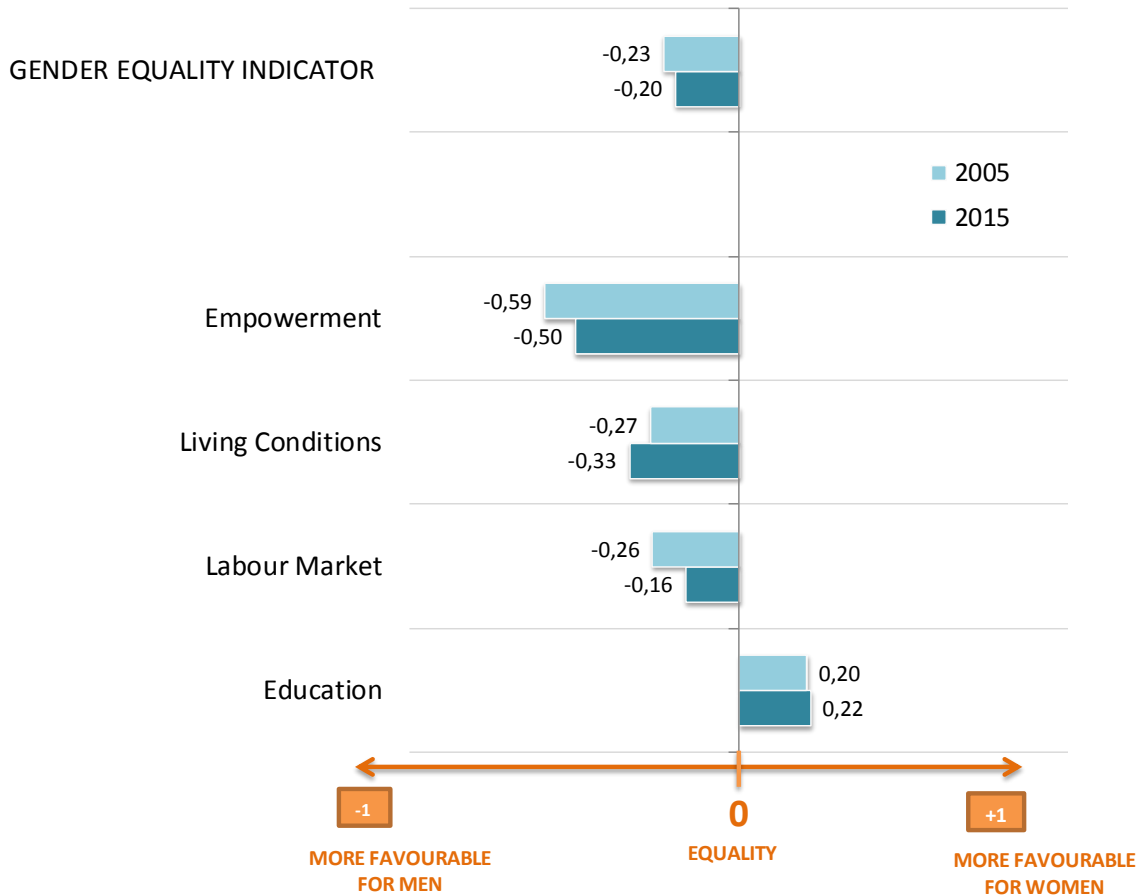


| | | 2015 | | | 2005 |
|--------------------------------|---|---|---|---|-------|
| | |  |  |  | Evol. |
| EMPOWERMENT | Politics | | | | |
| | Mayoralties | 772 | 174 | -77% | ↑ |
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| | Universities | | | | |
| | University chairs | 1,239 | 329 | -73% | ↔ |
| Institutions | | | | | |
| Presidencies and board members | 366 | 109 | -70% | | |
| INDICATOR | | | | -0.50 | ↑ |



Inequality between women and men is higher in the empowerment indicator. During the last decade there has been a small improvement in the politics field and in the boards of directors thanks to the lobbying for regulations.

CATALONIA GENDER EQUALITY INDICATOR. RESULTS 2015 (COMPARATIVE CHART 2005)



CONCLUSIONS:

1. **There has been little progress** in reducing inequalities in the job market;
2. **There has been a regression** of the women's quality of life (new female poverty);
3. **There has been a small improvement** in women's participation in politics and boards of directors. Women are still very much **underrepresented** in the spheres of power of companies, universities, and institutions.



Research no.2:

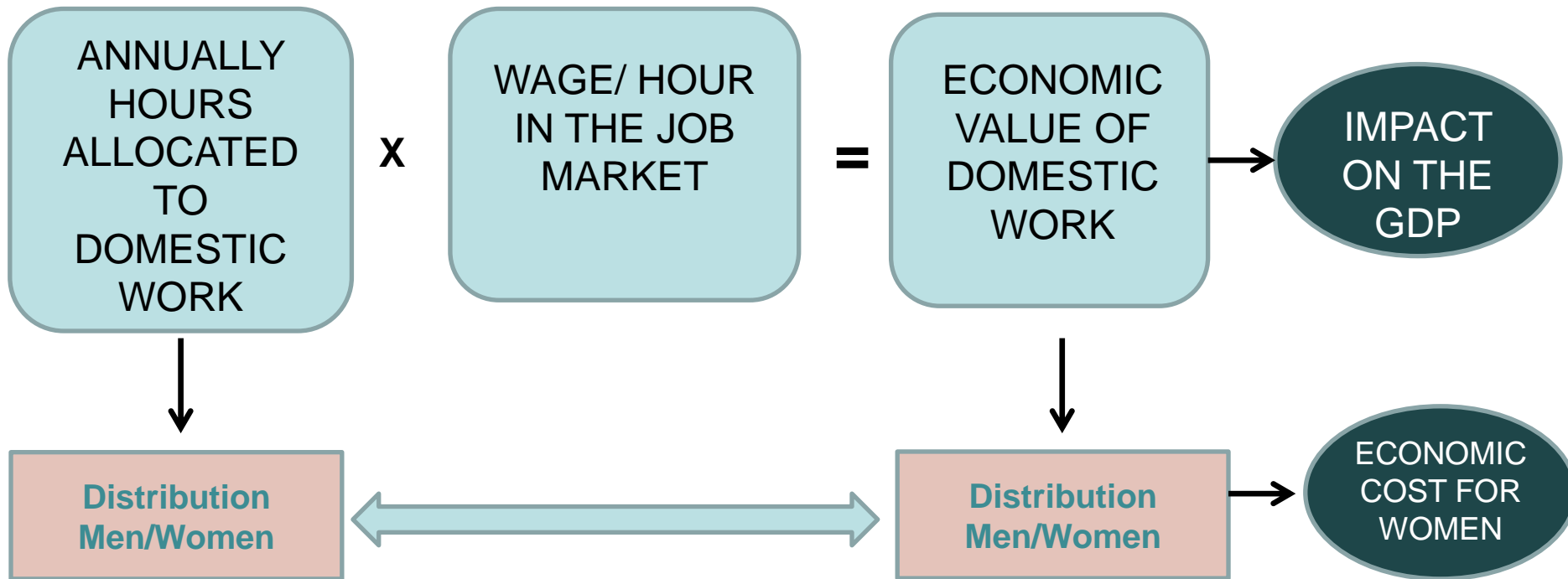
QUANTIFYING THE ECONOMIC TERMS OF UNPAID DOMESTIC AND CARING WORK IN CATALONIA

OBJECTIVES OF THIS RESEARCH



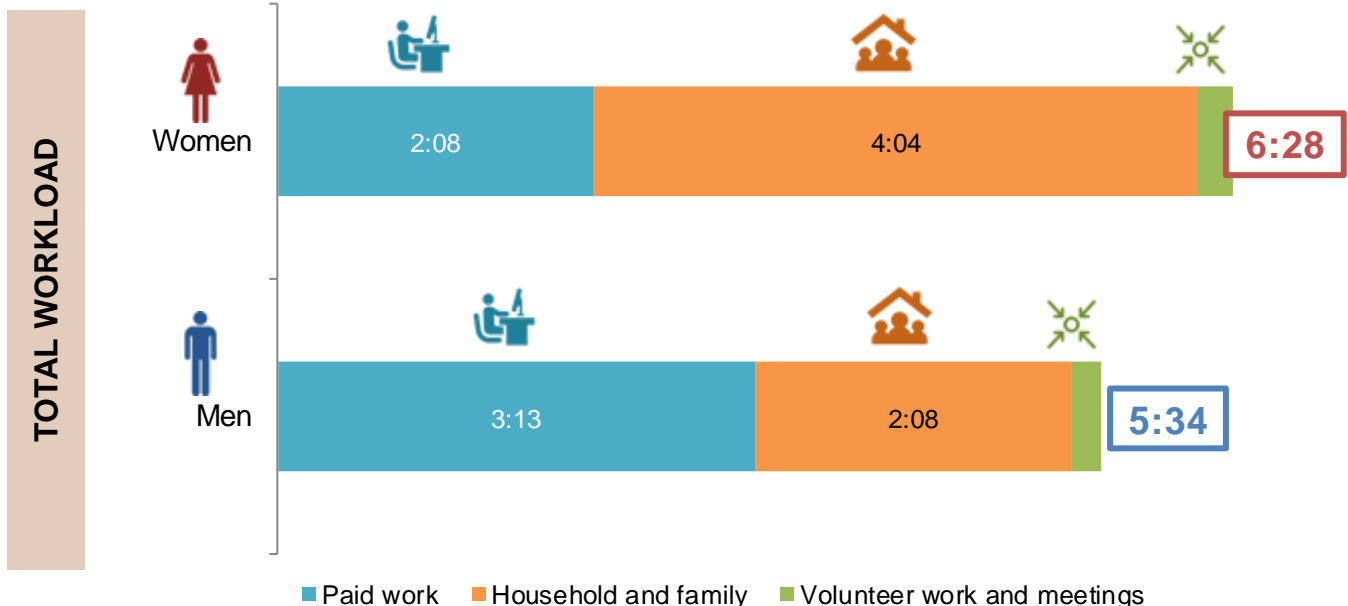
1. To quantify the domestic work's value and calculate its impact on the GDP taking it into account when implementing social and economic policies.
2. To calculate the economic cost for women of the unequal distribution of domestic tasks.

PLANNING OF WORK





Time allocated to work activities by population (16 years old and older) 2011











- ❖ Women spend an average of two hours a day on household and family chores. On the other hand, women spend one less hour than men on paid work.
- ❖ Therefore, women have a daily workload of one more hour a day than men.





ECONOMIC VALUE OF UNPAID DOMESTIC WORK



Distribution of economic value of work

| | | Millions of annual hours | | |
|---|---------------|---|---|---------------|
| | | Men | Women | Total |
|  | Paid work |  3,577 |  2,498 | 6,075 |
|  | Domestic work | 2,372 | 4,761 | 7,134 |
| Total workload | | 5,949 | 7,259 | 13,208 |

| | | Millions of euros | | |
|---|---------------|--|--|----------------|
| | | Men | Women | Total |
|  | Paid work |  65,698 |  45,879 | 111,577 |
|  | Domestic work | 16,612 | 33,345 | 49,957 |
| Total workload | | 82,310 | 79,224 | 161,535 |

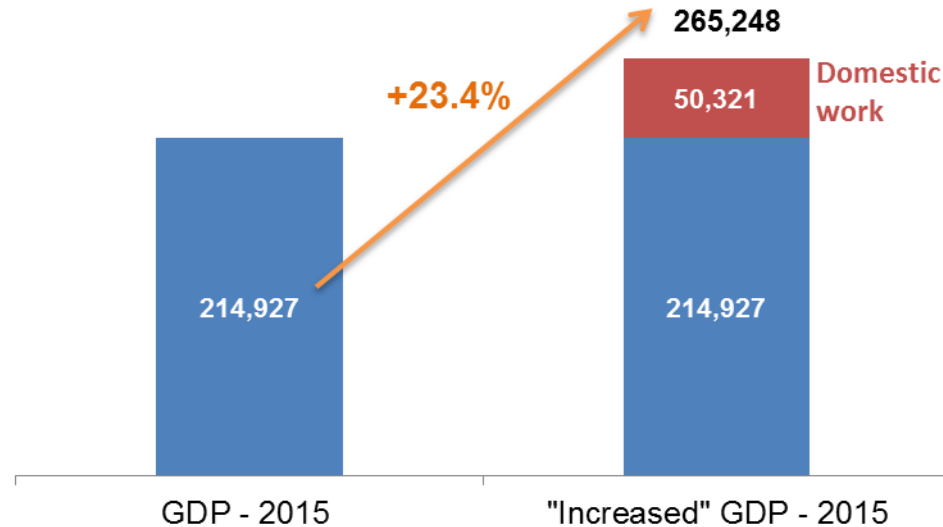
| | | As a percentage of total activity | | |
|---|---------------|--|--|-------------|
| | | Men | Women | Total |
|  | Paid work |  59% |  41% | 100% |
|  | Domestic work | 33% | 67% | 100% |
| Total workload | | 51% | 49% | 100% |



- The economic value of unpaid work by households in Catalonia was of €49,957 million in 2015.
- Women account for 67% of domestic work (33,345 million euros), compared to only 33% for men (16,612 million euros). That is, men contribute half as much as women in domestic work and economically valued care.
- If we consider the total workload, the contribution of men and women is practically equal (51% men and 49% women): **the economic contribution that women make is the same as that of men, but it is not equally socially recognized nor economically.**



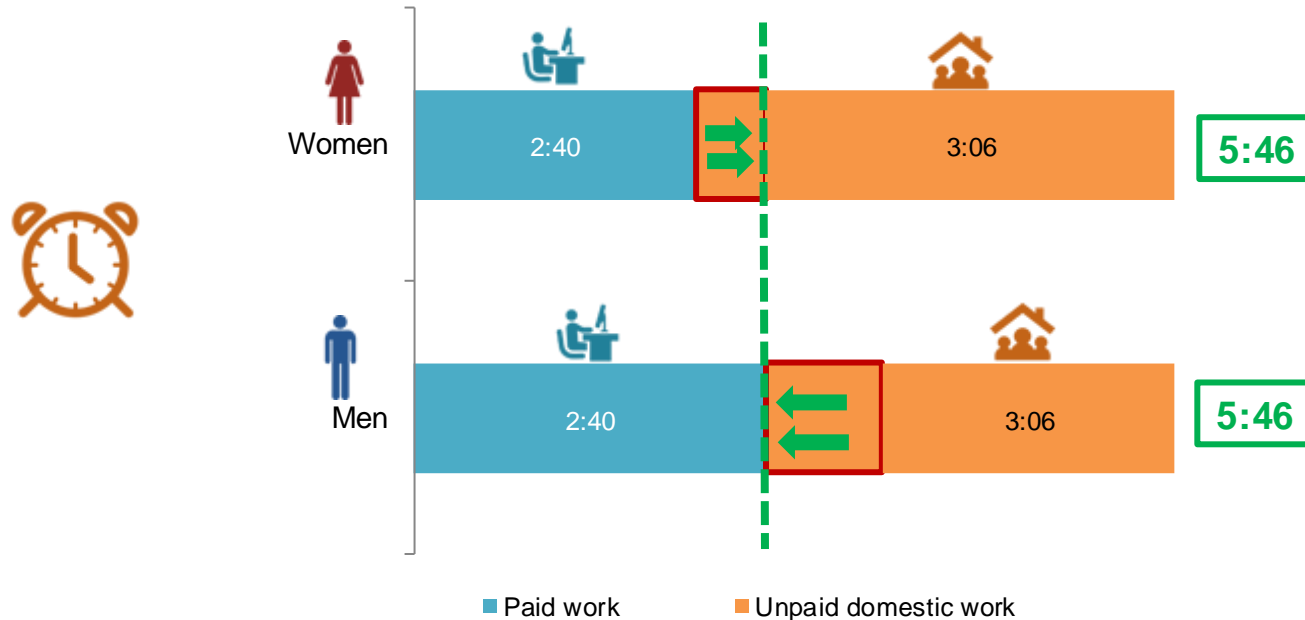
“Increased” GDP with domestic and caring work:



If we consider household chores in Catalonia's GDP, it would increase from 214,927 million euros to 265,248 million euros in 2015, that is, an increase by 50,321 million euros, which means an **increase of 23.4%**.

ECONOMIC IMPACT ON WOMEN OF INEQUAL DISTRIBUTION OF UNPAID HOUSEHOLD CHORES

Scenario of equitable distribution of paid and unpaid work:












- ❖ In a scenario in which household chores were distributed equally, women would allocate 32 more minutes a day to paid work and 1 hour less to unpaid domestic work.
- ❖ The total workload would be identical between men and women: 5 hours and 46 minutes daily. Women would stop having an one more hour of workload a day than that of men.

ECONOMIC IMPACT ON WOMEN DUE TO AN UNEQUAL HOUSEHOLD DISTRIBUTION OF UNPAID DOMESTIC WORK



Scenario of equitable distribution of paid and unpaid work:



| Work economic value in a situation of EQUALITY | | | | | | |
|---|---------------|---|---------------|---|---------------|----------------|
| | | Millions of annual hours | | | | |
| | | Men | Women | Total | | |
|  | Paid work |  | 54,349 |  | 57,228 | 111,577 |
|  | Domestic work | | 24,334 | | 25,623 | 49,957 |
| Total workload | | | 78,684 | | 82,851 | 161,535 |
| | | As a percentage | | | | |
|  | Paid work |  | 49% |  | 51% | 100% |
|  | Domestic work | | 49% | | 51% | 100% |
| Total workload | | | 49% | | 51% | 100% |

- ❖ With an equal distribution of domestic work, women could obtain an increase of 25% in their gross income for the paid work.
- ❖ The unequal distribution of domestic work costs each Catalan woman 2,759 euros per year.



GRÀCIES!
GRACIAS!
THANK YOU!
MERCI!